

Developing & Strengthening *Youth in Lebanon*



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OUR COMMITMENT

is to provide industry leadership and support to Lebanon's public and private universities, faculties and students to reduce skill gaps and unemployment and to enhance industrial research achievements

Management Approach

As an industrial manufacturing company looking for ways to innovate, INDEVCO turns to the youth and partners with universities to discuss theory, conduct research, exchange expertise, and share tools and technologies for mutual advancement. The group supports educational infrastructure and sponsors youth innovation competitions, while executives across the company play active roles in university boards. As such, developing and strengthening youth in Lebanon is an important objective for INDEVCO. Boundaries of the topic extend to universities, NGOs, and other associations supporting youth skill building.

Context

Currently nearly half of the population of the Middle East and North Africa (MENA) is under 24 years of age. As per the 2018 Arab Youth Survey, two-thirds of youth in the Levant feel that they are not acquiring the skills needed for their future from the education system. Meanwhile, employers report a shortage of crucial life skills, specifically lack of creativity, critical thinking, problem-solving and communication ^[1]. With a growing number of youth entering the labor market and a major gap between market needs and available skills, youth skill building should be a major priority for decision makers and private sector companies looking to leverage on the underused resource. ^[2] Youth unemployment rates in the MENA region, on the other hand, are among the highest in the world. The World Bank cites the 2018 youth unemployment rate in Egypt, Lebanon and Saudi Arabia to be 32.6%, 17.4% and 25.8% respectively. ^[3]

OUTCOMES

Student Skill Building

INDEVCO offers summer and semester internships to university students in Lebanon and abroad to develop in-demand job skills for relevant work, as they prepare to enter the workforce.

'The HUNT' Career Program

INDEVCO Recruitment Unit organized its first edition of 'The HUNT' Career Program in 2018 to attract promising fresh graduates seeking employment within a manufacturing environment. After an intensive multi-stage process, the group selected five winners from 25 shortlisted candidates to join the group following graduation in 2019.

The first stage of the stringent two-stage program involved full-day outdoor activities and challenges to test individual and group skills in team building, planning, analysis, interactivity, creativity, and time management. Those that progressed to the second stage were given specific projects related to respective fields, including Mechanical, Electrical, and Industrial Engineering and Marketing.

Learn More

<http://news.indevcogroup.com/corporate/indevco-awards-one-year-internships-hunt-career-program/>



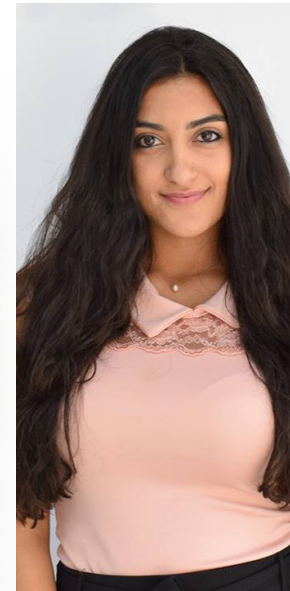
IMPACT

175 Interns

(68% male, 32% female) from
19 universities and technical institutes

5 One-Year Internships

for Graduating Students



“ The HUNT journey was a unique and impressive experience. We spent a very exciting day at Deir El Qamar. It was full of competitive games, where we used our skills and creativity to challenge ourselves and other teams. In the second stage of The HUNT, I did my best in preparing and presenting the marketing project in front of INDEVCO jury. And I was very grateful and satisfied when I received the congratulations letter from INDEVCO Recruitment Unit. I would like to thank INDEVCO Recruitment team for being very supportive through all the phases of The HUNT. ”

Raphaella Saliba - Marketing Student Winner

Lebanese Industrial Research Achievements (LIRA) Program

INDEVCO and member companies annually sponsor the LIRA program Forum of Technology & Industrial Innovations and sponsor participating graduate student projects. The LIRA Forum encourages collaboration between industrial manufacturers, universities, research centers, and youth to develop technological innovations in manufacturing.

In 2018, INDEVCO's Phoenix Machinery supported 4 LIRA projects. Phoenix Group Area General Manager, Rabih Osta, served once again as a LIRA panel judge.



IMPACT

Phoenix Sponsored 4 Graduate Projects

Passive System to Support the Locomotion of Paralyzed Persons on Snow

Michel Maalouly & Rami Karkafi
Lebanese American University

IoTee

Christina Chaccour
Notre Dame University of Louaize

A Novel Out-of-the- Box Solar Wind Turbine Design & Implementation

Ramy Nemr & Joe Khalil
Notre Dame University of Louaize

SCADA System for Distributed PV Plants

Antoine El Hachem & Wissam Zogheib
Saint Joseph University

Arab Student StarPack 2018 Competition

INDEVCO member company, UNIPAK annually sponsors the Student Starpak Competition to support and promote innovative packaging designs by students. Dani Khoury, INDEVCO Paper Containers Innovation & C.I. Senior Director, sits on the panel of judges.

As a Gold sponsor of the second edition of the Arab Student StarPack competition, UNIPAK General Manager, Habib Jaber, awarded Dana Yehia from Lebanon for her Outstanding Packaging Solution under Structural Design category. Yehia presented an innovative corrugated packaging design for the well-known Lebanese breakfast, 'Mankoushe' (Pastry with Thyme), observing consumer behavior and preferences to inspire design.

Organized by the Lebanese Packaging Center, LibanPack in collaboration with UNIDO, the Arab StarPack Competition invites university students in Arab countries to create packaging solutions for their national products. The competition engages youth in the industrial process and involves them in developing inclusive and sustainable packaging designs.

Learn More

<https://www.indevcopapercontainers.com/news/unipak-recognizes-a-new-arab-talent-at-the-second-edition-of-arab-student-starpack-competition-for-2018>



IMPACT

Selected student

Dana Yehia

for her Outstanding Packaging Solution
under Structural Design category



Youth Employment

IMPACT

194 New Recruits

(88% male, 12% female)

19 Universities

and Technical Institutes

5 Job Fairs

Supporting Georges N. Frem Foundation Rural Transport Program

Contributed to Georges N. Frem
Foundation's Rural Transport Program to
reduce urban migration

- Provided transportation to 738 students from 57 villages. Transportation was secured to Lebanese University Campuses and Dekwaneh Technical Institute
- Increased pick-up locations from 40 to 45 and stop off location from 14 to 17. Moreover, 8 new pick-up locations were added with the inclusion of Ftouh Lines.

Youth Empowerment

Supporting Youth Wellbeing & Community Development with Cénacle de la Lumiere (CDLL)

In line with INDEVCO's focus on youth, the group supports CDLL non-profit organization focused on community and youth development, as well as drug and alcohol addiction prevention and rehabilitation. CDLL works on three programs: Prevention, Recovery, and Community Development. In 2018, as part of its Community Development program, CDLL helped 65 young vulnerable adults reintegrate into society and the job market by providing training to equip them with needed vocational and technical skills. Under the Recovery program, CDLL provided addiction recovery services to 370 patients, while its drug prevention and awareness initiatives reached over 17,600 persons in Lebanon. CDLL spreads awareness through conferences, school visits, on-going online 'Bala Drugs' campaign, and other initiatives.

The Ministry of Social Affairs launched the 'National Volunteer Service Program' in 2018, funded by the World Bank. Under the program, CDLL launched the 'Together for a Better Community' project which addressed drug awareness and concerns leading to health risky behaviors among youth in the city of Amchit, Lebanon. In addition, CDLL implemented the 'Together towards a Healthier Community' prevention project in the region of Blat, Jbeil in partnership with AVSI and CESVI, supported by UNICEF, and funded by the governments of the United Kingdom, Germany, and Netherlands.

Both projects provided in-depth trainings on substance abuse sensitization. Beneficiaries then organized outreach initiatives to cascade the information received to the community, targeting different age groups (parents, youth and children) and diversifying the approaches to reach all community members.

[Learn More
www.cdll.org.lb](http://www.cdll.org.lb)



IMPACT

17,652 Persons

reached through drug prevention
awareness initiatives

370 Persons

treated for substance abuse

65 Persons

received vocational & technical training

Participated in Lebanese Ministry of Public Health mapping of treatment surveys on Prevention & Treatment Centers in Lebanon

Part of UNDP BML livelihood & Social Stability Working Groups

Certified by the Lebanese Ministry of Justice committee on drugs to treat addicts

Lebanese Partners

Ministry of Social Affairs

Ministry of Public Health

Ministry of Education & Higher Education

Ministry of Youth & Sports

Ministry of Culture

Ministry of Information

Parliamentary Committee of Health Labor & Social Affairs

Internal Security Forces

Stimulating Entrepreneurship with Olive Grove Co-Working Space

With entrepreneurship one of INDEVCO's core values, the group continues to support the Olive Grove co-working space young entrepreneurs in Hamra, Lebanon. The Olive Grove provides start-ups and small to medium sized enterprises professional and technically equipped businesses offices and meeting rooms. In 2017, INDEVCO funded the establishment of The Olive Grove within close proximity to the American University of Beirut and Lebanese American University Beirut Campuses.

Promoting Lebanese Cultural Heritage with Maronite Foundation

The Maronite Foundation of Lebanon annually launched an academy focused on introducing young Lebanese immigrants around the world to their country of origin, Lebanon, through e-learning sessions and round-trip all expenses covered two-week trip to Lebanon. In 2018, the Maronite Academy hosted over 48 young adults, aged 20 to 30, in Lebanon to learn about their heritage through daily lectures by prominent panellists at Holy Spirit University of Kaslik (USEK) and tours of historical sites and landmarks. Maronite Academy 2018 participants came from 12 countries: Argentina, Australia, Bolivia, Brazil, Canada, Ecuador, France, Mexico, Russia, South Africa, USA, and Venezuela.

INDEVCO CEO, Neemat Frem, co-founded the Maronite Foundation of the World in 2008 to connect youth diaspora to their Lebanese heritage.

[Learn More](#)

<https://maronitefoundation.org/MaroniteAcademy/AcademyClasses/2018>



Infrastructure Support

Frem Civic Center

Lebanese American University (LAU) - Byblos



The 4,716 m² Frem Civic Center at LAU in Byblos houses the university's School of Business and the Outreach and Civic Engagement Office. The five-story building, inaugurated in 2011, houses a lecture hall, 12 classrooms, and conference rooms to host courses and events on civic responsibility, leadership, transparency, ethical and governance practices.¹⁰

Georges N. Frem Manufacturing Technologies Hub American University of Beirut (AUB)



The 1500 m² Georges N. Frem Manufacturing Technologies Hub,¹¹⁻¹² launched in 2014, is housed at the AUB Faculty of Engineering and Architecture's Irani-Oxy Building. The hub's engineering labs encourage multi-disciplinary faculty research and student projects in Electrical, Computer, Mechanical, and Chemical and Petroleum Engineering.

IMPACT

Engaged with

6 Top-Ranked
universities in Lebanon

Sat on

**2 Boards of Trustees
& 10 Advisory Boards**

Maintained MOUs and
cooperation agreements with

3 Universities

University Engagement



Board Memberships



Antoine Frem
Vice-Chairman, INDEVCO Group

American Mideast Educational & Training Services (AMIDEAST), Board of Directors Member
Friends of the Lebanese Academy for Sciences (FLAS), Board of Directors Member
Lebanese American University, Board of Trustees Member
Lebanese American University, Institute of Family and Entrepreneurial Business Advisory Board Member
Young Men's Christian Association Lebanon (YMCA), Board Member



Rabih Frem
Vice-Chairman, INDEVCO Group

American University of Beirut, Faculty of Engineering & Architecture External Advisory Board Member
Lebanese American University, Adnan Kassar School of Business Advisory Board Member
St. Famille University (Batroun, Lebanon), Board of Trustees Member



Neemat Frem
Chairman & CEO, INDEVCO Group

American University of Beirut, Olayan School of Business Middle East Advisory Board Member
Lebanese American University, Board of International Advisors Member



Rabih Osta
Area General Manager, Phoenix Companies

École Supérieure D'ingénieurs de Beyrouth, School of Engineering Board Member
Université Saint-Esprit de Kaslik, Faculty of Engineering External Advisory Board Member



Chadi Mattar
Machinery Senior Manager, Phoenix Machinery

Université Saint-Esprit de Kaslik, Industrial Advisory Board Member



George Honein
Power & Control Manager, Phoenix Machinery

Notre Dame University, Faculty of Engineering Advisory Committee Member



Dr. Sylvain Seif
Senior Technical & R&D Expert, INDEVCO Polymer Application Center for Technology

Université Saint-Esprit de Kaslik, Industrial Advisory Board Member
University of Balamand (UoB), Chemical Engineering Industrial Board Member

APPENDIX O

Developing & Strengthening Youth in Lebanon References

1. UNICEF (n.d.) Education in Middle East & North Africa.
<https://www.unicef.org/mena/education>
2. UNICEF (2018). MENA Generation 2030.
<https://www.unicef.org/mena/media/4141/file/MENA-Gen2030.pdf>
3. The World Bank (2019, April). Unemployment, youth total (% of total labor force ages 15-24) (modeled ILO estimate).
<https://data.worldbank.org/indicator/SL.UEM.1524.ZS>