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YOUTH ENTREPRENEURSHIP DEVELOPMENT PROGRAM

Annual Progress Report FY 2016

October 1, 2015 –September 30, 2016



Students participating in Tamayyaz
Activities



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LIST OF ACRONYMS

AAUJ	Arab-American University – Jenin
AIP	Annual Implementation Plan
AMIDEAST	America-Mideast Educational and Training Services
AOR	Area Officer’s Representative
BYB	Build Your Business curriculum
BU	Bethlehem University
CAB	Curriculum Advisory Board
CBO	Community-Based Organization
CDCE-I	Community Development and Continuing Education Institute - PAUC
CECD	Center for Entrepreneurship and Career Development – PPU
CSP	Capacity Strengthening Process
CYEE	Center for Youth Economic Empowerment
DAK	Dar al-Kalima University College of Arts and Culture
EUCU	Enhancing University Career Units
FY	Fiscal Year
GIZ	German Federal Enterprise for International Cooperation
ICP	Institute for Community Partnership
ILO	International Labor Organization
IR	Intermediate Result
IREX	International Research & Exchanges Board
IYF	International Youth Foundation
M&E	Monitoring and Evaluation
MoEHE	Ministry of Education and Higher Education
MoL	Ministry of Labor
MOU	Memorandum of Understanding
MUC	Modern University College
NGO	Non-Governmental Organization
PA	Palestinian Authority
PAUC	Palestine Ahliya University College
PCBS	Palestinian Central Bureau of Statistics
PEFE	Palestinian Education for Employment Foundation
PMP	Performance Monitoring Plan
PICTI	Palestine Information and Communications Technology Incubator
PPU	Palestine Polytechnic University
PSD	Partners for Sustainable Development
PTS	Passport to Success®
PTUK	Palestine Technical University - Kadoorie
SL	Service Learning
StC	School to Career project – YED
ToT	Training of Trainers
TYO	Tomorrow’s Youth Organization
TVET	The League of Vocational Education & Training Institutions
UCC	University Career Centers
UNDP	United Nations Development Program
UNRWA	United Nations Relief and Works Agency
USAID/WBG	United States Agency for International Development/West Bank & Gaza office
USD	U.S. Dollar
WA	Welfare Association

YDRC	Youth Development Resource Center
YED	Youth Entrepreneurship Development program
YMCA-EJ	Young Men's Christian Association – East Jerusalem
YSI	Youth-Serving Institution

EXECUTIVE SUMMARY

This annual progress report of the USAID-funded Youth Entrepreneurship Development (YED) program provides an overview of YED's activities undertaken in Year Six of implementation, covering the period from October 1, 2015 until September 30, 2016.

This annual report presents major accomplishments in Year Six and cumulatively for the six years of implementation, discusses challenges and lessons learned from these experiences.

DURING YEAR SIX, YED ACHIEVED THE FOLLOWING MILESTONES:

- Reached over 2,500 **students and alumni with career guidance, employability and entrepreneurship support services bringing the total number of youth reached since the start of the project to 17,475, which exceeds the target by almost 7,500 youth or 75%.**
- Placed **107 youth in jobs employed** as a result of their improved employability skills.
- Placed a total of **1,514 youth in internships.**
- YED exceeded almost all of its targets for Year Six, and successfully capitalized on universities' willingness and commitment to engage in YED's technical assistance to institutionalize capacity building, and offer ongoing support services to youth.
- All activities conducted by UCCs (including PTS, BYB, I-Serve, and Tamheed) were implemented without YED or USAID funding, and solely through universities' leveraged resources. This leverage totaled more than \$649,590 this year, which represents 139% more than planned annual target.
- Conducted PTS ToT targeting 11 staff members from five university partners; PPU, PAUC, AAUJ, PTUK and BU. An additional PTS ToT for 19 of PPU staff was leveraged by PPU, with funding from World Bank, under its "Quality Improvement Fund" program.
- Finalized the coaching and certification of 16 PTS trainers.
- PPU officially integrated PTS within the curricula as a required course for first year students. Start offering PTS as a credit-based mandatory university course, in the academic year 2016/2017.
- PAUC Completed preparation of a life skills/PTS course and an entrepreneurship course under the World Bank grant for "Quality Improvement Fund/QIF" program, to begin offering them as elective courses next fall semester.
- Provided BYB ToT for 15 staff members from eight universities and colleges; PPU, PAUC, AAUJ, PTUK, BU, AlQuds, AnNajah and MUC.
- Conducted I-Serve ToT to benefit 20 staff members from 10 universities and colleges; PPU, PAUC, AAUJ, PTUK, BU, AlQuds, AnNajah, MUC, DAK and BZU.
- Conducted two Tamheed ToTs for 28 staff members from partner YSIs, YDRCs and eight universities and colleges.
- Supported the launch of three new startups including "**Galeb.com**" and "**Sketchat,**" winners of the Business Plan competitions.
- Participated in ExpoTech 2015 reaching out to youth and employers through introducing Ta3mal.
- Enabled career centers within 11 universities and colleges to provide their students and alumni with essential life skills, employability and entrepreneurship training.
- Supported the development of the Ta3mal portal by engaging local partners to leverage the resources of key organizations to ensure a successful rollout of Ta3mal.
- Facilitated discussions between Silatech and Sharek regarding Ta3mal sustainability in the post-YED phase.

This annual progress report of the USAID-funded Youth Entrepreneurship Development (YED) program covers the sixth –and final- year of implementation, from October 1, 2015 until September 30, 2016. YED is a six-year, USD \$15 million youth-focused program implemented by the International Youth Foundation (IYF) in collaboration with Palestinian Youth-Serving Institutions (YSIs). YED’s main purpose is to improve employability, entrepreneurship, and social entrepreneurship opportunities for young Palestinians by strengthening the capacity of and providing necessary resources to local Palestinian YSIs to design and deliver high-quality, result-oriented, and sustainable livelihood initiatives to address the needs of Palestinian youth. YED’s performance management framework is structured under three Intermediate Results, corresponding to YED’s three original project components:

IR1: Expanded capacity of youth-serving organizations (Component 1)

IR2: Enhanced employment and entrepreneurship education (Component 2)

IR3: Increased access for youth to practical on-the-job training (Component 3)

Based on USAID’S strategic planning advice, its intended legacy, and the outcomes of YED’s midterm evaluation, YED’s work is structured around two main strategic objectives:

- **Objective 1: Strengthen the capacity of career guidance units at local universities** to enable them to carry out credible career guidance and counseling support for students and alumni.
- **Objective 2: Expand career guidance services to secondary school students** through School to Career in collaboration with the Ministry of Education and Higher Education (MoEHE).

Based on the Operational Plan for Year Six, and in order to solidify its legacy, YED decided to focus on developing stronger and more capable partner universities and colleges. The goal was to equip these partner universities and colleges with the skills and tools needed to design and implement programs that empower Palestinian youth to build their skills through demand driven, industry-leading training, and other employability support services.

Therefore, in the sixth and final year of implementation, YED continued to build on its experiences and lessons learned throughout the project, as well as learn from the outcomes of numerous discussions with local partners and USAID, and continue to focus on program activities that serve one main objective:

Strengthen the capacity of career guidance centers at local universities to enable them to provide their students and alumni with essential life skills, employability and entrepreneurship training, organize quality internships and job fairs, as well as carry out credible career guidance and counseling support for students and alumni.

As shown in further detail below, YED exceeded almost all of its targets. Specifically, YED’s success in engaging the five selected universities is proven not only by the partners’ willingness and commitment to engage in YED’s technical assistance to institutionalize capacity building, but also by offering ongoing support services to youth, leveraged completely through their own means and resources without financial support from YED or USAID.

This report provides an overview of YED’s efforts to meet its objective over the past year, and for the program to date, followed by sections profiling IYF’s capacity strengthening activities, monitoring and evaluation (M&E) functions, and summaries of the program’s work in operational issues. Additional details, including YED’s progress towards PMP targets being reported on, and Geo-MIS report, can be found in the attached annexes.

DIRECT YED SUPPORT TO UNIVERSITY CAREER CENTERS

This year, YED continued to focus on its objective to enhance the capacity of up to five well-functioning career guidance centers within universities. Last summer, YED selected five universities (AAUJ, BU, PAUC, PPU, and PTUK) based on commitment and interest they had shown during the strategic planning workshops delivered last year, which helped them develop strategic plans for their centers to diversify service offerings to students and develop fundraising strategies to sustain these services. YED's work with these centers fulfills its objective to institutionalize the counseling and career guidance services they offer.

In addition, YED continued to support UCCs at Hebron, Al-Quds, AnNajah, Birzeit Universities, Dar Al-Kalima, and Modern University Colleges, upon specific request for further assistance from these universities.

Since the program's inception, YED has supported the establishment or development of career guidance and alumni services at eight major universities, which represents 90% of the total number of universities in the West Bank, in addition to three main colleges. All institutions have continued showing commitment to serving Palestinian youth by offering them employability and career guidance services beyond YED. Since 2011, YED has reached over 17,300 students and alumni with career guidance, employability and entrepreneurship training.

To assist these UCCs, YED continued to support university staff trained in earlier years. Following the ToTs they received earlier this year, YED certified 14 new Tamheed counselors and 3 new Master Trainers from 9 universities and colleges after completing their certification requirements. Additionally, YED certified 16 staff members as PTS trainers, trained 15 staff on BYB curricula, and 20 staff on the I-Serve curricula. Since 2011, YED qualified 115 university staff trainers to facilitate Tamheed, PTS, I-Serve, and BYB curricula.

ACTIVITIES OF YED-SUPPORTED UNIVERSITY CAREER CENTERS

As noted in further detail below, this year our partner universities provided close to 5,000 students and alumni with career guidance, and training on life skills, employability, and entrepreneurship, including Ta3mal outreach through over 135 Ta3mal Ambassadors. Further, PPU, PAUC, MUC, HU, and BZU organized eight job fairs this year connecting close to 2,000 students with some 235 companies. This experience was a first of its kind for MUC's career center, who took it upon themselves to organize and deliver their first job fair with coordination and help from YED.

It is important to highlight that with the exception of a limited budget allocated by YED for internships and job fairs, all activities conducted by UCCs (including PTS, BYB, I-Serve, and Tamheed) are implemented without YED or USAID funding, and solely through universities' leveraged resources. This leverage totaled more than \$649,590 this year, which represents 142% more than planned target for Year Six. When compared to other activities being implemented at these universities with outside funding, YED's approach is proven to be a more sustainable, university-owned and institutionalized model. The continuous efforts of the UCCs serve as a testament to their commitment to continue providing services despite the limited availability of resources.

Palestine Polytechnic University

Over the course of the year, PPU continued to operate its career center beyond YED's funding, and provided about 1,200 students with employability and career guidance support as follows:

1. Conducted seven PTS training cycles for **181** students.
2. Offered two sections of PTS as a pilot for a credit-based university course, in preparation of offering it as a mandatory course starting the upcoming Academic year 2016/2017.
3. Trained **38** students on "Finding a Job is a Job" curriculum, in cooperation with PEFE.
4. Through two BYB training groups, PPU trained **28** youth. Four of the business plans submitted participated in the Ta3mal Business Plan Competition.
5. As part of GEW, lead the *Entrepreneurship University* discussion with VPs from partner universities that took place at IYF offices, building on YED's work over the past 5 years in supporting the institutional capacity of universities' career services and enabling them to provide these services beyond YED. Mr. Aiman Soltan Tamimi, VP of PPU presented their experience in institutionalizing various career services including career guidance, life skills, business and social entrepreneurship to better prepare graduating students for the labor market, presented the challenges they faced during this process and how they addressed them.
6. One new Tamheed advisor completed certification requirements and counseled **21** students, reaching an overall total of 227 students.
7. Placed 32 youth in three-months paid internships within local businesses
8. Conducted two Job Fairs with the presence of 70 companies and over **600** students. The events were completely leveraged by PPU.
9. Facilitated employment for **107** youth.
10. Thirteen Ta3mal Ambassadors were trained by YED on the use of Ta3mal and conducted outreach activities to students to orient them about the portal, and its tools and resources available.
11. Expanded their involvement in the Tamayyaz program, with **40** youth participating in Phase 3.
12. Conducted two rounds of "Ripples of Happiness" training, in cooperation with Injaz Organization, which targeted a total of **61** participants.
13. The "Autism-Silent Energy" youth initiative that participated in the "Ripples of Happiness" training, in cooperation with Injaz Organization, won in Coca-Cola's regional competition.
14. Conducted three "Youth, Agents of Behavior Change" training, in cooperation with Palestinian Red Crescent Organization, which targeted **89** participants.
15. Continued to announce job vacancies through their Facebook page and website.
16. PPU is one of the universities receiving capacity strengthening through YED in Year Six through 45 staff members who have been trained on IYF programs and Standards of Excellence. PPU officially integrated PTS within the curricula as a required course (training) for first year students. Additionally, 29 PPU staff participated in all YED ToTs, PTS, BYB, I-Serve, and Tamheed and IYF PTS Master Coach coached PPU staff who completed the 2 PTS ToTs conducted, one funded by YED, and the second leveraged by PPU, with funding from World Bank, under its "Quality Improvement Fund" program. Ten staff members have been certified this year, bringing the total of PTS trainers at PPU to 11.

Palestine Ahliya University College

PAUC continued to operate its career center beyond YED's funding by providing employability and career guidance services as well as offering students and the surrounding community these services through the Ta3mal portal. This year, PAUC provided over 600 students with employability and career guidance support as follows:

1. Conducted PTS trainings for **35** students, one of the trainings was funded by Caritas Jerusalem, and will be followed by paid internships.
2. Continued to work with Transcend, a customer service company, on training students and equipping them with the skills needed to enter the labor market, in addition to facilitating interviews for them and eventually employing a number of them at the company. To date, Transcend held four trainings, which were attended by 22 students, and **employed eight** youth as a result.
3. Conducted two ToTs for 17 PAUC staff members, for life skills/PTS and entrepreneurship, under the World Bank grant for “Quality Improvement Fund/QIF” program, to begin offering them as elective courses in the 2016 fall semester.
4. Conducted two rounds of employability training through PEFE for **53** students.
5. Conducted entrepreneurship training for **27** students through NetKite project, 8 of them have developed business plans.
6. Three entrepreneurs trained through the NetKite project, won first and third place, and best Social Impact Award in the final competition in Italy.
7. Held a “Green” entrepreneurship training for **21** trainees in cooperation with the Switchmed program, supported by the EU.
8. Conducted an internship signing ceremony for **22** interns placed utilizing YED resources, with strong participation from youth and companies. In addition, **13** more interns were placed through PAUC-leveraged resources. **Twelve interns have already been hired.**
9. Offer career guidance to approximately **69** students through the Tamheed Assessment. Two new Tamheed advisors continued counseling as part of the certification requirements. Overall, PAUC and CDCE-I reached a total of 847 students.
10. In partnership with the World Bank- QIF program, PAUC arranged for **85** students from 11th grade at two Governmental Schools in Bethlehem, to visit companies in the Health/Physiotherapy sector during the job fair, as part of PAUC’s career counseling services for the local community.
11. Twenty-five Ta3mal Ambassadors continued to reach out to 641 students, orienting them on the use of Ta3mal and its tools and resources. See Ta3mal’s Outreach Section for more details.
12. Held a Job Fair through YED support, connecting **173** students to 38 companies. In preparation, PAUC held a CV and interview skills training prior to the event, using IYF’s Employability Toolkit.
13. Joined the third phase of the Tamayyaz program, after hearing about its outstanding impact in other universities.
14. Conducted a debate skills training for **24** students.
15. CDCE implemented several trainings for **60** students from 10-12th grades in SOS school in Bethlehem, with support from the American Consulate in Jerusalem including PTS, I-Serve and StC activities. Fourteen students, who completed I-Serve training, implemented an educational social initiative at AlShoroq School for the Blind in Bethlehem targeting 38 students.
16. Continued to announce job vacancies through their Facebook page and website.
17. PAUC is one of the universities receiving capacity strengthening through YED in Year Six, in total, 19 staff members have been trained on IYF programs and Standards of Excellence.

The Arab-American University – Jenin (AAUJ)

Throughout the year, AAUJ provided over 600 students with employability and career guidance support as follows:

1. Trained **78** AAUJ students through PTS training.
2. Trained **57** students using “Finding a Job is a Job” curriculum, in cooperation with PEFE.
3. Held Life Skills Development training with PSD for **19** students.

4. Conducted training for **28** students on starting their business, in cooperation with PEFE.
5. As part of GEW, held “Entrepreneurship in Palestine, Reality and Vision” event attended by over 80 students, in cooperation with USAID-supported Ibda’, and PSD, which discussed entrepreneurship status in Palestine, encouraging youth to turn their business ideas into action.
6. Two Tamheed advisors completed the certification requirements and were certified reaching **35** students this year. Overall, AAUJ has reached 347 students through Tamheed.
7. Successfully placed **42** interns this year. As a direct result of their work experience and improved employability skills, **eight interns have already been employed**. Furthermore, one of the female interns collaborated with her supervisor and developed a business plan called “Skitchat”, which was submitted to Ta3mal’s Business Plan Competition, and won.
8. Eleven Ta3mal Ambassadors continued to reach out to other students to orient them on the use of Ta3mal and its tools and resources.
9. Expanded involvement in the third phase of Tamayyaz program, and continued activities with **40** student participants.
10. Trained **20** students through the “I am Jawwal” Program, with support from Jawwal Cellular Communication Company, which includes Marketing and Sales training, followed designing and implementation of a marketing campaign for Jawwal in each University. Through the direct involvement of the career center, the “I am Jawwal” team won first place in the National Universities’ Competition for the 4th consecutive year.
11. Trained **30** students in cooperation with Juhoud Organization through the project “*Strong Justice System, Strong Legal Courts*”.
12. Conducted a workshop on Palestinian Labor Law for **70** students in coordination with Faculty of Law and Jenin’s Labor Directorate.
13. Conducted a community service activity and training in Kufor Ne’me village near Ramallah, with students from *Tamayyaz, Ta3mal, and I am Jawwal* programs.
14. Produced a report about interns in the workplace, which can be viewed, on YouTube and on AAUJ's alumni Facebook page.
15. Held Work Ethics and Leadership trainings in cooperation with Injaz for **46** students.
16. Held Political Participation training with Omnia Center and Peace Coalition Center for **28** students.
17. Held Procurement and Contract Management, and Movie Making trainings for **37** students, both in cooperation with Jenin Sports Club and IREX’s Partnership with Youth Program.
18. Continued to announce job vacancies through their Facebook page and website.
19. AAUJ is one of the universities receiving capacity strengthening through YED in Year Six; in total, 14 staff members have been trained on IYF programs and Standards of Excellence.

Palestine Technical University – Kadoorie

PTUK continued to operate its career center beyond YED’s funding, and provided more than 500 students with employability and career guidance support as follows:

1. Trained **116** students through five PTS rounds.
2. Provided general career advice, CV writing and interview skills advice to **17** students, including those from Al-Quds Open University-Tulkarem campus.
3. Trained **37** youth through the “Finding a Job is a Job” training, in cooperation with PEFE.
4. Two new Tamheed counselors completed certification requirements and were certified.
5. Successfully placed **28** interns, thus exceeding its original target of 20 interns.
6. Coordinated with Reach Company to hold a second round of interviews for 38 graduates, to compete for paid internships in Reach’s call center:
<http://ptuk.edu.ps/aarticlepage.php?artid=1793&catd=17>.

7. Fifteen Ta3mal Ambassadors who were trained by YED on the use of Ta3mal continued reach out to 1,012 students to orient them about the portal, and its tools and resources available.
8. Implemented the Third National Job Fair with 36 companies and about **300** students attended. The event was fully organized by the university's Alumni Unit and Career Center, who recruited 51 PTUK student volunteers (Tamayyaz members and Ta3mal Ambassadors trained under the YED program) to help with organizing the event. It is impressive and important to recognize that PTUK prepared, organized and implemented the third Job Fair all on their own, proving their ability to sustain the lessons learned and technical skills gained from IYF implemented grants. PTUK's CC staff followed up with employers to ensure job and internship opportunities for graduates.
9. Twenty-six students joined the third phase of Tamayyaz program, and participated in all activities. Tamayyaz students have produced three educational videos on social issues. Activities continued throughout the year.
10. Implemented three awareness workshops in coordination with Juhoud Organization as part project titled: "Strong Justice System, Strong Legal Courts."
11. Participated in several regional social competitions and won third place for the most civically engaged university.
12. Organized a community service volunteer day for PTUK and Al-Quds Open University students.
13. Held a workshop on the best training practices, which was attended by **10** students.
14. Continued to announce job vacancies through their Facebook page and website.
15. PTUK is one of the universities receiving capacity strengthening through YED in Year Six; in total, 12 staff members have been trained on IYF programs and Standards of Excellence.

Bethlehem University (BU):

The YED team continued working very closely with BU, helping them to establish an efficient and consistent system where they can continue to offer employability and career guidance services to youth. YED continues to support BU's Career Center staff who are actively seeking internal partnerships with other university departments -such as Alumni Unit, Institute of Community Partnerships, and Faculty of Business- for a larger and more sustainable impact, which was not present in the past. Throughout the year, BU provided more than 600 students with employability and career guidance support as follows:

1. Trained **16** youth on PTS.
2. Trained **18** youth using the BYB program, with support from the American Consulate in Jerusalem. Five business plans were submitted and three shortlisted to pitch their ideas in front of a four-member review committee from YED, American Consulate, Glow Innovations, and ICP. Two business ideas were selected to receive \$2,500 seed funding each.
3. Provided assistance and career guidance to **103** BU students this year through Tamheed, reaching a total number of 397. The Tamheed counselor completed her certification requirements to become a Master Trainer.
4. Worked on integrating career services within BU's curriculum and activities, through coordinating with various private sector companies to receive BU interns.
5. Successfully placed **39** interns this year through YED funding and leveraged resources through the World Vision. The World Vision funds and support another paid internship and employment program at BU. **19 of the placed interns have already been employed.** The UCC received support from World Vision to extend its internship program for another phase, which began in Quarter Four.
6. Facilitated the selection of three Ta3mal Ambassadors who were trained by YED on the use of Ta3mal in order to acquire knowledge about the tools and resources available and in turn, the volunteers have been reaching out to students to orient them about the portal.

7. Conducted a Job Fair with the presence of 50 companies and **400** students. BU fully organized and leveraged the event with little help from YED.
8. Joined the Tamayyaz Program for the first time, and selected **29** students to join the program. Tamayyaz student have undertaken several important activities such as breast-cancer awareness campaign, workshop on team building, an educational visit to Jericho, and a campaign titled “Your Rights through Law.” The program continued throughout the year.
9. Printed informational brochures about selecting specialization and self-marketing to prepare students intelligently choose their fields of study, help hem market themselves, and introduce them to the services offered by the career center.
10. Continued to announce job vacancies through their Facebook page and website.
11. BU is one of the universities receiving capacity strengthening through YED in Year Six; in total, 14 staff members have been trained on IYF programs and Standards of Excellence.

OTHER UNIVERSITY/COLLEGE PARTNERS (ANNAJAH, DAK, MUC, AL-QUDS, BZU, AND HEBRON)

Although the following universities were not initially chosen to receive capacity strengthening through YED in Year Six, YED exceeded its target and continued to extend technical support to: Al-Quds, AnNajah, BZU, HU, DAK and MUC. YED provided their staff with BYB, I-Serve, and Tamheed ToTs, which they will in turn provide to their students, while Ta3mal Ambassadors are conducting outreach activities at their universities and colleges as detailed below.

AnNajah University Career Center provided over 260 students throughout the year with employability and career guidance support as follows:

1. Conducted BYB trainings for **33** students who were selected after personal interviews with over 70 students who registered for the training.
2. Completed two I-Serve trainings for **47** youth in AnNajah and Hisham Hijjawi College.
3. Two new Tamheed counselors completed certification requirements and were certified. Counsellors provided Tamheed for **65** students this year, reaching a total of 229 students.
4. Invited YED team to provide career related support including CV-writing and job-interview preparation training to more than **70** students, using resources and tools available on Ta3mal.
5. Three Ta3mal Ambassadors who were trained by YED on the use of Ta3mal continued outreach activities to introduce the portal to other students and train them on the tools and available resources and assisted 808 students to register on Ta3mal. YED introduced Ta3mal at Hisham Hijjawi College to over 60 students, and is working with the administration to further engage students through Ta3mal Ambassadors and directly.
6. **Forty-seven** students were selected to join Tamayyaz program phase 3, and continued with the program throughout the year.
7. AnNajah is one of the universities receiving capacity strengthening through YED in Year Six; in total, 8 staff members have been trained on IYF programs and Standards of Excellence.

The DAK College Career Center provided 31 students throughout the year with employability and career guidance as follows:

1. DAK joined YED’s ToTs for the first time, training staff on Tamheed and I-Serve.
2. Began life skills training to bridge the gap between students and the labor market, which included a field visit to Solomon Pools in Bethlehem, and guest speakers from the Modern Art field.
3. Conducted I-Serve training for 12 trainees. As a result of their participation in I-Serve training, three female participants were selected to manage the DAK booth during BU’s career day, held late March. DAK is considering I-Serve as a frequent training offering starting next fall semester.

4. One Tamheed counselor completed certification requirements and was certified, providing **19** students career counselling this year.
5. Ten Ta3mal Ambassadors were trained on the use of Ta3mal, currently, one student continues outreach activities to introduce the platform to other students and train them on its tools and available resources. DAK students were uniquely active in this regard, developing a set of special resources for their Arts major.
6. DAK is one of the universities receiving capacity strengthening through YED in Year Six; in total, two staff members have been trained on IYF programs and Standards of Excellence.

The MUC Career Center provided over 300 students this year with employability and career guidance support as follows:

1. MUC joined YED's ToTs for the first time, with four staff trained on BYB, I-Serve, and Tamheed. The I-Serve trainer conducted two "Introduction to Social Entrepreneurship" workshops using some I-Serve concepts for **35** students.
2. Two Tamheed counselors completed certification requirements and were certified. Together, they counseled **40** students using Tamheed.
3. Fourteen Ta3mal Ambassadors were trained on the use of Ta3mal, 18 continue to conducted outreach activities to orient **137** students to the platform and train them on its tools and available resources.
4. Held its first time ever Job Fair, with close and extensive support from YED. In preparation for the event, MUC staff delivered four "CV writing and interview skills" workshops to **98** students, using the Employability toolkit developed by Silatech and IYF. They also provided students with one-on-one coaching to finalize their CVs. The event was attended by **76** students, 22 companies, and the MoL, who used the event to update its database for MUC graduates.
5. MUC is one of the universities receiving capacity strengthening through YED in Year Six.

The Birzeit University (BZU) Career Center provided 400 students with employability and career guidance support as follows:

1. Conducted a Career Week, which had participation from over 400 students and 60 companies.
2. YED presented Ta3mal to BZU students at GEW opening conference at BZU.
3. YED conducted a Ta3mal workshop for over 20 students from Birzeit University through Sharek Youth Forum focusing on Tamheed, self-marketing and online courses.
4. Ta3mal Ambassadors continued Ta3mal outreach throughout the university.
5. Thirty BZU students continued participating in activities conducted under the third phase of Tamayyaz program.
6. BZU is one of the universities receiving capacity strengthening through YED in Year Six; in total, 5 staff members have been trained on IYF programs and Standards of Excellence.

Al-Quds University Career Center continued providing students throughout the year with employability and career guidance support as follows:

1. Four staff participated in BYB, I-Serve and Tamheed ToTs.
2. Two Tamheed counselors continued providing Tamheed services as part of the certification process.
3. Seventeen student volunteers were nominated and trained by YED on the use of Ta3mal. These 17 Ta3mal Ambassadors continued conducting outreach activities to introduce other students to Ta3mal and its tools and resources. See Ta3mal's Outreach Section for more details.

4. Thirty students continued participating in activities conducted under the third phase of Tamayyaz program.
5. Al-Quds is one of the universities receiving capacity strengthening through YED in Year Six; in total, 8 staff members have been trained on IYF programs and Standards of Excellence.

The Hebron University Career Center provided 376 students with employability and career guidance support as follows:

1. Twenty-five Ta3mal Ambassadors continued Ta3mal outreach throughout the university, reaching **26** students this semester.
2. Conducted two Job Fairs, connecting **350** students and alumni with 60 companies.
3. HU is one of the universities receiving capacity strengthening through YED in Year Six; in total, 4 staff members have been trained on IYF programs and Standards of Excellence.

EMPLOYABILITY PORTAL (TA3MAL)

ENGAGEMENT OF PARTNERS AND EMPLOYERS

This year, the YED team engaged over 700 local and international organizations and presented Ta3mal to them, and discussed possible collaboration and promotion of the portal. YED continued to upload local content/vacancies and opportunities onto the portal, and followed-up with previously engaged partners to identify and enhance collaboration. Some of the partners engaged this year include the Welfare Association, Mercy Corps, IREX's USAID-funded Partnership with Youth program, AMIDEAST, Palestinian Central Bureau of Statistics and many others.

For employers, YED's Ta3mal team demonstrated Ta3mal's resources and tools to more than 600 local employers, through phone calls, emails, and field visits. YED continued sharing job opportunities on Ta3mal with universities and YSIs, who are sharing the posts with their students and sending CVs of their alumni.

Ta3mal's Outreach

- Trained 140 of student volunteers at 11 of different universities and colleges. The sessions included an introduction to the tools and resources available on Ta3mal and a discussion about the outreach activities within the universities.
- YED signed contracts with 12 interns as Ta3mal Ambassadors in 11 different universities and colleges: PPU, DAK, PTUK, PAUC, MUC, AnNajah, AAUJ, BU, Hebron, Birzeit and AlQuds. The ambassadors conducted various activities introducing Ta3mal to students and registering them on the portal as per the agreed-upon work plan, including Ta3mal workshops, booths, Ta3mal office hours, visit to lectures, presentations and other activities. YED reached more than 10,000 directly through Ta3mal ambassadors and through participating at job fairs within universities and colleges.
- YED also worked with other YSIs to reach youth, including the Episcopal Technological & Vocational Training Center, Hisham Hijawi Technical College, UN Women's Society College, YWCA, YMCA and several others.
- In collaboration with IREX, a USAID-funded project, YED delivered ToTs to 32 new interns who joined YDRCs in various governorates. These interns used Ta3mal throughout their activities and events and selected particular resources that are coherent with their goals. YED also provided Tamheed to 14 new advisors to deliver career counseling services to the youth they are working with.
- YED team actively participated in events within the community to engage youth and employers with Ta3mal. This includes Palestine Technology week (Expotech 2015) in Ramallah, a major week-long event that is held annually in the West Bank and Gaza Strip to expose the ICT sector in Palestine and to serve as a vehicle for discussing state of the art technological trends locally and globally. In addition, YED participated in the Global Entrepreneurship Week, and participation in Daedulus Seminar |Alternative Development Strategies for Job Creation and Youth Employability in Palestine.
- Continued promoting Ta3mal through different channels, including Ta3mal's Facebook page, to engage users and followers in matters that are relevant and significant to Palestinian youth.

TA3MAL TRANSITION AFTER YED CLOSES

YED continued discussions with Silatech, Microsoft, and USAID around the sustainability of Ta3mal after the YED project closes down, and the final draft agreement between Silatech and Sharek is ready and will be submitted for final approval by Silatech CEO by the end of September. The value of the Silatech grant is \$96,000 and its starting date is expected to be October 1, 2016.

“Fursati” Project

YED worked on promoting the culture of virtual freelancing among youth, through “Fursati”, a social initiative project established through collaboration between Silatech and www.Nabbesh.com, virtual skills marketplace specialized in the Middle East, which is being implemented in Palestine through IYF. With \$85,240 funding from Silatech to leverage YED, the nine-month project aims to connect talented individuals in Palestine with flexible and virtual work opportunities across the region, in a first-of-its-kind campaign to address the region's growing unemployment challenge. To date, over **600 potential freelancers attended Fursati workshops and over 290 potential freelancers signed up on nabbesh.com** who are connected with suitable job opportunities in the Middle East based on their qualifications. Around 36 youth have been awarded with short-term job opportunities (multiple assignments for most of them). Youth became familiar with the concept of virtual freelancing and has the ability to continue engaging with Fursati initiative beyond YED.

Business Plan Competition

The Business Plan Competition, via Palestine Ta3mal through funding from Microsoft to leverage the YED project aimed to encourage Ta3mal users to utilize the entrepreneurship resources available and apply their business plan through the portal. “6aleb.com” is the winner of the first round of competition. 6aleb.com is a new and unique portal for Palestinian students who are ready to enter the labor market, and are looking for new jobs, internships, scholarships, and training, as the winners of the first round of competition. Due to high level of interest in the competition, a second round was launched through Ta3mal. “Sketchat”, the winner of the second round, is a new print shop in Jenin, established by AAUJ graduates, which provides personalized gifts to customers in the area. YED worked with both winners to ensure the agreed-upon deliverables are achieved to start both businesses. Both businesses are registered and began their functional tasks accordingly.

Ta3mal’s Localization and Content

YED continued working with Silatech and Microsoft on enhancing the functionality and interface of Ta3mal. In addition to the resources collected last year, including information about centers, advisors, articles, scholarship opportunities, information from MoL, jobs.ps and several others, this year YED continued to collect and add relevant content, including new scholarship opportunities, and new youth-related events and activities on Palestine Ta3mal’s online calendar. YED added more than 1,800 courses available by a new major content provider Udemey as per the new partnership reported by Microsoft. The new courses cover new topic classifications, such as office productivity, lifestyle and personal development. As well as Adding links for Technical Dictionary (Arabterm) on in both Arabic and English, in addition to uploading information about new advisors who provide consultations through Ta3mal.

YED finalized the structure of the new Ta3mal design. Silatech completed the migration this quarter and the new website can be viewed at www.ta3mal.ps.

Added six new centers on Ta3mal to provided Tamheed Career Guidance services, in addition to 15 new advisors within YDRCs received Tamheed ToT through YED.

EMPLOYABILITY, ENTREPRENEURSHIP AND CAREER SERVICES

Based on Year Six’s operational plan and targets set by partner universities, YED implemented five ToTs for university staff in PTS, BYB, I-Serve, and Tamheed Career Guidance, noting that an addition PTS ToT was conducted for PPU staff per the university’s request. An additional Tamheed ToT was conducted for 14 counselors from six different Youth Development Resource Centers (YDRCs). The attendees are in the

process of fulfilling their certification requirements following the training to become certified Tamheed career guidance counselors.

YED Conducted a ToT on Silatech’s toolkits on internships, CV-writing, cover letter writing and interview preparations for 14 staff from ten different institutions (IYF, AAUJ, BU, BZU, AnNajah University, MUC, DAK, PAUC, scholarship.ps, and Palestine Fund for Employment and Social Protection). The trainees are expected to utilize this training to help the youth they work with through their institutions. Following are more details on each of the IYF services.

Tamheed and Career Guidance

In an effort to develop the capacity of Palestinian universities and YSIs to provide quality career advising, IYF has been working in partnership with Silatech, a Qatari-based social enterprise, to deliver high quality career advice for youth using Tamheed™, an online psychometric assessment that provides an analysis of youth and job seekers’ personalities and matching career paths.

This year, YED certified three Master Trainers and 14 new counselors who received a Tamheed ToT, and have completed their certification requirements. Seven of the advisors belong to four new institutions that started offering Tamheed counseling (AlQuds University, DAK, MUC and PTUK), while the other seven belong to institutions already offering Tamheed (AAUJ, AnNajah, PAUC and IYF).

TAMHEED BENEFICIARIES BY YSI: FOR FY 2016

YSI Partner Organization	# of Active Advisors	# of Tamheed Beneficiaries in FY16	Cumulative # of Beneficiaries
Al Quds University	1	20	20
AnNajah University	2	65	229
Arab-American University - Jenin	2	46	347
Bethlehem University	1	103	397
CDCE-I	1	45	353
CYEE	1	0	0
Dar AlKalima College	1	19	19
Friends Schools	2	7	138
Leaders	1	16	63
Modern University College	2	43	43
Palestine Ahliya University College	2	23	494
Palestine Polytechnic University	2	21	227
Palestine Technical University Kadoorie	2	40	40
PalVision	2	111	473
PSD	0	0	20
Sharek	0	0	272
TVET League	1	0	237
YMCA	2	53	146
MoEHE	14	120	494
IYF	3	55	67
TOTAL	42	787	4,079

YED’s active Tamheed advisors continued to offer counseling services to beneficiaries through their respective universities, YSIs, and MoEHE schools. This year, Tamheed advisors reached 787 beneficiaries, bringing the total number of those benefiting from Tamheed services to 4,079.

Passport to Success® (PTS)

YED hosted two PTS ToT for 32 trainers, one of which was leveraged by PPU through the World Bank cohort under the “Quality Improvement Fund/QIF” program. PTS Master Trainer provided coaching for 17 recently certified PTS trainers. With this certification, the total number of PTS trainers comes to 35, of whom 19 are university staff and instructors.

IYF has granted a special waiver for the five universities to use its PTS curricula under a special license agreement, which is part of IYF’s leverage contribution, knowing that the usual license costs \$2,000 a year for a maximum of 500 trainees, after which each trainee costs \$3, in addition to \$600 certification fee per trainer.

This year, UCCs cumulatively trained 496 youth through a number of training groups. See Universities section above for more details.

PTS continues to prove to be very successful among universities and youth, as a result, PPU formally announced its decision to adopt PTS as part of its core services to its students, with around 2,000 students expected to benefit from this services during the coming academic year 2016/2017. PPU offered two sections of PTS as a university-based course in the Spring Semester of 2016 in preparation to offer it to the targeted number of students in the coming academic year.

Furthermore, through a World Bank grant under the “Quality Improvement Fund/QIF” program, PAUC designed a course using PTS as an elective course starting next Fall Semester; accordingly, PAUC consulted in developing add-on student materials that will supplement PTS as part of a university life skills course, to meet Ministry of Education requirements.

BUILD YOUR BUSINESS (BYB)

YED conducted a BYB ToT for 15 staff and instructors from 8 universities and colleges, in addition to 1 YED staff. Participants included business instructors, trainers, coordinators, in addition to PPU Vice President for Community Services, and AAUJ’s Dean of Engineering and Information Technology. The ToT covered Entrepreneurship-support programs’ standards of excellence, BYB program and its methodology, in addition to participatory training standards of excellence. During the ToT, YED presented the Ta3mal portal and specifically the entrepreneurship and BYB section to attendees. YED provided all trainers with access to BYB community of Practice, BYB ToT certificates and resource materials. This ToT continues to build on earlier trainings offered to trainers from universities and YSIs, bringing the total trained to 50 BYB trainers, of whom 42 are university staff.

YED university partners continued using BYB as an effective entrepreneurship training tool through leveraged resources throughout the year. BU, PPU, and AnNajah trained 79 youth through a number of training groups, as detailed in the universities’ sections above. A few of those that have completed these trainings applied to Ta3mal’s Business Plan Competition.

PAUC Conducted an entrepreneurship ToT for its staff members under the World Bank grant for “Quality Improvement Fund/QIF” program, to begin offering an elective course in the 2016 fall semester. The course will use BYB as one of the tools to be integrated into the curriculum, which will be offered to its students starting next Fall Semester.

I-SERVE

This year, YED conducted an I-Serve ToT for 20 staff and instructors from 10 universities and colleges, in addition to one YED staff, bringing the total trained to 31 of whom, 22 are university staff. The training

covered not only I-Serve program and its methodology, and participatory training on Standards of Excellence, but also real case studies and lessons learned from the field.

Based on feedback from the I-Serve Master Trainers, and input received on challenges faced in the field from existing I-Serve trainers who participated in the refresher workshop earlier this year, YED incorporated this feedback in the I-Serve package, printed and distributed its final version to all trainers. Although I-Serve is a new concept to YED's university partners (with the exception of PPU), following the ToT conducted in Quarter One, PPU, PTUK, AnNajah, DAK, and MUC began to utilize I-Serve as a new and innovative social entrepreneurship training tool through leveraged resources, training 114 youth through several training groups. See universities section for more details on training done by each university.

Global Entrepreneurship Week (GEW)

Along with MoL, PNB, Ibtikar Fund, Bader, and other local partners, YED actively participated in the design and implementation of different Global Entrepreneurship Week (GEW) activities in Palestine, solidifying IYF's commitment to youth entrepreneurs. These activities are based on the GEW's concept paper, which YED team drafted as well as the team's active participation as a member of the National team. More information about GEW can be obtained via: <http://www.psgew.co/>

Under the patronage of the Palestinian Prime Minister, Dr. Rami AlHamdallah, IYF exhibited the Ta3mal employability portal to the Prime Minister and the Minister of Labor along with over 200 students, entrepreneurs and institutions.

YED's university partners played an active role during the GEW. In addition to being members of the GEW national committee, many of them organized separate events during the week. IYF hosted an "Entrepreneurship University" workshop, which builds on YED's work over the past 5 years in supporting the institutional capacity of universities' career services and enabling them to provide these services beyond YED.

LESSONS LEARNED

- **University career centers are proving to be effective vehicles for supporting post-secondary students and graduates to make informed career decisions.** However, the resources and commitments of the universities to this effort vary.
- **Having empowered and informed champions at the most senior and mid-level** positions within each university is critical to facilitating the work of career centers.
- Having **student-led initiatives** within universities has proven to be instrumental for promoting Ta3mal and is especially effective when supported by management.
- **Strengthening university partners'** capacity to fulfill its functions and provide the quality services in accordance with best practices requires a regular and sustained high level of technical support, mentoring and oversight to the staff of these centers.
- Technical assistance proved to be highly effective and provided incentives for the UCCs to engage and maximize the limited resources available by the universities.
- Internal university coordination is essential for the success of the UCCs and the services it provides to students.
- **Supporting youth to become more employable is a long-term commitment** that requires long-term investment and continuous support beyond training or even internships.
- **The engagement of private sector, public sector, NGOs and universities is critical** albeit a time-consuming effort that produces significant benefits for the well-functioning of centers.
- **Ongoing economic challenges on a national level increase unemployment** in general and among youth in particular, reduce the number of job and internship opportunities available to YED beneficiaries, as well as the ability of private sector companies to provide leverage contributions to partners.
- **Ta3mal employability portal is a welcomed addition** to the services provided to unemployed youth, especially as a hub for other services provided by the centers, however, for the tool to be useful, additional resources are needed to increase relevant content.

ANNEX 1 – SUMMARY OF YED PROGRAM GOALS, IMMEDIATE RESULTS, SUB-INTERMEDIATE RESULTS, AND RELATED ACTIVITIES

<p>YED Program Goal: Creating an enabling environment to prepare young Palestinian men and women (ages 14-29) for the job market, and providing them with the skills necessary to help them find employment opportunities with the public or private sector or to start their own enterprises.</p>		
<p>IR1:Strengthened capacity of Youth Serving Institutions</p>	<p>IR2:Enhanced employment and entrepreneurship education for targeted youth</p>	<p>IR3:Increased access for youth to practical on-the-job training</p>
<ul style="list-style-type: none"> • Sub-IR 1.1YSIs demonstrate improved ability to deliver high-quality employability, entrepreneurship, and service learning programming 	<p>Sub-IR 2.1Increased access for youth to market-driven life, employability and entrepreneurial skills training</p>	<ul style="list-style-type: none"> • Sub-IR 3.1Facilitating youth internship and apprenticeship opportunities by YSIs
<p>Associated Activities</p> <ul style="list-style-type: none"> • Training and technical assistance to YSIs in employment, entrepreneurship, and community service programming best practices • Capacity building support for YSIs to develop or improve training modules 	<p>Associated Activities</p> <ul style="list-style-type: none"> • Sub-grants to YSIs to provide training in employment, entrepreneurship, and community service • Online access for youth to employability and entrepreneurship support • Job fairs and open days to link youth with future employers 	<p>Associated Activities</p> <ul style="list-style-type: none"> • Development of internship and apprenticeship opportunities for in-school and out-of-school youth
<ul style="list-style-type: none"> • Sub-IR 1.2Establishment of formal linkages between YSIs and public and private sector institutions 	<ul style="list-style-type: none"> • Sub-IR 2.2Improved skills of career counselors in best practice career counseling methods and job support services to youth 	<ul style="list-style-type: none"> • Sub-IR3.2Youth with enhanced skills in community service and leadership
<p>Associated Activities</p> <ul style="list-style-type: none"> • Events and partnerships to support active engagement of public, private and civil society sector institutions to better serve youth 	<p>Associated Activities</p> <ul style="list-style-type: none"> • Development of career counseling units in YSIs, including universities • Technical Assistance to enhance counselors’ skills in career counseling and job placement 	<p>Associated Activities</p> <ul style="list-style-type: none"> • Service Learning and leadership training programs • Youth-led community service initiatives to enhance employability and entrepreneurship skills
		<p>Sub IR 3.3 Youth with newly acquired skills to develop business plans, financial plans, market their products, and manage loans and capital</p>
		<p>Associated Activities</p> <ul style="list-style-type: none"> • Entrepreneurship and business plan training provided for youth • Technical assistance for on-going support to youth starting new enterprises

ANNEX 2 – YED’S PROGRESS TOWARDS PMP TARGETS

YED’s progress towards PMP Milestones for Year Six, as well as the program’s progress towards cumulative program targets is summarized below.

Building on the Operational Plan for Year Six, new targets for all indicators have been set and approved, except for four indicators (1.1.2, 1.1.6, 1.1.7, and 2.1.1) that will no longer be reported on and we have requested to be removed from YED PMP.

INDICATORS UNDER INTERMEDIATE RESULT 1:

Indicators	Cumulative Target	Year 6 Target	Year 6 Outputs	Progress towards Annual Target	Cumulative Progress	Progress towards Cumulative Target
IR 1 % of YSIs capable of implementing minimum standards in effective programming in employment, entrepreneurship and community services	80%	80%	100%	Exceeded Target	69%	86% of Target
1.1.1 # of training sessions delivered for YSIs addressing employability models, best practices and policies	20	4	6	Exceeded Target	42	Doubled Target
1.1.3 # of YSIs gaining improved capacity to support in a sustainable manner: best practice programs in employment, entrepreneurship, community service and internships	16	3	5	Exceeded Target	22	Exceeded Target
1.1.4 % of YSIs expressing satisfaction with training delivered by YED	95%	95%	100%	Exceeded Target	96%	Exceeded Target
1.1.5 # of YSIs developing new training modules or improving existing modules	12	2	3	Exceeded Target	20	Exceeded Target
1.2.1 # of formal events organized by YSIs that involve partners from public, private and civil society sectors	42	22	27	Exceeded Target	504	Greatly Exceeded Target
1.2.2 # of YSIs developing strategic partnerships to serve youth	10	3	4	Exceeded Target	20	Exceeded Target
1.2.3 Amount of cash or in-kind resources leveraged by YSIs	\$5 million	\$268,865	\$649,590	Exceeded Target	\$4,468,112	89% of Target

As shown in the Table above, YED exceeded all annual targets under IR1 for year six. YED conducted six ToTs covering career guidance, entrepreneurship, social entrepreneurship and life skills using PTS, BYB, I-Serve and Tamheed assessment, for more than 80 staff members of 10 universities and colleges. As a result, YED exceeded indicator 1.1.1 through conducting an additional Tamheed ToT for 14 YDRC counsellors and a PTS ToT for 20 PPU staff members fully leveraged by the university with support from the World Bank. Furthermore, from the ToT evaluations analysis conducted by YED, all participants were either satisfied or very satisfied with the trainings thus also exceeding indicator 1.1.4 which initially was set to a target of 95%.

As a direct result of the ToTs conducted and the technical support provided by YED, this year, five universities and colleges (AAUJ, MUC, DAK, PAUC & PTUK) gained improved capacity to support best practice programs in employment, entrepreneurship, community service and internships. Noting that BU

and PPU have already been counting in previous years under indicator 1.1.3, YED exceeded the annual target for this indicator.

PAUC, MUC, and DAK all developed new training modules in life skills, entrepreneurship, and social entrepreneurship, putting indicator 1.1.5 at 3, which exceeds the annual target.

Aiming to maximize the support and employability of youth, and pave the road for partnership with private, public and NGOs, YED and university/college partners conducted 27 formal events this year, exceeding the target for indicator 1.2.1. As a result, PAUC, PTUK, AAUJ & MUC developed strategic partnerships to serve youth, putting indicator 1.1.3 at four and exceeding the annual target. Note that BU and PPU have already been counting in previous years.

Finally, for indicator 1.2.3, universities conducted trainings and activities without any financial support through YED, leveraging \$649,590 in Year Six, which is 142% more than planned target for Year Six.

INDICATORS UNDER INTERMEDIATE RESULT 2:

Indicators	Cumulative Target	Year 6 Target	Year 6 Output	Progress towards Annual Target	Cumulative Progress to Date	Status towards PMP target
IR 2 # of youth taking part in training and gaining improved life skills, employability, technical, service learning, career guidance and enterprise development skills	10,000	941	2,509	Greatly Exceeded Target	17,475	Greatly Exceeded Target
2.1.2 # of trainings held on life skills and employability	9	5	9	Exceeded Target	25	Target Tripled
2.1.3 # of trainings held on life skills and entrepreneurship	8	5	5	Met Target	13	Exceeded Target
2.1.4 # of trainings held on life skills and service learning	4	5	5	Met Target	8	Exceeded Target
2.1.5 # of youth participating in job fairs/open days organized by YSIs	2,400	900	2,613	Greatly Exceeded Target	5,900	Greatly Exceeded Target
2.1.6 # of youth provided with online access to information on job opportunities and entrepreneurship resources	500	550	209,166	Greatly Exceeded Target	237,191	Greatly Exceeded Target
2.1.7 % of youth participants satisfied with YED-funded training and/or career guidance services provided	90	90%	93%	Exceeded Target	92%	Exceeded Target
2.1.8 % of youth trainees reporting their leadership skills were strengthened through YED training	85%	85%	88%	Exceeded Target	83%	98% Target
2.2.1 # of training programs provided to improve skills of youth career counselors	6	1	2	Exceeded Target	14	Exceeded Target
2.2.2 # of counselors and supervisors in schools, colleges, or YSIs completing training in career counseling methods	150	6	31	Exceeded Target	324	Exceeded Target
2.2.3 # of schools, colleges, universities, or YSIs providing career counseling services to youth	65	2	6	Exceeded Target	72	Exceeded Target

2.2.4 # of teachers/educators/teaching assistants who successfully completed in-service training or received intensive coaching and mentoring with USG support	22	6	17	Exceeded Target	180	Exceeded Target
2.2.5 # of youth receiving career guidance services	900	960	980	Exceeded Target	11,237	Greatly Exceeded Target

YED has trained 2,509 youth this year, and exceeded the annual target. Overall, YED reached a total 17,475 youth greatly exceeding the overall target by 175%. YED also provided career guidance and Tamheed to 980 youth for a total of 11,237, exceeding both the annual and overall targets (indicator 2.2.5). YED and universities facilitated nine life skills programs this year, exceeding the annual target for indicator 2.1.2 (number of training programs held on life skills and employability). Additionally, 2,613 students benefited from employability activities this year such as job fairs and career days, also exceeding the annual target for indicator 2.1.5.

YED provided Tamheed ToT to 31 counselors at five universities and six YDRCs throughout the West Bank, who will begin providing career counseling to youth. With this, indicator 2.2.2 reached 31, greatly exceeding the annual target. Additionally, AAUJ, PAUC, AIQuds, AnNajah, DAK, and MUC continued to provide career-counseling services to youth, thus increasing the value of indicator 2.2.3 to six, exceeding the annual target. Note that BU, PPU & PTUK counted in previous years.

YED worked closely with partners to help them become acquainted with the programs, process and required data collection. This year, YED collected training evaluation forms from universities and results show that 93% of students were satisfied with the training they received. Eighty-eight percent also stated that their leadership skills increased as a result of the program. With these results, both indicators 2.1.7 and 2.1.8 exceeded their target.

Ta3mal Ambassadors continue their outreach activities throughout universities, and along with the YED team, expanding the number of youth provided with online access to information on job opportunities and entrepreneurship resources to 209,166 in Year Six which greatly exceeds the preset target for indicator 2.1.6.

INDICATORS UNDER INTERMEDIATE RESULT 3:

Indicators	Cumulative Target	Year 6 Target	Year 6 Output:	Progress towards Annual Target	Cumulative Progress to Date	Status towards PMP target
IR 3-1 # of youth engaged in meaningful internships or apprenticeships	650	180	198	Exceeded Target	1,514	Exceeded Target
IR 3-2 # of youth participating in YED that find a job, start an enterprise or decide to continue education	400	160	131	82% of Target	1,631	Exceeded Target
3.1.1 #of internships & apprenticeships created for youth that are in school/university	310	40	19	48% of Target	255	82% of Target
3.1.2 # of internships or apprenticeships that are created for youth that are out of	340	140	179	Exceeded Target	1,261	Exceeded Target

school or university						
3.1.3 % of youth who found internships relevant to their needs	80%	80%	98%	Exceeded Target	83%	Exceeded Target
3.1.4 % of youth interns satisfied with their YED-facilitated internship experience	80%	80%	100%	Exceeded Target	92%	Exceeded Target
3.1.5 % of youth interns reporting strengthened employability skills	80%	80%	99%	Exceeded Target	93%	Exceeded Target
3.2.1 # of training programs organized to enhance the capacity of youth to lead community service projects	4	5	5	Met Target	8	Exceeded Target
3.2.2 # of youth completing training on youth-led community service projects and acquiring employability skills	1,000	225	413	Exceeded Target	785	78% of Target
3.2.3 # of youth-led community service projects	80	16	23	Exceeded Target	56	Exceeded Target
3.3.1 # of trainings held to increase youth entrepreneurship skills	8	5	5	Met Target	13	Exceeded Target
3.3.2 # of youth entrepreneurs developing business plans	200	54	60	Exceeded Target	518	Exceeded Target
3.3.3 #of YSIs providing on-going support services to youth entrepreneurs post-training	4	2	2	Met Target	9	Exceeded Target

This year, partner universities and YED placed 198 interns and an overall total of 1,514 intern, thus exceeding the target for IR3-1. Of the interns placed this year, 19 are current students and 179 are graduates as indicated in 3.1.2, exceeding the annual target. We did not reach our target for indicator 3.1.1 because universities are unable to place youth who are still in school, since internships conflict with their classes. In addition, we aim to facilitate internships for graduates in order to be hired after they complete their internships. To support this goal, YED connected youth with suitable job opportunities in the Middle East based on their qualifications through the “Fursati” project. To date, 36 youth have been awarded with short-term job opportunities (multiple assignments for most of them).

As internships concluded, the data collected from the internship monitoring forms show values for indicators 3.1.3, 3.1.4 and 3.1.5 at 98%, 100%, and 99% consecutively. By exceeding the target for all three indicators, shows that the internship experience has a positive impact on youth, acquainting them with the job market and increasing their chances at employment.

Furthermore, 107 youth from placed interns and other programs conducted by PAUC, BU, PPU, PTUK and AAUJ were hired. Additionally, three BU student established their own business, and two BU students decided to pursue further education. By this, the total for IR3-2 is 131, which is 82% of the annual target. This discrepancy is contributed to the fact that partners have not provided enough data for this indicator; additionally, internships are ending at the same time that this report is being completed, and thus, it is too early to determine the number of youth employed, the number of youth who started a business, or decided to continue education.

Through programs like I-Serve, Ripples of Happiness, and Tamayyaz, universities and colleges conducted five social entrepreneurship programs, increasing indicator 3.2.1 to five, and meeting the target for this indicator. As a result, 413 youth were trained on social entrepreneurship (including I-Serve) and

conducted 23 social initiatives, exceeding the annual target for both indicators 3.2.2 and 3.2.3. It is worth noting that because USAID requested YED to stop all community service projects in previous years, we were not able to reach the overall target for both indicators 3.2.2 and 3.2.3.

Through programs such as BYB, Intel, NetKite, and Green Entrepreneurship, universities and colleges conducted five social entrepreneurship programs, increasing indicator 3.3.1 to five, and meeting the target for this indicator. As a result, about 100 youth were trained on entrepreneurship skills (including BYB) who developed 60 business plans, exceeding the annual target for both indicator 3.3.2.

As for indicator 3.3.3, AAUJ and PAUC began providing ongoing support services to youth entrepreneurs post-training along with PPU, BU and PTUK who have been added in previous years and will not be added again. By this, 3.3.3 reached two this year and met the annual target.

ANNEX 3 – YED’s PROGRESS TOWARDS YEAR SIX MILESTONES

Milestone		Timeframe	Status as of September 30, 2016
OPERATIONS			
Staffing and Field Office Operations			
Operations	Continue to support smooth functioning of YED program assets	September 2016	Complete
	Proceed with program close out process	September 2016	Complete
Branding and Communications			
Communications	Finalizing the reports for closeout of YED	September 2016	Complete
	Produce communications materials to enhance YED's visibility and inform key stakeholders about YED activities	September 2016	Complete
	Utilize social media tools to communicate YED's achievements to a wider audience, including Ta3mal Portal	September 2016	Complete
	Foster productive relationships with media outlets, including supporting partner universities to issue press releases and disseminate program information	September 2016	Complete
	Continue to provide support to partner universities and career centers to apply USAID and YED branding standards to media and print materials	September 2016	Complete
Component One: Expanded Capacity of Youth-serving Organizations			
Stakeholder Engagement	Conduct regular formal and/or informal stakeholder consultations to ensure greater support for YED program locally, regionally and internationally	June 2016	Complete
CSP	Continue to provide one-on-one coaching and mentoring to university and career center staff	September 2016	Complete
	Support university career centers and make them more effective in providing services to youth	September 2016	Complete
	Facilitate peer to peer learning experiences for all university partners in employability, entrepreneurship, social entrepreneurship, and career guidance programs	June 2016	Complete
Component Two: Enhanced Employment and Entrepreneurship Education			
Employability, Entrepreneurship & Social Entrepreneurship Training	Complete implementation of training-related activities	June 2016	Complete
	Support universities and career centers implementing training activities through the program	September 2016	Complete
	Continue to support UCCs in implementing life skills programs, including conducting PTS ToT (1 st week of August)	September 2016	Complete
	Continue to support the adaptation and use of quality employability, entrepreneurship, social entrepreneurship, and career guidance curricula and materials to support universities' training activities	September 2016	Complete
Open Day & Employment	Continue to support implementation of job fair/open day events with current university partners	September 2016	Complete

Milestone		Timeframe	Status as of September 30, 2016
	Continue Ta3mal outreach, through 12 ToTs on its use at Universities, introduce Ta3mal for 30 companies, and 10 Outreach events	September 2016	Complete
	Continue to support development of online employability and entrepreneurship resources through Ta3mal	September 2016	Complete
Career Guidance	Assist in enhancing and implementing strategic plans for developing the career centers at five universities	June 2016	Complete
	Continue to support up to five university partners to implement projects that include career guidance components	September 2016	Complete
	Conduct Tamheed ToT, and Tamheed Master ToT	June 2016	Complete
	Provide additional technical assistance to five universities based on their needs and priorities to scale the employability, entrepreneurship & service learning programs	June 2016	Complete
Component Three: Increased Access for Youth to Practical, On-the-Job Training Opportunities			
Internships	Conduct internship toolkit Workshop (2 nd week of October), with Silatech Support and continue to support programs that include internship opportunities for YED beneficiaries	May 2016	Complete
	Continue to establish & support partnerships that provide experiential learning opportunities for YED beneficiaries.	May 2016	Complete
Entrepreneurship	Continue the development of start-ups established through current and previous grants	February 2016	Complete
	Continue to support universities' staff in using YED's standards of excellence, including conducting BYB TOT (4 th week of September), and I-Serve TOT (4 th week of September)	February 2016	Complete
CROSS-CUTTING ACTIVITIES			
Monitoring and Evaluation			
M&E	Continue to work with university partners to implement quality M&E systems and report valid data to USAID	September 2016	Complete
	Continue data collection and analysis for reporting purposes	September 2016	Complete
	Successful reporting for closeout activities	September 2016	Complete

ANNEX 4 – ANNUAL EXPENDITURES FOR YEAR SIX

Description	FY16 Expenditures October 1, 2015 – September 30, 2016
HQ Personnel	167,850
HQ Fringe	49,667
FO Personnel	310,140
FO Fringe	41,530
Grants	-
Contracts	134,626
Travel	20,691
Equipment	-
Supplies	9,343
Other direct costs	182,155
Total direct expenses	916,002
Indirect	236,535
Total	1,152,538