

2023

IMPACT REPORT



DISCOVER . CONNECT . EMPOWER .

Thank you from the heart!



Dear Friends,

Nawaya has been running for 12 years now, having touched and impacted the lives of nearly 16,000 people across Lebanon!

How did we get here? The first few years were exciting, but challenging. We were a small team, with a small budget, supporting a small number of youth. By 2015 however, we started to think differently, and to think bigger. With that came new partnerships, more funding, leading to more impactful programs.

Today, we are a team of at least 70 people, working hard behind the scenes to empower thousands of people across Lebanon who come from financially-vulnerable backgrounds. Our work spans several programs related to entrepreneurship, employment, economic development, and empowerment.

At the same time, Lebanon is going through its worst crisis in its modern history. As a result, our work and our efforts are needed more than ever before. I am so grateful to have donors and partners who trust us, youth and other participants who inspire us every day in our programs, and a hard-working and committed team that makes our impact a reality.

Thank you all for accompanying and supporting Nawaya on this journey!

*With gratitude,
Zeina Saab
Founder and Director*



Dear Donors, Partners, Team and Friends,

I want to thank you for believing in Nawaya's mission and line of work.

Despite all the social, economic, financial and educational issues our country is facing, Nawaya has been able to assess the needs of its communities, design new programs, achieve strong results and build trust with various people it supported throughout all these years following a transparent management system implemented with our donors and partners. Success stories shared by various persons we supported is proof by itself.

We will continue to listen to our community needs and build new programs that could be innovative with an "outside of the box" mindset and approach.

I strongly believe in the proper level of investment given to the team at Nawaya as they are the driving force that will allow us to reach significant results and impactful outcomes. We aim to create a stronger and sustainable impact in the next few years by focusing on our various pillars of entrepreneurship, employment, economic development, and empowerment; and who knows, we may add more pillars depending on the community needs given our strong belief in a grassroots approach.

Our donors and partners have directly contributed in transforming the lives of so many persons and with the strong cooperation and partnership we have established, we will make sure to sustain this professional and pleasant working relationship that will aim at achieving stronger and more scalable outcomes.

Thank you from the heart and together we achieve more!

*Jessica Said
Deputy Director*

The Nawaya Network was established in 2012 and is based in Lebanon. We focus on strengthening the livelihoods and financial independence of individuals from various socioeconomic backgrounds through three main pillars: entrepreneurship, employment, and economic development.

Our vision is to empower individuals by providing them with livelihood improvement opportunities to help them reach their full potential.

To date, we have supported nearly

16,000 individuals across Lebanon.



General Impact Overview



15,806

Individuals supported
(2016-2023)



1,872

Enterprises launched
(2016-2023)



50%

Of all enterprises
are female-led
(2017-2023)



\$1,901,209

Revenue generated by
1,283 enterprises
(2017-2023)



80%

Of trained coders
are employed
(2016-2023)



50%

Of coders are
working remotely
(2016-2023)



\$1,200

Average monthly
revenue of employed
coders (2016-2023)



57%

Of youth in the Employment
Hub program were employed
as of 6 months post-program
(2021-2023)

Ongoing Programs



GIL ENTREPRENEURSHIP

Training, funding, and coaching for micro and small businesses



SE Factory

Coding bootcamp, and employment support for unemployed university graduates

TAFAWOQ

TAFAWOQ

Coaching for employment and SME capacity building development



EMPLOYMENT HUB

Employment, soft-skills training, and career coaching for unemployed university graduates.



Action for
Rural Economic
Development

ARED

Training, coaching, and funding for agro-food micro-businesses in North-East Bekaa

NOMU by Employment Hub

DOT

Employment upskilling for youth from financially-vulnerable backgrounds

The Generation of Innovation Leaders - Entrepreneurship



UNICEF Lebanon's Generation of Innovation Leaders, (GIL) is a program that distributes resources and knowledge related to innovation, technology, and STEM across Lebanon, reaching even the most remote and marginalized areas.

The program aims at developing income-generating opportunities for marginalized Lebanese and refugee youth through innovation, entrepreneurship and business development training. The training is followed by an incubation phase through which successful youth-led projects receive further business coaching and funding to create prototypes of, or test, their micro-enterprises.

The Generation of Innovation Leaders program is powered by UNICEF Lebanon, funded by the Government of the Netherlands and the Andan Foundation.



• GIL Entrepreneurship - All-time Impact Figures •



7,499

Youth trained
(2016 - 2023)



1,928

Youth incubated (2016-2023)



1,219

Enterprises launched or
supported (2016-2023)



62%

Of enterprises launched or supported
are female-led (2017-2023)



66%

Of 943 enterprises reached 6 months post-program
were generating revenue (2017-2023)



\$1,535,513

Revenue generated by 620 enterprises
as of 6 months post-program (2017-2023)

GIL Entrepreneurship - Impact Figures - 2023



484

Youth trained (2023)



62

Youth incubated (2023)



50

Enterprises launched or supported (2023)



64%

Of enterprises launched or supported are female-led (2023)



80%

Of 15 enterprises reached 6 months post-program were generating revenue (2023)



\$27,600

Revenue generated by 12 enterprises as of 6 months post-program(2023)



80% of 12

Youth-led enterprises hired new staff (2023)



66% of 15

Youth-led enterprises expanded their businesses (2023)

The Scale Hub Program

Funded by the European Union and
Implemented in Partnership with Spark



spark

THE NAWAYA
NETWORK



Funded by the European Union
بتمويل من الاتحاد الأوروبي

The Scale Hub program - a one year program - supports start-ups in Lebanon, especially in green, tech, and social sectors, amid the ongoing economic crisis. It aims to transform 20 startups, operating for 1 to 5 years, into advanced businesses through coaching, funding, and skill development.

This program, in collaboration with The Nawaya Network and Spark, is funded by the European Union.



Funded by the European Union
بتمويل من الاتحاد الأوروبي



Scale Hub Impact Figures - 2023



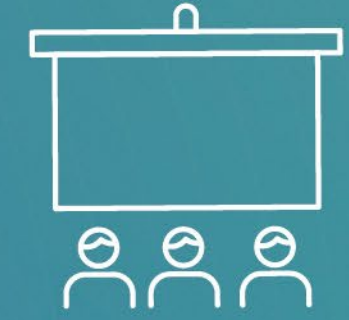
20

enterprises launched or supported (2023)



40%

of enterprises launched or supported are female-led (2023)



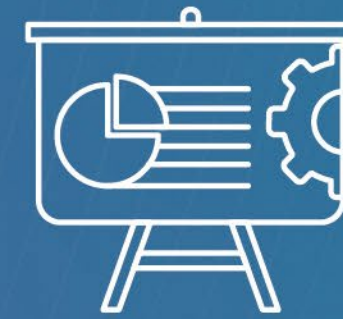
40

participants supported with the coaching and training (2023)



40%

Of participants supported with coaching and training are females (2023)



100%

of all participants completed coaching and training (2023)

Business Sectors Supported



80% Green industries



15% Tech Industries



5% Social Enterprises



Funded by the European Union
بتمويل من الاتحاد الأوروبي

spark

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• The Generation of Innovation Leaders - Employment Hub •



Employment Hub is a program within GIL that aims to support unemployed Lebanese youth by providing them with employability and soft skills training, technical courses, and a paid three-month internship with the goal to strengthen their employability.

Employment Hub is part of the Generation of Innovation Leaders program, powered by Unicef and funded by the Michel Khalaf foundation.



POWERED BY



FUNDED BY

MICHEL KHALAF

IMPLEMENTED BY



• Employment Hub - All-time Impact Figures •



634

Youth supported
(2021-2023)



95%

Of youth supported were reached
post-programme (2021-2023)



92%

Youth found the program helpful in enhancing
their employability skills and knowledge
(2021-2023)



97%

Of youth felt more motivated to apply
to jobs post-programme (2021-2023)



57%

Of youth were employed as of 6 months
post-programme (2021-2023)

GIL Employment Hub - Impact Figures - 2023



301

Youth supported
(2023)



95%

Of youth supported were reached
post-programme (2023)



85%

Youth found the program helpful in enhancing their
employability skills & knowledge (2023)



97%

Of youth felt more motivated to apply
to jobs post-programme (2023)



21%

Of youth were employed as of 6 months
post-programme (2023)



79%

Of employed youth found jobs either during
or 3 months after the program (2023)



75%

Of employed youth were earning their salary in USD (2021-2022)

Action for Rural Economic Development Program



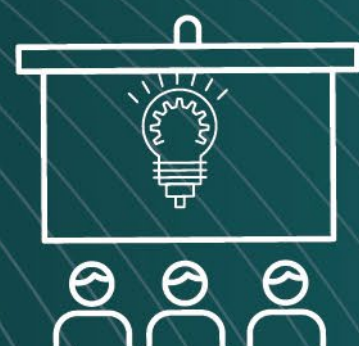
Action for Rural Economic Development, ARED, is a consortium funded by the European Union, composed of three NGOs: We World-Gruppo Di Volontariato Civile, Fondazione Giovanni Paolo II, and The Nawaya Network.

Through ARED, we work to promote local economic development in North-East Bekaa, by:

- Improving efficiency of agricultural production, mainly the fruit value chain
- Increasing competitiveness in domestic and international markets
- Creating income generation and job opportunities in the agri-food sector
- Promoting the adoption of best practices in quality management systems and climate-smart agriculture
- Strengthening the capacity of public institutions
- Supporting micro, medium, and small enterprises and start-ups



• ARED - All-time Impact Figures •



208

Participants trained
(2021-2023)



144

MSMEs pitched
(2021-2023)



76%

Of all enterprises
launched are female-led
(2022-2023)



57%

Of all enterprises launched
are Youth-led (2022-2023)



94%

Of MSMEs reached between
6 and 18 months post-program were
generating revenue (2022-2023)



\$184,840

Revenue generated by 33 enterprises
between 6 and 18 months post-program
(2022-2023)



74%

Of enterprises reached had expanded
their businesses between 6 months and 18
months post-program (2022-2023)



449

farmers trained (2022)

• ARED - All-time Impact Figures •



18%

Of farmers trained are female
(2022)



109

farmers coached(2022)



19%

Of farmers coached are female
(2022)



12

Business Support Specialists received
employability skills training and coaching (2023)



58%

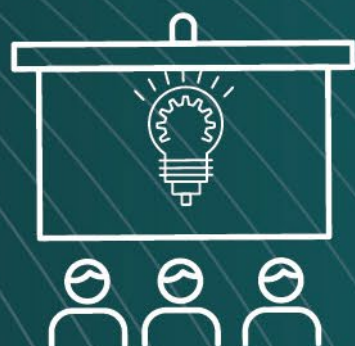
of Business Support Specialists employed
by the end of the program (2023)



Funded by the European Union



• ARED - Impact Figures - 2023 •



71

Participants trained
(2023)



83

MSMEs pitched
(2023)



75%

Of all enterprises
launched are female-led
(2023)



69%

Of all enterprises launched
are Youth-led (2023)



94%

Of MSMEs reached between
6 and 18 months post-program were
generating revenue (2023)



\$184,840

Revenue generated by 33 enterprises
between 6 and 18 months post-program
(2023)



74%

Of enterprises reached had expanded
their businesses between 6 months and 18
months post-program (2023)



109

farmers coached (2023)

• ARED - Impact Figures - 2023 •



19%

Of farmers coached are female (2022)



12

Business Support Specialists received employability skills training and one-on-one coaching (2023)



58%

Of Business Support Specialists employed by the end of the programme (2023)

• TAFAWOQ •

Tafawoq is a four-year economic development program in collaboration with Swisscontact aimed at revitalizing Beirut and Tripoli's local economies. It does so through:

The Naaam Business Support Center (NBSC): Located in Beirut, NBSC offers essential services to micro and small enterprises (MSEs), including human resources, accounting, marketing, and social media management.

The Naaam Business Solution: An online platform facilitating MSEs' access to new markets, promoting growth and expansion.



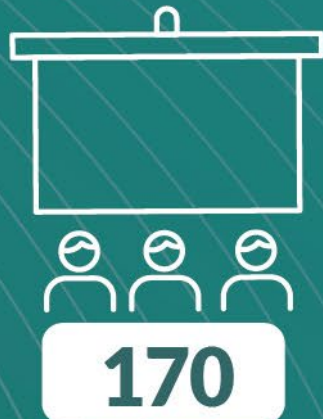
Skill Enhancement: Specialized business training provided to MSEs to enhance their capabilities and competitiveness in the business environment.

Addressing Youth Unemployment: Tafawoq's Employment Office offers career coaching and apprenticeship opportunities to youth from disadvantaged backgrounds, connecting them with job opportunities in MSEs.



• TAFAWOQ - All-time Impact Figures •

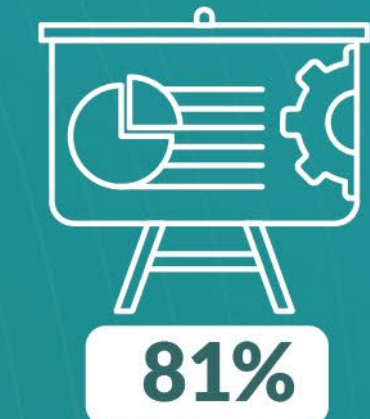
SwissContact TAFAWOQ Coaching Cycle



Participants supported through the coaching cycle (2020-2023)



Of participants are females (2020-2023)



Of all participants completed the coaching cycle (2020-2023)

SwissContact TAFAWOQ Business Center



SMEs registered on Naaam (2022-2023)



Of SMEs registered on Naaam are female-led (2022-2023)



SMEs of the 402 targeted SMEs received training or coaching at the Naaam Business Center (2022-2023)



Job requests processed through Naaam (2022-2023)

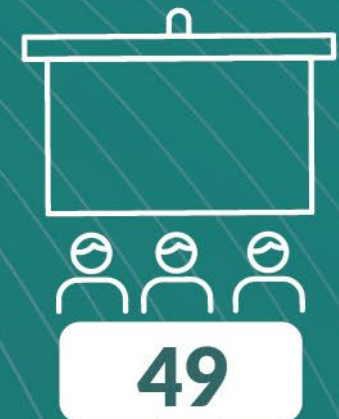


\$117,416

Total Income generated by 402 SMEs through Naaam (2022-2023)

TAFAWOQ - Impact Figures - 2023

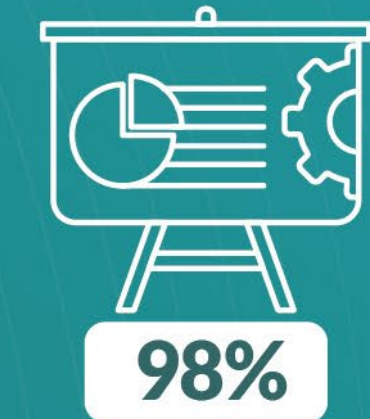
SwissContact TAFAWOQ Coaching Cycle



participants supported through the coaching cycle (2023)



Of participants are females (2023)



Of all participants completed the coaching cycle (2023)

SwissContact TAFAWOQ Business Center



SMEs registered on Naaam (2023)



Of SMEs registered on Naaam are female-led (2023)



SMEs of the 247 targeted SMEs received training or coaching at the Naaam Business Center (2022-2023)



Job requests processed through Naaam (2023)



\$96,258

Total Income generated by 247 SMEs through Naaam (2023)

SE Factory



Government of the Netherlands



drosos (...)



Deloitte.

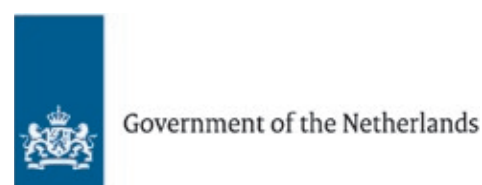
عبد العزيز الغرير
صندوق تعليم اللاجئين

Abdul Aziz Al Ghurair
Refugee Education Fund

SE Factory is an intensive coding bootcamp that develops the technical and soft skills of youth from various socio-economic backgrounds across Lebanon.

Via in-class and online courses, SE Factory seeks to make youth more employable in the tech space, filling the big demand locally and regionally, and turning Lebanon into a hub for tech talent.

So far, 90% of SE Factory graduates have become employed and doubled their expected incomes.



SE Factory - All-time Impact Figures



1,357

Coders trained (2016-2023)



6

Youth trained on the User Experience Design (2016-2023)



80%

Of coders who completed the full stack web development program are employed (2016-2023)



899

Youth trained on the foundations of computer science (2016-2023)



8

Youth trained on the Full Stack Data Bootcamp (2016-2023)



50%

Of coders are working remotely (2016-2023)



444

Youth trained on full stack web development (2016-2023)



245

Global recruitment partners (2016-2023)



\$1,200

Average monthly revenue of employed coders (2016-2023)



Government of the Netherlands



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عبد العزيز الغرير
صندوق تعليم اللاجئين

Abdul Aziz Al Ghurair
Refugee Education Fund

SE Factory - Impact Figures - 2023



400

Coders trained (2023)



6

Youth trained on the User Experience Design (2023)



80%

Of coders who completed the full stack web development program are employed (2016-2023)



288

Youth trained on the foundations of computer science (2023)



8

Youth trained on the Full Stack Data Bootcamp (2023)



50%

Of coders are working remotely (2016-2023)



98

Youth trained on full stack web development (2023)



42

Global recruitment partners (2023)



\$1,200

Average monthly revenue of employed coders (2016-2023)



Government of the Netherlands



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عبد العزيز الغرير
صندوق تعليم اللاجئين

Abdul Aziz Al Ghurair
Refugee Education Fund

Success Stories



Ahmad Ayoub Employment Hub Graduate

At 23, Ahmad Ayoub's academic journey was marked by setbacks and uncertainty. Shifting majors multiple three times and losing two years didn't deter him; it fueled his determination to find purpose.

Discovering LinkedIn and connecting with a former Nawaya trainer led him to the transformative Employment Hub program.

Within the program, Ahmad found more than just skills—he found confidence through diverse connections and collaborative teamwork. As a Business Administration and MIS graduate, he felt undervalued until Nawaya helped him unearth his unique strengths..

Now, Ahmad thrives at SE Factory, in a job as an HR Officer, a field he's deeply passionate about. His message to peers? Embrace the journey, even if it means exploring multiple paths before finding your true calling.





Haitham Abou Ali and Kifah Nemer Co-founders of Terrab

Haitham Abou Ali and Kifah Nemer, co-founders of Terrab, have forged a remarkable journey together. Their friendship, initiated by chance, evolved into a thriving business venture. Haitham, a nursing graduate and certified accountant, and Kifah, a computer engineering graduate, both hail from Lebanon's Chouf area. Their partnership sparked when Haitham, facing job-related challenges in Saudi Arabia, received a business proposal from Kifah. Terrab, initially centered around cacti and spiritual elements, has transformed into a unique concept in Lebanon – terrariums that bring self-sustaining slices of nature into urban homes. The Generation of Innovation Leaders program, particularly the coaching sessions and support from coach Hussein, played a pivotal role in refining their business model and driving profitability. Terrab's mission extends to integrating terrariums into furniture and venturing into interior design.



Hanin Ghannam Founder of Mortben

Hanin Ghannam, a management and nutrition professional, has taken up the fight against plastic pollution in her community in the Chouf through her green start-up. She offers ready meals in reusable glass jars, a pioneering move to combat plastic waste. Hanin's environmentally conscious approach not only benefits the planet but also provides income opportunities for rural women, who make up 60% of her workforce. By encouraging customers to return glass jars and actively involving the community, Hanine fosters a sense of responsibility and participation in the battle against plastic waste. Her business growth, aided by the Scale Hub program, has allowed her to expand her subscriber base and enhance her meals' taste and presentation through the addition of a professional chef, demonstrating her commitment to sustainability and community empowerment. Scale Hub is funded by the European Union and implemented in collaboration with Spark.



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Yasmeen Al Ghadban Founder - Mounet Yasmine

Yasmine Al-Ghadban, hails from the Jabboule in the Bekaa region of Lebanon, recounts her journey from being a school student to becoming a successful entrepreneur in the traditional “Mouneh ” industry.

Initially observing her mother’s culinary skills, Yasmine gradually learned the art of production, eventually turning it into a business and expanding it. Despite initial challenges, including a lack of adequate equipment.

Yasmine persevered, obtaining necessary resources to enhance her production through the ARED program implemented by The Nawaya Network. Participating in exhibitions further bolstered her reputation, allowing her to showcase her unique blends and attract customers.

With continuous dedication and support from The Nawaya Network, Yasmine’s business flourished, providing not only for her family’s needs but also earning recognition for her quality products, epitomized by her brand, Mounet Yasmine.



Funded by the European Union

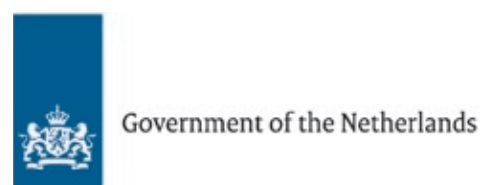


Yousef Baytam SE Factory

After graduating in 2020 with a degree in civil engineering amidst Lebanon's turbulent economic climate, Yousef found himself at a crossroads. With his family facing financial strain, he made the bold decision to pivot towards software engineering despite lacking formal qualifications.

Yousef turned to free online courses in preparation for SE Factory's coding bootcamp that promised to bridge the gap between his newfound passion and a viable career. Enrolling in the intro to computer science program was just the beginning; the ensuing weeks of full-stack web development bootcamp proved grueling yet rewarding. As Yousef navigated through assignments and projects, doubts transformed into triumphs, and frustrations into newfound skills. Graduation marked a milestone, but the job search brought its own challenges. Yet, armed with the lessons learned at SE Factory and guided by the wisdom of his instructors, Yousef persevered.

Landing his first job as a software engineer not only brought stability but also a renewed sense of purpose and drive.





Thank You

Please visit our website and social media for more updates and stories.



www.nawaya.org



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