



# DISCOVER CONNECT EMPOWER

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*IMPACT REPORT 2025*

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## ABOUT THE NAWAYA NETWORK

The Nawaya Network was established in **2012**, and works with youth from disadvantaged backgrounds to improve their livelihoods through entrepreneurship, employment, economic development, and empowerment programs. To date, Nawaya has supported **22,077** individuals across Lebanon.



# General Impact:

2016 - 2025

**22,077**

Individuals supported

**2,792**

Enterprises launched or supported

**1,135**

Female-led enterprises launched or supported

**\$3,101,455**

Revenue generated

**67%**

Trained coders are employed

**\$1,263**

Average monthly revenue of employed coders

**68%**

Employment rate among surveyed employment program graduates

# Ongoing Programs:

## GIL Entrepreneurship

Training, coaching and funding to launch or support MSMEs

## GIL Entrepreneurship Readiness & Soft Skills

Entrepreneurship and soft-skills training for youth 17 to 23 years old

## GIL Employment Hub

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

## SE Factory

Coding bootcamp, and employment support for unemployed university graduates

## SILA

Economic resilience and growth for small businesses, professionals, and job seekers in the construction sector

## Project Girlpreneur

An online incubator empowering girls in Lebanon (12-17) to transform business ideas to reality through expert mentorship and seed-funding support

## *The Generation of Innovation Leaders - Entrepreneurship* *In partnership with UNICEF Lebanon*

**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 implemented by **The Nawayya Network** in Beirut, Mount Lebanon, South Lebanon, and Nabatieh. It is powered by **UNICEF Lebanon**, funded by the **Government of the Netherlands**.



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# GIL Entrepreneurship

## 2016 -2025

- **8,259** Youth trained
- **2,026** Youth incubated
- **1,305** Enterprises launched or supported
- **62%** Female-led enterprises launched or supported
- **\$1,618,741** Revenue generated by enterprises
- **65%** Revenue-generating enterprises support their households financially



- **206** Youth trained
- **22** Youth incubated
- **66** Enterprises launched or supported
- **56%** Female-led enterprises launched or supported
- **\$51,826** Revenue generated by enterprises

## GIL Entrepreneurship 2025

# GIL Entrepreneurship Readiness and Soft Skills Program

The GIL Entrepreneurship Readiness and Soft Skills program, powered by UNICEF and implemented by The Nawaya Network, is a self-paced **online training** designed to equip youth with essential skills in both **entrepreneurship and personal development**.

The program is delivered entirely through a **WhatsApp-based chatbot**, allowing participants to complete it at their own pace and convenience.

Participants will gain valuable knowledge that helps them explore **entrepreneurial opportunities**, **improve their life and professional skills**, and prepare for future entrepreneurship programs such as the **GIL Entrepreneurship Program**.

903 Youth trained

82% Females

82% Program completion rate

98% Skills improvement rate



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## 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

**587**

People received business development training

**91%**

Who completed the training reported improved business competence

**394**

MSMEs pitched their business ideas

**185**

MSMEs were supported through one-on-one business coaching

**167**

MSMEs received grants to establish or scale up their businesses

**80%**

Female-led MSMEs

**49%**

Youth-led MSMEs

**85%**

MSMEs reached had expanded their businesses

**92%**

MSMEs reached were generating revenue

**\$1,068,873**

Revenue generated by 151 MSMEs

**43**

Youth were supported through job orientation sessions

**56%**

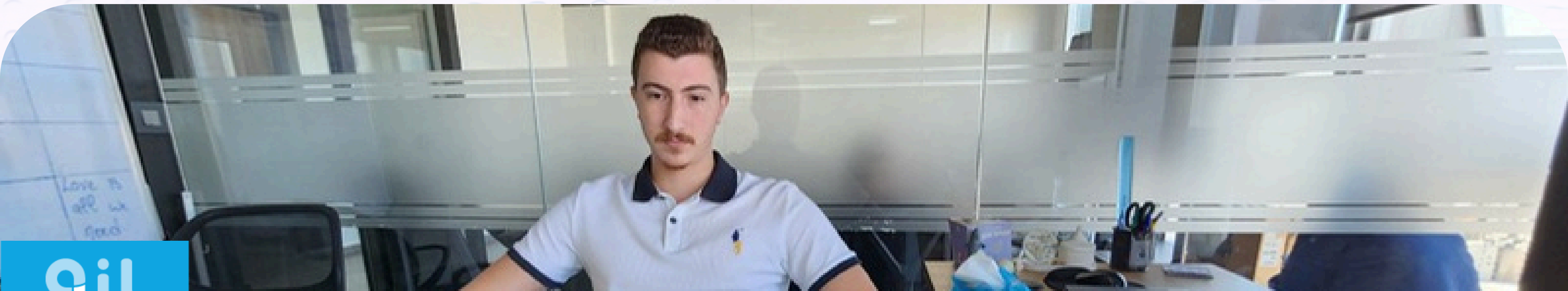
Youth found employment during or after completing the program

**95%**

Youth were satisfied with the program

# Employment Hub

**Employment Hub** is a track within the **Generation of Innovation Leaders** program that aims to support unemployed Lebanese youth by providing them with **employability and soft skills training, technical courses, career coaching, and mentorship** with the goal to strengthen their employability.



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# Employment Hub 2021 - 2025

**1,257**

Youth supported

**62%**

Female youth supported

**68%**

Youth employment rate

**73%**

Youth are earning their salary in USD

**93%**

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

**98%**

Youth felt more motivated and ready to apply to jobs post-program



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# Employment Hub 2025

**302**

Youth supported

**61%**

Females supported

**62%**

Employment rate

**95%**

Employed youth are earning salaries in  
USD

**100%**

Program satisfaction rate

**98%**

Youth felt motivated & job-ready post-  
program

# SE FACTORY

**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, 67% of SE Factory graduates have become employed and doubled their expected incomes**



# SE Factory 2016 - 2025

**2,220**

Coders trained

**1,342**

Youth trained on the foundations of  
computer science

**626**

Youth trained on full stack web  
development

**103**

Youth trained on the Full Stack Data  
Bootcamp

**107**

Youth trained on User Experience Design

**259**

Youth referred to jobs

**87**

Global recruitment partners

**67%**

Youth employed post-training

**\$1,263**

Average monthly revenue of employed  
youth

# SE Factory 2025

**508**

Coders trained

**227**

Youth trained on the foundations of  
computer science

**103**

Youth trained on full stack web  
development

**53**

Youth trained on User Experience Design

**125**

Youth referred to jobs

**15**

Global recruitment partners

The **NOMU AI Ghurair** program, implemented by **The Nawaya Network** in partnership with **DOT** and funded by the **Abdulla Al-Ghurair Foundation**, is an “**upskilling for employment**” training initiative.

This program supports **financially-vulnerable, unemployed youth** by providing **online soft skills and employability training, personalized career guidance coaching, and technical courses** in either **Project Management or Business Intelligence**.

Participants also receive an introductory course in **AI and Data Annotation** delivered by **DOT Lebanon**. To date, **The Nawaya Network** has **trained 299 youth** through this program.

## NOMU AI Ghurair Program

# NOMU Al Ghurair Program 2024 - 2025

**781**

Youth trained

**96%**

Satisfaction rate among graduates of the  
Career Aspiration pathway

**100%**

Career Aspiration graduates pathway  
recommend the program

**97%**

Satisfaction rate among graduates of the  
Career Guidance pathway

**96%**

Career Guidance pathway graduates  
found the program helpful & engaging



مؤسسة عبدالله  
الغريز للتعليم  
Abdulla Al Ghurair  
Foundation for Education



# SILA Program

*(Previously TAFAWOQ)*

**SILA is a four-year development program, implemented in partnership with Swisscontact, that aims at strengthening long-term economic resilience and supporting the growth of Lebanon's construction sector. The program supports micro and small enterprises, professionals, and job seekers through two key pillars: technical training and opportunity pathways.**



# SILA Program 2022 - 2025

**305**

Youth supported

**693**

SMEs registered on Naaam

**611**

SMEs received business training

**\$350,401**

Revenue generated by **210 SMEs**

# Success Stories

Despite being **displaced by war** and sharing a crowded apartment in Beirut, **25-year-old Zahraa Chamas** demonstrated remarkable grit by transforming her **personal trauma into Lamsa**, a card game designed to foster emotional connection and healing.

The **GIL entrepreneurship program** played a pivotal role in this transition, providing Zahraa with the **essential business structure, financial training, and professional mental health guidance** needed to turn a coping mechanism into a viable enterprise.

By equipping her with the tools to **professionalize her vision**, the program enabled Zahraa to launch a **successful business** that not only achieved immediate market traction with dozens of sales but also provided a tangible tool for **community resilience** and **psychological well-being** during times of crisis.



**Zahraa Chamas**

**Co-founder of Lamsa card game  
& GIL Entrepreneurship program graduate**

**Marwa's journey** from the quiet town of **Rachaya** to **international financial exposure** is a powerful narrative of persistence and academic excellence. Despite graduating with high distinction, **Marwa** faced a **geographical barrier**: a total lack of professional finance opportunities in her rural area. Her grit was defined by her **refusal to accept this limitation**; after initially being ineligible for the **Employment Hub program**, she remained undeterred, reapplying until she secured a spot among a highly competitive pool of applicants.

The impact of the program was transformative for her **professional identity**. Through targeted **CV optimization**, **LinkedIn workshops**, and **mock interviews**, the program **bridged the gap** between Marwa's theoretical knowledge and the corporate world. This strategic coaching provided her with the "tools to compete," resulting in multiple job offers from top brokerage and energy firms. Today, Marwa manages a **dual career**, working for a **U.S.-linked offshore firm** while continuing her local accounting work, proving that with the right professional scaffolding, rural youth can **access global markets** and lead Lebanon's economic recovery.



**Marwa Serhal**  
**Employment Hub graduate**

**Manar Bou Dargham's** success story is a masterclass in bridging the "**employability gap**" that often exists between high-level academia and the corporate world. Despite holding a **Master's degree in Economics**, the **24-year-old from Baakline** found herself disoriented by a competitive market where a degree alone was no longer a golden ticket. Her grit was evidenced by her proactive decision to pivot from "qualified but unemployed" to "upskilled and essential" by joining the NOMU Al Ghurair Employment Skills Program.

The **impact of the program** was the **catalyst** for her **professional transformation**. By moving beyond theory and mastering the "**art of storytelling**," Manar learned to weave her academic achievements into a compelling **professional narrative**. The program provided her with the strategic tools, such as **AI introductory courses, technical certifications, and intensive one-on-one career coaching**, that turned a confusing job search into a **targeted mission**. This comprehensive preparation gave her the confidence to navigate high-stakes interviews, ultimately landing her a dream role in **Executive Operations at MCN**, a leading multinational agency.



**Manar Bou Dargham**  
**NOMU Al Ghurair Program graduate**

**Hiba Anadani's** story highlights the power of **technical bridge-building** and the importance of professional scaffolding for **high-potential graduates**.

Despite holding a degree in **Computer Science** from a prestigious university, **Hiba** recognized that a competitive tech market requires specific, industry-standard expertise. Her grit was demonstrated by her commitment to the intensive **SE Factory Full Stack Web Development** track.

**The impact of the program** was twofold: it fortified her technical stack with in-demand languages like **JavaScript** and React while integrating cutting-edge **AI automation tools**. By pairing this technical deep-dive with soft skills training and placement in an exclusive HR network, **SE Factory transformed Hiba** from a candidate with a degree into a confident, market-ready developer who is now successfully navigating the **high-stakes tech interview** landscape.



**Hiba Anadani**  
**SE Factory graduate**

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