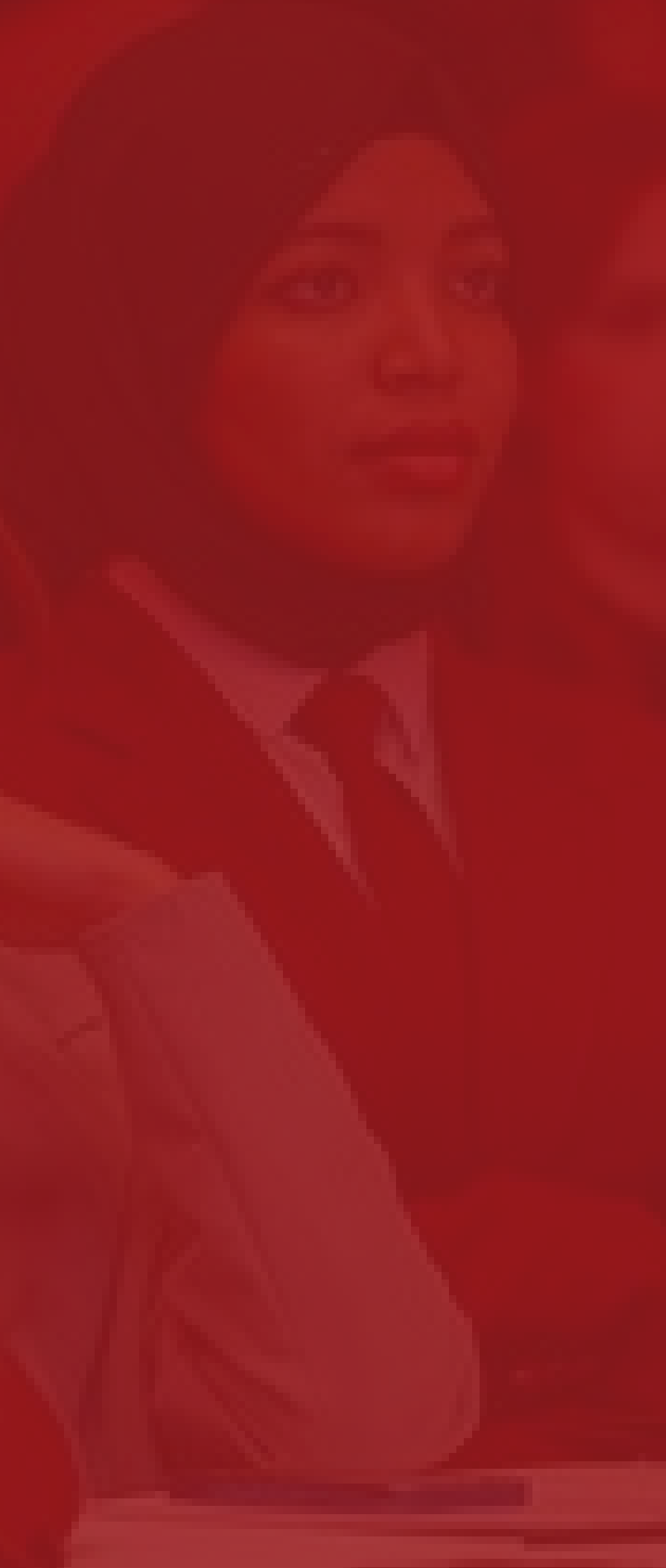




# IMPACT REPORT

# 2025





# Table of Contents

<b>A Message from EFE-Global’s CEO</b>	<b>3</b>
<b>Introduction</b>	<b>4</b>
<b>How Change Happens</b>	<b>5</b>
<b>2025 in Review</b>	<b>6</b>
<b>Moments that Defined our Year</b>	<b>7</b>
<b>Discover EFE’s Programs</b>	<b>15</b>
<b>This Year’s Partners and Funders</b>	<b>19</b>
<b>Contact Us</b>	<b>20</b>



# A Message from EFE-Global Interim CEO Sarah Little

2025 was a year of both challenge and remarkable impact for the Education For Employment (EFE) Network. As I step into this role, I am struck every day by the dedication I see across this network, and by how much was accomplished in a year that asked so much of all of us. Even as funding pressures mounted and conflict continued to reshape the region, our teams and the young people we serve refused to stand still – responding with focus, adaptability, and an unwavering commitment to opportunity.

EFE reached a historic milestone in 2025: 200,000 cumulative graduates, a powerful marker of two decades of sustained impact across the MENA region. Reaching 200,000 graduates is more than a number – it represents twenty years of families, communities, and futures transformed. EFE also achieved its highest-ever job retention outcomes: 91% of Job Training Program graduates who secured employment remained in their roles after three months, and 82% after six months. These results reflect the strength and relevance of our model in supporting not just job placement, but sustained employment for young people across MENA.

In the face of ongoing conflict and a dire humanitarian crisis in Gaza, our team never stopped showing up to support communities facing ongoing hardship with practical, locally responsive solutions. They continued delivering Emergency First Aid, Emergency Midwifery, and Psychosocial First Aid training to youth who are putting these skills to immediate use in shelters and communities that desperately need them. In 2025, we also launched a new Physical Rehabilitation Program to support those living with serious injuries and long-term recovery needs.

EFE also strengthened its role as a regional convener and thought leader. The second edition of the MENA Youth Employment Summit (MENA YES!) brought together diverse stakeholders once again, reaffirming our position at the forefront of dialogue and action on youth employment. Globally, EFE joined the UN Green Jobs for Youth Pact, further advancing our commitment to sustainable livelihoods and the green economy.

As Interim CEO, I am honored to lead this organization at such a pivotal moment. These achievements are made possible by staff across eleven countries who show up for young people every single day, by the partners who invest in our mission, and by the youth themselves who choose to keep learning and moving forward. Thank you for your continued belief in this work and in the next generation.

## **Sarah Little**

Interim CEO and VP of Programs and Business Development, EFE-Global



Photo: EFE-Maroc

## Introduction



**Dina Dandachli**  
CEO of EFE-Europe

The shift towards a greener and more digital economy is reshaping labor markets across the MENA region and beyond, creating both urgent challenges and unprecedented opportunities for young people. Through our Green Strategy 2030, EFE is taking a leading role in this transformation. In 2025, we joined the Green Jobs for Youth Pact, a UN-led collaboration with the International Labour Organization (ILO), United Nations Environment Programme (UNEP), and United Nations Children's Fund (UNICEF). This partnership enables us to drive advocacy, skills development, and employment support, equipping 20,000 young people with the tools and mindsets to succeed in green jobs and lead sustainable change.

Turning this vision into action, our 2025 programs not only advanced youth-led green entrepreneurship but also strengthened digital job-readiness through our Leveraging AI in Your Job Search module, developed thanks to Agility's support, equipping young people for a rapidly evolving digital economy.

As we look ahead to 2026 and mark 20 years of impact for EFE, one conviction continues to guide our work: every young person, regardless of background or circumstance, deserves to build their own future.



# How Change Happens

**EFE's model connects unemployed youth to lasting and meaningful employment**

**Our mission is to create economic opportunities for unemployed youth in the MENA region so that they can create a brighter future for themselves, their families, and their communities.**

## What makes EFE's model distinct



### Employer-first design

Curricula are built with private sector partners to reflect real hiring needs, not assumptions about what employers want.



### Locally run & globally connected

Each affiliate adapts programming to local market conditions. EFE-Global and EFE-Europe provide standards, technology, and funding access



### Retention, not just placement

We place graduates and track them at 3 and 6 months post-employment. Our 91%/82% retention figures are the result of ongoing alumni support.



### Gender inclusion by design

61% of graduates are young women, a product of intentional outreach, safe learning environments, and female-led cohorts in conservative markets.



Photo: EFE-Saudi Arabia

# 2025 in Review

From young people stepping confidently into the workforce to women shattering barriers, these numbers reflect the meaningful impact we've made across the MENA region.

**22,232**

Youth connected to the world of work

**43,674**

Applicants across the Network

**61%**

Graduates are young women breaking barriers

**1,685**

Entrepreneurship journeys initiated

**91%**

Youth placed in jobs \*

\*3 months after graduation

**\$25M\***

Income earned by graduates

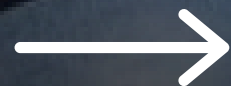
\* USD



**+229,669**

Young people connected to the world of work since inception

**Explore the moments that defined our year**






# MENA YES! 2025



**Watch Summit Highlights**

The second edition of the MENA Youth Employment Summit brought together **youth leaders, policymakers, employers, and civil society partners in Amman, Jordan**, to turn dialogue on youth employment into concrete action across four thematic tracks.

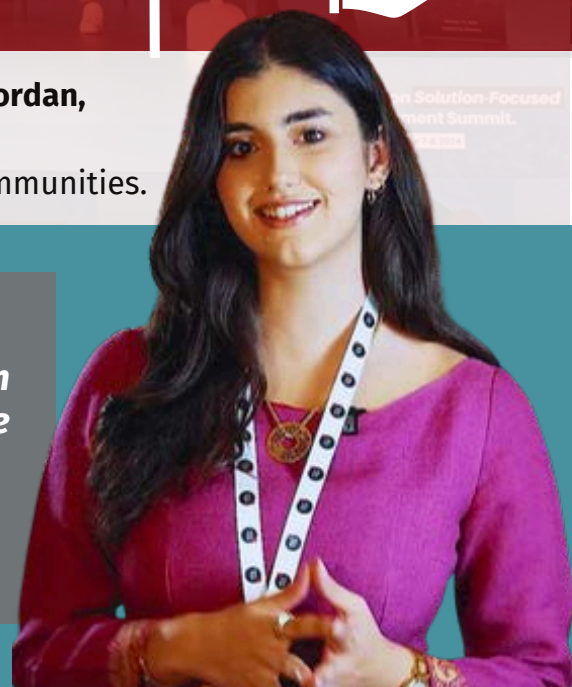
## The 2nd Edition of MENA YES! at a glance:

<p><b>230+</b> participants</p> 	<p><b>93</b> organizations</p> 	<p><b>19</b> countries</p> 	<p><b>30</b> youth leaders</p> 
--	--	---	--

**90+** Commitments made including advancing **AI policy in Jordan**, **expanding AI training for refugees in Lebanon**, and **strengthening mental health literacy** across youth communities.

**“ MENA YES! gave me a platform to advocate for youth and carry a clear message: young people must be part of decision-making every step of the way. ”**

Dana - MENA Yes! Participant



# Emergency Relief in Gaza



Photo: EFE-Palestine

# 642,420

**Medical appointments offered in hospitals, shelters, tents, and other makeshift facilities across Gaza**

## Why EFE works in crisis zones

In conflict contexts, **our model adapts, building the healthcare workforce skills that displaced youth need to generate income and serve their communities**, while keeping them connected to EFE's longer-term employment pathways once stability allows.

**To date, 885 trainees across our emergency programs have provided:**

**Emergency First Aid Support**



**Emergency Midwifery Support**



**Psychosocial First Aid Support**



**Physical Therapy & Rehabilitation**



**New in 2025**

“

*The main challenge lies in rehabilitating patients and helping them return to their normal lives amid the limited resources available.*

”

Ibrahim - Physical Therapy Training Participant



# Pathways to a Sustainable Future

EFE aims to lead youth placement in green jobs across MENA by **integrating green components into its programs, advancing green programming, advocacy, and sustainable practices, and training 20,000 youth in green skills by 2030**, while enabling Affiliates to tailor focus areas based on local market needs.

## OUR FOCUS AREAS

**Green Programming for Youth**



**Green Advocacy & Thought Leadership**



**Sustainable Organizational Practices**



### EFE Joins the Green Jobs for Youth Pact

In 2025, we **joined the Green Jobs for Youth Pact along with ILO, UNEP, and UNICEF**, an initiative providing youth with the skills and opportunities to build a sustainable, equitable future. Through this effort, EFE will train over 20,000 young people across the MENA region in green skills, combining advocacy, knowledge sharing, capacity building, direct training, and employment support.

### EFE-Tunisie advances green entrepreneurship

Through our collaboration with the Danish-Arab Partnership (DAPP), we trained **541 young entrepreneurs across Tunisia** through ideation camps, intensive Green Business Plan workshops, and newly developed green curricula.



### Building resilience & climate awareness in Algeria

With support from Think Human Fund (THF), we trained **15 civil society organizations in youth climate engagement and the green and circular economy**. They will now cascade this knowledge to +1,000 youth, equipping them with future-ready green and social-emotional skills.

**“EFE helped me understand finance and strategy and trust myself as a leader. With that foundation, I built a company, which produces spirulina and natural supplements.”**

*Roua, Founder of Aquayate - Algeria*



# Job Fairs: Bridging Ambition and Opportunity

In 2025, EFE hosted job fairs across the region as part of our signature employer engagement model. These events connect motivated youth directly with employers, translating skills into real career launching opportunities.

## IMPACT SNAPSHOT

**21**  
Job fairs



**251**  
Employers



**2,033**  
Vacancies offered



**12,145**

**Participants registered to jobs fairs in 2025**

Photo: EFE-Maroc



“

*I really appreciated the organization, especially the training session at the beginning. It was extremely helpful in giving us practical tips and preparing us for job interview questions. The training truly helped us perform better during the interviews at the Job Fair.*

”

Saad, Job Fair Participant  
Morocco

# Preparing Youth for an AI-Driven Future

As AI changes how people explore opportunities and prepare for work, EFE is helping youth across the MENA region keep pace and build confidence for what comes next. **In 2025, we expanded our focus on AI to strengthen job search skills, support career exploration, and prepare young people for emerging opportunities.**



# 1,512

Youth reached through EFE's *Leveraging AI in Your Job Search* module

## Meet EFE's new youth-facing AI tools:

### Sadiya

Sadiya, is an AI interview-preparation tool now actively used by youth, helps them prepare for job opportunities by **generating tailored checklists**, likely **interview questions**, key competencies to review, and **company research guidance**.

### Manara

Manara is an **AI-powered career navigation tool** currently in development. It is designed to help youth turn their education, skills, and interests into realistic career pathways, with **role recommendations**, **required skills**, **demand trends**, and **practical next steps**.



# Shaping Careers Through Mentorship

EFE's Mentorship Program pairs recent EFE graduates with skilled and experienced professionals who will mentor, inspire, and guide mentees in their area of expertise. Through a confidential and supportive relationship, mentees receive personalized guidance, ask questions, share ideas, and navigate their career paths with someone who has experience in the workforce.

## IMPACT SNAPSHOT

**376**  
Mentees 

**323**  
Mentors 

**839**  
Sessions 



**Rahul Rajan | Mentor (UAE)**  
Bank of America - Associate, Equity Research

*“Participating in the mentorship program has been a rewarding experience, both professionally and personally. Contributing to the community through this initiative by EFE has been deeply fulfilling.”*



**Navera Asif | Mentee (UAE)**  
AURAK - Biotech Student

*“My mentor helped me gain clarity on my goals and my professional growth. I loved our session on CVs, which gave me practical feedback and boosted my confidence in presenting my experience.”*

### Focus areas

  
**Career Development**  
Setting goals & advancing careers

  
**Networking**  
Building professional connections

  
**Enhancing Skills**  
Developing skills for workplace success

# Systemic Change: Building the Capacity of Local Trainers

Through Training of Trainers (ToT) programs, **EFE builds the capacity of local organizations** to deliver high-quality training across a wide range of topics, including **entrepreneurship, financial literacy, and green skills**, expanding opportunities for youth and aspiring entrepreneurs.

## IMPACT SNAPSHOT

**8**   
Training of Trainers

**98**   
Trainers

**7**   
Countries



Photo: EFE in Lebanon

“  
*As trainers, one of our core objectives is to ensure every participant leaves with valuable knowledge and actionable skills.*

”

Anas Bouasria - EFE Trainer

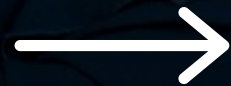


**55,105**

**Secured employment  
since inception\***

**\*JTP & Entrepreneurship tracks**

**Discover EFE's  
Programs**



# Pathways to a Job

Our Pathways training equips youth with the skills to successfully search for and apply for jobs, prepare for interviews, and join the workforce. This flexible model enables EFE to reach large numbers of youth who may be unaware of job opportunities in their region.

## Pathways Training Overview



Job Search Training



Resume Writing & Interview Skills



Get Job Ready and Find Success in your Search

## Impact Snapshot

**152,441** 

Employability graduates since inception

**69%** 

Participants improved confidence in their job search\*

\* Data collected from 2021-2025

## The Learning to Earning Platform

Learning to Earning is an online skills platform developed by Accenture Foundation, offering training in soft skills and digital knowledge. Designed to complement in-person courses, it allows students to reinforce concepts while providing a flexible format for those with other responsibilities or living far from training centers. To date, the platform has empowered 34,068 graduates across 7 MENA countries, equipping youth with the confidence and practical skills needed to transition smoothly from education to meaningful work.

“

*Through EFE’s Job Search Club, I strengthened my CV and learned how to present my skills with confidence. The interview and communication training has helped me make real progress in sales.*

”

Ahmed - Egypt



# Job Training & Placement (JTP)

EFE’s core model of training targets unemployed university graduates and high school diploma holders. The program provides participants with the life, professional, and vocational skills that are in demand by employers in the region, and places participants in jobs upon graduation.

## JTP Overview



Soft Skills & Technical Training



Workplace Simulation & Mock Interview



Links to Tangible Job Opportunities

## Impact Snapshot

**64,154**

**Graduates\***

\*Since inception

**82%** 

**Placement rate**

\*6 months after graduation

**91%** 

**Employers recommend EFE graduates**

## A Robust Network of Employer Partners

In 2025, EFE partnered with more than 222 employers across the MENA region to ensure our training programs remain aligned with labor market needs and lead to real employment opportunities for graduates.

From providing market insights that shape our curricula to offering interviews for graduates, these partnerships are essential to our model's success. They enable employers to access skilled, job-ready talent while helping young people launch meaningful and sustainable careers.

“

*Thanks to EFE, I transformed from a young woman who once lacked self-confidence and felt lost to someone with a clear career goal and the motivation to achieve even more!*

”

Hind - Morocco



# Entrepreneurship

Our entrepreneurship program prepares young people for self-employment and imparts skills needed to start businesses, as well as links youth to financing, mentoring, and other services. EFE graduates have launched businesses in a wide variety of sectors, such as hospitality, IT, healthcare, and education. Training includes innovative teaching methods, localized content, and the use of modern technology.

## Entrepreneurship Training Overview



Soft Skills & Technical Training



Workplace Simulation & Mock Interview



Links to Tangible Job Opportunities

## Impact Snapshot

**20,405**

**Graduates\***

\*Since inception

**0.68**



**Job multiplier effect every 10 entrepreneurs create 6+ jobs**

**96%**



**Women-led businesses generating revenue in 2025**

## Startech: Fueling Tech Startups in Tunisia

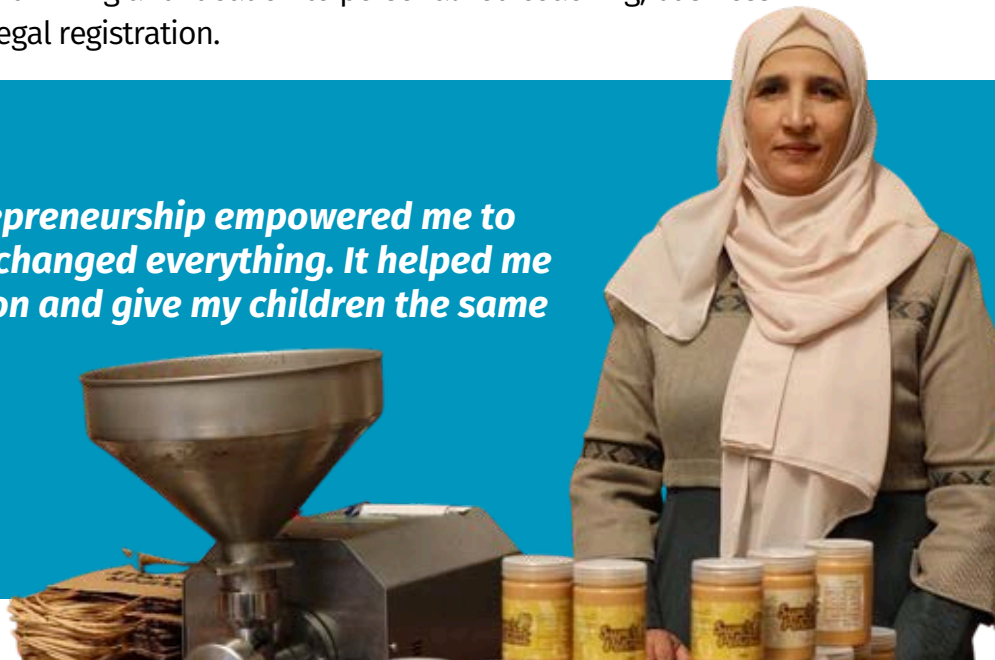
The first technology business incubator in the Médenine region, launched by EFE with the support of the Bureau of Near Eastern Affairs (NEA), fosters the creation of technology startups through tailored and specialized support programs. It guides young entrepreneurs throughout the entire startup journey, from design thinking and ideation to personalized coaching, business development support, and legal registration.



*EFE's training in entrepreneurship empowered me to start a business that changed everything. It helped me complete my education and give my children the same chance.*



Samira - Jordan



# This Year's Partners and Funders

**This year's achievements would not have been possible without the *trust, partnership, and generosity* of the organizations featured below. Thank you for investing in our mission.**



Accenture Foundation  
Action Against Hunger  
Agence Française de Développement (AFD)  
Agility  
Alwaleed Philanthropies  
Arab Gulf Programme for Development (AGFUND)  
Aspen Institute  
Amazon Web Services (AWS)  
Bank of America  
Boeing  
Brighter Vision Foundation (BVF)  
Citi Foundation  
Conrad N. Hilton Foundation  
Consolidated Contractors Company (CCC)  
Cooperazione Internazionale (COOPI)  
Dell Technologies  
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)  
EnCompass  
European Bank for Reconstruction and Development  
European Union  
Every Mother Counts  
Gates Foundation  
Global Communities  
Hivos  
Hyatt Corporation  
IBM  
International Finance Corporation (IFC)

Islamic Relief USA (IRUSA)  
Italian Agency for Development Cooperation  
JPMorganChase  
KFW - DEG  
LinkedIn  
L'Oréal  
Mercy Corps  
Mexoxo  
Middle East Council of Churches  
Ministry of Digital Economy and Entrepreneurship  
Saudi Arabian Bechtel Company  
Silatech  
Snap Inc.  
Spanish Agency for International Development Cooperation (AECID)  
State Department  
The Red Sea Development Company  
The Velaj Foundation  
Think Human Fund  
Trafigura Foundation  
U.S. Department of State Bureau of Near Eastern Affairs  
Office of Assistance Coordination (MEPI)  
UNHCR  
UN Women  
U.S. Embassy in Jordan  
U.S. Embassy in Tunisia  
Vitol Foundation

# Join us in shaping a brighter future for young people across the MENA region.

## **Give the Gift of a First Job**

Many young people in the Middle East and North Africa face significant challenges in securing their first job, often due to a lack of opportunities, mentorship, and resources.

Your donation can help bridge this gap, providing vital training, career guidance, and access to a network of potential employers. Be part of EFE and help us unlock their potential and build a brighter future.

