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ANNIVERSARY

#Beyond20years



INJAZ
Al-Arab

Member of
JA Worldwide

Two Decades of Transformative Impact:

INJAZ Al-Arab's Journey
in Empowering Arab Youth

2024

IMPACT REPORT

“

Unearthing Greatness: Message From Our Chairperson

Looking back on two decades of INJAZ Al-Arab's journey, I'm faced with a joyful struggle: I must decide where to begin with my gratitude, where to pause and reflect, and where to forge ahead with optimism and pride.

What started as an ambitious vision to empower youth in the MENA region twenty years ago has blossomed into a movement that has touched the lives of over seven million young people in 13 nations.

That is only possible because of where we are in the world. The region today brims with opportunity. Over 60% of our population is below the age of 25. A generation that is digitally fluent and entrepreneurially driven, representing not only regional excellence but the future of global innovation.

I could recount thousands of success stories of students transforming into leaders. Dreamers into doers. Hopefuls into entrepreneurs. Yet our milestone of reaching over one million learning experiences annually is just the beginning of our story. INJAZ's impact is felt most deeply outside of numbers. Our unique model brings together governments, public sectors, and educational institutions to create a sustainable ecosystem for meaningfully nurturing talent and excavating true potential.

With eyes on the future, our vision only grows bolder. We are committed to ensuring that every young person in the MENA region has the skills, mindset, and opportunities they need to nourish their own greatness. Because the true measure of our impact is in what they achieve next.

Hanadi Bint Nasser Al Thani, Chairperson



“

Education Reimagined: **Message From Our CEO**

One life changed is a victory—millions transformed is a dream realized. Twenty years ago, INJAZ Al-Arab began with a bold vision to empower youth across MENA to own their success. As I write this, I am humbled and inspired to see our ambitions morph into outcomes, reshaping the region’s educational landscape as we know it.

Today, our students don’t only study business; they build it. They don’t simply learn about leadership; they embody it. Through our innovative initiatives and flagship Company Program, we’ve redefined what’s possible both in and out of classrooms.

But none of this would have been possible without being tested. The COVID-19 pandemic challenged our resilience and prodded at our adaptability. We responded swiftly and with vigor. We digitally empowered our youth, discovering that with innovation and determination, there are no limits.

We are now proud to share the pen with our students for the next chapter of INJAZ. As we journey onwards, a bright future comes into view, encompassing new partnerships and programs that expand the bounds of our imagination and set the bar high for our next big achievement.

If the region’s youth dare to dream, we dare to nurture their dreams. If they dare to grow, we dare to make space for their growth. We stand firm in our commitment to building our future leaders—one bold student at a time.

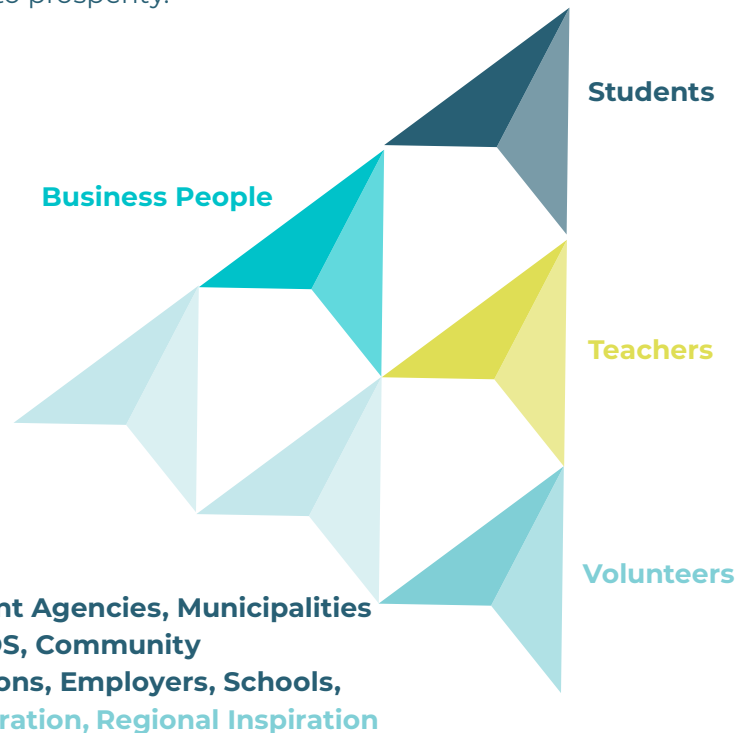
▲▲▲▲▲ Akef Aqrabawi President & CEO



Global Inspiration, Regional Reality

INJAZ Al-Arab's journey reflects a deep understanding of the region's evolving economic landscape – and the potential of its youth.

Born from a firm belief in the power of young people, INJAZ Al-Arab, the Regional Operating Center of JA Worldwide, started as a small pilot program in 2005 fueled by a vision to empower Arab youth. It quickly grew, driven by successful partnerships with the private sector and a dedicated volunteer network that now stands at over 140,000 passionate individuals. Today, INJAZ Al-Arab is a leading organization impacting millions of students through experiential learning in work readiness, financial literacy, and entrepreneurship—creating clear pathways from education to prosperity.



“What keeps us going is our belief in the optimism this generation holds and the determination to overcome every single challenge to see youth succeed.”

Soraya Salti

The journey to reaching 1 million MENA Youth

At the heart of this legacy is Soraya Salti, who was decades ago inspired by the work of Junior Achievement—one of the world's largest NGOs dedicated to youth empowerment and future-ready skills.

Motivated to bring similar opportunities to the Middle East, she co-founded INJAZ Al-Arab, understanding that the region's future depended on the voice of its youth. Her visionary leadership and tireless advocacy have been instrumental in expanding INJAZ's reach and impact across the Arab world.

Queen Rania Al Abdallah of Jordan

“INJAZ is a promise to launch upon the Arab World, a promise to launch upon our region across all sectors, young men and women who can recognize opportunity and pursue it, innovate and generate new ideas, think creatively and critically, manage risks and bounce back from knocks along the way.”



INJAZ Milestones: Early Years

Over time, the INJAZ family grew its member nations...

2002: Lebanon 2003: Egypt 2005: Bahrain, & United Arab Emirates, & Palestine 2006: Oman & Kuwait 2007: Saudi Arabia, Morocco, Qatar 2010: Algeria, Yemen & Tunisia

“Our journey began with a simple belief; every young person deserves the opportunity to own their economic success.”

2004

INJAZ Al-Arab becomes the Regional Operating Center of JA Worldwide in the MENA region
For the next four years, INJAZ expanded into key MENA markets, launched its flagship company program, and solidified partnerships with established corporate partners.

2007

Ambitious campaign launches in Davos at the World Economic Forum to empower 1MN Arab youth
In January 2008, the INJAZ Al-Arab Regional Board and key private sector sponsors joined Queen Rania Al Abdullah of Jordan in launching the One Million Arab Youth Campaign. This initiative sought to empower one million regional youth every year with the skills and mindset to recognize opportunity, think creatively, dream boldly, and reach their fullest potential.

2008

Ambitious campaign launches in Davos at the World Economic Forum to empower 1MN Arab youth
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2009

INJAZ Al-Arab becomes the first Arab recipient awarded the Skoll Foundation Award for Social Entrepreneurship

2011

INJAZ ranks amongst one of the world's top 100 most influential NGOs.

INJAZ Milestones: Building Momentum



We don't just prepare youth for the future; we empower them to create it.
Akef Aqrabawi

2012

INJAZ Al-Arab receives the Henry R. Kravis Prize in Leadership
"INJAZ Al-Arab harvests the limitless potential of viable opportunities for young people in the Arab world."
KRAVIS PRIZE

Streaming on OSN Ya Hala Shabab HD, Generation Entrepreneur tells the stories of young Arab entrepreneurs competing for funding as part of INJAZ Al-Arab's entrepreneurship program. Episodes follow teams in Lebanon, Egypt, and Tunisia as they launch their start-ups.

2013

2014

INJAZ celebrates 10 years – having reached 2+ million students with support from 300+ corporate partners and 22,000 volunteers.
Embracing digital growth and encouraging online engagement with its crucial work, INJAZ expands its impact through social media platforms and blended learning strategies.

MBC Al-Amal launches Voices of Hope public talks in partnership with INJAZ Al-Arab to help find sustainable employment opportunities for Arab youth across the region.
As part of the talks, youth share their success stories and aspirations, alongside the impact INJAZ has made in their lives.

2015

2016

With a presence established in all 13 member nations, INJAZ Al-Arab joins the United Nations Global Compact. Additionally, it initiates digital curriculum development.

Dreams realized: Next Frontier

2020

INJAZ AI-Arab is honored as a laureate for TAKREEM Foundation's Excellence in Education award. It leads the JA digital transformation plan, swiftly transitioning to virtual learning during COVID-19 with the Inspire, Prepare and Succeed network. INJAZ reaches 5 million cumulative student experiences.

INJAZ expands its reach via social media, eventually amassing over 1.3 million followers across all active regional channels.

2021

2022

JA Worldwide is nominated for the Nobel Peace Prize and, for the first time, ranks among the top ten impactful nonprofits globally by NGO Advisor. Consistent growth continues, with volunteers exceeding 100,000 and the launch of enhanced digital learning platforms.

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2023

2024

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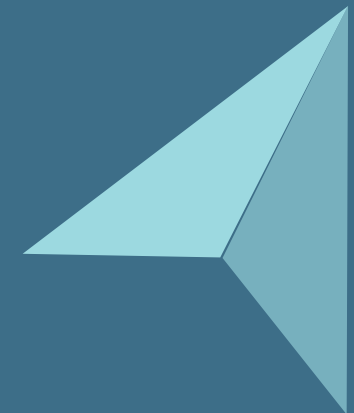
Leading a Sustainable Future

Sustainable development in the Arab world thrives on youth economic empowerment. INJAZ Al-Arab delivers impact through continuous investment in our ecosystem of students, volunteers, and corporate partners, creating a powerful network that transforms entrepreneurial education into real economic opportunity. Through our programs and hands-on mentorship, we enable young people in the MENA region to start businesses, secure meaningful employment, and become leaders who drive positive change in their communities.



Committed to a better tomorrow, INJAZ Al-Arab's work deeply aligns with the UN Sustainable Development Goals. Recognizing that youth economic empowerment is tied to global aspirations, we understand that each barrier broken serves to move us closer to true progress.

Driven by these universal values, our programs deliver quality education while promoting gender equality, creating pathways to decent work, bolstering economic growth, reducing poverty and inequalities, and building sustainable communities.



Measuring Our Human Impact

INJAZ Al-Arab has operated and executed programming in 13 countries in the Middle East, each with robust and engaged students, partners and volunteers.



7,000,000+
Learning experiences
reached since inception



400+
Private sector
partners



13
Ministries of
education involved



1,249,553+
Learning experiences
reached annually



140,000+
Volunteers
engaged



4,000+
Schools
420+ Universities

Outcomes

The results speak volumes. INJAZ programming is thoughtfully curated to address market needs globally and within the MENA region, where youth are kept motivated, engaged, and educated about choices for their future.

Entrepreneurship

63%

Increased
entrepreneurial
knowledge

Work Readiness

94%

feel confident in
**private-sector
employment**

Leadership

73%

feel empowered to
**take on leadership
roles**

STEM & Technology

48%

identified **technology**
as their top industry
opportunity, meeting
market demands

Confidence

95%

feel satisfied with
their **program
experience and
learning**

Problem Solving

89%

feel confident in
their **ability to
solve real-world
problems**

Impact Insights: Future-Ready Leaders

- 01** INJAZ Alumni are leveraging the power of their networks to achieve entrepreneurial success, collaborating across borders to create economic opportunity.
- 02** INJAZ programs are effectively building both hard and soft skills, with graduates reporting significant improvements in business acumen and leadership capabilities.
- 03** The combination of mentorship and hands-on experience is proving particularly effective, with notable increases in both employment rates and startup creation.

Two Decades of Transformative Growth

INJAZ has made incredible strides in reaching MENA's youth.

11x
Growth of
Students
Learning
Experiences

21x
Growth of
Volunteers

1,249,553
Learning
Experiences
Per Year

7,000,000+

**Total Learning
Experiences
Since 2008**

Foundation Period (2008-2014)

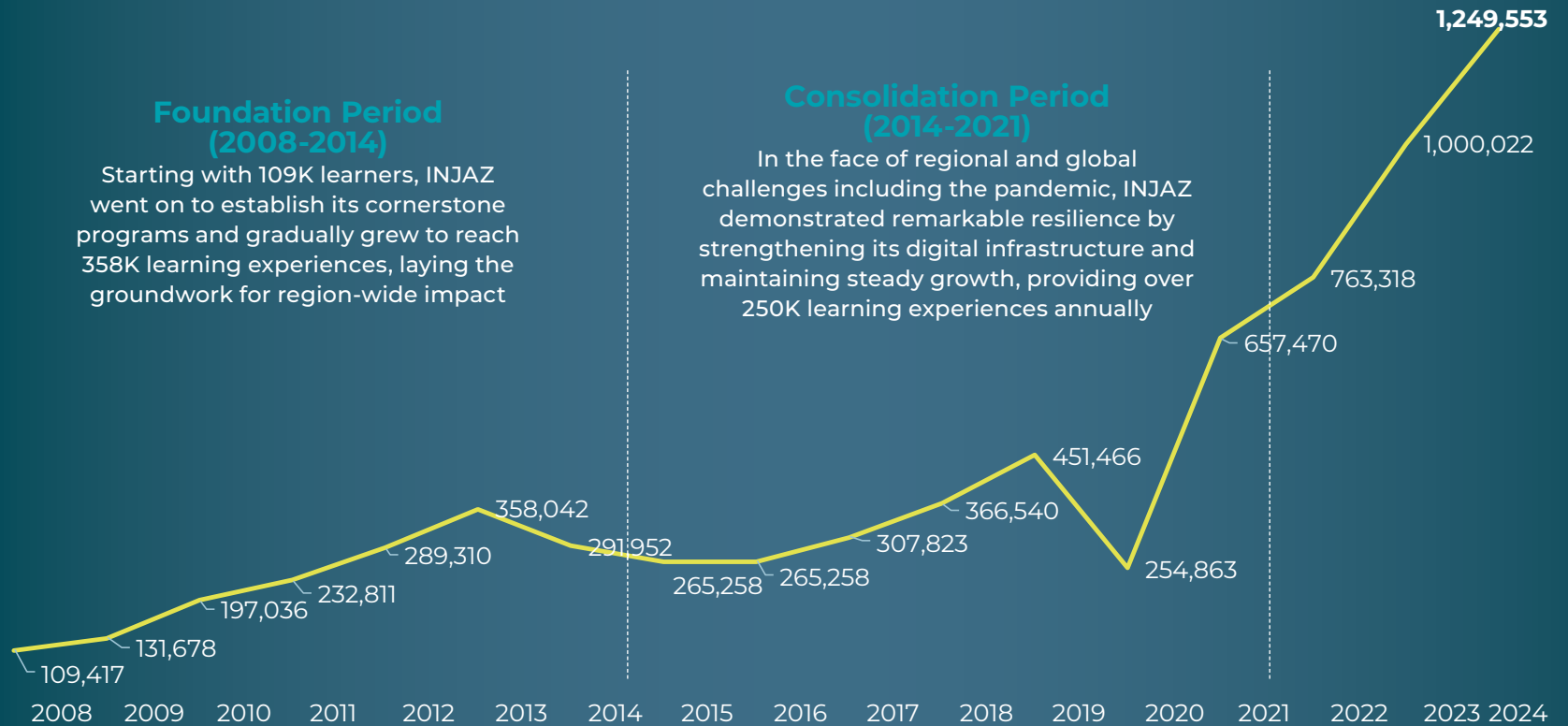
Starting with 109K learners, INJAZ went on to establish its cornerstone programs and gradually grew to reach 358K learning experiences, laying the groundwork for region-wide impact

Consolidation Period (2014-2021)

In the face of regional and global challenges including the pandemic, INJAZ demonstrated remarkable resilience by strengthening its digital infrastructure and maintaining steady growth, providing over 250K learning experiences annually

Acceleration Period (Present day)

INJAZ's impact catapults to unprecedented heights, nearly tripling its reach to 1.2 million+ annual learning experiences and achieving its ambitious goal of transforming youth education across the MENA region





Innovating Learning for the Digital Age

Developed through a strategic accelerator during the COVID-19 pandemic, the **Inspire, Prepare, Succeed** framework equips youth with meaningful development through end-to-end experiences, enabling INJAZ to reach a record number of learning experiences.



INSPIRE

Introductory learning experiences that pique and develop interest.



PREPARE

Learning experiences that prepare youth for meaningful work and sustainable entrepreneurship by building skills, mindsets, and competencies.



SUCCEED

Applied learning experiences that demonstrate mastery of competencies.



Creating Value: High Social Return On Investment

Each of INJAZ's investment areas creates multiple cascading impacts that fuel a virtuous cycle where each success strengthens the ecosystem and increases future returns

Market Challenge

Youth Unemployment
2X the global average (21%)
65% of people in MENA <25.

Skills Mismatch
 Only **54%** of regional CEOs believe educational systems provide adequate skills.

Limited Entrepreneurial Development
 Traditional education needs to be complemented with hands-on business experience.

Digital Transformation Needs
 Rapidly evolving job market requires digital skills, especially as AI emerges.

Initial Investments:

Leveraged through public-private partnerships

Multi-tier Programming

Digital Education Model

Public-Private Sector Partnerships

Entrepreneurship Programs

Direct Outputs:

Scale achieved through reaching high volume of learning experiences

1.2 Million+
Learning Experiences

140,000K+
Volunteers

400+
Corporate Partnerships

Hands-on Business Experience

Social Impact:

Sustained through skill development and business creation

Reduced Youth Unemployment Rates

Bridged Skill Gaps

New Business Creations

Digital Workforce Development

SROI Multipliers:

Long-term value multiplied through economic growth and innovation

Economic Growth

Job Creation

Innovation Ecosystem

Future-Ready Workforce

Market-Critical Impact

INJAZ students and alumni are trained to be leaders in the workforce and equipped to meet evolving market needs.

70%
of youth are upskilling to meet market demand needs

73%
of youth confirm INJAZ's practical programs provide best workplace preparation

SROI Multipliers (Long-term Value):

- Economic Growth: More employed youth contributing to GDP
- Job Creation: Both through employment and new business formation
- Innovation Ecosystem: Supporting promising ventures that can scale
- Future-Ready Workforce: Preparing for AI and digital transformation

Uplifting the Underserved: Our Data-Driven Approach

INJAZ Strategic Focus Areas:



Accelerate Digital Transformation



Empower the Underserved with Data-Driven Impact



Cultivate Partnerships for Innovation



Strengthen OneJA through Network Engagement

Empower the Underserved with Data-Driven Impact through:

Tailored Innovations (e.g., Connectivity)

Measurement and Visualization

Deepen Footprint

Thought Leadership and Advocacy

Marketing & Visibility

Example Initiatives:

Women and Girl's Empowerment

A majority (55%) of INJAZ participants are women from the MENA region. This contributes to the reduction of female youth unemployment rates, which are twice as high as men in the region. INJAZ's Innovation Day Camps often focus on generating solutions and addressing challenges related to narrowing the gender gap in the workplace and eliminating disparities faced by women and minority populations in the workforce.

Refugees and Displaced Youth

INJAZ is strategizing to provide displaced students with vital capacity-building programs and extracurricular activities while creating income opportunities for students, helping build resilience and restore normalcy during crises.

Addressing Digital Divide for Underserved Populations

INJAZ is working to enhance digital literacy and entrepreneurship training through annual laptop deployments and tailored programming.

Partnering for Success

Diverse roles, unified

Role of Public Sector

- Direct access to educational institutions through formal partnerships with Ministries of Education and higher education facilities.
- Official authorization and support for program implementation within schools.
- Integration of INJAZ programming into existing educational frameworks.
- Enhanced credibility through government endorsement.
- Support for blended learning initiatives that modernize educational delivery.

Role of Private Sector

- Sustainable funding streams to ensure program continuity.
- Industry expertise and real-world business insights.
- Direct connection to market needs and employment opportunities.
- Resources and professional networks that enhance program quality.
- Support for innovation and adaptation to economic trends.

Role of INJAZ Al-Arab: Orchestrator and Thought Leader

Through dynamic collaboration and fertile ecosystems, INJAZ Al-Arab leverages both the public sector's vast educational infrastructure and the private sector's market expertise to create transformative opportunities for MENA youth. This powerful synergy ensures students receive both a strong academic foundation and real-world skills, effectively bridging the education-to-employment gap and driving regional economic growth.

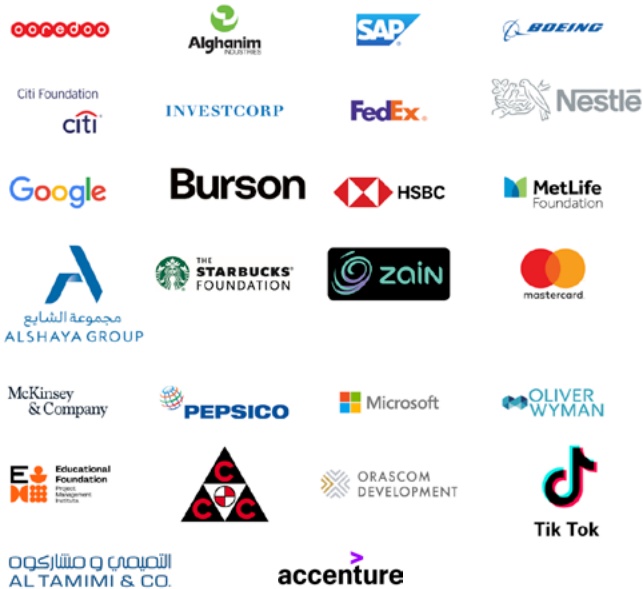


“An obvious lesson of INJAZ Al-Arab concerns the power of public-private partnerships and cultivated relationships with governments to bring this program to scale, where governments provided the regulatory framework and the support that made this program possible. The creation of meaningful educational opportunities requires the best efforts – not just of education leaders, but of all members of society. Much more can be achieved when productive public-private partnerships such as INJAZ Al-Arab support innovation and help bring it to scale.” Fernando Remeirs

Sponsors and Partners

Backed by crucial corporate collaborations and initiatives

INJAZ has partnered with leading corporate companies executing strategic initiatives for students



Earning international recognition

Over the years, the INJAZ model has been recognized for its contribution to education, thought leadership and impact on youth in the MFNA region.



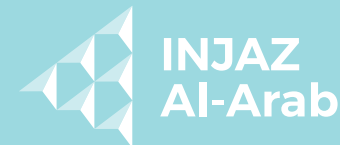
Valuable public-private partnerships over the past 20 years have expanded to engage 400+ entities



"We have been raised to think of the Middle East as a region of turmoil and unrest but locked in this narrative we have missed the profound changes driven by a new generation of entrepreneurs and social entrepreneurs using technology to innovate and solve social problems and navigate the Arab world's unique obstacles and opportunities. One example is INJAZ."

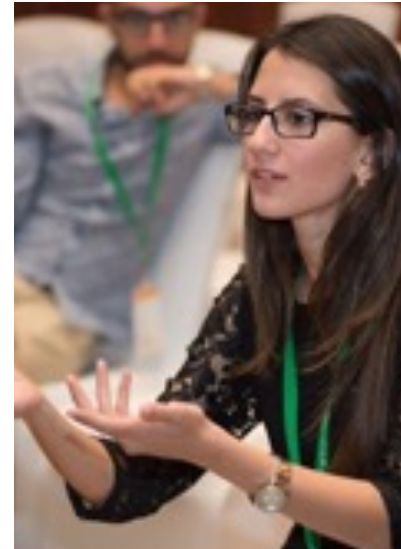
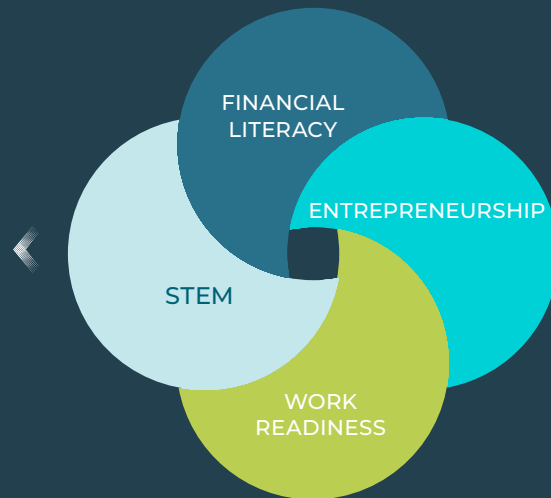
Christopher M. Schroeder

Startup Rising: The Entrepreneurial Revolution Remaking the Middle East

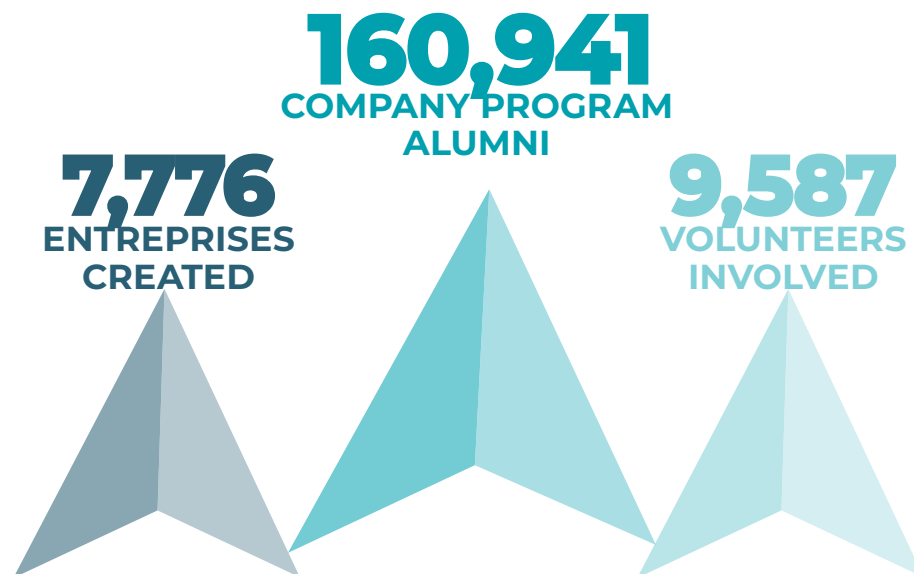


From Learning Spaces to Launchpads: The JA Worldwide/INJAZ Al-Arab Company Program

Program, students produce a product, create a company, and manage their business from start to finish, turning classrooms into real startups with guidance from volunteer consultants. The program encourages students to dive into the startup world, as they organize and operate actual enterprising companies to learn about real-life business processes and functions, concluding with an annual competition.



"The Company Program was a turning point. I discovered how to tap into my potential and found the leader within myself. I learned how to react under pressure, set goals, communicate with confidence, and that failure is the beginning of success."
Leen Abu Baker



Impact Insights

- 01 Improved Employability**
After participating in the JA/INJAZ Company Program, 94% of students in MENA believe their experiences will help them get a better job.
- 02 Reversal of Traditional Education**
"The program's transformative power lies in its reversal of traditional education. When students shift from passive learners to active entrepreneurs, guided by business mentors instead of teachers, they achieve in 4 months what traditional schooling struggles to deliver in years." From Learning to Improve the World. How INJAZ Al-Arab helps youth in the Middle East develop an entrepreneurial mindset by Professor Fernando Reimers.

'INJAZ Entrepreneurship Ecosystem' & 'Young Entrepreneurs Celebration' (YEC)

'INJAZ Entrepreneurship Ecosystem'

As the first and only entrepreneurship ecosystem of its kind in the Arab world, INJAZ Al-Arab has revolutionized youth business education. As part of our Company Program—and in collaboration with global corporate partners—we transcend traditional learning through our Entrepreneurship Ecosystem, ultimately delivering seven critical business skills to students. Through interactive, partner-led sessions, we ensure that young entrepreneurs can build sustainable ventures that can scale and succeed in today's dynamic market.

SKILLS FROM OUR PARTNERS

Each partner is responsible for one of seven skills, collaborating with INJAZ Al-Arab to design interactive sessions that offer relevant, practical, and easily applicable lessons. These experiences culminate in a competition for top student companies.

Business Strategy

Sustainability

Growth & Development

Technology

Design Thinking

Innovation

Customer Service

Financial Planning

'Young Entrepreneurs Celebration' (YEC)

National Competition

As part of the YEC, the National Competition sparks entrepreneurial spirit, with thousands of students from various countries creating and pitching companies each year. Teams showcase innovative business ventures, gaining vital skills along the way. Winners advance to a prestigious, region-wide INJAZ event, where young entrepreneurs delve into how their business ideas can shape the future.

Regional Competition

Concluding six months of experiential education and training in work readiness, financial literacy, and entrepreneurship, students from INJAZ's 13 member nations meet annually to contend for the INJAZ Al-Arab Young Entrepreneurs award.



Impact Insights

01

Learn by Doing

By embracing the principle of active learning, we're cultivating a generation that understands success isn't just about having the 'right' answers—it's about having the courage to test ideas, learn from outcomes, and persistently work toward positive change.

02

Peer-to-Peer Learning

YEC enhances learning through our tried and tested method of putting students through various company competitions to encourage innovative business ideas among our students.

03

Successful business ventures











INJAZ Alumni have gone to transform their business ideas into real companies

Meet Our Alumni:

INJAZ Alumni are active entrepreneurs leading successful businesses and ventures across industries and territories



Young entrepreneurs emerge from INJAZ programs ready to build diverse businesses that can create an impact by tackling critical global development and social challenges.

- | | | | |
|---|---|--|--|
|  Adel Mohamed Ali Bensalah
Algeria |  Abdulwahab Al Zankawi
Kuwait |  Albaraa Khalfan Albadowi
Oman |  Yassine Zmerli
Tunisia |
|  Hamad Al Rowaish
Bahrain |  Hoda Al Ghali
Rawan Said
Amal El Najjar
Lebanon |  Mohammad Ayasi
Palestine |  Jeeda Weiss
United Arab Emirates |
|  Dina El-Mosalami
Farah El-Mosalami
Egypt |  Oumayma Benlamqaddem
Morocco |  Abdulhakeem Suleiman Alhazir
Saudi Arabia |  Essam Elsharabi
Yemen |
| | |  Reema Al-Kuvari
Qatar | |



Adel Mohamed Ali Bensalah

Algeria



Companies: Stilioo; El Hana Snacks; Socialoscope

Year Founded: 2014; 2021; 2024

Industry: Digital Marketing, Food, Agriculture, AI-Driven Analytics

With three companies, Adel's entrepreneurial drive creates cross-sector impact. Beginning with Stilioo, a digital marketing agency recognized for its innovative approach to helping brands stand out, followed by El Hana Snacks, specializing in the production of high-quality agri-food products, and culminating in Socialoscope, an AI platform leveraging sophisticated, tailored analytics to simplify social media management and provide actionable, performance-based insights to agencies and businesses.

"Joining two programs with INJAZ El Djazair helped me discover my strengths, try new experiences, and realize what I was capable of. That's how I changed my field of study, launched my first business as a student, and today, I run three businesses."





Hamad Al Rowaish

Bahrain



Company: ReQahwa
Year Founded: 2022
Industry: Sustainability

ReQahwa is a coffee recycling company that transforms waste into valuable resources and innovates to benefit both people and the environment. By repurposing coffee waste, ReQahwa decreases the release of methane, a greenhouse gas more potent than carbon dioxide. ReQahwa champions a greener future, while seeking to implement sustainable practices in coffee consumption, recycling, and production—ultimately contributing to a higher quality of life.

“It was through this platform that I discovered the potential of transforming an idea into reality.”





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Dina El-Mosalami and Farah El-Mosalami Egypt



Company: Pepla
Year Founded: 2019
Industry: Fashion, Fitness

Pepla, a Modest Fashion Brand by sisters Farah and Dina, arose from their experiences in their birthplace of Iowa, USA, and the capital city of their motherland—Cairo, Egypt. Pepla was born out of the limitations of mainstream fashion and a drive to launch a brand that catered more inclusively to women. Winning a national competition in 2019 and partnering with Debenhams in 2020, Pepla today reshapes beauty narratives across its headquarters and five factories while employing 50 people and serving customers in seven countries.

“The most valuable benefit we gained from being part of INJAZ is how it connected us to the entrepreneurial ecosystem.”





Abdulwahab Al Zankawi

Kuwait



Company: His Essentials
Industry: Retail, Men's Grooming

In the heart of Kuwait City—and for more than ten years—the beloved barber shop His Essentials has carved a space for itself as a premium retailer of men's grooming products in Kuwait. Over the past decade, the business has expanded to include a men's salon where popular products are both showcased and put into action. Today, His Essentials continues to serve its loyal customers, cementing its position as a leader in men's grooming in Kuwait.

“It was because of INJAZ and its Company Program that I shifted my whole career path from engineering to business, thus becoming an entrepreneur.”

3 GOOD HEALTH
AND WELL-BEING





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Hoda Al Ghali, Rawan Said and Amal El Najjar Lebanon



Company: TAMAS

Year Founded: 2022

Industry: Social Development

TAMAS is a re-integrative project building bridges between released juveniles and society with the help of university students. TAMAS tackles increasing recidivism rates, enabling detainees to explore their future prospects beyond the stigma and cycle of incarceration. TAMAS programs provide social and emotional intelligence sessions, alternative-to-violence techniques, and peace-building methods, all while raising awareness in universities and through social media.

“Through the support of the volunteers, we were able to build strong bases for our program. We developed a holistic re-integrative psychosocial program that aims to reduce recidivism rates within the Lebanese juvenile prisons.”





Oumayma Benlamqaddem

Morocco



Company: International Business Center (IBS)

Year Founded: 2021

Industry: Management Consulting

International Business Center (IBC) is a consulting firm focused on empowering businesses and individuals through expert guidance. Specializing in business development, strategic planning, and professional training, IBC offers tailored strategies for market expansion, entrepreneurship training, and employability workshops. Its mission fosters global collaboration, innovation, and community-driven growth, transforming challenges into opportunities.

“It was through this program that I discovered my passion for entrepreneurship and decided to embark on my own entrepreneurial journey after gaining professional experience.”

4

QUALITY
EDUCATION



8

DECENT WORK AND
ECONOMIC GROWTH



17

PARTNERSHIPS
FOR THE GOALS





Albaraa Khalfan Albadowi

Oman



Company: Furat Biotech

Year Founded: 2019

Industry: Biotechnology, Sustainability, Water Resource Management

Furat is an innovative Omani biotechnology company dedicated to sustainable water management, specializing in greywater desalination and advanced engineering systems. By leveraging safe, natural extracts and cutting-edge technologies, Furat addresses global water scarcity while promoting sustainable industrial practices through tailored residential, industrial, and agricultural solutions. Its mission is to bolster water availability and promote environmental stewardship.

“From dreaming big to making it real, my journey as an Injaz Oman Alumni has been a symphony of innovation, resilience, and impact. Injaz didn’t just teach me to embrace challenges, it turned them into stepping stones for change, inspiring me to empower the dreamers of tomorrow.”





Mohammad Ayasi

Palestine



Company: Safetech

Year Founded: 2023

Industry: Health, Safety, Environment, Manufacturing

Safetech is an innovative company specializing in the development of smart equipment to enhance workplace safety. With a mission to create tech-driven solutions that protect lives and promote proactive safety management, Safetech offers real-time monitoring and alert systems tailored to workplace hazards. After securing funding to launch—and completing the Orange Corners Incubation Program—Safetech is now advancing toward manufacturing and expanding its market impact.

“I can confidently say that INJAZ is not just an organization; it’s a way of life that empowers leaders, inspires change, and motivates me to give back to the community that shaped my journey.”





Abdulhakeem Suleiman Alhazir

Saudi Arabia



Company: FILMOLOGY

Year Founded: 2020

Industry: Media and Entertainment, Marketing

FILMOLOGY is a production and post-production House located in Saudi Arabia, specializing in film production, commercials, advertisements, event coverage, and more. With a strong foundation in creativity, storytelling, and film directing, FILMOLOGY brings visions to life by instilling passion, dedication, and a commitment to producing works of the highest quality—ensuring each project holds the necessary ingredients to successfully convey its purpose.

“I will not forget the pivotal role The Company Program played in shaping my professional journey.”





Reema Al-Kuwari

Qatar



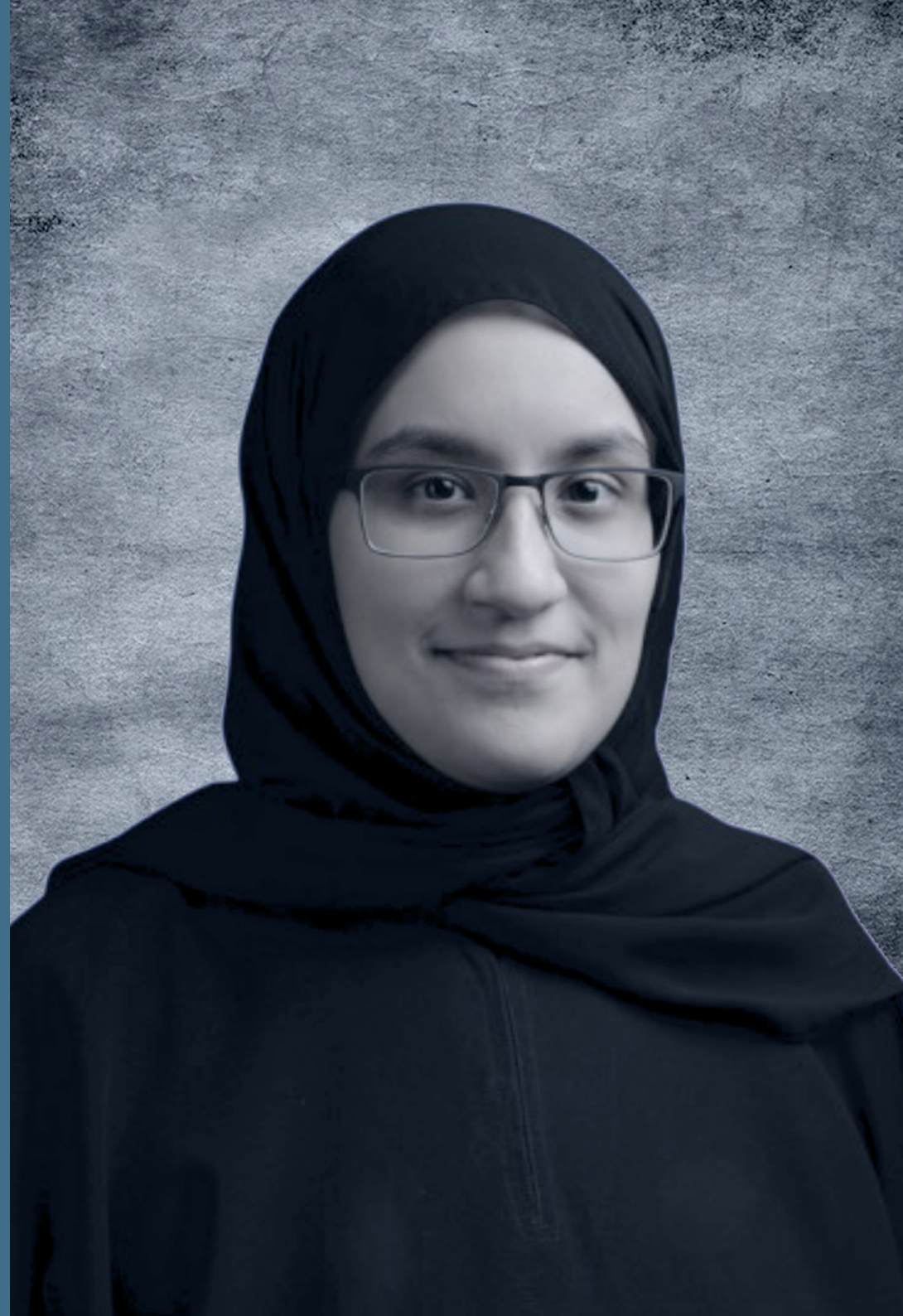
Company: Adeer

Founded: 2023

Industry: Business Management

With a focus on innovation and inclusion, Adeer leverages Data-Tech-AI to create significant social and economic impact by empowering micro and small businesses, the backbone of every economy. With Adeer, business management becomes simple and efficient, allowing users to manage sales, inventory, finances, payroll, reports, taxes, and more—all within a single, user-friendly app designed for growth and success.

“INJAZ Qatar is not just about programs; they understand that today’s youth are tomorrow’s leaders, innovators, and entrepreneurs. For me, it was where I validated my passion for tech entrepreneurship.”





Yassine Zmerli Tunisia



Company Founded: ISOLMEG

Year Founded: 2022

Industry: Climate Action, Energy and Recycling, Construction

ISOLMEG provides an innovative and impactful solution to pressing environmental challenges felt around the world, including rising global temperatures, escalating energy consumption, and pollution from discarded cigarette ends. By offering optimal thermal insulation made from recycled cigarette ends and cellulose acetate, ISOLMEG champions both innovation and sustainability while revolutionizing eco-construction, striving to set a new standard for environmentally conscious building practices worldwide.

“INJAZ was a masterclass in resilience, innovation, and collaboration. My experience with INJAZ pushed me to refine my vision, adapt to challenges, and connect with like-minded individuals who share the drive to create meaningful change.”





Jeeda Weiss

United Arab Emirates



Company: JoinMe

Year Founded: 2022

Industry: Women Empowerment, Business Development

JoinMe is a female empowerment platform that connects women with shared interests with female business owners. Through membership to JoinMe, female entrepreneurs receive critical opportunities to expand their network through relevant events, as well as collaborate with well-known brands with similar interests. In addition, they have the chance to onboard their business to an all-women directory to extend their visibility.

“INJAZ provided me with invaluable mentorship, practical business knowledge, and the confidence to turn an idea into a tangible solution.”





Essam Elsharabi

Yemen



Company Founded: Just Green

Year Founded: 2016

Industry: Agriculture, Workforce Development

Just Green is a pioneering company in Yemen dedicated to advancing sustainable farming practices and bolstering local food security. Its suite of services includes organic farming solutions, state-of-the-art greenhouse installations, water-efficient irrigation systems, and specialized agricultural training. Their holistic approach extends to plant protection services and veterinary care for livestock. Just Green works to modernize farming practices while maintaining environmental sustainability and empowering local farmers.

“I feel proud and grateful to everyone who contributed to our success. What began as a simple idea evolved into a real success story, thanks to the teamwork and the immense support we received from INJAZ.”



A Word from Our Volunteers



"I have come to the realization that while I give students an educational topic, they give back to me and to all of us something much more valuable – hope in a bright and promising future." Gawad Nabil, Egypt



"As mentors, we impart knowledge and guidance, but we also learn and grow from the energy and perspectives of these young learners. It is a unique opportunity to make a significant impact on the future while being inspired by the bright minds we are privileged to guide." Alia Rafaat, UAE



"Volunteering with INJAZ has been a transformative experience. I've had the privilege of mentoring talented young people and witnessing their growth. Supporting these future leaders has been one of the most rewarding aspects of my journey." Moncef Bardag, Morocco



"Witnessing students achieve their goals, whether it's winning a competition, starting their own business, or excelling in their studies, is incredibly rewarding." Fatema Fardan, Bahrain



"I thank INJAZ for giving us the opportunity to give back to our society and have an impact on people's lives. I truly believe in the purpose and the message; I am proud to be part of their journey ." Nasser Aly Seddik, Qatar



"Since 2012, my journey with INJAZ has been a catalyst for inspiring the entrepreneurial spirit in our students." Dr. Cherifi Dalila, Algeria



Join us on the road to **3 MILLION!**

Our vision extends even further—we want to reach **3 million youth experiences yearly by 2028**. This ambitious goal is more than just a number; it's a commitment to creating profound shifts in youth economic empowerment across the MENA region.

Future-Focused: Empowering the Next Generation

Driven by clearly defined priorities, INJAZ Al-Arab continues to expand its reach and programming in the Middle East by giving youth more connected opportunities.

01

DIGITAL TRANSFORMATION

Embracing digital transformation through enhanced soft skills training, digital-first program delivery, and preparing youth for the future economy's demands.

02

KNOWLEDGE AND PARTNERSHIP EVOLUTION

Strengthening the ecosystem through research-backed initiatives, expanding NGO collaborations, and fostering deeper thought leadership in youth development.

03

REGIONAL IMPACT SCALING

Building sustainable program models that increase employability, create measurable impact, and adapt to evolving youth needs across MENA's diverse markets.



Support and Engage

in INJAZ program delivery, reach, capacity building, and region- and country-specific development. Develop targeted programs with INJAZ or sponsor a specific project/initiative.

References & Sources

As part of our commitment to transparency and sharing our journey, the following references and resources have been utilized to support the insights, analysis, and impact measurement presented in the **INJAZ 20-Year Impact Report** :

- **Insight Quotes** - Extracted from Learning to Improve the World: How INJAZ Al-Arab Helps Youth in the Middle East Develop an Entrepreneurial Mindset by Professor Fernando Reimers.
- **Youth-Employer Perspective on Labor Market Challenges** - Data sources from the SSA & MENA 2021 Survey Results, conducted by Oliver Wyman, a business of Marsh McLennan.
- **Social Return on Investment (SROI) Analysis** - Impact assessment presented in the SROI Slide, highlighting the long-term economic and social benefits of INJAZ programs.
- **Market Critical Impact Statistics** - Key data points measuring INJAZ's influence across the region, presented in the Market Critical Impact Stats.
- **Two Decades of Growth** - Growth statistics and analytics derived from INJAZ's historical data, as illustrated in the Two Decades of Growth Slide.
- **Graphical Data & Growth Metrics** - Figures and trends presented in the report are based on official INJAZ data and visualized in the Numbers from Graph.
- **20 Years of Program Metrics and Outcomes** - Comprehensive program performance data, participant outcomes, and long-term impact assessments, as documented in INJAZ's Annual Reports.
- **Research on Digital Transformation Requirements** - Insights into the evolving digital landscape and its impact on youth employment and entrepreneurship.
- **Private Sector Hiring Needs** - Data-driven analysis on the skills and competencies in demand across industries.
- **Regional Economic Indicators** - Macroeconomic trends shaping youth employment opportunities and business growth.
- **Cross-Regional Performance Indicators** - Comparative analysis of INJAZ programs across different markets of their effectiveness in diverse socio-economic contexts.
- **Quantitative Analysis of Growth** - Measurement of program reach, learning experiences, volunteer engagement, and youth impact over 20 years.
- **Effectiveness of the Three-Way Partnership Model** - Assessment of the collaboration between INJAZ, the private sector, and educational institutions.
- **Program Scalability and Adaptation** - Insights into the flexibility and expansion potential of INJAZ initiatives across different regions.
- **Cross-Country Implementation Success** - Case studies and success stories showcasing INJAZ's ability to operate effectively in diverse markets.
- **Competitive Advantage Analysis** - Evaluation of INJAZ's unique value proposition in the youth empowerment and education sector.
- **Alignment with UN Sustainable Development Goals (SDGs)** - Analysis of how INJAZ initiatives contribute to global development objectives, including quality education, economic growth, and reduced inequalities.

For further details on the sources and methodologies used in the report, please contact info@injaz-arabia.org