



التقرير السنوي لبرنامج تميز 2025

Tamayyaz Programme Annual Report 2025



Technical Support

* Skills:

- * Security skills: - Network Security
- Web security
- point =
- Administration & Windows
- Mac windows - User Management
- Server Configuration
- Virtualization.

Technical Support: Well-known in installation & maintain Computer & Related software

* Professional in Organizing Resources & Setting Priorities

Languages: Fluent in English
Arabic Mother Language

Tamayyaz Programme Annual Report 2025

Executive Summary and Impact Framework

The Tamayyaz Programme contributes to achieving a broader development goal represented in strengthening the resilience of Palestinian youth, increasing their participation in civic life, and improving their opportunities to access employment, in alignment with the programme's overall goal, which focuses on enhancing youth civic engagement and creating better economic opportunities for them. The programme works to achieve this goal by developing youth skills, linking them to the labor market, and enhancing their capacity for initiative and community participation.

In the Palestinian context, where data from the Palestinian Central Bureau of Statistics indicates that unemployment rates among youth (aged 29–15) reach approximately %38, and that youth participation in the labor market remains limited, the programme works to address one of the most significant challenges facing Palestinian youth: the gap between academic education and labor market requirements, in addition to the limited economic opportunities, especially in marginalized areas.

The programme's direct impact is reflected through the progress achieved in meeting its outputs and expected results, as the programme focuses on two main pillars:

The first relates to improving transferable skills and employability among youth, and the second relates to enhancing youth attitudes and behaviors toward civic participation and community advocacy.

With regard to the first outcome, the programme contributed to enhancing youth professional and life skills by providing specialized training focused on 21st-century skills, employability skills, entrepreneurship, leadership, and career guidance. The programme also helped youth build professional networks with both the public and private sectors, which contributed to developing direct relationships between job-seeking youth and employing institutions.

During 2025, the programme contributed to strengthening this impact by reaching 686 young men and women from various governorates of the West Bank and the Gaza Strip, and by providing paid practical training opportunities to 343 participants within real institutions across the public sector, private sector, and civil society organizations. A total of 108 beneficiaries were able to secure employment opportunities after completing the training period, representing approximately %31, either within the same institutions where they trained or in other institutions. This reflects the programme's role in improving youth employment opportunities and building real transition pathways from training to employment. The programme also provided career mentoring and guidance from labor market experts, which helped youth develop their career paths and make better decisions regarding their professional futures.





The programme also worked on building a wide network of partnerships with the labor market, where cooperation was established with approximately 170 institutions, companies, and employers who hosted trainees or participated in various programme activities, in addition to organizing more than 140 professional meetings with experts and specialists from the labor market. These professional networks contributed to enhancing youth access to training and employment opportunities, in addition to building long-term professional relationships between youth and institutions.

With regard to supporting youth entrepreneurship, the programme contributed to enabling youth to develop their own project ideas by providing training, mentoring, and technical and financial support. A total of 18 small projects were supported for programme graduates across several governorates, especially in vocational and service sectors, which provided direct sources of income for some beneficiaries and contributed to supporting the local economy in areas suffering from high unemployment rates.

As for the programme's second outcome, programme activities contributed to enhancing youth civic participation and developing their skills in advocacy and community work. Youth participated in designing and implementing community initiatives and advocacy campaigns addressing various social and economic issues such as unemployment, vocational education, and community participation.

A total of 37 community initiatives and 10 advocacy and pressure campaigns were implemented, led by the youth themselves. These initiatives directly reached approximately 1,500 beneficiaries and more than 7,500 indirect beneficiaries in local communities. These initiatives helped youth develop leadership, teamwork, and advocacy skills, in addition to strengthening their sense of responsibility toward their communities.

The programme also contributed to raising community awareness about youth and unemployment issues through campaigns led by participants themselves, such as the “Vocational is More Guaranteed” campaign, which aimed to enhance the image of vocational education and encourage youth to pursue technical and vocational professions as a realistic pathway to employment. In addition to the economic and social impact, the programme contributed to strengthening youth civic participation in defending issues affecting their communities, such as participation in the national campaign to support the Youth Village, which was launched in response to the challenges facing this youth space due to repeated attacks and violations that hinder its use as a training and community center for youth.

In general, the Tamayyaz Programme contributes to preparing a generation of Palestinian youth capable of competing in the labor market and actively participating in society by combining vocational training, practical experience, entrepreneurship, and community work. The programme also promotes an interactive learning environment that supports skills development and the building of professional relationships, and contributes to creating educational and community spaces for youth such as the learning center in the Youth Village, which was designed to be a multifunctional space for learning, training, and community work.

The year 2025 demonstrated the programme’s ability to adapt to difficult political and economic conditions by expanding its work beyond universities and reaching youth in villages, camps, and marginalized areas, thereby enhancing its social and economic impact in the medium and long term.

Introduction: A Year of Redefining Access and Empowerment

The year 2025 represented a strategic milestone in the trajectory of the Tamayyaz Programme. With the continued closure of universities and disruption of academic life in several governorates, it was no longer possible to rely on the traditional model based on working within university campuses. This reality imposed a profound methodological shift in the way of thinking, outreach, and implementation. During this year, the programme adopted three clear methodological pillars:



First: Targeting fields with the highest unemployment such as engineering, media, journalism, and some administrative disciplines, with a focus on bridging the gap between academic study and actual market needs.

Second: Expanding into geographically and economically marginalized areas such as Al-Far'a Camp, Yatta, the Palestinian Jordan Valley, Kufr Ni'ma, Salfit, and rural areas west of Ramallah, in addition to working in the Gaza Strip through the "Hope for Life" group.

Third: Transitioning from a closed university-based model to an open community-based model built on partnerships with grassroots institutions, vocational training centers, village councils, and small civil society organizations capable of reaching youth groups that had not previously been reached by empowerment programmes.

Through this transformation, Tamayyaz was no longer just a training programme, but became an integrated community platform for economic and social empowerment.

The total number of direct beneficiaries during the year reached 686 young men and women.



Cohorts Engaged During the Year
During 2025, work was carried out with 13 youth groups across the programme's different tracks, namely:

- Tamayyaz Spring University
- Tamayyaz Winter University (2)
- Tamayyaz Media
- Tamayyaz Al-Far'a
- Tamayyaz Yatta
- Tamayyaz Nablus
- Tamayyaz Tulkarm
- Tamayyaz Jordan Valley
- Tamayyaz Summer group
- Tamayyaz Engineers Group
- Law and Artificial Intelligence with An-Najah University
- Sharek Partners Alliance
- Hope for Life Group – Gaza Strip

These groups reflected the geographical and professional diversity adopted by the programme this year.



Work with Vocational Training Centers – Field Presence and Real Partnership

The programme was implemented in partnership with 11 vocational training centers, namely:

- Hebron Vocational Training Center
- Al-Eizariya Vocational Training Center
- Beit Ur Vocational Training Center
- Jenin Vocational Training Center
- Tulkarm Vocational Training Center
- Qalqilya Vocational Training Center
- Nablus Vocational Training Center
- Beit Jala Vocational Training Center
- Yatta Vocational Training Center
- Salfit Vocational Training Center

Smart College for Modern Education

Work this year was characterized by intensive field visits to these centers, where the team's role was not limited to delivering training but also included individual follow-up sessions with students, meetings with administrations to discuss challenges, implementing practical activities outside the centers, and linking trainees with potential employers within their local communities.

Significant focus was also placed on the small projects component of the programme within these centers by identifying entrepreneurial students and helping them develop their ideas into implementable business plans. This later led to several participants winning small project grants and receiving follow-up support to ensure sustainability.

In this context, the “Vocational is More Guaranteed” campaign was launched within the centers as an awareness campaign aimed at enhancing the image of vocational education as a stable and profitable economic pathway, and at breaking the prevailing stereotype in Palestinian society that vocational training is a secondary option. This was achieved by presenting real success stories and organizing direct meetings with workshop owners and graduates who successfully established their own businesses.



Paid Internships – A Comprehensive Professional Experience

Paid internships constituted one of the most important interventions implemented by the “Tamayyaz Professional” Programme during this year, as they provided youth with the opportunity to transition from theoretical knowledge to practical application within real work environments. This intervention enabled participants to gain initial practical experience, directly understand labor market requirements, and build professional relationships with institutions in the public, private, and civil society sectors.

During this year, 343 young men and women participated in paid internships across various institutions. Monitoring results indicate that 108 trainees were able to secure employment opportunities after completing their training, either within the same institutions where they trained or in other institutions, representing approximately %31 of the total number of trainees. This percentage reflects the direct impact of the internships in enhancing employment opportunities, as the practical experience gained during training contributed to improving participants’ professional readiness and increasing their chances of obtaining jobs.



Fields in Which Participants Received Training

The fields of training varied to reflect labor market needs and participants' specializations, and were approximately distributed as follows:

- **Education, teaching, and kindergartens: approximately %26**
- **Administrative and office work and institutional management: approximately %22**
- **Community work and youth projects: approximately %15**
- **Vocational and craft professions (sewing, beauty, mechanics, carpentry): approximately %14**
- **Media, content creation, and digital marketing: approximately %8**
- **Engineering and technical fields: approximately %6**
- **Information and communications technology: approximately %5**
- **Health sector and medical services: approximately %4**

This diversity allowed participants to acquire practical skills directly related to their specializations or professional interests, in addition to developing core skills such as teamwork, professional communication, time management, and responsibility.



Fields in Which Participants Secured Employment

Follow-up data indicates that employment opportunities obtained by trainees were distributed across several sectors, most notably:

- **Education, teaching, and kindergartens: approximately %30**
- **Administrative work and institutional management: approximately %23**
- **Vocational and craft professions: approximately %17**
- **Community work and youth project management: approximately %12**
- **Media, marketing, and content creation: approximately %8**
- **Engineering and technical fields: approximately %6**
- **Other diverse sectors: approximately %4**

These figures demonstrate a clear correlation between training fields and employment sectors, as many participants secured jobs in the same field in which they trained, while others utilized the skills acquired during training to transition into related or adjacent fields.

Paid internships contributed to enabling participants to build professional experience, which is one of the most significant challenges youth face when entering the labor market, as many institutions require prior practical experience even for entry-level jobs.



Success Stories

The experiences of many participants reflect how practical training can represent a turning point in youth career paths.

- Trainee Jamila Maher Mustafa Ibrahim was able to develop her skills in data systems during her internship with the Customs Police. The training helped her gain practical technical experience, which later enabled her to secure a job opportunity at PalDay Company in the same field, where she currently works in data systems management.

- In the education sector, trainee Dalia Hassan Kamal Faqha obtained a job opportunity at Ain Al-Bayda Girls School in the field of psychological counselling after completing her training at the same school. The internship enabled her to apply her academic skills in practice and gain the institution's trust in her professional capabilities.

- Trainee Ola Yasser Masa'id, who trained at Al-Jiftlik Model Kindergarten, was able to develop her experience in working with children during her internship, which later enabled her to obtain a job opportunity at Al-Hassan Center as a special education specialist.

- In the engineering field, trainees Aya Hassan Ja'afra and Aiham Yasser Wajeih secured employment opportunities at Arco Company for Architecture and Interior Design after completing their internships at the same company, where the training contributed to introducing the institution to their professional capabilities and integrating them into the team.



- In the technology sector, trainee Zaki Mohammad Zaki Nahhas transitioned into the labor market after training at Phoenix Tech Company in the field of information technology. He later secured a job at the Jerusalem Electricity Company in the customer service department (Call Center), benefiting from the technical and communication skills he acquired during training.
- In the community sector, trainee Mohammad Samir Muslim Qteit continued working at Rabud Youth Sports Club after completing his internship at the club, where he now works as a sports trainer and contributes to organizing youth and sports activities in the local community.
- Trainee Batool Samir Rubeen Khatib transitioned into the labor market in sales and marketing at Help Me Company after her training at Rawad Banking Institution, where the internship contributed to developing her communication, organization, and teamwork skills.
- In the media and content creation sector, trainee Nour Hassan Ezzeldin Shalou continued working in the same field after training at Foras Institution, where she currently works in digital content production.
- Among the success stories reflecting the programme's approach to investing in youth potential is the experience of several participants who began their journey in the programme as interns within Sharek Youth Forum itself and later secured employment within the organization. This reflects the Forum's commitment to an approach based on youth empowerment and providing opportunities for outstanding participants to become part of the institution's staff. One of the most notable examples is Reema Saleem, who began her journey as an intern within Sharek through the paid internship programme, where she supported the coordination of activities and youth projects and gained practical experience in programme management and community work. As her skills developed and she demonstrated competence during her internship, she later secured a job opportunity within the Forum, where she now works as Tamayyaz Programme Coordinator, becoming part of the team that leads programme implementation and supports new participants in their professional journeys. Other participants also secured employment within Sharek Youth Forum after completing their internships, including Asmaa Abdul Aziz, who works in financial administration, Islam Qteit, who works in project coordination, and Sajida Asida, who continues her work in social media management.

These experiences reflect how paid internships can serve as a real bridge between education and the labor market, as their impact extends beyond acquiring professional skills to building self-confidence, expanding professional networks, and opening real employment opportunities.



Partnership with the Private Sector and the Labor Market

Partnership with private sector institutions, professional institutions, and community organizations constituted a fundamental pillar in the implementation of the Tamayyaz Programme. The programme relied on building a wide network of partner institutions that hosted participants in practical training within real work environments to enable them to gain professional experience and develop practical skills.

The hosting institutions varied across multiple sectors of the Palestinian labor market, including:

Media and Cultural Institutions

- Palestine TV
- Yasser Arafat Foundation – Yasser Arafat Museum
- Y Plus Media organization

Educational Institutions

- Al-Quds Open University
- Various kindergartens such as: Al-Jiftlik Model, Tala'i Al-Ummah, and Al-Awa'el Model
- Ain Al-Bayda Girls School
- Educational centers such as: Al-Khwarizmi Educational Center and Mawahib wa Ibda'at

Private Sector and Technology Companies

- Palestine Telecommunications Company – Jawwal
- Phoenix Tech Company
- Smile E-Face Company
- Al-Mitras Training and Rehabilitation Company
- Al-Mahdi Company
- Rawad Company
- Foras Company
- Vitas Palestine for Microfinance

Engineering Offices and Companies

- Edge Engineering Consultancy Office
- Shuqair & Halahlah Engineering Office
- Arco Company for Architecture and Interior Design
- Geotechnical Testing Center

Health and Community Service Institutions

- UNRWA Services Office
- Al-Aqsa Center for Physiotherapy and Speech Therapy
- Directorate of Health in Marj Na'ja and Yatta
- Zakat Hospital
- Medical Relief Society
- Palestinian Red Crescent

Vocational Professions and Small Businesses

- Dar Razan for Fashion
- Various tailoring workshops such as: Al-Nour, Al-Ghazal, Al-Zahraa
- Beauty salons such as: Al-Ahlam, Manal Sarouji, Malakout, Hala
- Vehicle maintenance garages such as Al-Ameed Garage and Abu Riyad Garage

Municipalities and Local Councils

- Municipalities of Ramallah, Al-Auja, Tulkarm, and Hizma
- Village councils of Kufr Ni'ma, Ain Al-Bayda, Al-Jiftlik, and Wadi Al-Far'a

Civil Society Organizations and Cultural Centers

- Sharek Youth Forum
- Askar Association for Community Development
- Marda Charity Association – Salfit
- Buthoor Association for Development and Culture
- Beita Charity Association
- Child Arts Foundation
- Ni'lin Cultural Center
- Narsan Cultural Center
- Hebron Municipality Community Center
- Jabal Al-Nar Club
- Arab Trainers Academy
- Zubeidat Sports Club

These partnerships contributed to providing a diverse training environment that enabled participants to engage directly with the labor market and gain practical professional experience.



Professional talks with Labor Market Experts

In addition to practical training, the programme organized a series of professional meetings with experts and specialists from the labor market with the aim of transferring practical knowledge to participants and familiarizing them with labor market requirements.

During this year, more than 140 speakers from the private sector and labor market were hosted through dialogue sessions and interactive workshops.

Some of the most significant speakers who participated in these meetings were:

- Samir Hulileh – Businessman and former Chairman of the Board of Palestine Development and Investment Company (PADICO)
- **Mousa Hadid** – Mayor of Ramallah
- **Ratiba Abu Ghoush** – Vice Chairperson of the Board at Sharek Youth Forum
- **Raya Ftayer** – Entrepreneur and founder of The Middle Frame
- **Sami Mushasha** – Spokesperson of UNRWA
- **Shorouq Al-Asaad** – Journalist at Monte Carlo International Radio
- **Bilal Al-Ashqar** – Trainer in employability skills and labor market readiness
- **Zeina Bishtawi** – Expert in AI applications in the legal field
- **Alaa Al-Deen Dweikat** – Specialist in legal technology and artificial intelligence
- **Mohammad Abu Muaileq** – Journalist and media trainer
- **Tamer Mansour** – Specialist in digital media and artificial intelligence
- **Abed Barbar** – Expert in entrepreneurship and community work
- **Walaa Zama'ra** – Expert in job interview skills and professional development



These meetings addressed a variety of topics, most notably:

- Preparing for entry into the labor market
- CV writing and job interviews
- Entrepreneurship and small business development
- Digital transformation and artificial intelligence in the labor market
- Digital marketing and building a professional identity
- The role of community work in economic development

These meetings contributed to enhancing participants' understanding of the labor market and building a network of professional relationships with experts and various institutions, which supports their future opportunities in obtaining employment or developing their own projects.

Small Businesses and Economic Challenges

As part of the programme's efforts to enhance youth economic independence, a number of small projects launched by programme beneficiaries were supported across several governorates in the West Bank.

These interventions were implemented within a highly complex economic context, where the West Bank faces difficult economic conditions due to restrictions on movement and access, in addition to the direct impacts of military incursions and repeated closures, particularly in northern West Bank areas.

A total of 18 small projects were funded for graduates of vocational training centers across multiple governorates. The projects varied as follows:

- Air conditioning maintenance and installation (2 projects)
- General electrical work (2 projects)
- Beauty and nail salons (6 projects)
- Tailoring and fashion design (5 projects)
- Sweets production (2 projects)
- Decoration and event design (1 project)





Success Stories Story from Tulkarm:

Maram from the city of Tulkarm launched a project for event organization and decoration. However, the project faces significant challenges due to the sharp decline in social events in the city as a result of the difficult political situation, especially following the destruction of the camp and repeated security tensions. Despite these challenges, Maram has shown strong determination to continue her project and is currently working on developing her digital marketing skills to promote her services and reach new clients. The programme team has provided her with advisory support in business development and will continue to support her in promotion and marketing.



Stories from Hebron:

Laila and Fatima from Hebron governorate run two projects in tailoring and fashion design, which have become stable sources of income for them. The impact of these projects extends beyond the beneficiaries themselves to include their families. In Fatima's case, her husband—who works as a carpenter—uses sewing equipment in some aspects of his work, contributing to supporting the family's income. Laila's mother also participates in carrying out some sewing work, reflecting how small projects can contribute to strengthening the broader household economy.

Stories from Qalqilya:

Abu Bakr and Mahdi from Qalqilya governorate received tools and equipment to work in air conditioning installation and maintenance. They indicated that they have already begun receiving regular service requests, averaging three to four requests per week, providing them with a source of income through on-demand technical services. These initiatives take place within a difficult economic context in Qalqilya, where a significant portion of the city's economy traditionally depended on labor inside the Green Line, which has been heavily affected by closures and movement restrictions. Support was not limited to funding but also included technical and administrative accompaniment, field follow-up, and support in cost management and marketing. Some projects have become primary sources of income for families, particularly in areas with high unemployment.



Community Initiatives

Youth Leading Change





Community Initiatives – Youth Leading Change

The community initiatives implemented by youth participating in the Tamayyaz Programme constituted one of the programme's most important outputs during the year, as they provided youth with the opportunity to transition from the stage of training and skill acquisition to the stage of practical application of initiative and community work. These initiatives were fully designed and implemented by the youth themselves, based on the needs of their local communities and the issues they experience in their daily lives. These initiatives varied in nature and objectives, including social, cultural, economic, and volunteer initiatives, and focused on issues such as psychosocial support for vulnerable groups, strengthening Palestinian cultural identity, supporting local farmers, encouraging volunteerism, and promoting awareness of national institutions, innovation, and entrepreneurship.

The number of direct beneficiaries per initiative ranged between 20 and 70 depending on the nature of the activity, while the impact of many initiatives extended to hundreds of indirect beneficiaries within local communities. Overall, the total number of direct beneficiaries reached approximately 1,500, in addition to more than 7,500 indirect beneficiaries.



A total of 37 community initiatives were implemented during the year, distributed as follows:

1) Social and Psychosocial Initiatives:

A number of initiatives focused on providing psychosocial and social support to groups facing various life pressures, especially under the difficult political and economic conditions experienced by Palestinian society. Among these initiatives were psychosocial relief activities for children in marginalized areas, aiming to provide safe spaces for children to express their feelings through play and interactive activities.

One participant, a psychologist, implemented an initiative titled “Colors Express Us,” working with children to use drawing and art as a means of expressing emotions and coping with psychological stress.

In a similar context, a humanitarian initiative was implemented—led by a Tamayyaz participant suffering from kidney dialysis—in the kidney dialysis department at the Ramallah Medical Complex. A psychosocial support workshop was organized for patients undergoing regular dialysis sessions to alleviate psychological stress associated with long-term treatment.

Social initiatives also included organizing visits and recreational activities for different community groups, such as visiting the elderly home affiliated with the Arab Women’s Union, and visiting Yasmeen Charitable Society to conduct activities with persons with disabilities, aiming to promote social solidarity and encourage youth volunteerism.

2) Cultural and Identity-Based Initiatives:

Another group of initiatives focused on enhancing cultural awareness and national identity among youth through field visits and knowledge-based activities at cultural and historical sites.

These included visits to Mahmoud Darwish Museum and the Palestinian Museum, aimed at introducing participants to Palestinian cultural and intellectual production and strengthening their connection to national heritage.

Field tours were also organized in the Old City of Nablus to explore its social and economic history, while highlighting the challenges and violations faced by some old areas.

In addition, a visit was organized to the city of Rawabi to learn about the experience of developing a modern Palestinian city initiated by the private sector, as well as a visit to the Palestinian Technology Park to introduce youth to opportunities in innovation and entrepreneurship.

Some initiatives also focused on reviving traditional crafts, such as an initiative to revive traditional stone wall construction, highlighting the importance of preserving Palestinian heritage professions that are at risk of disappearing.





3) Economic Initiatives and Support for Local Products:

In light of the economic challenges faced by farmers and local producers, youth launched several initiatives aimed at supporting Palestinian products and promoting a culture of local consumption. Among these initiatives was “Palestinian and Proud – My Product from My Land,” which focused on marketing and distributing local agricultural products, and “From Our Palestinian Land – Baladi Market,” which aimed to encourage purchasing local products and strengthening farmers’ resilience.

These initiatives also included agricultural and volunteer activities, such as participation in olive harvesting in cooperation with the European Union, and implementing agricultural activities.

4) Volunteer and Community Engagement Initiatives:

Youth also implemented initiatives focused on volunteer work and direct engagement with local communities.

These included environmental trails and field visits to Palestinian villages such as Battir, Ein Qiniya, and Kufr Ni'ma, in addition to visits to the Youth Village, which is considered an important center for youth and community work.

Community activities included organizing open days for first and second grade students at Ibn Abbas School, as well as initiatives aimed at raising awareness about social issues such as discrimination in the labor market.

One notable initiative was "Books at Checkpoints," which responded to the long waiting times Palestinians experience at military checkpoints by providing books for reading during waiting periods.



5) My Way Camp Initiative:

The My Way Camp initiative was one of the most prominent initiatives implemented during the year. It was designed as a career guidance camp for adolescents aimed at helping them think early about their professional paths.

What distinguished this initiative was that it was not implemented by traditional experts or trainers, but by youth who had previously participated in the Tamayyaz Programme and had successfully defined their career paths, and who chose to transfer this knowledge and experience to younger participants.

The camp focused on introducing participants to key skills related to career planning, such as identifying personal interests, exploring different fields of study, and considering possible educational and career paths. It also provided a space for dialogue between youth participants and adolescents to share personal experiences and challenges in choosing career paths.

This initiative contributed to strengthening the role of youth as community leaders capable of transferring knowledge and experience to their peers, and helped younger participants think earlier and more consciously about their educational and professional futures.



Advocacy and Pressure Campaigns



Advocacy and Pressure Campaigns

A total of 10 advocacy and pressure campaigns were implemented, most notably:

1. National Campaign to Support and Advocate for the Youth Village: The Youth Village and the Village Learning Center represent a core component of the Tamayyaz Programme, particularly as an applied learning space supported by the European Union. In light of the repeated attacks the village has been subjected to, the programme launched a comprehensive national campaign that included:

- Organizing field visits for foreign delegations and diplomats
- Hosting journalists to document violations
- Preparing media materials and documentation reports
- Holding meetings with decision-makers
- Organizing youth solidarity activities within the village

The campaign was not merely a defense of a physical space, but rather a defense of a learning environment that represents a model for village-based, skills-oriented, and environmentally sustainable education. Protecting the village means protecting one of the pillars of the Tamayyaz Programme.

2. “Vocational is More Guaranteed” Campaign: An awareness campaign aimed at enhancing the image of vocational education as a sustainable economic option.

3. “Know Your Labor Law” Campaign: An awareness campaign aimed at informing youth of their rights and duties under labor law.

4. Launch of a Study on Conditional International Funding: A research-based initiative aimed at opening public discussion on the impact of conditional funding on civil society.



Partnerships and Alliances

A total of 10 Memoranda of Understanding (MoUs) were signed or renewed for the Tamayyaz Programme with the following entities:

- **Palestinian Ministry of Labor**
- **Higher Council for Innovation and Excellence**
- **Smart College for Modern Education**
- **Arab American University**
- **Al-Quds Open University**
- **Jabal Al-Nar Club – Nablus**
- **Narsan Cultural Center – Hebron**
- **Arab Trainers Academy for International Development – Tulkarm**
- **Kufr Ni'ma Village Council**
- **Beit Liqya Village Council**

In addition, the work of the Sharek Partners Alliance was strengthened. This alliance includes 58 grassroots organizations across Palestinian governorates and aims to coordinate efforts, share resources, and ensure sustainable outreach to youth in marginalized areas.



Challenges and Mitigation methods

The implementation of Tamayyaz Programme activities during this year took place within a complex political and economic context. The programme faced a number of field-level challenges that affected the working environment and youth access to training and employment opportunities. Despite these conditions, the programme team worked to develop flexible solutions and expand the partnership network to ensure continuity of implementation and achievement of programme objectives. These challenges included:

1. Economic Deterioration in the West Bank: The general economic decline in the West Bank directly affected institutions' ability to host trainees or provide new job opportunities for youth, particularly in light of reduced economic activity and increasing financial pressures on many institutions.

To address this challenge, the programme expanded its network of partnerships to include not only private sector institutions but also civil society organizations and grassroots institutions operating in marginalized areas where participants reside. This expansion contributed to providing a larger number of training opportunities, with the number of employers and host institutions reaching approximately 170—exceeding initial programme expectations and helping accommodate a larger number of youth seeking practical experience.



2. Movement Restrictions and Closures:

Frequent Road closures, military checkpoints, and incursions across many areas of the West Bank often hindered participants' mobility and their ability to reach training locations or attend programme activities.

This challenge was compounded by the shift of some universities to online learning due to security conditions, which affected students' ability to meet physically at training sites or participate in group activities as originally planned. To mitigate these challenges, the programme adopted a high degree of flexibility in implementation. Many training sessions and youth activities were relocated to alternative locations closer to participants' residences, including the premises of grassroots institutions in marginalized areas. Activities were also implemented in institutions belonging to Sharek Partners Alliance, in addition to using the headquarters of Sharek Youth Forum as an alternative venue when access to original locations was not possible.



3. Security Situation Surrounding the Youth Village:

The difficult security situation surrounding the Youth Village—one of the core components in the design of the Tamayyaz Programme—posed a significant challenge.

A major part of the programme’s activities was originally designed to be implemented within the Youth Village facilities, including training camps, youth activities, and volunteer work, benefiting from the educational and community environment provided by the village, particularly the village learning center.

However, repeated violations and attacks on the Youth Village by Israeli settlers, under the protection of the Israeli army, made it difficult to implement activities as planned within the village. This posed a direct challenge to the implementation of several programme components.

In response, the national campaign to support and advocate for the Youth Village was launched, aiming to highlight the importance of the village as a national center for youth and educational work, and to mobilize community and institutional support to protect it and preserve its role in serving Palestinian youth.



4. War on the Gaza Strip:

The war on the Gaza Strip directly affected the implementation of programme activities there. The programme was forced to suspend some interventions due to the difficult security and humanitarian conditions, while continuing to implement feasible activities in the West Bank.

Despite these multiple challenges, the programme was able to continue implementing its activities and reach hundreds of youth across different governorates, relying on flexibility in planning and implementation, a wide network of local partnerships, and the commitment of participants themselves to continue benefiting from available opportunities despite difficult conditions.

بمناسبة
العيد والرمضان
أطك الظروف





Key Figures of 2025



18

funded projects



108

beneficiaries secured
employment after
training



343

trainees in paid
internship
opportunities



686

direct beneficiaries



137

employers



10

MOUs Memoranda
of Understanding



10

advocacy
campaigns



40

community
initiatives



18

project mentors



87

field supervisors

The year 2025 was not an ordinary year; rather, it was a year in which the Tamayyaz Programme redefined its tools and pathways. From working within universities to expanding into villages and camps, and from focusing on individual skills to building broad community partnerships, the programme demonstrated its ability to adapt and remain resilient.

It brought together training, entrepreneurship, active citizenship, and the defense of learning spaces, establishing a comprehensive national model for the professional and economic empowerment of Palestinian youth.

Through the Tamayyaz Programme, Sharek Youth Forum continues to invest in youth as a pillar of resilience and development, and as true partners in shaping their future.



This Project is Funded by



EUROPEAN UNION



وزارة العمل

