



# TRI-PULLEY

2025 was a year that demanded consistency, clarity, and follow through. In a country shaped by uncertainty and ongoing war, continuing to act with intention mattered more than ever.

Trust was one of the clearest outcomes of 2025. Most of our grants in 2026 are renewals. Donors who supported Tri-pulley before chose to stand with us again. This continuity reflects confidence in our model, our accountability, and our long term commitment to people and communities.

We witnessed people stepping back into work after loss, fear, or long pauses. A woman returning to work after years of uncertainty, finally trusting herself again. A young graduate discovering their first sense of direction. A mother realizing what she wants (and does not want) career-wise by simply being given a safe space to try. We saw people with disabilities entering work environments that finally focused on their abilities, not their limitations. All while trained youth applied the Montessori approach in remote centers, turning what they learned into daily practice with children who rarely have access to such educational and environmental methods.

While much around us continued to change, our core team remained stable. High retention and shared values allowed us to stay reliable and present. This stability created space for creativity and for opening new conversations with the private sector. During 2025, we launched our CSR events, creating meaningful links between businesses, employment, and social impact.

With the support of Alfanar, we also strengthened our foundations. We developed a three-year budget forecast, a clear planning framework, and a consolidated data document that brings together our learning and results. These tools now guide our decisions and future steps with greater clarity.

Our work continues to be shaped by the people we support. When we asked beneficiaries what they would recommend to new participants, the answer was consistent; mentorship. Beyond access to work, they highlighted the value of guidance, skill development, and having a trusted space to ask questions and rethink their direction. This feedback reaffirmed mentorship as a core pillar of our approach.

Whether you choose to skim through numbers, zoom in on images, or dive into details and stories, this report is an invitation to reflect with us. It exists thanks to the trust, time, and care of our donors, partners, team members, and the people who allowed us to walk alongside them. We are deeply grateful for this shared commitment, and we invite you to continue this journey with us as we learn, adapt, and keep showing up together for a dignified and sustainable support system.

[\(Click on links for more detailed stories and videos\).](#)



# Impact report

# 2025

# If Tri-pulley were an animal, it would be a hummingbird!



Tri-pulley  
DIGNIFYING  
MULTIPLYING  
IMPACT

If Tri-pulley was an animal, it would be a hummingbird. Always in motion, yet deeply purposeful. Small in size, but strong in energy. Moving between people, opportunities, and communities with precision, adapting quickly when contexts shift, and finding ways forward even when familiar paths are blocked. This ability to remain agile while staying focused defined much of our work in 2025.

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### Matches Initiated

People who received an income for a temporary job that serves a social cause

**95** **743**  
in 2025 in total



### Families Supported

Families who were better off thanks to the matches created

**546** **2562**  
in 2025 in total



### Beneficiaries

People and businesses who benefited from the services provided by those jobs

**1011** **8420**  
in 2025 in total

**89.01 %** ★

of people employed rated their overall experience as highly satisfactory

**98.4 %** 🏆

of parties receiving the free services rated the program's impact as highly beneficial

**79.2 %** 💰

of monthly payments helped in covering livelihood costs: education fees, physiotherapy sessions, internet and telecom fees, cloth, home rental

[Donate](#)

## Tri-pulley in Numbers

## Skills Development

4 

skills on average were improved with each supported individual

76 

CVs were drafted and reviewed

”

As Reem reflected on her experience, “When Tri-pulley asks you what skills you want to work on, don’t hesitate. They will do everything to make this happen.”

### Of our skilled individuals in 2025:



found part-time or full-time jobs after Tri-pulley’s support  
up to 3 months after the match period



reported experiencing higher self-confidence



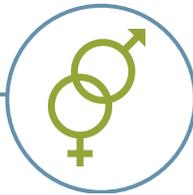
reported building better workplace conflict resolution skills



reported improving their communication skills



Education



GBV



Life Skills



Home Care



Citizenship



Sports



Health



Social Work



Social Cohesion &  
Civic Engagement



Environment



Arts & Culture



Well Being/PSS



**Women**



**Youth**



**Children**



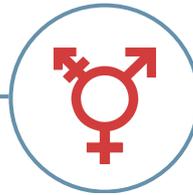
**Elderly**



**People with  
Different Abilities**



**Refugees**



**LGBTQIA+**



**SMEs**



**Detainees &  
Ex-detainees**



**Drug Addicts**

“



“From the smooth organization to the fun challenges, everything was perfectly planned, Thank you Tri-Pulley for the positive energy, creativity and good vibes!”

“We had a genuinely great experience with Tri-Pulley, the team-building activity was well organized, engaging, and brought everyone together in a fun and meaningful way, leaving us more connected and energized as a team”

**Algorithm Team**

“



“We came across Tri-pulley through a workshop we were invited to, and we were immediately impressed by how engaging and well-structured their program was. This experience led us to partner with them to design a team-building program for our Supply Chain team. From an L&D professional’s perspective, the program stood out for its strong structure, high level of engagement, and most importantly its innovative and creative design. Tri-pulley doesn’t just deliver activities, they create meaningful learning experiences that truly resonate with teams.” Thank you again Lamyia for the great workshop ! Regards.

**Mhamad Marrouch, Talent Experience & Development Manager People Experience Department**

“



“Working with Tri-Pulley has been genuinely rewarding. What I found most impressive is the team’s deep commitment to impact and their real openness to learning and growth. They show up with humility, take feedback seriously, and continuously reflect on how to do better not just programmatically, but as an organization. The meaningful work they are doing on the ground is very impactful and we are proud to continue our support to them and help them scale their impact and guide them towards financial sustainability.”

**Suha Hallab, Portfolio Success Manager**



**Suha, Transformative plan support- AlFonar**

“



“Makesense has been delighted to work with Tri-pulley again in 2025 specifically through the pluri-elles project, that we co-implemented (funded by the OIF). Their trainings for women on professional and interpersonal skills were practical, well-adapted, and truly impactful, giving participants tools they could immediately use. The team has also shown to be incredibly responsible and trustworthy, making the collaboration easy and inspiring. The collaboration went so well that we were able to raise funds to continue the pluri-elles project together in 2026!”

**Carmen Boudergam, Communication Officer**

“



I congratulate the Montessori School and the Felcos association for this interesting and pioneering initiative, and especially all those involved in the training and application of the methodology in the challenging work situations they face in their country. I am truly impressed by the commitment shown in pursuing this challenge without the prerequisites, materials, and facilities required by the Montessori approach, with minimal resources and in very unfavorable environmental conditions. I hope you will be able to continue this experience and deepen it to become advocates of the educational principles of the Montessori method. Best regards to all of you!

**Antonella Gambacorta,**  
Representative of the Ministry of Education, Itlay

“



Tri-pulley is a special initiative that truly deserves collaboration and support. Its spirit lies in creating dignified job opportunities for skilled individuals while simultaneously delivering meaningful social services to others individuals, families, and communities alike. It is, in every sense, a win-win model.

At Hilfswerk International, we were proud to collaborate with Tri-pulley in organizing the final event for women trainees who participated in the soap-making workshops. This partnership reflected our shared values. Tri-pulley provided a one-day event whose proceeds contribute to job creation, while the women concluded their training journey through a joyful, interactive, and empowering experience. It was more than a closing event; it was a celebration of resilience, partnership, and the collective impact we can achieve when purpose and opportunity come together.”

**Mireille Karaki, Country Manager**

“



Jmed connecting event @CCF

“



“As part of the 5th edition of J-MED, we have been supporting Tri-pulley which is implementing the “Creating jobs for women in education” project until early 2026. During this project, Tripulley has been able to demonstrate its technical expertise, its experience with the Lebanese youth and women, as well as a strong and quick adaptation in the face of a crisis context. We hereby certify the following: very positive results in the creation of a significant sustainable territorial dynamic and a very professional follow-up of the budget and the project indicators. It is a great pleasure to work with Tri-pulley's team!

**Lucas SIBUE, Project and financial officer**



“Bubbles” closure event commissioned by HWI after soap making trainings

## Testimonials

## Donors & Partners

“



As responsible for the Education Area at FELCOS Umbria, I have the privilege of witnessing many projects. Yet only a few truly leave a mark – not only in reports and outcomes, but in the people involved and in the way they reshape our understanding of what education can and should be.

During 2025, collaborating with Tri-pulley on the Montessori project in Lebanon was one of those experiences. It reminded me, in a very concrete and human way, that education becomes transformative when it is built on dignity, care, and trust in local communities.

Through the Montessori approach, I saw how children were offered safe spaces where curiosity, autonomy, and confidence could slowly grow again. At the same time, women educators were placed at the very heart of change. Through high-quality training and ongoing support, they were not only equipped with pedagogical tools, but recognised as capable, resilient professionals whose role is essential for the future of their communities.

In a fragile and complex context, this project did not impose solutions. It listened, accompanied, and invested in people. Tri-pulley's commitment to ethical partnerships and long-term impact made this collaboration deeply meaningful and fully aligned with FELCOS Umbria's values.

**Colomba Damiani, Project Manager focused on Education**



Meeting with Felcos & Maria Montessori Santa Croce school in Italy

“



In the spring of 2025, I had the wonderful opportunity to teach an online course on Montessori education.

The course was titled "Montessori: An Education for Peace in War Zones."

Various topics were covered: from Montessori's biography and the historical context in which she developed, the importance of the environment, the role of the teacher, the concept of education as the achievement of autonomy, the concept of cosmic education, and education for peace. We also discussed practical strategies for working with children even when materials are limited.

It was a very interesting and enriching experience:

It was wonderful to interact, compare different cultures, and find common ground.

The students were always attentive, well-prepared, and able to put much of what they learned into practice.

The final exchange of experiences made me realize how much commitment and passion they had put into this type of experience.

**Sara Belia, Trainer & Teacher**

“



We are inspired by the tangible impact of Tri-pulley's work in advancing economic inclusion and independence for women and people with disabilities. Their demonstrated results and deep community trust were key reasons we renewed their grant, as we are confident continued support will enable even greater, lasting impact.

**Mira Zouhairy, Senior Grants Officer**

### JOIN THE DIASPORA GROUP

A community of Lebanese expats supporting Tri-pulley by sharing their expertise, expanding networks, opening opportunities, and contributing time to strengthen our impact from abroad.



“

“As a Lebanese expat living in the UK, I have been looking into ways to give back to my home country. Since becoming a mother of two children, that desire to have a bigger purpose and give back to my community is stronger than ever. I was lucky to be introduced to Tri-pulley last summer and be part of a group of Lebanese who share that same mission. Through Tri-pulley, the opportunity arose to mentor a young student in Lebanon to improve her conversational English and we began to chat weekly on FaceTime with a view of helping her build her confidence for her upcoming exams which were in English. Tri-pulley helped facilitate the introduction and we began without delay. It was a rewarding experience, and although the student was navigating her uni experience in Lebanon whilst I was juggling working life with two kids over in the UK, we made it work and met regularly over a month. With thanks to Tri-pulley for the impact they are making by galvanising the global diaspora of Lebanese who wish to give back in any way they can. Every little helps!”



Celine Crawford, UK

”



English conversation session between Celine in the UK and Sally in Lebanon

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“Every time I start the English sessions with a new beneficiary, I am amazed by their enthusiasm, commitment and willingness to improve their skills. They usually thank me for my time and patience, but they have no idea how grateful I am to them, for allowing this connection and for helping me contribute, even if humbly, to the great work that Tri-pulley is doing in Lebanon.”



Sahar Bsar, Switzerland



Proposal writing training with Doha

“

*“It is hard for me to see the situation in Lebanon; being involved with my expertise makes me feel better.”* Doha, conducted several capacity-building sessions from France with matches employed within NGOs such as Youth Against Corruption and social enterprises like Wingwomen. These [sessions](#) focused on proposal writing, donor requirements, budgeting, and linking projects to impact, supporting both the individuals in their roles and the sustainability of the initiatives they are part of.”



Doha Sabagh, France

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“As a donor from Europe, I truly value how Tri-pulley focuses on empowerment, not charity. A rare NGO that empowers people instead of creating dependency. Real skills, real dignity, real impact; and I love how easy it is to make online payment”.



Sophie Noujeim, Italy



Samar coaching Tri-pulley team

“

“As a Lebanese expat living in France, “I had the pleasure of running a [workshop](#) with the Tri-Pulley team on the Tree of Life, the Spider of Strengths, and the power of open questions. We collaboratively explored how these tools can support the matching journey in a concrete, actionable way. The energy and engagement in the room were impressive, reflecting the team’s deep commitment to continually improving their capabilities to better support the matches. Thank you Tri-pulley for providing me and the Lebanese diaspora a chance to stay connected to our beloved Lebanon and support in any way we can”.



Samar El Hashem, France



Perla concerned about our sustainability

“

“I am always impressed from afar to see the types of employment and the sectors covered by Tri-pulley and it makes me want to get involved more; wherever I am I introduce their work and try to find them connections and information that are useful for them ”



Perla Skayem, France



Across 2025, our monthly team meetings remained a key pillar for team retention, collective learning, and well-being. They are not only operational spaces, but moments where the team reconnects with purpose and fun, builds skills together, and feels supported as humans and professionals. Whether hosted in cultural spaces like [Marsah](#), where we paused to reconnect with art and space, or in community settings where honest conversations about work and unemployment unfolded, these meetings consistently strengthened both motivation and capacity. Sessions dedicated to mental health, workplace accommodations, and care took place in women-led and inclusive spaces like [Washtahi Locals](#), where small adjustments and a supportive environment proved deeply impactful. Team days included shared meals, creative workshops, celebrations, and life milestones such as weddings and new babies, reinforcing that professionalism and care are not separate.



Charbel's presence and long-term commitment further reflect the stability built through this culture. In the middle of a busy workday, he once sent [a simple message](#) to the team: "An emotional moment... I want to share it with you... I am very happy and grateful to work with Tri-pulley... bas hek, yalla bye rej3 3al cheghel (going back to work)." Over the years, his combination of coaching practice, psychology studies, humor, and consistent follow-up has made him a grounding force for colleagues and participants alike.

These meetings are also spaces where stories of progression and belonging are shared. [Borhan's journey](#) continues to symbolize internal growth and long-term commitment. Starting as a beneficiary and later joining the team, he challenged himself to work in English despite fear and difficulty. During one team meeting, he chose to express his gratitude in English, marking a powerful personal milestone. Today, he uses these skills to support refugees abroad by translating and advocating on their behalf, becoming a bridge for others in the same way the team once supported him.

"I was given the chance to represent Tri-pulley, attend their events, and actively contribute, which clearly reflects Tri-pulley's confidence in my work. Their collaborative spirit, respect, and belief in us as a team create a motivating atmosphere that encourages responsibility, creativity, and continuous improvement" shares Joumana.





Tri-pulley team and family

Targeted coaching was another recurring theme throughout the year. As Elissa shared, “The coaching this year was very targeted and fruitful. It made everything much easier.” Long-term team members echoed this sense of continued growth.

After more than five years with Tri-pulley, Hazar reflected that each year still brings meaningful learning, particularly in developing coaching skills and strengthening task management. She also shared how balancing work after having [her baby](#) was a real challenge, yet the flexibility, trust, and practical support of the team made a profound difference, helping her adapt, grow, and manage her responsibilities with greater confidence.



Happy 5 years for Tri-pulley

The 12 Commandments of a *Super Working Mom*

- 1 Right hand on the laptop, left hand in the pot, baby over your shoulders: Balancing reports and lunch prep like a pro!
- 2 Teach your kids to answer the door with “Mama bil sheghel”. Works for surprise guests, noisy neighbors, and even the electricity guy asking for the bill!
- 3 Keep your receipts and agreements on the highest shelf. The grabbing season is coming, and little hands are faster than you think!
- 4 You represent your company everywhere you go, consistency and sustainability is a must: “ma fi plastic” applies to toys and bibron too!
- 5 Donors’ sudden deadlines and diapers crisis are equally unpredictable: Always be ready for them!
- 6 Your best colleagues for getting work done: Jeddo and Teta. Tip them well, if they quit, you lose your job!

Tri-pulley

Hazar working mom poster

Whether refining impact and financial tracking, testing new advocacy games, engaging with interactive theatre on employment, or learning from mentors like [Samar El Hachem](#) through structured coaching tools, every monthly meeting reinforces the same message. When people feel supported, challenged, and genuinely seen, they stay. And when they stay, they grow together.

**26 Jobs**

For educators

**35%**

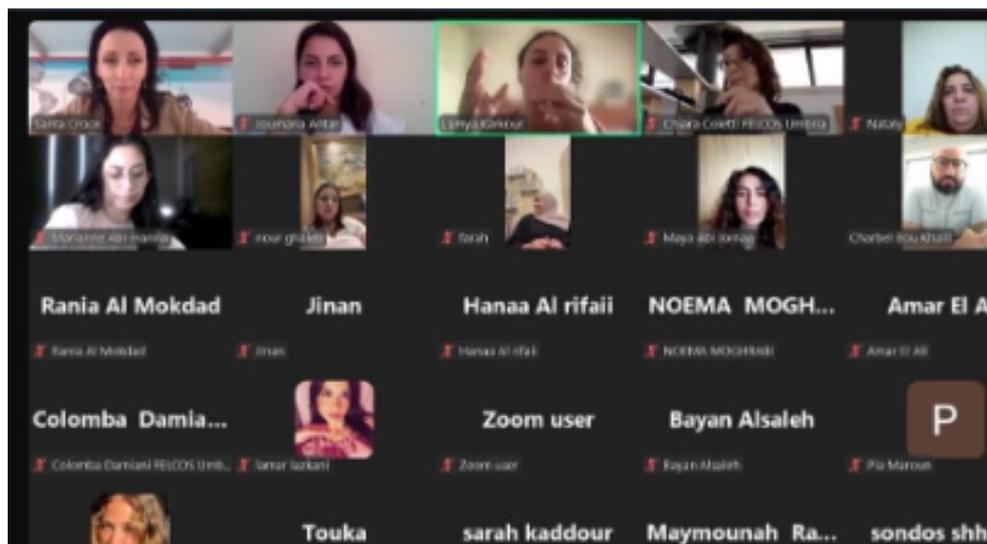
of them found long term jobs

**12 ABC**

Education centers supported with human resources & technical capacities

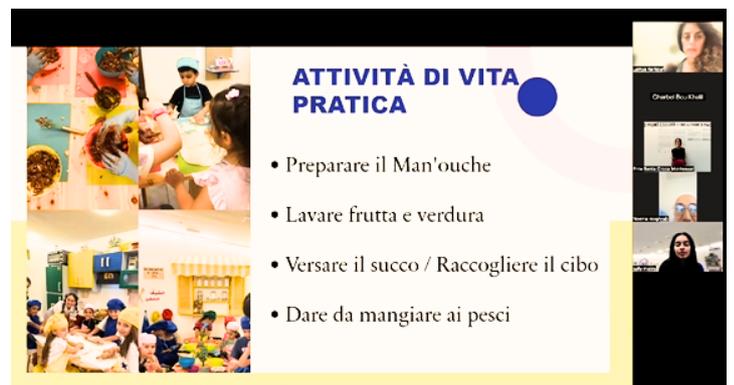
## Building inclusive education pathways

In 2025, education remained a core pillar of Tri-pulley’s work, approached as both a learning and protection tool. Through training, job placements, and on-the-ground practice, we supported educators, facilitators, psychologists, and students to deliver education in complex and under-resourced contexts while strengthening their own professional journeys. A major milestone was the launch of our online Montessori training, developed in collaboration with the [Montessori Education and Peace Center](#) and Felcos Umbria in Italy. 41 participants from diverse educational and psychosocial backgrounds joined the program, all working with vulnerable children in Tripoli, Beirut, and surrounding areas.



Online Montessori training from Italy

The training reconnected Montessori education to its roots: child-centered, inclusive, and designed for marginalized contexts rather than elite settings. Following the training, [15 women were then placed in education centers](#), kindergartens, public gardens, protection centers, and informal learning spaces, applying the methodology under challenging conditions. Despite limited materials and unstable environments, educators demonstrated creativity and commitment, transforming public gardens, parking lots, and shared spaces into meaningful classrooms.



Montessori application presentations made by participants

## Education and child protection

Across all education activities, child protection was a guiding principle rather than a separate intervention. Many children reached through Tri-pulley supported placements were exposed to displacement, learning difficulties, violence, or long interruptions in schooling. Educational sessions therefore integrated emotional safety, predictable routines, respectful communication, and trauma aware facilitation.

This approach was visible across multiple settings:

- [Literacy](#) and Montessori sessions with children with autism and learning difficulties
- Street schooling for children out of school
- [Outdoor learning](#) in public gardens
- Arts, storytelling, and play-based education supporting emotional expression.

Educators such as [Rania](#) at Dar el Amal, Nehma at Rushd, [Pia](#) at Home of Hope, and [Yvette](#) at Street Colors Beirut applied Montessori inspired techniques to improve focus, cooperation, literacy acquisition, and emotional regulation. Through continuous coaching and coordination with field officers, facilitators adapted session objectives, group sizes, routines, and sensory tools to ensure learning remained safe, engaging, and accessible.



Public garden activities



Street school



Session preparation for kids  
@Home of hope

## Digital, creative, and playful learning tools

Education through creativity was reinforced through partnerships with NGOs and youth centers. At Tajrouba Center, Amar and Nadine led [basic computer sessions](#) for children, gaining hands on teaching experience while building digital literacy. Seenaryo's [Playkit](#) project expanded access to arts based [educational tools](#) by matching Nour and Khodor to archive and upload games online, transforming local content into a resource for educators everywhere.

At Peace Makers and SADA, educators such as Lamar and Hadil integrated [board games](#), social theater, and [emotional learning](#) into sessions on bullying, time management, and self expression, reinforcing that play is a powerful educational tool.



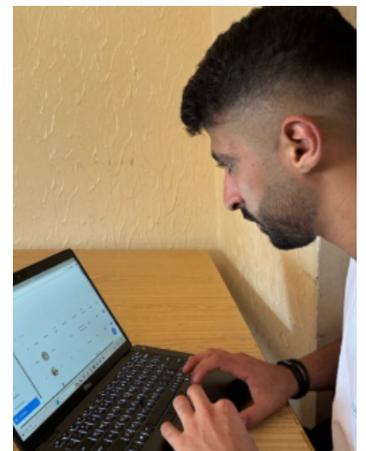
Computer classes



Interactive theatre activities



Board games



Kids digital toolkit archiving

## Education as career exploration and growth

Education placements were also spaces of professional orientation and growth. Nataly discovered her path in early [childhood education](#) through hands on Montessori practice, while Sabrine transitioned from her temporary job with Tri-pulley as an [English teaching](#) to a long term job she qualifies as her “dream job”. Meanwhile, Elina explored education from a research perspective, studying the [Finnish education system](#) and presenting her findings publicly, strengthening her research, communication, and public speaking skills.



English classes



Sensory outdoor learning

## 81 Jobs

**85.3%** of 2025 **jobs** were for **women!** Tri-pulley provided employment opportunities for women across various sectors, enabling financial independence and professional growth.

## 33%

of them found long term jobs

## 19

### Women-led business support

Tri-pulley has backed **female entrepreneurs**, supporting startups and small businesses led by women, promoting economic self-sufficiency.



Myriam following her dream



Sara supporting a dispensary in Jabal Mohsen



Alaa breaking stereotypes

## Women support through work, dignity, and opportunity

At Tri-pulley, supporting women goes beyond access to income. Meaningful work, responsibility, and trust help women regain confidence, rebuild routines, and in many cases support [personal recovery](#) and healing after periods of exclusion, instability or crisis. At the heart of Tri-pulley's work is supporting women to grow into roles that match their skills and realities. Across health care, education, food systems, creative industries, technology, and social enterprises, women were supported to strengthen their professional identities.

### Access to work and growing confidence

For women entering or returning to the workforce, especially in male dominated or restrictive environments, being trusted with responsibility plays a critical role in restoring self belief. Alaa, a pharmacy student, progressed from basic tasks to customer communication, cash handling, and deeper technical exposure as her manager's trust grew. After facing rejection rooted in [gender bias](#), she now feels comfortable at work and is gaining hands on medical experience. Women like Roukaya, a football coach, shared how gaining reporting and documentation skills helped her take ownership of her role and responsibilities, something she never imagined she could do independently. Similarly, Mariam, after completing barista and customer service training, was directly recruited by Vienna Coffeeshop due to her performance. Today, she is building hands on experience while moving closer to [her dream](#) of opening her own café.

## Women supporting communities and children

Many women supported through Tri-pulley found purpose in roles that directly serve their communities. In childcare, education, and psychosocial support, they combined technical skills with care, leadership, and responsibility. In Mankoubin, Aya, Reina, and Wajiha followed [three different paths](#) shaped by training, reflection, and guidance. Aya stepped into her first childcare role in her own neighborhood. Reina gained her first paid experience working with children with disabilities, later opening doors to GBV facilitation work. Wajiha, after facing repeated interview rejections in hospitality, rediscovered her experience as a shadow teacher and returned to a field aligned with her strengths. Other women, like Lara in Chatila, led [literacy sessions](#) that enabled women learners to read, write their names, and manage everyday math; while applying the active learning methods she studied at university.

Women baristas



## Leadership, reporting & skills development

For many women, the most transformative change was not the job itself but the skills gained along the way. Reporting, communication, time management, and self presentation were repeatedly identified as turning points.

Through training, coaching, and matched employment, women strengthened essential skills that reshaped their professional trajectories. Zeina, who joined Inspired By Podcast for [her first job](#) in content creation, gained hands on experience and continued working with the initiative. Zeina shared that this was her first paid job working with children with disabilities at Al Rushd, an experience that later opened new doors including facilitating GBV sessions with Oxfam.



Adult Literacy class



Job related podcast

## Food based opportunities for women

Women led or women supported enterprises remained central to Tri-pulley's approach. In food systems, Manar, a professional chef and mother of three, turned her passion into impact by working at United Kitchen, supporting [food security](#) initiatives while ensuring income stability for her family. At Mavia Bakery, Nagham, a [certified pastry chef](#), transformed prior training into employment, gaining visibility and professional connections while supporting a women led social enterprise rooted in food sovereignty.



Hot meals cooking & distribution to vulnerable kids



Nagham @Mavia bakery

## Women, technology, and independence

Access to technology and practical life skills was another key area of support. At ITLP in Jabal Mohsen, Manale, a computer engineering student, led tailored [IT sessions for women](#) who had previously felt excluded from digital learning. The women gained confidence using computers, while Manale strengthened her teaching and curriculum design skills. In parallel, Rayan led [self independence sessions](#) for women, focusing on practical skills often socially assigned to men. These sessions challenged dependency norms and supported women to feel more capable in their daily lives.



Educharacter kids lab



Electricity session



Computer classes for women

## Women in detention and collective healing

One of the most powerful areas of women support was within prisons, in partnership with Dar el Amal. Through [literacy](#), [chess](#), and [sports sessions](#), women inside detention centers accessed income, dignity, and leadership roles for the first time. Amita taught literacy to fellow detainees, rediscovering her sense of worth and belonging. Nadia led chess sessions, helping women develop [focus](#), [critical thinking](#), and trust. In both Tripoli and Baabda prisons, women led fitness sessions that restored joy, connection, and bodily confidence. These experiences demonstrated how employment, even in the most constrained environments, can restore identity and prepare women for life beyond incarceration.



Chess session in detention

## Women led enterprises support

Tri-pulley also supports women by strengthening women led enterprises, where employment creates impact on both sides. At [Habett Baraka](#), a women led homemade sweets business, Rima joined the team through the Tri-pulley employment model to help the business expand production, improve customer communication, and access new markets. Baskets of Hope is led by Randa, a [visually impaired artisan](#) who crafts handmade baskets. Supporting employment within her small business helped boost productivity and growth, especially important given the additional barriers she faces as a woman entrepreneur with visual impairment. Through Wingwoman, women are employed in producing reusable pads and diapers, addressing [period poverty](#). Takasis, a women led enterprise transforming leftover fabrics into accessories, was supported through employment and visibility, helping strengthen the business while [creating opportunities for more women](#).



Habit el Barake SME support



Reusable pads production



9.5 %

of skilled individuals employed in 2025 were people with different abilities

49.5 %

of the employed people with different abilities since 2020 kept their jobs after the match duration

## Inclusion through real employment

In 2025, Tri-pulley continued to translate inclusion into concrete employment outcomes for persons with disabilities. While we are not a disability-specialized organization, our approach is grounded in partnerships, learning by doing, and designing jobs where people contribute meaningfully and remain over time.

Through our matching model, persons with disabilities accessed first jobs and long-term roles across hospitality, education, kitchens, administration, and entrepreneurship. These experiences confirmed that inclusion works best when expectations are clear, tasks are adapted, and trust is mutual.

### Access to first jobs and long-term retention

[Georges](#) and [Ralph](#), both graduates of the UPT inclusion program, accessed their first professional opportunities and were retained in long-term employment. Georges joined Hôtel-Dieu de France in a demanding kitchen role, where he demonstrated focus, calmness, and steady progress under professional supervision, making his first paycheck a proud milestone for him and his family. Ralph joined Ginger & Co as a runner and a barista, where his discipline, punctuality, and eagerness to learn quickly stood out. Today, clients regularly ask for him by name, and his employer has [publicly recognized his contribution](#) through dedicated posts highlighting his professionalism, positive energy, and impact on both the team and the customer experience.



Ralph at Ginger & Co



Georges at Hotel Dieu hospital

### Recognition, visibility, and role models

Beyond day-to-day work, recognition played a key role in reinforcing inclusion. Employers such as Ginger & Co and Per Tutti shared public posts celebrating [Ralph](#) and [Nour](#) as valued team members, demonstrating how visibility helps normalize inclusion and encourages other businesses to follow suit.

Ralph's journey extended beyond the workplace. Supported by Ginger & Co, he participated in a [marathon](#), an experience that reflected the trust placed in him not only as an employee but as an individual with discipline, commitment, and personal goals.



Ralph's sponsorship at the Beirut marathon



## Inclusion in education and care settings

Through the FISTA match, Malak, who has a hearing impairment, was supported to teach sign language to children with hearing impairments. In her first formal work experience, she expressed feeling excited, productive, and proud, particularly after supporting a student who initially did not know any sign language and showed visible improvement in classroom participation.



Exhibition participation of Randa with visual impairment to promote her baskets

## Learning, advocacy, and trusted partnerships

To strengthen our inclusive practices, the Tri-pulley team participated in a capacity-building training with the Lebanese Down Syndrome Association. Beyond direct employment, Tri-pulley was recognized as a trusted inclusion partner through invitations to panels and public discussions with the [British Council](#), [universities](#), civil society actors, and businesses. These [spaces](#) allowed us to share practical experiences, promote a shift from charity to value creation, and emphasize the role of consumers in supporting inclusive workplaces.

## Inclusive entrepreneurship and adapted collaboration

In a six-month match, Aya supported Randa, a [visually impaired artist](#), in developing her basket business and reaching new customers. Aya adapted her methods by describing visual content verbally, translating colors into adjectives, involving family members in visual decision-making, and using AI tools to showcase products. This collaboration resulted in a strong [digital presence](#), and increased visibility for Randa's work across exhibitions and sales opportunities.

**BRITISH COUNCIL**  
BEIRUT DIGITAL DISTRICT

### Inclusion in Action

Connecting Communities  
Creating Change

Marking the International Day of Persons with Disabilities

- Marketplace for NGOs working to empower Persons with Disabilities
- Panel Discussion on the challenges, opportunities, and success stories shaping disability inclusion

Thursday, 4 December 2025  
From 10:00 a.m. to 7:00 pm

Disability inclusion panel



Randa producing her "Baskets of Hope"

**CERTIFICATE OF ATTENDANCE**  
IS PROUDLY PRESENTED TO

*Charbel Bou Khalil*

FOR SUCCESSFULLY ATTENDING THE WORKSHOP ENTITLED  
"DIVERSITY AND INCLUSION IN THE WORKPLACE"  
ORGANIZED BY THE LEBANESE DOWN SYNDROME ASSOCIATION (LDSA),  
ON OCTOBER 29, 2025.

CHANTAL EL KHOURY  
PRESIDENT OF THE LEBANESE DOWN SYNDROME ASSOCIATION

IRCA  
LDSA

RAYAN SAAB  
HEAD OF INCLUSIVE EMPLOYMENT

Tri-pulley participating in the Lebanese Down Syndrome Association training



Let's prioritize businesses that employed People with Different Abilities



# Outcomes by Sector

## Civic Engagement

**11 Jobs** 

**12% of 2025 matches** supported Civic actions and peace building initiatives

**54.5%** 

of them found long term jobs

### Everyday actions that rebuild trust

In 2025, Tri-pulley approached civic engagement as something lived daily through work, memory, shared spaces, and collective care. Across cities, neighborhoods, and communities shaped by division, our model supported small but meaningful actions that strengthen belonging, dialogue, and peaceful coexistence.

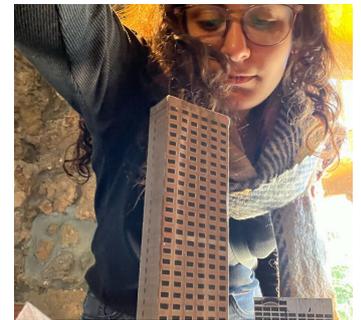
#### Justice, memory, and collective healing

Marking 50 years since the start of the Lebanese Civil War, Tri-pulley launched the [Green Line escape game](#) and [rally paper](#), inviting participants to walk the former demarcation line, explore Beit Beirut, and uncover stories often left untold. Gaming once again proved to be a strong peacebuilding tool. Through interviews, clues, and reflection, participants engaged with the past in a human and accessible way, turning remembrance into dialogue rather than division.

This conversation continued through public screenings and discussions, including the Education Fundraising Movie Night around Lebanon's [unified history book](#), using film and dialogue to reflect on national identity, memory, and education.



Green line escape game



Civil war rally paper



Lebanese history book movie & discussion

Beyond remembrance, Tri-pulley supported long-term justice efforts by employing Edward to work with MAAN, collecting testimonies, archiving evidence, and preserving records related to the [Beirut port explosion](#), contributing to ongoing demands for truth and accountability. This commitment extended to Street Colors Beirut, where art and Montessori-inspired education helped [children process trauma around August 4](#). By creating part-time jobs for facilitators and educators, Tri-pulley helped transform remembrance into spaces of safety, creativity, and [collective healing](#).



Archiving Beirut explosion data



Aug 4 commemoration and Trauma therapy



Aug 4 commemoration and Trauma therapy



Aug 4 commemoration and Trauma therapy

### Crossing divides through work and mobility

Peacebuilding also unfolded through everyday professional interactions. Alaa, a pharmacy student from Mankoubin, secured a part-time job in Jabal Mohsen through Tri-pulley's model, gaining experience while building positive ties across neighborhoods shaped by past conflict. Her journey quietly [challenged stereotypes](#) around gender, geography, and sect. Similarly, Nagham's [daily commute](#) from Tripoli to Beirut for work at Mavia Bakery reflects another form of gradual bridge-building, where employment becomes a pathway for mobility, confidence, and long-term integration.



Independence day celebration & upcycling



Community gatherings

### Sports, play, and inclusive public space

Civic engagement was also nurtured through sports and play. In Mankoubin, a simple job created for an [ex-detainee](#) as a football cheerleader helped him regain confidence and social standing, while contributing to a now thriving local football culture. At El Jomhor Club, Roukaya used [football as a tool for inclusion](#), creating a safe space where girls and boys play side by side, learning teamwork and confidence while challenging gender norms. Inclusive use of public space extended further through activities ensuring [no child is left out](#), especially those excluded from sports-dominated environments.



Football for all

### Children, heritage, and belonging

Helping children connect with their city and history was another pillar of civic engagement. Through collaborations with the Tripoli Archaeology Club, children visited [Tripoli Castle](#), many for the first time, combining cultural tours with creative activities that turned heritage into a lived, joyful experience. Board games such as Watani, facilitated with youth and diaspora groups, further supported learning about Lebanon through play, strengthening national connection and curiosity.



Tripoli Castle visit



Tripoli Castle visit

### Everyday solidarity and collective care

Civic engagement also appeared in acts of care and solidarity. Through [United Kitchen](#), Manar's work helped provide meals to people in need while strengthening food security and social bonds in her community. While, moments like the BUBBLES event with [women in the South](#) reminded us that joy, learning, and dignity are themselves acts of resistance and peacebuilding, especially in contexts of ongoing uncertainty and war.



Bubbles event with women of South Lebanon



Resilience of Southern women

# Outcomes by Sector

## SME and Social enterprises Support



52

SMEs supported

62%

of those employed within SMEs stayed in the work where they were placed by Tri-pulley

26

of which have a social impact

”

“From day one, Tri-pulley believed in emerging talent. Supporting Janna, Aya, Angelina, and Celine throughout our journey meant creating real opportunities for growth, learning, and collaboration. Thank you for championing young creatives and making space for them to thrive.”

Lynn, Founder - Takasis

”

“Tri-pulley gave me through their program the push I was searching for. With their support and constant follow-ups, I never felt alone.”

Natalee, Founder - Moitié Plein

## Strengthening local businesses while creating quality jobs

Tri-pulley’s support to social enterprises and SMEs goes beyond short-term staffing. Through structured matching, coaching, and follow-up, we help small businesses grow sustainably while offering individuals meaningful work, skill development, and professional confidence.



Educharacter cooking class



Mavia bakery



## What SMEs say about the model

[Feedback](#) from small business owners confirms that the value of Tri-pulley's model goes beyond "extra hands." Employers highlighted smoother workflows, reduced internal training needs thanks to coaching, improved performance, and stronger inclusion practices. Structured matching allowed teams to grow while staying focused on their core work.

### What small businesses noticed after a Tri-pulley match:

Improved operational efficiency through consistent follow-up, better workflow, and reduced management workload

Business growth with increased sales, new clients, and stronger visibility on social media

More inclusive and professional work environments, including better preparedness to work with persons with disabilities

Reduced internal training needs thanks to ongoing employee coaching and support

Time for management to focus on creativity, new designs, and product development

Evaluation questionnaire answers



## Strengthening women-led and purpose-driven businesses

Several women-led enterprises expanded their reach and internal capacity through Tri-pulley matches.

At [Takasis](#), a social enterprise transforming leftover fabrics into accessories, Angelina joined as a graphic designer, strengthening visual identity through a new look book and consistent social media content. Similarly, [Moitie Plein](#), a nature-inspired design studio working with pressed flowers, benefited from multiple part-time matches supporting production, social media, and visual storytelling. With Tri-pulley's support, the brand clarified its visual identity, expanded online presence with a Pinterest page, and increased engagement.

At [Wingwoman](#), a women-led social enterprise addressing period poverty through reusable pads and diapers, Tri-pulley supported sustainability by matching Rawane to strengthen fundraising and proposal writing. Through hands-on work and coaching, Rawane developed grant writing, budgeting, and donor research skills, directly contributing to the organization's long-term resilience.



Takasis improved media presence



### Supporting cultural, creative, and heritage-based SMEs

Tri-pulley also worked closely with creative and cultural SMEs that preserve heritage while generating income.

At [Michel Bandali Design](#), handcrafted pieces inspired by traditional Lebanese architecture continued to grow in visibility through strengthened team support. [Halabi Bookshop](#), a women-led cultural space, employed Yasmine as Stock and Warehouse Supervisor through the Tri-pulley model. With tailored coaching in leadership, delegation, and communication, Yasmine quickly improved operations. The management highlighted reduced workload and improved efficiency, enabling the shop to open space for an additional data-entry role, multiplying impact. At [Inspired By Podcast](#), Zeina joined as a content creator, applying her journalism studies to video storytelling that amplified career-focused content and supported the local initiative.



### Food, hospitality, and local production

In food and hospitality, Tri-pulley supported businesses navigating growth in challenging conditions.

At [Mavia Bakery](#), a women-led enterprise promoting food sovereignty through Lebanese wheat, Nagham joined as Assistant Chef, transforming prior NGO training into employment. The match supported both her career transition and Mavia's mission. [Habett Baraka](#), a women-led homemade sweets business, welcomed Rima, who gained income, customer communication skills, and exposure to new markets, while strengthening the business's capacity and values around women's dignity.



Dabliz coffee digital marketing support

At [Le Saucier](#), a growing sauce brand from Tripoli, Tri-pulley enabled the owner to focus on growth by supporting kitchen and exhibition work through a local match. In coffee and hospitality, [Dabliz Coffee](#), VEE, and [Vienna Coffee Shop](#) all have benefited from matches that strengthened daily operations and communication. Ghinwa supported Dabliz's social media and reporting, while Mariam transitioned directly from training into employment at Vienna, gaining hands-on barista experience and moving closer to her dream of opening her own shop.

**12 Jobs** 

**6**  Green enterprises were supported

**58.3%**  of them found long term jobs

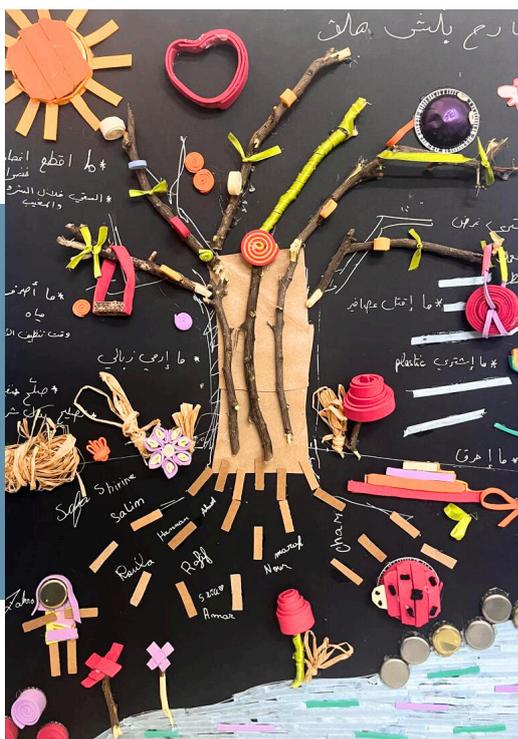
## Environment: Learning, work, and care rooted in nature

In 2025, Tri-pulley strengthened its environmental work by connecting green spaces, waste awareness, and sustainable production with employment, education, and community engagement. Our approach placed the environment at the center of lived experiences; where people learn, work, and take collective responsibility for the spaces they share.

### Environmental awareness

In Mankoubin, where plastic waste is part of daily life, Tri-pulley create a job turning environmental challenges into learning moments. Ranin, a mother with child psychology expertise, led [environmental awareness sessions](#) with kids using [creative, hands-on activities](#). Teaching waste sorting, responsibility, and care for surroundings, she showed children how small actions drive change—while building her skills, supporting her family, and uplifting her community.

Tri-pulley also supported participation in initiatives addressing plastic pollution and waste reduction. Through involvement in [Hack the Plastic](#), young people engaged in innovation sprints focused on finding local solutions to single-use food and beverage packaging. These spaces encouraged creativity, collaboration, and problem-solving around pressing environmental challenges, without requiring prior expertise.



Tree of life



Hack the plastic event

## Green spaces as classrooms and community hubs

Public gardens played a central role in our environmental programming. At the Jesuit Public Garden, Maya, trained in the [Montessori method](#), brought education outdoors, guiding children through activities under the trees. Planting sessions introduced children to soil care, seeds, and growth, turning nature into a living lesson in responsibility, patience, and connection to shared green spaces.

The [Jesuit Garden](#) also became a space for creativity and civic engagement through Liqaa. Reem, a young audiovisual graduate supported through Tri-pulley, documented events such as Fête de la Musique, reconnecting with her field while contributing to the visibility of public spaces that promote environmental and community life.



Market at the Jesuit Garden



Reclaiming public gardens



Game night under the stars

Environmental topics were explored through accessible and engaging formats under the stars and around the fire. Outdoor [game nights](#) at Washtahi created space for teenagers to learn about dignified work and civic responsibility while enjoying nature-inspired food and playful competition. In the same setting, an outdoor [movie night](#) dedicated to green jobs brought together families, children, and women-led eco-enterprises. Screenings of Lebanese environmental documentaries opened discussions on sustainability, livelihoods, water and the role of education in shaping the future.



Washtahi herbal oil session

## Environment within team culture and well being

Environmental values were also embedded internally. During an Environment Day with the team at Washtahi, nature became both the setting and the content. The team printed t-shirts using plants, prepared natural creams, cooked with herbs from the land, and shared moments with animals and each other. The day highlighted how [care for nature, inclusion, and well-being](#) intersect in practice, reinforcing that environmental awareness starts with how we work and relate to one another.



Making eco prints and oil at Washtahi



Moitie Plein flower frames production



Reusable diapers



Eco-documentaries discussions around the fire

## Sustainable design and circular practices

Environmental sustainability was further strengthened through Tri-pulley's support to small, locally rooted environmental enterprises that combine creativity, reuse, and livelihood creation. At Michel [Bandali](#) designs, Ali supported by Tri-pulley contributed to a recycling-focused design initiative that transforms discarded materials into practical and artistic pieces, turning waste into value while building hands-on skills. With [Moitie Plein](#), a studio working with pressed flowers, Tri-pulley supported part-time roles in production, design, and social media, helping the team grow while preserving its nature-based, handcrafted approach and community workshops. Environmental action was also closely linked to women's livelihoods. Through [Wingwoman](#), reusable pads and diapers were produced to address period poverty while reducing waste, with Tri-pulley strengthening the initiative's sustainability by supporting fundraising and proposal development employment. Similarly, [Takasis](#), a women-led social enterprise transforming leftover fabrics into accessories, was matched with a graphic designer to reinforce its visual identity and communication.

## 9 Jobs



supported the arts and culture sector

## 44.4%



of them found long term jobs

### Arts and culture: Expression, healing, and living heritage

In 2025, Tri-pulley continued to engage arts and culture as powerful tools for expression, healing, and community connection. From theatre and street art to cultural spaces and heritage-driven design, our work supported artists, cultural workers, and creative businesses to grow professionally while keeping culture alive, accessible, and rooted in people's everyday lives.



Street art

#### Art in public space and collective imagination

Arts and culture also took shape in the streets. Through Tri-pulley, Djulanar was employed as a street artist, transforming neglected corners of Tripoli into vibrant [visual messages](#). Her drawings invited residents to rediscover their surroundings, turning everyday walks into moments of curiosity and connection. By reclaiming public space through art, she also created street activities to engage people, reinforcing how creativity can bring visibility and life back into shared urban environments.



Street talks

#### Theatre as a space for healing and adaptability

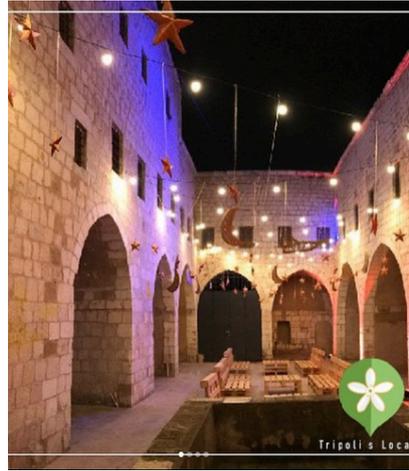
Ibrahim, an actor and theatre teacher currently studying psychology, joined Tri-pulley after meeting the team during one of our game nights. With a long-term goal of practicing [art therapy](#), he used theatre as a tool for emotional expression during a particularly difficult six-month period for the country. Amid shifting contexts and audiences, Ibrahim demonstrated strong adaptability, improvising a handmade expressive puppet show that allowed children coping with PTSD to engage in theatrical exercises and express emotions safely. Additionally, the [interactive theatre](#) of Shababik was also used to talk about unemployment in Mankoubin area, where the public became actors and found solutions.



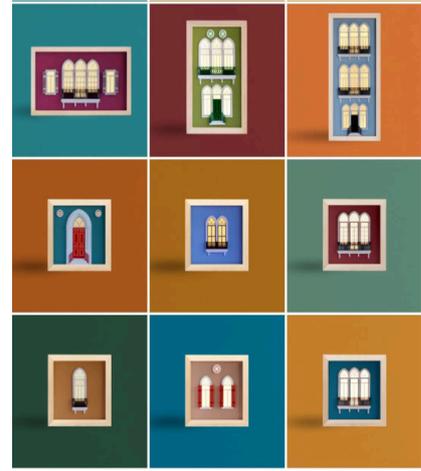
Theatre workshops



Halabi bookshop legacy survival since 1958



"Tripoli's local" media page



Traditional houses heritage lamps Michel Bandali designs

### Strengthening cultural spaces through employment

Cultural spaces thrive when the people behind them are supported. Through the Tri-pulley employment model, Yasmine joined [Halabi Bookshop](#) as a Stock and Warehouse Supervisor, supporting one of the oldest Beirut's beloved women-led cultural spaces and a refuge for readers away from screens. With tailored coaching and mentorship, Yasmine developed skills in group dynamics, communication, delegation, and leadership. Furthermore, [Tripoli's local page](#) kept being updated with local and cultural activities through the employment of local lovers of Tripoli encouraging people to visit and explore.

### Heritage, design, and cultural storytelling

Preserving cultural heritage was also embedded in creative entrepreneurship. Through Tri-pulley's employment model, [Michel Bandali Design](#) strengthened its team while celebrating traditional Lebanese architecture through sustainable materials and thoughtful design. Inspired by the iconic balconies of old Lebanese homes, their creations transform cultural memory into meaningful objects, offering artisans dignified work and coaching while keeping heritage alive in contemporary forms.

### Culture as a shared team experience

Arts and culture were not only part of public programming, but also integrated into Tri-pulley's internal team culture. Monthly team meetings included visits to [museums](#), [exhibitions](#), and heritage sites, as well as taking kids to explore cultural landmarks such as the [Tripoli Castle](#). These shared experiences strengthened team connection, grounded our work in local history, and reinforced the role of culture as a space for reflection, learning, and belonging.



Marsa7 space exhibitions

## 13 Jobs

under health and wellbeing

## 46%

of them found long term jobs

### Healing through art, play, stories and expression

Arts also played a therapeutic role in wellbeing. Ibrahim, an actor and theater instructor studying psychology, used theater as a healing tool. Through improvised expressive puppet shows, he created spaces where children [coping with PTSD](#) could engage in theatrical exercises and express emotions safely. His ability to adapt to shifting contexts highlighted the role of creative practices in emotional healing.



Theatre and healing with Ibrahim

Circus arts also became a pathway to healing and professional return. At Cirquenciel, Karen, a juggler with over 11 years of experience, re-entered professional life after [personal loss and the Beirut explosion](#). Through her role as a sales representative, she supported the organization's mission while rebuilding confidence, communication skills, and momentum toward her own entrepreneurial goals.



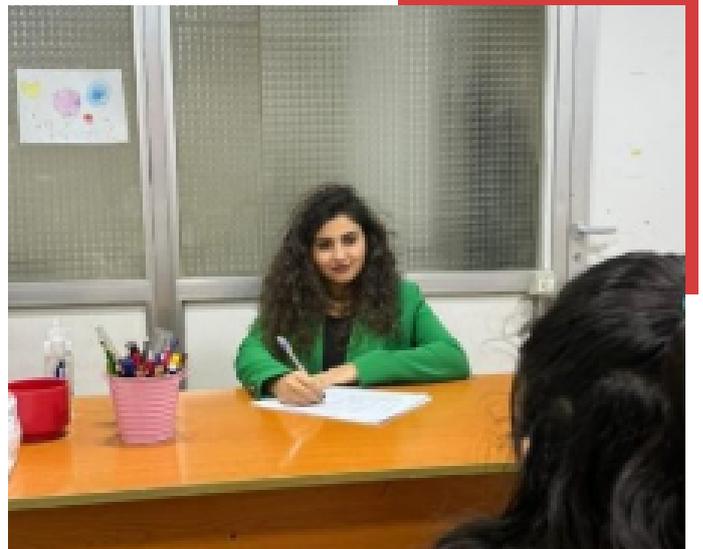
Cirquenciel shop support with Karen

Recognizing the deep psychological impact of [war and displacement](#) on children, Tri-pulley launched a storytelling initiative who authored age-appropriate stories addressing fear and PTSD. Through Nancy, a psychologist employed by Tri-pulley, these stories were read in centers and schools, accompanied by guided discussions for children and parents. The sessions encouraged children to draw safe spaces, express empathy, and normalize conversations around fear, while engaging caregivers, including fathers, in the healing process.



Post war & PTSD healing sessions through story telling

At Nour El Alam, [therapy services](#) continued despite ongoing instability. With the support of Tri-pulley, patients accessed speech therapy, psychology, and psychomotor therapy, making measurable progress toward therapeutic goals. Therapists Nathalia and Anna-Maria strengthened their ability to provide care under pressure, managing their own emotions while supporting others. Both continue their work at the center, ensuring continuity of care for the community.



Therapy sessions at Nour El Alam



Medical centers support



## Access to healthcare and dignified medical work

Tri-pulley also supported access to essential healthcare services through employment in medical settings. Sara, a biochemistry graduate, joined [Sawsan Medical Center](#) in Jabal Mohsen, gaining hands-on laboratory experience while supporting a center serving families across Tripoli. With coaching and professional training, she grew in confidence and now performs blood draws independently. 3 other women were also employed to support dispensaries in remote areas.

Alaa, a pharmacy student from Mankoubin, secured a part-time role in a Jabal Mohsen [pharmacy](#) after facing gender-based rejection. With targeted skills training, she gained practical experience, built cross-neighborhood connections, while continuing to grow in her field.

# Skills Development



Hala working on illustrations for Lila TV



Taxes training



Business model canvas



Let's talk about AI with Google MENA

## Transferable skills

Communication and emotional intelligence repeatedly emerged as critical needs. In response, Tri-pulley organized trainings on [public speaking](#) and [emotional intelligence](#), helping participants manage anxiety, structure ideas, improve collaboration, and navigate workplace stress. At Lila TV, illustrator Hala received targeted coaching on [time management](#) and prioritization. By restructuring her routine around clear goals, she reduced procrastination and achieved tangible results, including launching her YouTube channel. She highlighted how Tri-pulley's follow-ups helped her stay focused and accountable. Other topics such as report writing, emailing, taking minutes of meetings, resolving work conflicts and many others soft skills were tackled.

## Technical, organizational, and future-oriented skills

To support sustainability and growth, Tri-pulley invested in technical and organizational skills. Internally, the team strengthened financial knowhow through sessions on tax regulations and reporting. For matches in NGOs and social enterprises, [proposal-writing and budgeting](#) sessions were delivered to improve donor alignment and project sustainability. As one partner shared about Rawane, "The coaching contributed not only to her skills development, but also to the way she was supporting our enterprise." Future skills were addressed through open discussions on [AI and the future of work](#), hosted with CareerLab and [Ghassan Kosta](#) from Google MENA. Participants explored opportunities, risks, ethics, and the importance of using technology with intention and balance.

## Education & vocational learning

Skill-building extended into education and vocational pathways. Through an online [Montessori training](#) developed with partners in Italy, educators strengthened child-centered learning skills, with 15 women later placed in education roles to apply their learning with mentorship. Vocational trainings in [barista](#) and customer service combined technical and soft skills, leading to six-month placements with strong prospects for retention.



Barista training with makesense & OIF

# Skills Development

## From readiness to growth



Professional skills training



Self branding training



"In their shoes" game



Recommendation letters granted to relevant participants

Across 2025, Tri-pulley focused on equipping individuals with practical and transferable skills that help them enter, navigate, and grow in the workplace. Rather than one-off trainings, our approach combined experiential learning, individual coaching, and on-the-job practice, responding directly to gaps we consistently observe in the field.

### Professional readiness and workplace dynamics

Through a [game-based training](#) designed with makesense NGO, 24 women strengthened core [workplace skills](#) including professional communication, emotional intelligence, self marketing and job interview dynamics. Learning happened through role play and games, notably *In Their Shoes*, which allowed participants to experience real workplace scenarios from both the employer and employee perspectives. As Reine shared, *"It's the first time I do a training in this way and the topics covered were really things no one ever told us about."* This focus on real-life situations helped participants feel more prepared, confident, and aware of workplace expectations.

### Career exploration and recognition

Skills development also meant supporting people to explore new paths and manage work realities. Maymouna used her match to [shift from nutrition into social work](#), leading storytelling and psychosocial sessions for children while developing facilitation, emotional awareness, and session-planning skills. Skills development was also reinforced through recognition. For Ali, an ex-detainee, hearing his [recommendation letter](#) read aloud became a moment of dignity and validation, transforming a document into confidence and motivation.

# Partnerships & Networking

81



new contacts with NGOs, agencies, initiatives, municipalities & entities

## Learning, advocacy, and exchange

In 2025, Tri-pulley used networking as a strategic space for learning, visibility, and collaboration, strengthening connections with NGOs, educational institutions, donors, social enterprises, and advocacy platforms across Lebanon and the region. Across all these spaces, networking enabled Tri-pulley to share practice, advocate for inclusive work, and strengthen partnerships that support long-term impact.



Montessori School visit in Italy



Career orientation event at Beirut Arab University

### Education, careers, and skills ecosystems

Tri-pulley deepened its collaboration with [CareerLab](#), hosting trainings and building a formal partnership around shared goals of bridging education and labor market needs. This collaboration expanded through [joint events](#), including a full-day conference and an interactive panel at Beirut Arab University, where Tri-pulley facilitated experiential learning activities such as the career escape game and the market gaps game, encouraging practical reflection on career pathways and skills.

### International and regional exchange

At the international level, Tri-pulley strengthened collaboration with [FELCOS Umbria in Italy](#) through a learning visit to Perugia, reconnecting with the roots of Montessori education and reinforcing ongoing training partnerships in Lebanon. Regionally, Tri-pulley joined the [Connector event in Jordan](#) with Alfanar, connecting with social enterprises from Lebanon and Jordan.



AlFAnar connector event



Regional impact connector event - Jordan

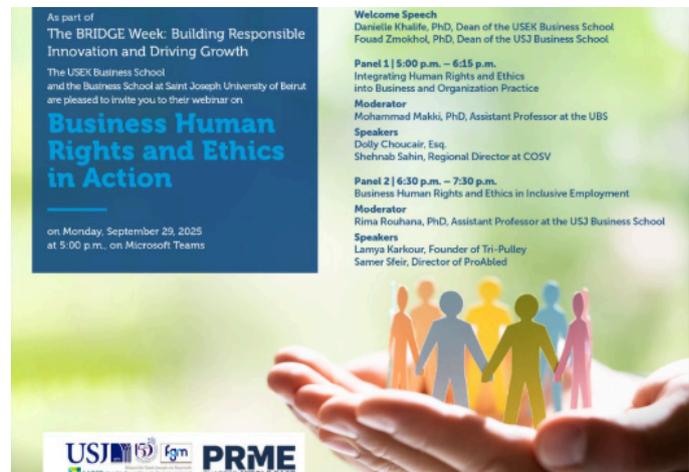
# Partnerships & Networking

## Advocacy, inclusion, and public dialogue

Tri-pulley continued to contribute to national conversations on inclusive employment through panels and webinars, including [Bridge Week](#) discussions on job inclusion of persons with disabilities in collaboration with USEK and ProAble, reaching 93 participants and promoting a shift from charity to value creation.

Public-facing networking continued through events hosted by the British Council and Beirut Digital District, marking the International Day of Persons with Disabilities through a [panel participation](#) and [inclusive marketplaces](#). We also engaged in exchange days [organized by JMED](#), combining workshops, exhibitions, and dialogue with youth-led initiatives and diplomatic actors.

Finally, through our partnership with [Doria Feminist Fund](#), Tri-pulley combined job creation with institutional learning and conferences. Alongside creating jobs for women, the team participated in peer workshops focused on gender equality, monitoring and evaluation, and proposal writing, reinforcing the value of exchange among grantees.



Bridge week panelist for job inclusion of people with disabilities



Jmed networking event at the French cultural center



Doria Feminist funds convening events

# Major Events

## Let's Talk About Jobs

Have you ever wondered why certain jobs don't match expectations? Or what skills are actually in demand?

Whether you're a job seeker trying to navigate the market or an employer looking for the right talent, this game is for you!

**Join the Job Matching Game!**  
Let's explore job market gaps and make work better: Salaries, Skills, and more!

**Date:** February 11  
3:00 - 5:00 PM  
Masehit Nour

**Spots are limited!!**





## Calling all anime addicts, Japanophiles, gamers & cosplayers!

**APRIL SUNDAY 27 10 AM → 8 PM 2025**

Rachid Karami International Fair, Tripoli





## Step into history on the Green Line Escape Game

Whether you're **Lebanese or a tourist**, walk through what was once the most feared part of the city while solving clues

**Interactive and rich in history!**

Dare to face the past?  
**Register now!**




## YOU ARE INVITED

### GAMING EXPERIENCE & NETWORKING EVENT

**27 May 2025** | 10:30 A.M - 1:30 P.M. | Beit Beirut, Beirut, Sodeco

**Objective:**

- Explore our range of engaging Team-building activities that you could use within your company
- Network with HR and CSR representatives from other companies
- Learn how our formats can be tailored to your team's internal CSR efforts
- Get to see Beit Beirut, Hkeeli interactive exhibition



## Let's Talk About Jobs

How can AI and Technology support in your Career Growth?

**With Mr. Ghassan Kosta**  
Regional General Manager at Google Cloud

**JULY 30 4:30 PM**

CareerLab

**Join the conversation and book your spots now!**

**LIMITED SPOTS AVAILABLE!**




## FUNDRAISING MOVIE NIGHT

### درس في التاريخ A History Lesson

**MINUS 1 - TABARIS**

**JULY 23 19:30 - 21:30**

Tickets available at Antoine Bookstore

**POST MOVIE SPEAKERS**

**HADY ZACCAC** Film Director  
**ELINA HABER** Presenting Finnish Education

**FUNDS WILL SUPPORT EDUCATION**



## Open-Air fun Game Night!

**AUGUST 27 | 7:30PM**  
WASHTAHI QLAYAAT, KESERWAN

Proceeds support Tri-Pulley's mission to create jobs for Lebanon.

**Limited spots - Reserve now!**




TRIPOLI LEADERS LIONS CLUB PRESENTS

## Explore El Mina RALLY PAPER

**SUNDAY 5 OCTOBER 9:30 AM BRUNCH AT VIA MINA THEN THE FUN BEGINS!**

Proceeds support Tri-Pulley's mission of job creation for youth!





## Environmental Focused Movie Night!

Screenings of 3 short movies created by Lebanese artists followed by Q&A around the fire!

**Friday, October 10 7:30PM**  
Washtahi Qlayaat, Keserwan

Proceeds create jobs for the environment.

Reserve your seat in advance & buy your tickets at the door.






People rated our games an average of **4.87/5 for Satisfaction & Fun**

## Major events and community engagement in 2025

In 2025, Tri-pulley delivered a wide range of experiential events that combined play, dialogue, learning, and social responsibility. Across Beirut, Tripoli, the South, and online, these moments brought together companies, youth, communities, and partners to rethink work, inclusion, and collective responsibility.

### CSR and team-building with companies

2025 marked a key milestone with the launch of Tri-pulley's CSR options for companies during a flagship HR game hosted at [Beit Beirut](#). The choice of location was intentional, as Beit Beirut embodies both the scars of the past and the potential to rebuild with purpose and collective effort, mirroring Lebanon's economic reality. Through hands-on challenges, companies explored CSR-oriented games that combined team building with job creation, earned impact points, exchanged ideas on inclusive and sustainable business models, and reflected on the role of companies beyond profit. [The event](#) brought together major organizations including CMA CGM, Murex, Banque BEMO, Fattal Group, Henkel Levant, TotalCare, Fig Holding, and Live Love, marking the start of deeper partnerships around social impact.

Beyond this launch, Tri-pulley delivered tailored team-building experiences with companies such as [Holdal](#), [Algorithm](#), and [Proximie](#). From a story-driven journey aboard a symbolic ship focused on leadership and trust, to a full-day experience centered on balance, adaptability, and teamwork, and an online game connecting employees across countries, these engagements demonstrated how play can strengthen cohesion while directly contributing to job creation through Tri-pulley's model.



HR and CSR networking event at Beit Beirut museum



Holdal teambuilding event on Holdalicious Ship



Online team gaming



Algorithm teambuilding with Prof. Mizenium bringing back balance

# Major Events & Sustainability

## “Let’s talk about jobs” series: Dialogue through play, film, and theatre

Our “Let’s Talk About Jobs” series continued to open honest conversations around work, dignity, and opportunity using creative and accessible formats.

**Game nights** offered playful yet meaningful spaces to reflect on the job market and release job-related stress. The series began with an energizing session at [Warshe 13](#), followed by gatherings in [Basateen](#), including Ramadan editions that brought together families and youth while an outdoor game night at [Washtahi](#) were especially tailored for teenagers.

We also organized multiple **movie nights** under the same series. At [Washtahi](#), environmental documentaries opened discussions on green jobs and sustainable livelihoods, engaging adults and children alike. At Minus1, our [education fundraising movie night](#) used film and discussion to reflect on education systems, national identity, and learning models, while raising funds for education-related employment.

The series also included an interactive theatre performance by Shababik in Mankoubin, where audiences actively stepped into scenes about unemployment, contracts, gender stereotypes, and self-confidence, reshaping outcomes together through dialogue.



Career quest game night @Warshe 13



Career quest game night @Basatine



People with disabilities empathy game



Movie night Education focused panel

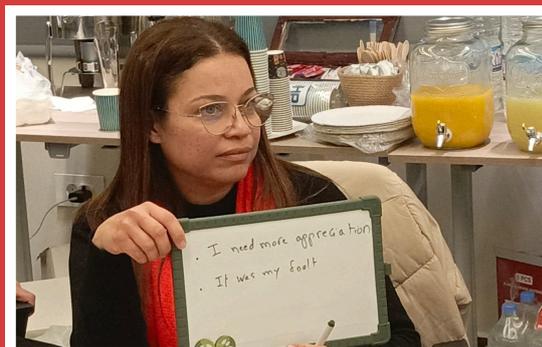
# Major Events & Sustainability

## Employers, employees, and career conversation

We created dedicated spaces for employers and employees to meet, listen, and reflect together. During a gamified [focus group](#), participants stepped into each other's roles, unpacking unspoken workplace challenges around expectations, skills gaps, and communication. The insights gathered directly informed Tri-pulley's mentorship and matching approach. Career-oriented events also included CareerLab's "[In Their Shoes](#)", where participants explored real-life work dilemmas through role-play and decision-making. In parallel, we hosted a talk on [AI and career growth](#) with Ghassan Costa, General Manager for Google Cloud, underlining how emerging technologies can become tools for opportunity rather than exclusion.



"Let's talk about jobs" and conflicts at work through interactive gaming events



# Major Events & Sustainability

## Community joy and game as a connector

Beyond formal work conversations, we leaned into joy, culture, and shared experiences as powerful drivers of connection and resilience. With women from South Lebanon, the [BUBBLES event](#) marked a joyful closing to months of training in soap making and [marketing](#), creating a moment of pride, dignity, and collective strength in a context shaped by uncertainty. In Mina, the rally paper with the [Lions Club](#) turned the city into a playground of discovery, inviting participants to roam the streets, meet people, and rediscover the simple happiness often hiding in plain sight. We also brought play into [conferences](#) and exhibitions like the [British Council inclusion event](#), where visitors learned about disability inclusion through interactive games. At the Kaliko Haru Matsuri, [our mini escape game](#) added color, competition, and creativity, reminding us that fun can be a serious tool for connection, learning, and belonging.



Mini career escape game



Lions Rally paper



Gamification of marketing training



Employers/ Employees focus group game



**Participants' reflections from our game evaluations show how learning through play sparked new insights on teamwork, inclusion, professional skills, and real life challenges:**

*"Learning through play made complex topics feel real and easy to understand. It changed the way I see teamwork and inclusion."*

*"I discovered things I never knew about workplace rights and inclusion, like the reality of disability hiring and policies that affect our daily lives."*

*"I didn't know that fathers don't officially get a day off when they have a newborn. The game made me question how fair our systems really are."*

*"Thinking long term during the game reminded me how hard decision making can be, but also how important it is to see the bigger picture."*

*”اللعبة ضمن فريق خلاني اكتشف مهارات جديدة عندي مثل سرعة البديهة والتعاون مع الآخرين”*

*"Through the challenges, I learned that communication, delegation, and trust are what truly make a team succeed."*

*"Getting to know the city's history while playing made me feel more connected to the place and to the people around me."*

Game feedback from players



HR and CSR representatives "Beirut beyond the crisis" event at Beit Beirut museum



Spider web challenge Hoidal



"From seeds to forest" game - Jordan



Indoor escape game



Pottery grounding session



- **Sustaining and deepening impact**

Beyond numbers, our focus remains on sustaining quality impact. We will continue to invest in follow-up, coaching, and skills development to ensure that each job match leads to real growth, confidence, and longer-term opportunities for the people we support.

- **Strengthening financial sustainability**

We will continue to strengthen Tri-pulley's financial sustainability by building on our gaming, experiential learning, and business models. This includes refining and expanding our escape games, board games, and team-building offers for companies, schools, and families, while expanding paid services that directly fund job creation and community programs.

- **A three-year vision**

Building on five years of experience, we are refining our three year business and impact plan to guide the next phase of growth. The focus is on strengthening financial sustainability, balancing earned income with grants, improving internal systems, and scaling our gaming and employment model while keeping the human connection at the heart of our work.

- **Expanding partnerships and ecosystems**

We will deepen collaborations with schools, universities, social enterprises, women-led businesses, and the private sector to create stronger pathways from training to employment. By working more closely across sectors, we aim to multiply opportunities while sharing knowledge and resources.

- **Measuring what truly matters**

We will continue improving how we track learning, skills progression, and qualitative change, not only job numbers. This will help us better understand what works, adapt faster, and communicate impact more meaningfully to partners and supporters.



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THANK YOU