



**INJAZ Bahrain**

**100 YEARS OF ACHIEVEMENT**

A Member of JA Worldwide

**Empowering Youth.  
Transforming the Future**

**ANNUAL  
IMPACT REPORT  
2019-2020**

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# ABOUT US

INJAZ Bahrain is a non-profit organisation. It was established in 2005 as part of Junior Achievement Worldwide with the aim of providing young people with a business oriented outlook and the knowledge, skills, tools and hands-on experience to effectively participate in the global economy. The organization is part of Junior Achievement Worldwide that has a presence in more than 123 countries around the world.

In partnership with business and educators, these economic education programmes bring the real world to students, opening their minds to their own potential. It is supported by funds generously granted by foundations and area businesses. Individuals also donate to the organization, and assist with fund-raising activities throughout the year.

INJAZ Bahrain this year expanded its reach to around 31,000 students across all the educational levels, through the engagement of around 1,035 trained volunteers.

## VISION

Be the partner of choice for business, educators and policy makers in the Kingdom of Bahrain seeking to expand youth education and economic development.

## MISSION

To inspire and prepare youth to succeed in the global economy.

## VALUES

- Belief in the boundless potential of young People.
- Commitment to the principles of market based economics and entrepreneurship.
- Passion for what we do and honesty, integrity, and excellence in how we do it.
- Respect for the talents, creativity, perspectives, and backgrounds of all individuals.
- Belief in the power of Partnership and Collaboration.
- Conviction in the educational and motivational impact of relevant, hands-on learning.

## CHAIRPERSON'S MESSAGE



“ INJAZ Bahrain is innovating rapidly to develop modern ways to prepare youth for the future ”

As we get ready for upcoming school year we are confronted with the reality of remote learning and hybrid models of schooling over the coming months. INJAZ Bahrain is innovating rapidly to develop modern ways to prepare youth for the future of work by delivering learning experiences that are suited to the new normal.

Our youth are hungry for more digital experiences as the pace of change in online education quickens. Thus the need to explore and engage our partners across the network is very much needed especially in such times, where capitalizing on certified courses, branded programs and variety of remote learning opportunities are made available to youth.

New micro-learning platforms make it easier than ever before to develop online experiences and remote mentoring for students, both young and old. Volunteers, Educators and even Board Members have all joined forces to take advantage of these new platforms making networking and communicating far more feasible and accessible. Running virtual workshops, live streaming events, and online meetings across borders are the new norm these days.

We are investing more time and effort to make our programs to be made available for any youth to access, be it a primary student, a high school student, or a University student. We are grateful to our partners who have supported INJAZ Bahrain during these times and provided the necessary support to make the transition smoother than anticipated.

We are excited to be launching the INJAZ Bahrain Academy soon, an exclusive initiative with the partnership of Ministry of Youth & Sports Affairs to offer INJAZ Bahrain programs and open the world full of opportunities for many more youth across the country.

Lastly, my special gratitude to all our partners, educators and supporters who have supported INJAZ over the last few months and despite the uncertainty around have shown optimism and belief in the work that we do to grow together and impact more youth.

**H.H. Shaikha Hessa Bint Khalifa Al Khalifa**  
Chairperson - INJAZ Bahrain

## EXECUTIVE DIRECTOR'S MESSAGE



“ We are proud to state that we continued finding new means to offer our youth a variety of new digital programs to benefit ”

In the face of all uncertainty with the Covid-19 pandemic, the strengths of our network and the resilience of our teams truly evidenced our true passion to fulfil the promise of empowering youth to reach their full potential despite the challenges. We continue being hopeful that we can continue achieving our goals and grow our aspirations and remain committed to our mission. We have worked hand in hand with our partners, our volunteers, educators and Ministry of Education and most importantly our youth to create real impact and change.

We are proud to state that we continued finding new means to offer our youth a variety of new digital programs to benefit from. We have partnered with SAP to launch our Coding program for primary and intermediate youth. We are also offering BOEING

STEM for Kids program for primary students. We have partnered with Huawei and participated in the Seeds for Future program for ICT students and we are in the midst of transitioning almost 80% of our program to be digitally compliant. Our programs can be easily accessed through the Ministry of Education's Educational Portal and through our website. The JA network has been superb in sharing programs across borders and capitalizing on our online platform to #Keep Learning! This period has truly showed us the power of our network and how we still have much more to learn from one another.

We are also proud to state that INJAZ Bahrain successfully held the 2020 Annual National Company Competition virtually through YouTube with the attendance of more 2000 attendees ranging from corporate partners, parents and youth

across the country. We even held a week long social media campaign as part of our Annual Appreciation celebration to award our 2019-2020 Outstanding Volunteers, Coordinators and Partners through this event. It doesn't stop here...there is still more that needs to be done!

We are excited to continue our journey through the blended approach and engage more students as we grow along new platforms and offer new initiatives and unique virtual opportunities.

I guess the key learning for all of us is that "No matter what the circumstances are, we continue to adapt and move forward."

**Hana Sarwani**  
Executive Director- INJAZ Bahrain

# IMPACT

## Power in Our Purpose

Committed to fueling the youth economic development movement, we teach practical skills in financial literacy, workplace readiness and entrepreneurship through innovative, experiential programs. These experiences are designed to transform the ability of young people around the world to proactively engage in their economic success and enrich their capacity to contribute to the strength of their families, communities and economies.

## Transparency & Impact

INJAZ Bahrain is committed to systematic impact measurement and recognizes the exercise as a pivotal way to monitor and demonstrate the value INJAZ is delivering to young people and to society as a whole.

These studies tell a compelling story of INJAZ's impact in quantified terms and has developed in place a methodology and framework for measuring outcomes across operations in the years ahead.

As important as these quantitative outcome measures are, the full impact of any organization is multi-dimensional. It is about lives changed, businesses created, problems solved and many other facets of success.

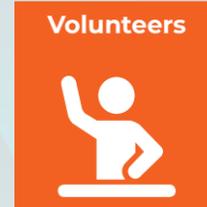
245,000



1.3M



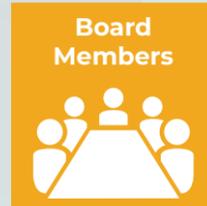
9,500



300+



21



18



## Global in our Network

Powered by our 4,000 strong global volunteer network from all sectors of society, we deliver programs across Bahrain that bring their real-world business expertise, passion and creativity to our successful formula.

## Pivotal in Changing Lives

Driving a transformational series of events that build confidence and better decision-making, alter school and career trajectories, we ultimately improve livelihoods and communities.

# OUR BOARD MEMBERS



**H.H. Shaikha Hessa  
Bint Khalifa Al Khalifa**  
INJAZ Bahrain  
Chairperson



**Mr. Ali Al Baqali**  
Alba  
Chief Executive Officer



**Mr. Mohammed  
Almoayyed**  
Almoayyed  
International Group  
Chairman



**Mr. Anwar Murad**  
Al Salam Bank  
Deputy Chief Executive  
Officer



**Dr. Shaikh Mohamed  
Bin Khalifa Al Khalifa**  
Bahrain National Gas  
Company (B.S.C)  
Chief Executive



**Dr. AbdulRahman  
Ali Saif**  
Bank of Bahrain &  
Kuwait  
Group Chief Executive



**Mr. Khaled Ebrahim  
Buhazzaa**  
Bapco  
General Manager  
Marketing



**Sh. Bader Al Khalifa**  
Batelco  
GM Corporate Comms.  
& CSR



**Ms. Roula Droubi**  
Boeing Middle East &  
North Africa  
Regional Director



**Mr. Usman Ahmed**  
Citi Bahrain  
Chief Executive Officer  
Bahrain, Kuwait & Qatar  
Global Head of Islamic  
Banking



**Mr. Talal Fuad Kanoo**  
Ebrahim K.  
Kanoo B.S.C (c)  
Managing Director



**Mr. Essa Al-Jowder**  
Ernst & Young  
Country Managing  
Partner



**Dr. Abdulrahman  
Jawahery**  
GPIC  
President



**Mr. Garfield Jones**  
Gulf Hotels Group  
Chief Executive Officer



**Mr. Chris Russell**  
HSBC  
Chief Executive Officer



**Mr. Sattam Sulaiman  
Al Gosaibi**  
Khaleeji Commercial  
Bank  
Chief Executive Officer



**Mr. Abdulhakeem  
AlKhayyat**  
Kuwait Finance House  
Managing Director and  
Chief Executive Officer



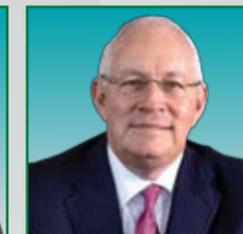
**Ms. Dana Buheji**  
National Bank of Bahrain  
Chief Human Resources  
Officer



**Mr. Nezar Banabeela**  
stc Bahrain  
Chief Executive Officer



**Dr. Ebrahim Janahi**  
Tamkeen  
Chief Executive



**Mr. Qays H. Zu'bi**  
Zu'bi & Partners  
Attorneys & Legal  
Consultants  
Senior Partner

# OUR PILLARS

## Entrepreneurship

Entrepreneurship education seeks to prepare young people to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers by immersing them in real life learning experiences where they can take risks, manage the results and learn from the outcomes. There are a growing number of microenterprises fueling developed and developing economies, thus making entrepreneurship a highly sought after skill.

## Financial Literacy

The financial literacy programs enable students to better manage their finances and to be better consumers and financial decision makers by exposing them to the principles of earning, spending, sharing, and saving money. Teaching young people about responsible money management is vital to building financial security and securing prosperous future for themselves, as well as their communities.

## Work Readiness

The work readiness programs equip students with the skills required to earn and keep a job in high-growth career industries. Widespread mismatches between available and those demanded are free feeding current youth unemployment rates. Workforce development initiatives build the knowledge, skills, and attitudes that youth need to obtain and participate in productive work.



# JA GLOBAL GOALS

With the power to end poverty, build financial and career resilience, and prepare for the jobs of the future, the 17 United Nations Global Goals for Sustainable Development (also known as SDGs) aim to make a better world by 2030. Guided by these goals, governments, businesses, NGOs, and the general public are working together to build a better future for today's youth.

Local and global nonprofits, community organizations, and schools have a unique opportunity to align their collective work to The Global Goals. What follows is an example of how one global nonprofit—JA Worldwide—is aligning our programs and partnerships to eight of the seventeen Global Goals.

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

THE GLOBAL GOALS  
For Sustainable Development

# JA GLOBAL GOALS



Eradicating poverty is not an act of charity, but the key to unlocking enormous human potential. Today, nearly half of the world's population lives in poverty, and together, we can ensure that everyone has a chance to prosper.

Target 1.5 Build Resilience to Environmental, Economic, and Social Disasters.



Education builds skills, unlocks the imagination, and opens a world of opportunities, making it possible for each of us to contribute to a progressive, healthy society. As the key to prosperity, learning benefits every human being and should be available to all.

Target 4.4 Increase the Number of People with Relevant Skills for Financial Success.

Target 4.5 Eliminate All Discrimination in Education.

Target 4.7 Education for Sustainable Development and Global Citizenship.



Gender bias undermines our social fabric and wastes human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic, and social equality for women benefits all the world's citizens.

Target 5.5 Ensure Full Participation in Leadership and Decision-Making



Economic growth can be a positive force for the entire planet by ensuring that financial progress creates decent and fulfilling jobs while not harming the environment. When we promote job creation with expanded access to banking and financial services, we ensure that everyone benefits from entrepreneurship and innovation.

Target 8.3 Promote Policies to Support Job Creation and Growing Enterprises

Target 8.5 Full Employment and Decent Work with Equal Pay

Target 8.6 Promote Youth Employment, Education, and Training.

Target 8.9 Promote Beneficial and Sustainable Tourism



With so much of the world's wealth held by so few, we must work to make equality and prosperity available to everyone, in every nation, regardless of gender, race, religious beliefs, or economic status. When every individual is self-sufficient, the entire world prospers.

Target 10.1 Reduce Income Inequalities



The world's population is constantly increasing. To accommodate everyone, we need to build modern, sustainable cities and intelligent urban planning that creates safe, affordable, and resilient cities with green and culturally inspiring living conditions.

Target 11.6 Reduce the Environmental Impact of Cities



Climate change is a real and undeniable threat to our entire civilization. The effects are already visible and will be catastrophic unless we act now. Through education, innovation, and adherence to our climate commitments, we can make the necessary changes to protect the planet. These changes also provide huge opportunities to modernize our infrastructure, which will create new jobs and promote greater prosperity across the globe.

Target 13.3 Build Knowledge and Capacity to Meet Climate Change



The Global Goals will be met only if we work together. Global investments and support are needed to ensure innovative technological development, fair and free trade, and market access, especially for developing countries. To build a better world, we need to be supportive, empathetic, inventive, passionate, and above all, cooperative.

# COVID-19 & DIGITALIZATION

INJAZ Bahrain has recently launched a series of programs online, in response to the outbreak of the novel coronavirus in Bahrain. The online programs, delivered by INJAZ Bahrain aim to instil and educate students on work readiness, entrepreneurship, and financial literacy, while at home. INJAZ Bahrain has been able

to reach more than 3,000 students through its online programs. The initiative comes in line with the Ministry of Education's decision to shut down all educational institutes across the kingdom and activate learning from home, as a precautionary measure to prevent the spread of the Coronavirus.

## Programs offered online include

**Our Families** – Sponsored by GPIC

**Ourselves** – Sponsored by Banagas

**Our Nation** – Sponsored by Bechtel

**Smart Investor** – Sponsored by Bahrain Bourse

**Entrepreneurship Mindest** – Sponsored by Junior Achievement

**Personal Finance** – Sponsored by Junior Achievement

**It's My Future** – Sponsored by Junior Achievement

**Head Start** – Sponsored by KPMG

**KPMG Lifetime Skills** – Sponsored by KPMG



All of the programs are designed to help students experience the opportunities and realities of the business world, while tapping into their unlocked potentials. We are pleased to announce that more than 3,000 have completed the online programs and 4 lucky students have also been **awarded with iPads sponsored by stc Bahrain as part of our digital campaign.**



# ENTREPRENEURIAL SKILLS PASS

JA alumni in Canada

are **25%** less likely to be unemployed and **20%** less likely to collect social assistance than non-alumni.<sup>1</sup>

**88%**

of JA alumni in the United States report that they are satisfied with their careers, compared to 48.7% of the general public.<sup>2</sup>

In the Middle East and North Africa (MENA)

**98%**

of JA students believe that what they learn in JA will be important later in the future

**94%**

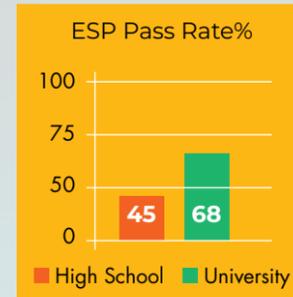
believe their JA experiences will help them get a better job.<sup>3</sup>

When you think of a young woman in the Middle East, what comes to mind? Thanks to INJAZ Al-Arab-JA in the Middle East and North Africa-the picture that emerges is one of an entrepreneur, a CEO, a visionary, a leader. INJAZ is building skills sets and changing mindsets, enabling girls to recognize early on that they can chart their futures in whatever careers they choose: business, government, education, medicine, technology, science and more

The Entrepreneurial Skill Pass, accredited by JA Europe, INJAZ Al Arab, INJAZ Bahrain and Bahrain's Ministry of Education, is a full package that aims to support entrepreneurial learning outcomes and provide students with the skills and competencies employers are looking for. A passing score of 70% or higher on the ESP final examination, qualifies students to the ESP certification. Certified students will be offered further extended learning opportunities including but not limited to scholarships, internships, mentorships, free training courses and invitations to local and international forums.

We are pleased to announce 52% of students who sat for the exam have passed it successfully in comparison to a 37% pass rate last year.

Her Highness Shaikha Hessa Bint Khalifa Al Khalifa, Chairperson of INJAZ Bahrain said, "Our students have spared no efforts in pursuing their educational goals and have worked relentlessly to acquire the ESP certification. We highly appreciate the time and efforts our students invested



in preparing for this certification and we wholeheartedly congratulate the students who have been certified. I would also like to take the chance to express our gratitude to our partners who have continuously supported our mission."

With the continuous support of BMMI, Bapco, GPIC, ALBA, Gulf Hotel Group, EK KANOO, Al Salam Bank, Startup Factory, Rowad, Flat6labs, Brinc Batelo and CH9, students of INJAZ Bahrain have been able to attain scholarships, internships, job shadowing and mentorship opportunities.

# OURSELVES FINANCIAL LITERACY

178 VOLUNTEERS

5510 STUDENTS

149 VOLUNTEERS

4456 STUDENTS

# OUR FAMILIES WORK READINESS

## Primary - Grade 2

Ourselves provides students with a fundamental introduction to personal economics and the choices consumers make to meet their needs and wants. It also introduces students to the role of money in society while providing them with practical information about earning, saving, and sharing money.



## Student Testimonial

This program helped us in reiterating some good habits & practices.

Fatima Abdulaziz Khattak (Digital Program Student)

Overall Digital Experience

**96%**

## Primary - Grade 3

Our Families emphasizes the role people play in the local economy and engages students with activities about needs, wants, jobs, tools, skills and interdependence. As they discover that our society-our economy-depends on people working together.



## Volunteer Testimonial

INJAZ Bahrain... a turning point in my life. I mean, it was a bridge crossing from an introverted and passive world into a world that knows the constraints of time and space.

Rana AlZayani, Ibn Tufail Primary Boys School

Overall Digital Experience

**98%**



# SMART INVESTOR

117 VOLUNTEERS

3596 STUDENTS

## FINANCIAL LITERACY

### Primary - Grade 4

Smart Investor aims to introduce to students the concept of smart investing, saving, and planning for their financial future through hands on learning & interactive activities. Some of the topics covered during the sessions include: how to use ATM machines, earning money from various resources, financial services offered through banks, and how to be empowered for financial decision making.



#### Student Testimonial

It was a very enjoyable experience, through this experience I learned to assume responsibility, dealing with students, I learned the way to shorten lessons and simplify them so that all students are absorbed, I wished that this period would be longer, and I am willing to enter the field of teacher assistance and help all students.

Layla Hassan Ali

#### Volunteer Testimonial

The smart investor program is a very special program in which we traveled to a world full of information and new concepts... So we reached at the end of the program several things, including the importance of savings and the importance of openness to the world of the stock market and the global economy, how to use the teller machine and how to be a saver, not a waster so that we can rise the economy of our homeland Bahrain.

Jood Ali Hassan Aldaghas,  
Aali Primary Girls School

Overall Digital Experience

95%

Learned to plan before shopping

91%

The volunteer has added value to the course

94%

Learned to save money

86%

Learned how to use ATM

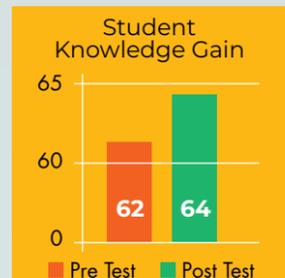
81%

Learned the importance of working hard to earn money

89%

This program was interesting

96%



The Students Knowledge increased by

3%



# ENTREPRENEURSHIP

218 VOLUNTEERS

1449 STUDENTS

# JUNIOR ICAMP

### Primary - Grade 5

Junior ICAMP is an exciting one day workshop that challenge primary students to innovate products using creativity, communication, and teamwork. Students will have the possibility to foster an understanding of the spirit of entrepreneurship through the principle of learning by doing, they will be able to develop their interpersonal as well as problem-solving skills and learn to work under tight deadlines. Students will be divided into teams that compete against each other with the guidance of corporate volunteers.



#### Student Testimonial

Today I learned to cooperate with others and I liked the program today a lot and I enjoyed a lot from the workshop that we held today and it is very beautiful, thank you to all the teachers for the effort.

Shahad Tawfiq,  
Busaiteen Primary Girls School

#### Volunteer Testimonial

INJAZ Bahrain is an opportunity that I accomplish more in my life. INJAZ Bahrain changed me for the better. The biggest achievement is that I participated in INJAZ Bahrain.

Marwa AlBlooshi

#### Student Experience

Enhanced Innovation Skills

95%

Learnt New Skills

93%

Valued Teamwork

93%

Want to become an Entrepreneur

67%

#### Volunteer Experience

Training Effectiveness

100%

Workshop Set Up

100%

Overall Experience with Junior ICamp

100%



# OUR NATION

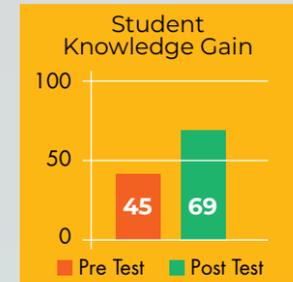
81 VOLUNTEERS

2710 STUDENTS

## WORK READINESS

### Primary - Grade 6

Through hands-on activities, Our Nation provides practical information about businesses' need for workers who can meet the demands of the job market. Further, it introduces the concept of globalization as it relates to resources, careers and the need for students to be entrepreneurs in their thinking to meet the requirements of business worldwide.



The Students Knowledge increased by **53%**

### Student Testimonial

Injaz Bahrain is a future project that helps students set trade and choose a career for the future by learning about concepts and training in the economic world for entrepreneurship.

**Kawther Ahmed Salman, Fatima Bint Assad Primary Girls School**

### Volunteer Testimonial

It was a new and enjoyable experience and I benefited a lot from it, as I increased my confidence by explaining the content to an entire class with 24 students. I will definitely repeat this experience again because it has beneficial effects on my personality.

**Dina Rashid Abdulrahman**

Overall Digital Experience **97%**

Learned things they didn't already know **41%**

Learned about new jobs they didn't know existed. **63%**

Helped students to see that what they learn in schools can be used in the real world. **48%**



## FINANCIAL LITERACY

49 VOLUNTEERS

1349 STUDENTS

# MORE THAN MONEY

### Intermediate - Grade 7

Students learn about spending, sharing, and saving money, and about the businesses they can start or jobs they can perform to earn money. Students are encouraged to use innovative thinking to learn money-management skills as they explore their career aspirations.

### Student Testimonial

I learned about the importance of saving money and spending it in the right place and time, in addition to how the banks are operating, and how I can borrow if necessary.

**Romia Amr, Al Khaleej Al Arabi primary intermediate school**



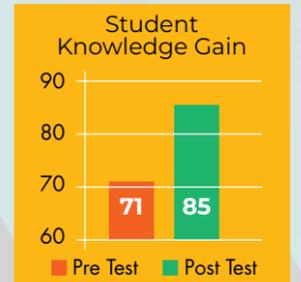
### Volunteer Testimonial

More than money, subject gave an insight on how a person should spend wisely his / her money. There is always a positive and a negative way in dealing with money. Money is important, a person begins his life by studying, graduating and getting a well paid job to support him / herself, parents and family. More than money, subject gives an insight on why money is important in our lives, how it can be achieved and what are the benefits if a person chooses to invest in them, opening a business for instance. Adding to that the importance of the financial institutions and businesses, and how do they support a person and a country's economy as a whole. Such subjects provide essential information for students and letting them be aware of their economic surroundings, and give a better understanding of how to deal with life, economically.

**Abdulrahman Alhashimi, GPIC**

The Students Knowledge increased by

**20%**



Wants to be entrepreneur **59%**

Learned the importance of saving money **57%**

Connected classroom learnings with real life. **59%**

Helped students to manage their money. **50%**

# IT'S MY BUSINESS

32 VOLUNTEERS

1003 STUDENTS

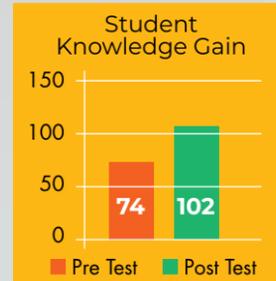
## ENTREPRENEURSHIP

### Intermediate - Grade 8

It's My Business encourages students to use critical thinking to learn entrepreneurial skills that support positive attitudes as they explore and enhance their career aspirations.

The Students Knowledge increased by

38%



### Student Testimonial

I have learned that the business management needs certain skills such as communication and marketing and all entrepreneurs must have those skills to manage the business.

**Ali Akeel Khamis,**  
Al-Gudaibia Primary Intermediate Boys School

### Volunteer Testimonial

It was a great experience to volunteer with INJAZ Bahrain this year, engaging with three schools required a lot of effort, time and concentration. Teaching the foundations of entrepreneurship for this early stage, which bring us great entrepreneurs in the future, this experiment resulted that students come up with great and innovative ideas that exceed my expectations. In short, it has been a great experience, I recommend every passionate youth to take this step and spread that experience as a part of corporate social responsibility.

**Fatima Mayoof,**  
Al Fardan Dental Specialty Center



Learned how to manage their money

57%

Realized the importance of staying in school

45%

Learnings will help them be successful in the future

59%

Learnings will help them be successful in life

49%

Connected classroom learnings with real life.

52%

# WORK READINESS

27 VOLUNTEERS

764 STUDENTS

# ECONOMICS FOR SUCCESS

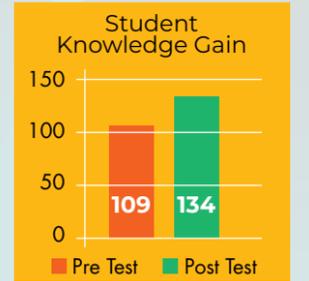


### Intermediate - Grade 9

Through hands-on classroom activities, Economics for Success allows students to explore personal finance, education and career options based on their skills, interests, and values.

The Students Knowledge increased by

23%



### Student Testimonial

I learnt the importance of a lot of things like how Insurance protects people from accident losses and we must insure the necessary things that we are afraid of losing!

**Manar Alasmi,**  
Yathreb intermediate Girls School

### Volunteer Testimonial

It's been an honor being part of Injaz Bahrain (Economic for success) Program as a volunteer, it was totally a new experience for me and also a great one. As the staffs in Injaz explained everything in detail which made the program much more easier to understand and also interesting. Thank you INJAZ for this opportunity.

**Rakhsar Alblushi**



Learnings will help them be successful

59%

Connected classroom learnings with real life

54%

Helped students to manage their money

51%

Realized the importance of staying in School

52%

# ENTREPRENEURSHIP MASTER CLASS



## ENTREPRENEURSHIP

### Intermediate - Grade 9

The Entrepreneurship Master Class is a one-day workshop, designed to give students the opportunity to learn the necessary skills and behaviors to establish and run a company. Including assigning the main roles, building a name and a logo, creating a product and then competing to promote it among other companies.

Students want to become entrepreneurs.

72%

Made aware of production management principles.

80%

Acquired financial planning skills.

74%

Acquired marketing skills.

79%



### Student Testimonial

I learned how to distribute roles within a company and how to be the head of a team in addition to planning and attracting customers to buy the products the company sells.

**Mariam Ebrahim Hasan ,  
Alali Intermediate School  
for Girls**

### Volunteer Testimonial

INJAZ gives me the opportunity to do the things I am passionate about, passing my knowledge to the new generation, direct interacting with the students with different backgrounds, realizing the world is going into which direction in terms of the business and finding what can influence the future leaders gives me the pleasure to be a part of such not-for-profit organization. Being a part of INJAZ family is a great honor which can only be attested by givers.

**Amal abdali,  
KHCB**



## WORK READINESS



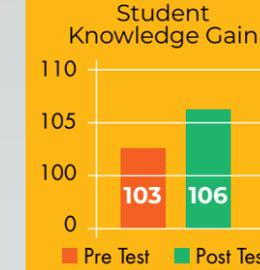
# IT'S MY FUTURE

### Secondary - Grade 10

Introduces students to the importance of seeking careers that help them realize their life potential and noble purpose. The program demonstrates the importance of positive values, life maxims, and ethical decision-making within the context of career and life decisions.

The Students Knowledge increased by

3%



### Student Testimonial

I benefited greatly from learning online with INJAZ Bahrain and obtained a certificate in both programs. Thank you for all for everything.

**Zainab Ali,  
Saar Secondary Girls School**

### Volunteer Testimonial

This is the first program I started with INJAZ where we shared different opinions with 10th graders in each lesson. The lessons were about the market, how they can start their own business and what are the market requirements these days. In those 2 months I noticed that grade 10 girls have so much knowledge on what is happening in the Kingdom's market.

**Hend Bucheery,  
RUW**

Overall Digital Experience

91%

Learnings will help them get a good job

74%

Learnings will help them be successful in life

75%

Volunteer made them feel important

82%

Connected classroom learnings with real life

80%



تمكين  
Tamkeen

# BE ENTREPRENEURIAL

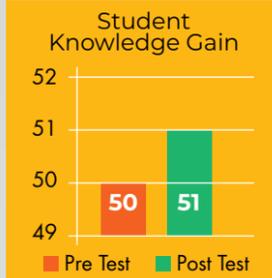


## ENTREPRENEURSHIP

### Secondary - Grade 10

By developing the essential components of a business plan, Be Entrepreneurial challenges students to start up an entrepreneurial venture while still in school.

The Students Knowledge increased by



### Student Testimonial

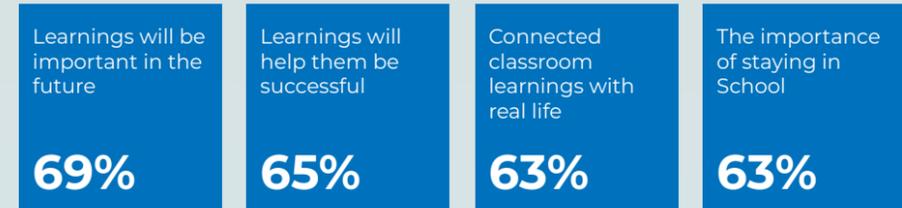
This program taught me to start a business step by step and how to set goals for yourself and business in order to improve.

**Sayed Mahmood Abbas,**  
Arabian Pearl Private School

### Volunteer Testimonial

Students participated during the whole program and felt they learnt a lot as those are subjects that they didn't take in the school. Also for me as teacher I learned from the courses I delivered and feel proud that I am adding value to my community. I remembered when I delivered a program in 2016 to primary school, grade 3 and it was two hours on weekly basis. The teachers told that students are waiting for every Sunday for your class which I really feel happy and it encourages me to participate more.

**Habis Altairy,**  
Batelco



# WORK READINESS

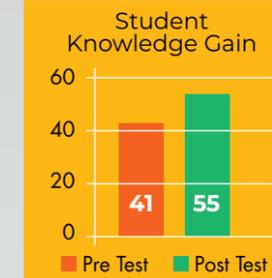


# JOB SHADOW

### Secondary - Grade 11

Students get the opportunity to "shadow" a workplace mentor on-site for one day to learn about the workplace and the career opportunities available. This gives young people a chance to see how the skills learned in school relate to the workplace.

The Students Knowledge increased by



### Student Testimonial

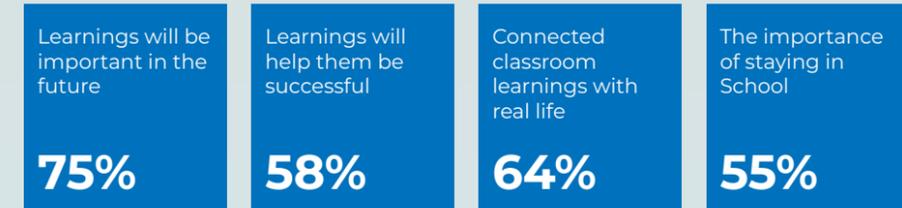
I learnt how to be organized at work, how to convince others and how to run my money and use it to achieve my dreams.

**Nabeel Ali,**  
Alhidaya Alkhalifia  
Secondary Boy's School

### Volunteer Testimonial

Every time I visit a class of new learners it's an enjoyable and rewarding experience. I'm very thankful for having the chance to support our leaders of tomorrow for the upcoming challenges they will have to face as they develop in their careers.

**Lulwa Almuaili,**  
GPIC



# PERSONAL FINANCE

16 VOLUNTEERS

800 STUDENTS

## FINANCIAL LITERACY

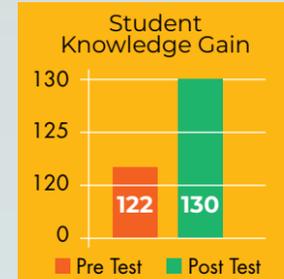


### Secondary - Grade 11

Students recognize the fundamental elements of their finances: earnings, saving and investing, budgeting, credit, and risk management. They apply these fundamental elements to a personal financial plan that allows them to set specific goals for their life-long financial needs and desired quality of life.

The Students Knowledge increased by

7%



### Student Testimonial

The topics were very useful for everyone to benefit from. I enjoyed it very much!

**Zainab Ebrahim,**  
Alistiqal Secondary Girls School

### Volunteer Testimonial

Never having worked as a teacher in a school before, this was a new but rich experience for me. The students were nice and very eager to learn new things about how to personally plan their finances. I believe it gave them a different perspective of what awaits them after they're done with school, especially coming from employees that learned how to manage their finances on their own. It was a real pleasure to work with them. I wanted to thank Injaz for this noble cause to help bring up a well educated generation of youth.

**Omar Nabeel,**  
Banagas



Overall Digital Experience

91%

Learnings will be important in the future

77%

Learnings will help them be successful

72%

Connected classroom learnings with real life

75%

Helped students to manage their money.

74%

# WORK READINESS

34 VOLUNTEERS

442 STUDENTS

# COMPANY STUDENTS FEEDBACK

### Secondary - University



### Student Testimonial

It was a great experience especially with the COVID-19 interfering as it taught me to straight away work under the pressure and stress just like all business were facing during this pandemic and their shift in sales. I was taught how to work under all circumstances while still maintaining effective results and work. I learned a lot from INJAZ and helped me make my decision over my future studies and self. Definitely recommend the program to students who are interested in a future including business, as well as students who are not, as the program hands over many new skills and abilities that are effective for any future study.

**Aneesa Al Mahmood,**  
Ibn Khuldoon National School

### Student

More confident to manage people

94%

Increased knowledge in entrepreneurship

91%

Want to start their own business

78%

More confident to communicate effectively with others

91%

Helped them to identify their skills

84%

Taught students how to manage their money

73%



# COMPANY VOLUNTEERS & JUDGES FEEDBACK

23 VOLUNTEERS

7 JUDGES

## WORK READINESS

### Secondary - University



#### Volunteer Testimonial

I felt like a superhero! As a mentor, sharing my knowledge and professional experience to support others and help them learn how to start their company made me feel that I can make a real impact on other people's lives and help them kick-start their career.

**Dr. Ghadeer Ismail, University of Bahrain**

#### Judge Testimonial

The Injaz 2020 Company Program was an absolute success from start to finish. Not only do I feel honored to be part of this incredible event, it has filled me with an unparalleled level of pride and hope for the future of our Bahraini youth. The vision, pragmatism and execution were of the highest standard, and in fact I felt like I walked away having learnt something. The Company Program is a critical cornerstone for the youth of this Kingdom to come together and demonstrate their potential and I would be more than happy to be asked back in future. Well done!

**Khalid Alsada, stc Bahrain**

#### Volunteer

Overall Experience  
**96%**

#### Judge

Overall Students Performance  
**71%**

Products/Services were developed in accordance to the latest technology and innovative trends  
**57%**

Products/Services resolves an issue that exists  
**86%**

Products/Services present unique ideas in the market  
**43%**



## WORK READINESS

11 VOLUNTEERS

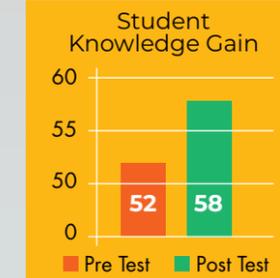
311 STUDENTS

## CAREER SUCCESS

### Secondary - Grade 12

Students learn fundamental business and economic concepts, explore career interests and opportunities and develop work-readiness skills. The program also familiarizes the student with the tools and skills required to learn and keep a job.

The Students Knowledge increased by



#### Student Testimonial

The sessions made me understand the importance of teamwork and how to manage conflict with your boss or colleagues in the workplace.

**Mohamed Abdulla, Alhidaya Alkhalifia Secondary Boys' School**

#### Volunteer Testimonial

I had the honor to teach this module in Saar Secondary School for Girls for the second time and my experience was beneficial and enjoyable at the same time. Students are smart, motivated, creative and a good number of them have an outlook on what career they want to practice in the future. I would suggest to cater the module into what fits schools in Bahrain to help them broaden their approaches and options towards their careers. I would very much encourage introducing Arabic version of the module as well. For me, it has been an enjoyable experience and beneficial as I was able to learn while teaching and the exposure I received from the young generation was very promising. Volunteering with IINJAZ has helped me identify some areas for development in my personality as well as it challenged me to do things I would never thought I could do like teaching! Thank you for all efforts that has built INJAZ to becoming a hub for creativity and motivation.

**Amina Almatrook, Tamkeen**

- Learnings will be important in the future **54%**
- Learnings will help them be successful **57%**
- Connected classroom learnings with real life **51%**
- The importance of staying in School **54%**



# INNOVATION CAMP

172 VOLUNTEERS

1122 STUDENTS

## ENTREPRENEURSHIP



### Secondary - Grade 12 & University

This exciting one-day workshop challenges students to find the most innovative solution to a business challenge using critical thinking, teamwork, communication and leadership skills. It gives them the opportunity to engage in exciting brainteasers and activities with a corporate mentor, meant to expand their horizons and direct their thinking towards an entrepreneurial future in a fun way.



#### Student Experience

Session Management	Workshop Content Effectiveness
<b>88%</b>	<b>98%</b>
Workshop Set Up	Overall Experience with ICAMP
<b>96%</b>	<b>98%</b>

#### Volunteer Experience

Training Effectiveness	Workshop Set Up
<b>100%</b>	<b>88%</b>
Clarity of workshop objectives	Overall Experience with ICAMP
<b>100%</b>	<b>100%</b>

#### Student Testimonial

The explanation method was interesting and I got acquainted with new terminologies. I also trained how to engage in conversation in front of a large number of people with confidence and I thank the volunteers for the program.

**Fajer Mohammed,**  
Al Hidd Secondary Girls School

#### Volunteer Testimonial

I really enjoyed this experience and learned a lot! It really opened my eyes on things I never thought I would experience before. Identifying problems, needs and providing solutions through an entrepreneurial mindset. Students learned how to work with others and work in teams.

**Amina Abdulhameed,**  
N/A

# ENTREPRENEURSHIP

17 VOLUNTEERS

1070 STUDENTS

# MAHARAT MIN GOOGLE

### Secondary - Grade 12 & University

Maharat Min Google is a one-day workshop that offers students flexible and customized training courses by developing essential components of digital marketing while still in School.



#### Volunteer Testimonial

INJAZ provides an amazing experience to both the students and the volunteers. To me, volunteering with INJAZ is a stupendous way to give back to my community and set up leaders of tomorrow for success and for Bahrain's Vision 2030. Maharat Min Google paves the way to students on digital marketing, e-businesses, and digital jobs. I, as a volunteer, learn a new piece of information every time I go through the slides. The collective benefit for students and volunteers is numerous.

**Taqi Abdulla,**  
Bapco

I am satisfied with MMG training

**70%**

I am confident to use my digital skills

**70%**

I am confident about my future

**70%**

I learnt new ways to market their businesses on internet

**80%**

My CV will be better with a MMG certificate

**81%**



# HEAD START

45  
VOLUNTEERS



2518  
STUDENTS



## WORK READINESS

### University

HeadStart program meets the needs of a diverse group of university students by providing engaging, academically enriching, and experiential learning sessions in work-readiness education and career perspectives. The program includes three volunteer-led sessions on how to prepare a professional resume, how to best prepare for interviews, and how to secure an internship.



### Student Testimonial

First of all I liked The Lecturer because he has one good sense of humour; second, delivers everything nice and smooth and last is that his way of teaching or explaining is well organized. Second thing is that he delivers a really valuable knowledge that I require in this time of my life which is about making a professional CV and it was very good.

Saqer MKF,  
University Of Bahrain



### Volunteer Testimonial

This is my second year volunteering for the INJAZ program. The INJAZ programs gave them a sneak preview of the outside world. The videos are well put together and very helpful in illustrating the facts. Also, they had a strong impact on the students. For example, one of the video clips from the Resume component really took my students by surprise when it dawned upon them that job application process itself is highly competitive. Students are introduced to the fact that they need to shape their skills and gain wide experience from the university. From students' responses, I gathered that they are aware now that they need to build their portfolio from the foundation year. I found this is very very useful for students who are less motivated and complacent. Through this program, they are challenged to change their attitude.

I enjoyed delivering this course and will be glad to continue volunteering. I see INJAZ offers a great scope and potential in developing young minds for employability in Bahrain.

Mary John

The learnings will help me be successful professionally

74%

The volunteer added value to me

74%

Able to write a good resume

67%

Better skilled to search for internship of my choice

62%

I am confident to attend a job interview

58%

Overall Digital Experience

93%

1233  
RESPONSES



# VOLUNTEER EXPERIENCE

### Volunteer Testimonial

I would like to express my sincere gratitude to INJAZ - Bahrain for granting me this opportunity to be a part of this development process. Frankly speaking it was something new with unpredictable consequences, therefore there was a little bit of fear of what's coming, but at the end everything it went well. Lessons have been learned such as the tremendous team work between the students as well as the cooperation of the school officials and the most important of all how eager are the students to become pioneers. I would recommend this program to friends and colleagues and I'm definitely looking forward to repeat this experience again.

Hamad AlThawadi,  
KFH



Overall Volunteering Experience

Overall Volunteering Experience  
99%

Training Effectiveness

General Orientation  
84%

Specific Orientation  
86%

Impact on Volunteers

Increased Productivity at work  
41%

Improved Communication skills  
59%

Improved Business and Economic knowledge  
27%

Improved Peer relationship  
32%

Increased Sense of Community Involvement  
54%

Inspired to do better Personally and Professionally  
53%

# BOARD COMPANY COORDINATOR EXPERIENCE

18 COORDINATORS

## ENTREPRENEURSHIP



Overall Engagement Experience

100%

Quality of INJAZ Bahrain Program

Quality of Programs	Quality of Volunteers	Quality of Reporting	Quality of Volunteer Training
100%	94%	100%	100%

Quality of Relationship Officer Support

Quality of Orientation for Staff	Quality of Communication	Quality of Coordination	Quality of Visits
100%	95%	100%	100%

Organization Specific

Volunteer Recognition Scheme in place	Active on Social Media	Have an Active Marketing Plan with INJAZ Bahrain
65%	39%	28%

### Board Coordinator Testimonial

"EKK started the partnership with INJAZ Bahrain in 2017. Though it is a short time ago but we have seen keenness and interest from our employees to participate in the programs. The programs we participated in delivering have been of great impact not only on the students but on us as they have sharpened our skills and got us insights to know more about the students."

**AbdulAmeer Darwish, E.K.Kanoo**

"I always believe that the only type of investment that is risk free and has high returns is investment in education. Thank you INJAZ for empowering our future leaders!"

**Abdulwahab AlBalooshi, KFH**

5 RESPONSES

# UNIVERSITIES' EXPERIENCE

### Coordinator Testimonial

I am currently enjoying new and exciting experience with INJAZ. Through INJAZ, I got to know new friends who have team-work spirit. I am quite sure with our company we will achieve a great things and make our country proud of us.

**Fatima Mahmood, University of Bahrain**



Overall Engagement Experience

100%

Quality of Service Provided

Quality of Direct Communication	Quality of Visits
100%	100%

Quality of INJAZ Bahrain Program

Quality of Programs	Quality of Volunteers	Quality of Information Provided	Quality of Communication	Quality of Coordination
100%	100%	100%	100%	100%

# SCHOOLS' EXPERIENCE

118  
RESPONSES



## Coordinator Testimonial

We are honored to add, if something simple and easy, through our volunteering to publish distinguished achievement programs for our children of the conscious generation.

**Saneya Abduljalil,**  
Om Aymen Primary Girls School



Overall  
Engagement  
Experience

99%

Quality of  
Service  
Provided

Quality of Direct  
Communication

97%

Quality of  
Visits

70%

Quality of  
INJAZ Bahrain  
Program

Quality of  
Programs

99%

Quality of  
Volunteers

100%

Quality of  
Information  
Provided

100%

Quality of  
Communication

100%

Quality of  
Coordination

100%

1233  
RESPONSES



# TRAINING EVALUATION



## Primary

Effectiveness  
of Trainer

100%

Effectiveness  
of course and  
content

100%

Training  
Facilities

91%

Effectiveness  
of tools and  
resources

100%

## Intermediate

Effectiveness  
of Trainer

99%

Effectiveness  
of course and  
content

100%

Training  
Facilities

97%

Effectiveness  
of tools and  
resources

100%

## Secondary

Effectiveness  
of Trainer

100%

Effectiveness  
of course and  
content

98%

Training  
Facilities

85%

Effectiveness  
of tools and  
resources

100%

## University

Effectiveness  
of Trainer

100%

Effectiveness  
of course and  
content

98%

Training  
Facilities

86%

Effectiveness  
of tools and  
resources

97%

# 2020 NATIONAL COMPANY COMPETITION

INJAZ Bahrain has successfully concluded this year's version of its annual Young Entrepreneurs competition, which was held online for the first time ever. The virtual competition witnessed 21 student companies from 13 high schools and 8 universities in Bahrain as they presented their projects virtually to the competition's judging panel.

The two-day event ran a busy agenda starting off with an Assessment Day, where students in the High School and University tracks commenced with panel interviews with the judges. The final day of the competition featured the virtual award ceremony where the winning teams were announced and livestreamed on INJAZ Bahrain's YouTube channel.

## Young Entrepreneurs Competition 2020 Winners



High School Company of the Year 2020  
Team: **Sahim**



High School Company for Best Social Impact 2020 awards  
Team: **Fe AlDarb**



High School Product of the Year 2020  
Team: **Wain Adriss**



University Company of the Year  
Team: **AlMalga**



University Company for Best Social Impact 2020  
Team: **Shield**



University Product of the Year 2020  
Team: **Khosh Solutions**

Special awards this year include two signature awards:



"Excellence in Technology Award" sponsored by Amazon Web Services Bahrain

Winning team: **Truck Me!**  
Hamad Town Secondary Boys School



"Excellence in Marketing Award" sponsored by the National Bank of Bahrain.

Winning team: **Shield**  
British University of Bahrain



# 2019 YEC - OMAN



Bahrain was one among the 19 teams from 13 countries competing at INJAZ Al-Arab 13th Annual Young Arab Entrepreneurs Competition in Oman.

We are pleased to have Al Fazaa, win two awards including "Product of the Year" and The Boeing Stem Challenge Award, in addition to being nominated in three other categories.

INJAZ Bahrain was represented by team 'MagTag' from Ibn Khuldoon National School competing in the Schools Category and team 'Al Fazaa' from Applied Science University competing in the Universities Category.



# OUR ALUMNI CHAPTER

44  
RESPONSES



"INJAZ Bahrain Alumni Association is a great platform that provides all of the resources for those ready to take their entrepreneurial journey to the next level. I would like to thank INJAZ team for all the support they have extended to the youth such as myself to become the effective leaders of the next generation."

**Bayan Ahmed**

## Work Readiness (WR)

Alumni more likely to be employed

**45%**

Alumni made higher earnings

**40%**

Alumni had more career options

**93%**

## Financial Literacy (FL)

Alumni earn more than spend

**71%**

Alumni have more savings

**68%**

Alumni understand the importance of managing their finances

**97%**

## Entrepreneurship (E)

Female Alumni own businesses

**67%**

Alumni more likely to get hired in companies

**70%**

Alumni have more confidence

**96%**

# ALUMNI EVENTS



Mohammed AlMuharraqi



Ebrahim AlTamimi



Khalil AlQaheri



Yousif Alissa

## INJAZ Bahrain concludes the fifth edition of "INJAZ Talk"

In light of the current conditions the country is witnessing due to the outbreak of the novel coronavirus, INJAZ Bahrain Alumni Ambassadors organized the fifth edition of the "INJAZ Talk", which hosted top notch Bahraini personalities to discuss the most prominent challenges that entrepreneurs face, the impact of the current situation on businesses, adaptation to the new normal situation, and the role of entrepreneurs during the crisis. This series was launched at the beginning of the holy month of Ramadan, and it was broadcasted weekly on INJAZ Bahrain's Instagram page.

In the first digital edition of the "INJAZ Talk" program, Mr. Yousif Al Isa, President of INJAZ Bahrain Alumni Association, hosted Mr. Mohammad Al-Muharraqi, Founder of TARTEEB during the first meeting to discuss how to overcome challenges. In addition, INJAZ Bahrain hosted Mr. Ebrahim Al Tamimi, Director of the Bahrain Program for Best Government Practices, to discuss the competence of the Kingdom of Bahrain across waters, as well as Mr. Khalil Al Qahri, Content Creator and Entrepreneur, on how to catapult the role of entrepreneurs during times of crisis.

INJAZ Bahrain has successfully reached more than 3,000 students through its digital programs.

## Alumni Testimonial

From a stage in Bahrain representing my school in the National Company Competition, to a stage in Mexico representing Bahrain among 50 countries and winning first place out of 600 participants. A journey full of experiences led by INJAZ Bahrain and its vision to create youth who are aware of their surroundings, ambitious about their future and the future of their nation and responsible beings in their communities and society. Once with INJAZ Bahrain, always with INJAZ Bahrain.

**Mohamed Jaaffar**

# ALUMNI THROWBACK

## Meet Omar



**Omar AlMahri**

**Credit Analyst at Bahrain Islamic Bank**

Flapjacks entrepreneur & co-founder

"In terms of personal achievements, I was part of "The Company" interschool entrepreneurial program back in 2010; I was also honored to be selected as one of the 12 students out of more than 150 candidates to represent Bahrain in the Sophia Antipolis Mentorship Program.

This mentorship program cultivated my leadership skills, in addition to honing my critical thinking and time management skills. It has also taught me that perseverance is the key to success."



# 2019-2020 HIGHLIGHTS

## BMMI Scholarships

A memorandum of understanding was signed on January 20, 2020, between INJAZ Bahrain and the BMMI Group, resulting in the company supporting 20 INJAZ Bahrain students with full scholarships each year. Ms. Hana Sarwani, Executive Director of INJAZ Bahrain, and Mr. Marek Sheridan, CEO of BMMI, signed the agreement at BMMI's premises with several members in attendance including Ms. Esraa Janahi, Company Program Manager at INJAZ Bahrain and Ms. May Al Mousawi, Corporate Communications and CSR Manager at BMMI.

In-line with Bahrain's Economic Vision 2030 goals for continued economic development, this agreement will enable students to pursue their goals, prepare for a successful future and will empower Bahraini youth to succeed in the global economy.



## First Mobile Application Launch

In line with its ambitious plans to adopt digital technology in its business and programs, INJAZ Bahrain has endeavored to develop its first mobile application with the support of Al Salam Bank-Bahrain, K-Labs and Inforise IT.

Sponsored by Al Salam Bank-Bahrain and developed by K-Labs, the application will offer an enhanced registration experience by enabling new joiners, volunteers and alumni to choose among a list of programs offered by INJAZ Bahrain in collaboration with public and private schools. The application will also provide our privileged volunteers with reward points attached to exclusive offers to enjoy and benefit from based on their contributed volunteering hours towards youth development.

The INJAZ Bahrain application will be available for both Android and IOS users



## Digital Campaign

INJAZ Bahrain has recently launched a series of programs online, in response to the outbreak of the novel coronavirus in Bahrain. The online programs, delivered by INJAZ Bahrain aim to instil and educate students on work readiness, entrepreneurship, and financial literacy, while at home. INJAZ Bahrain has been able to reach more than 3,000 students through its online programs.

To support students of schools and universities during these unprecedented times, INJAZ Bahrain has taken the initiative to offer its programs online. The initiative comes in line with the Ministry of Education's decision to shut down all educational institutes across the kingdom and activate learning from home, as a precautionary measure to prevent the spread of the Coronavirus



## Laptop Donation Campaign

INJAZ Bahrain took the initiative to survey its students to understand the effectiveness of its new digital programs and address any difficulties and concerns. The results of the survey showed that many students faced challenges accessing our series of online programs and online schooling due to the lack of essential resources, such as, laptops and desktops.

In response, a grant was given by the U.S. Embassy in Bahrain to support impacted students and enhance their digital learning experiences. King Hamad University Hospital was among the key contributors, with a donation of 57 workstations distributed via Rashid Al Zayani Foundation to the affected students. Our strategic partner, KPMG in Bahrain, also made a valuable contribution of 15 laptops to this campaign as well as the Audit, Tax and Advisory firm has been instrumental in supporting our digital programs and youth empowerment initiatives. EY also provided support to the donation campaign through the provision of 8 laptops to support the students.



2019 Teachers Day



AlSalam Bank Staff Workshop



Batelco & Huawei Donation Ceremony



NBB Donation Agreement



stc Bahrain Orientation



INJAZ Bahrain's Executive Director Speaker at the Bahrain Women and Future Sciences Forum



Bahrain Sports day: INJAZ Walk



Boeing ICAMP



Virtual INJAZ Bahrain Academy MOU Signing Ceremony

## Outstanding Volunteers Diamond - Completed 100 Hours of Volunteering



Ammar Rajab



Dalal Amin



Faeqa Sayed Hameed



Fatima Zaman



Fawzia Janahi



Hessa Qamber



Nasreen Alasoomi



Noora Alashar



Yasser Al Noaimi



## OUR VOLUNTEERS

### Outstanding - Diamond

**Al Busaiteen Primary Girls School**  
Noora Khalid Alashar

**Al Salam Bank**  
Dalal Amin

**Batelco**  
Nasreen Alasoomi

**BBK**  
Ammar Rajab

**East Riffa Primary Girls School**  
Hessa Ali Yousif Qambar

**FJ pictures**  
Faeqa Sayed Hameed

**GPIC**  
Yasser Al Noaimi

**INJAZ Bahrain**  
Fawzia Ahmed Mohammed

**INJAZ Bahrain**  
Fatima Zaman

### Outstanding - Platinum

Abdulla Alrayes

Abdulrazaq Al Abbasi

Ahmed Abdulghani

Ahmed Alsaadni Mohamed

Ahmed Suliman Alduhoon

Ahmed Zainal

Amani Mansor Hassan

Amany Alrifaei

Ammar Rajab

Aysha Khalil Al Heddi

Bruce Roger Wilson

Bushra Khalil Alasfoor

Bushra Mohammed Al Mula

Danah Alsayed

Dawla Al Mulla

Dr. Ghadeer Ismail

Ebrahim Ali

Eman Al Muqla

Faeqa Sayed Hameed

Fatema Fardan

Fatima Alasheeri

Fatima Ali Mirza

Fatima Bader AlMannaie

Fatima Zaman

Fawzia Ahmed Mohammed

Haifa Alsheikh Edress

Haya Al Noaimi

Hayat Khalil

Heba Kalil AlAbed

Hejer Krichene

Hessa Ali Yousif Qambar

Hesham Janahi

Huda Janahi

Hussain Al Zain

Kai Miethig

Khalid Ebrahim Hijres

Lulwa Khalid Al Bouqaishi

Lulwa Rashid Alhajiri

Mahmood Sabt

Manal Huzaim

Mariam Abdulla Alshinoo

Mariam Alnoami

Marwa Alblooshi

Maryam Alqahtan

Mervet Alsayed Mohammed

Mohamed Al Moosawi

Mohamed Alrafaei

Mohammed Abdeen

Mohammed Ishaq

Mona Al Matrook

Moza Salem Aldoseri

Muna Ahmed Abdulaal

Muna Ajan

Muna Jaffar Yousif Alhamad

Nadera Abuali

Nasser Alrayes

Nasreen Alasoomi

Nawal Eid Al Kubaisi

Noor Muthana Saqer

Noora Khalid Alashar

Rana Al Zayani

Reem Albastiki

Reetha Ali Mohammed Hussain Khalifa

Sabika Adel

Sabika Al Shehi

Sabina Amir Yousef

Salman Jassim

Shahad Ismaeel Mohammed

Shaikha Ahmed Abdulrahman

Shaikha Mohammed Ali Al Ghattam

Shaima Albalooshi

Tahera Rasti

Tawfek Gad Abdulhameed

Turki Aljowder

Yasser Al Noaimi

Yousif Alkobaisi

Zainab Ahmed Abdulla

### Outstanding - Gold

Abdulaleem Ali Haram

Adriaan Stander

Ali Ebraheem

Aseel Yousif

Aysha Al Thawadi

Aysha Buqais

Chloe Duffy

Dr. Anjali Gomez

Dr. Entesar Abdulaziz

Dr. Esra Wali

Dr. Fatima Albalooshi

Dr. Ghada Ahmed

Dr. Nehal Elnaggar

Dr. Sama Alhashimi

Ebrahim Ishaq Saif

Fatema Abdulrahman

Fatima Al Asfoor

Hafeedh Ebrahim

Hessa Ali Yousif Qambar

Hind Mohamed

Khalid Abdulmurdhi

Khalil Ebrahim Ali

Manal Osman

## OUR VOLUNTEERS

Niyaz Dashti

Nouf Alenzi

Radya Ali

Rita Riyadh Younis

Shahraban Qamber

Shoug Al Dossari

Suad Khoury

Tara Henari

Zainab Almutawaa

## PROGRAM SUPPORTERS

## IN KIND SUPPORTERS



## INDEPENDENT AUDITORS' REPORT TO THE BOARD OF DIRECTORS

### REPORTING ENTITY

INJAZ Bahrain (the "Society") is a non-profit organization registered with the Ministry of Labour and Social Development according to ministerial decree number 19 of 2007. INJAZ Bahrain is part of "Junior Achievement worldwide", a not-for-profit worldwide organization.

The objective of the Society is to assist new generations in understanding the fundamental concepts of economics and enhancing their personal soft and business skills.

### Report on the audit of the financial statements

#### Opinion

We have audited the accompanying financial statements of INJAZ Bahrain (the "Society"), which comprise the statement of financial position as at 30 June 2020, the statements of activities, surplus funds and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Society as at 30 June 2020, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS).

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Society in accordance with the International Ethics Standards Board for Accountants International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other matter

The financial statements for the year ended 30 June 2019 were audited by another auditor whose report on the financial statements dated 22 September 2019 expressed an unmodified opinion.

#### Responsibilities of the management for the financial statements

The management is responsible for the preparation and fair presentation of these financial statements in accordance with IFRS, and for such internal control as the management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board of directors either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

# INDEPENDENT AUDITORS' REPORT TO THE BOARD OF DIRECTORS

## Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the managements' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG Fakhro  
Director Registration No. 217  
28 September 2020

# STATEMENT OF FINANCIAL POSITION

As at 30 June 2020

	Note	30 June 2020	30 June 2019
<b>ASSETS</b>			
<b>Non-current assets</b>			
Furniture and equipment	5	4,523	4,477
Intangible assets	6	2,036	2,714
Fixed deposits		1,563,948	1,207,786
<b>Total non-current assets</b>		<b>1,570,507</b>	1,214,977
<b>Current assets</b>			
Interest receivable		1,516	5,460
Cash and cash equivalents	7	282,252	381,107
<b>Total current assets</b>		<b>283,768</b>	386,567
<b>Total assets</b>		<b>1,854,275</b>	1,601,544
<b>SURPLUS FUNDS AND LIABILITIES</b>			
<b>Changes in net assets</b>			
Accumulated surplus		1,758,482	1,590,602
<b>Total surplus funds</b>		<b>1,758,482</b>	1,590,602
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Provision for employees' leaving indemnities	8	393	-
<b>Total non-current liabilities</b>		<b>393</b>	-
<b>Current liabilities</b>			
Other payables	9	95,400	10,942
<b>Total current liabilities</b>		<b>95,400</b>	10,942
<b>Total liabilities</b>		<b>95,793</b>	10,942
<b>Total changes in net assets and liabilities</b>		<b>1,854,275</b>	1,601,544

The financial statements were approved by the board of directors on 28 September 2020 and signed on its behalf by:



H.H. Shaikha Hessa Bint Khalifa Al Khalifa  
Chairwoman



Hana Sarwani  
Executive Director

# STATEMENT OF ACTIVITIES

For the year ended 30 June 2020

	Note	30 June 2020	30 June 2019
<b>INCOME</b>			
Donations		359,649	384,820
Membership and subscription		169,650	192,270
Interest income		63,960	33,787
Other income		-	199
<b>Total income</b>		<b>593,259</b>	611,076
<b>EXPENSES</b>			
General and administrative expenses	10	242,124	237,690
Program expenses		180,776	133,836
Depreciation and amortization	5, 6	2,479	1,077
<b>Total expenses</b>		<b>425,379</b>	372,603
<b>Surplus of income over expenses for the year</b>		<b>167,880</b>	238,473
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>167,880</b>	238,473

The financial statements were approved by the board of directors on 28 September 2020 and signed on its behalf by:



H.H. Shaikha Hessa Bint Khalifa Al Khalifa  
Chairwoman



Hana Sarwani  
Executive Director

# STATEMENT OF CASH FLOWS

For the year ended 30 June 2020

	Note	30 June 2020	30 June 2019
<b>OPERATING ACTIVITIES</b>			
Cash received from donations and membership		529,299	577,090
Payments for operating expenses		(237,545)	(229,467)
Payments for program expenses		(180,776)	(133,836)
Other receipts		148,176	45,926
<b>Net cash from operating activities</b>		<b>259,154</b>	259,713
<b>INVESTING ACTIVITIES</b>			
Payment for acquisition of furniture and equipment	5	(1,847)	(3,780)
Net movement in fixed deposits		(356,162)	(45,729)
<b>Net cash used in investing activities</b>		<b>(358,009)</b>	(49,509)
<b>Net (decrease) / increase in cash and cash equivalents during the year</b>		<b>(98,855)</b>	210,204
Cash and cash equivalents at 1 July		381,107	170,903
<b>Cash and cash equivalents at 30 June</b>	7	<b>282,252</b>	381,107

# OUR TEAM



**Hana Sarwani**  
Executive Director



**Aisha Abdulrahman**  
Intermediate Program  
Manager



**Amna Al Khan**  
Administration Officer



**Eman Abdulla**  
HR & Admin Executive



**Eman AlMuqla**  
Programs Officer



**Fawzia Janahi**  
Programs Officer



**Fatima Zaman**  
Programs Officer



**Israa Janahi**  
Company Program  
Manager



**Latifa Ebrahim**  
Business Development  
Officer



**Lulwa Al Buqaishi**  
Secondary Programs  
Manager



**Mariam Al Shinoo**  
Primary Programs  
Manager



**Sabeka Adel**  
Programs Officer



**Shahd Ismaeel**  
University Programs  
Officer



**Shaima Albaloooshi**  
Programs Officer



**Yasmeen Allababidi**  
Media &  
Communications  
Officer



PO Box: 1705, Manama Centre, Kingdom of Bahrain  
Phone: +973 17 225050, Fax: +973 17 225052  
[www.injazbh.org](http://www.injazbh.org)

