



# Investing in Human Potential



FROM THE  
**PRESIDENT  
AND CEO**

## Dear Friends of IREX,

IREX and its partners build more just, prosperous, and inclusive societies around the world by empowering youth, cultivating leaders, strengthening institutions, and extending access to quality education and information. We are investing in the people and institutions that will drive progress in communities worldwide. We are supporting the leaders, from all backgrounds and levels of society, who will fight for social justice.

Our work has cascading, long-term effects that benefit communities and countries. In 2015 alone, more than 200,000 people from 114 countries participated in our programs, and an estimated 20 million people benefited from our work. This report features a few highlights of our work in 2015 including helping youth in the West Bank to develop new skills, training journalists in Mozambique, educating young Tunisians from diverse socioeconomic backgrounds, and supporting 1,000 rising African leaders focused on public management, civic leadership, and business and entrepreneurship.

I am grateful to our generous donors, as well as our dedicated staff and partners around the world, who make this impact possible.

Although this report features our activities in 2015, there are direct links to the vision laid out in our new strategic plan, IREX 2020.

I encourage you to also read this document and learn more about IREX's strategic goals and priorities for the future.

Please join us through your active partnership, support, and financial contributions. We look forward to your engagement.

Sincerely,

**Kristin M. Lord**  
PRESIDENT AND CEO

*Cover photo  
by Colleen Brady*

*Kristin Lord photo  
by Erin Powell*

*Back cover photo  
by Junaid Uddin Ahmed*



# Empowering Youth

IREX invests in youth by promoting quality education, professional development, and job skills. We help young women and men acquire the knowledge and skills they need to be community leaders and active, informed citizens.

## MORE THAN 9,000 PALESTINIAN YOUTH IN THE WEST BANK GAINED NEW SKILLS AT IREX-SUPPORTED YOUTH CENTERS.

The centers, built around well-established and trusted community institutions, also play an important role in breaking down traditional gender barriers by bringing male and female youth together to work on initiatives that benefit their communities.

## IREX-SUPPORTED YOUTH ARE



**MORE CONFIDENT IN THEIR ABILITY TO MAKE A DIFFERENCE IN THEIR COMMUNITY**

*Compared to other youth in the West Bank*

## HUNDREDS OF YOUTH FROM DIVERSE SOCIOECONOMIC BACKGROUNDS AND EVERY GOVERNORATE IN TUNISIA ARE BETTER PREPARED TO CONTRIBUTE TO THEIR COUNTRY'S DEMOCRATIC AND ECONOMIC DEVELOPMENT

thanks to their experience in the Thomas Jefferson Scholarship Program, managed by IREX. Studying at universities and community colleges in the United States, these young people also receive training in leadership and critical skills such as communication and teamwork.

## Palestinian Youth Learn, Then Serve Others

Amneh Bostanji's job search led her to IREX's Partnerships with Youth project and an internship at the Qalqilya Youth Development Resource Center (YDRC). She attended workshops that improved her media, training, and facilitation skills. She then led courses in photography, filmmaking, and journalism skills for over 250 youth at the center. After completing her internship, Amneh was hired as the External Relations Officer at the Palestinian Red Crescent Society in Qalqilya. In this position, she writes news releases and produces videos - all skills that she gained from her PWY internship. Amneh stated, "My new media skills and my role as a trainer at the YDRC helped me find a job."



*Photos: Moldovan Girl by IREX Novateca staff, Amneh Bostanji by Rachel Surkin*



# Cultivating Leaders

IREX cultivates leaders from all walks of life who strive to serve others in local communities and national capitals, civil society organizations and governing institutions, universities and schools, media outlets and businesses. IREX enhances their individual leadership qualities as well as their ability to lead organizations and causes.



**MANDELA WASHINGTON FELLOWS FROM EVERY COUNTRY IN SUB-SAHARAN AFRICA ARE TRANSFORMING THE FUTURE OF THE CONTINENT** after intense study at universities across the United States, IREX-developed leadership training and professional development, and networking opportunities in Africa. Selected from a pool of 120,000 applicants, these 2,000 young African leaders are entrepreneurs and business people, community leaders and public officials.



**84% OF MANDELA WASHINGTON FELLOWS REPORTED THEIR INTERNSHIPS MADE THEM MORE EFFECTIVE LEADERS**

*Based on a 2015 alumni survey*

**COMMUNITY LEADERS FROM MORE THAN 60 COUNTRIES BENEFITED FROM TAILORED PROFESSIONAL DEVELOPMENT PROGRAMS AND LEADERSHIP TRAINING THROUGH THE COMMUNITY SOLUTIONS PROGRAM.** These leaders gain hands-on experience at organizations across the United States and return home with the knowledge, skills, and networks to make an impact in their communities in areas such as the environment, governance, and gender rights.

## Kenyans Build a Greener and More Prosperous Future

Mandela Washington Fellow Hope Mwanake created Eco-Tile, a roofing tile constructed from recyclable materials. Her social enterprise in Kenya promotes eco-friendly construction while helping to employ youth in her town of Gilgil. As part of the Fellowship, Hope received a grant from the U.S. African Development Foundation which provided her with \$25,000 in seed capital and technical support to expand her business venture. At the East Africa Regional Conference, IREX gave Hope the opportunity to showcase her prototype and connect with potential investors and mentors to grow her business.



*Photos: President Obama and Grace Jerry by Kaveh Sardari, Hope Mwanake by Mandela Washington Fellowship staff*



# Strengthening Institutions

IREX helps institutions at every level of society to become more effective, accountable, and responsive to the diverse populations they benefit. We partner with educational, media, governance, business, and civil society organizations that want to excel as they serve others.



**TO EMPOWER WOMEN AND PRIORITIZE GENDER ISSUES IN COMMUNITY AND NATIONAL POLICIES IN JORDAN, IREX PARTNERS WITH USAID, THE JORDANIAN GOVERNMENT, AND LOCAL ORGANIZATIONS AND EXPERTS.** For example, IREX formed the first-ever Community of Practice on Gender which includes 1,000 public sector employees and staff from the Jordan National Committee on Women, USAID, and international development organizations to promote collaboration on gender issues and help participants share resources and plan future initiatives.

## IN 2015 IREX SUPPORTED

  
**2,873**  
LIBRARIES

  
**462**  
HIGHER  
EDUCATION  
INSTITUTIONS

  
**402**  
MEDIA  
OUTLETS

  
**228**  
CIVIL SOCIETY  
ORGANIZATIONS

**IREX PARTNERS WITH LIBRARIES TO INCREASE LITERACY, PROMOTE CIVIC ENGAGEMENT, IMPROVE EMPLOYABILITY, AND CONNECT PEOPLE TO INFORMATION THAT IMPROVES THEIR LIVES.** Based on the demonstrated value of the libraries, local and national governments in Georgia, Nigeria, and Myanmar are now investing their own resources in these vital public institutions. For instance, through the Beyond Access project in 2015, four newly-modernized rural libraries in Georgia served more than 20,000 patrons including 700 people who used the internet for the first time.

## Nigerian Libraries Increase Access to Information for Women and Youth

IREX works with public libraries to help women, youth, and other marginalized groups access critical information and information communication technology, and improve their skills. The Beyond Access project created opportunities for hundreds of people like Tina Emmanuel who participated in a technology and business skills course that gave her the skills she needed to open a business center that provides photocopies, printing, and other business services to her community. Tina now uses the business center's profits to supplement her family's income.



Photos: Takamol speaker by Dara Lipton, Nigerian library by Matej Novak



# Extending Access to Quality Education and Information

Educated, informed citizens contribute to broad-based prosperity, informed civic engagement, and accountable governance. IREX works with partners around the world to strengthen independent media, broaden access to quality education, and increase people's ability to access information.

**SINCE 2012, IREX HAS TRAINED MORE THAN 580 COMMUNITY RADIO STAFF MEMBERS WHO PLAY A VITAL ROLE IN PROVIDING MOZAMBICAN CITIZENS WITH INFORMATION.** IREX provides tailored support to community radio stations including journalism training, support to expand social media use, expertise to develop reporting on gender-based violence and other important topics, and training for staff to maintain radio broadcast equipment.



**330**  
IREX-TRAINED  
TEACHERS TAUGHT  
**55,000**  
STUDENTS  
IN 2015

**IREX TRAINING PROGRAMS HELP TEACHERS USE NEW INSTRUCTIONAL SKILLS AND STRATEGIES TO BECOME MORE EFFECTIVE EDUCATORS.** The teachers empower their students with enhanced creativity, critical thinking, and teamwork skills that are critical to success in the 21st century. IREX also works with teachers globally to create professional development modules (over 900 hours of content to date) to share their new knowledge with their peers and school districts.

## Universities in Iraqi-Kurdistan Prepare Youth for the Job Market

High youth unemployment in Iraqi-Kurdistan results in part from the disconnect between students' skills and the demands of the local job market, particularly in vocational trades. To address this gap, Dr. Adnan Shihab, Director of Postgraduate Studies and International Relations at Erbil Polytechnic University (EPU), helped create Iraqi-Kurdistan's first auto-technical vocational program. The program improves the likelihood that students will find jobs by providing technology skills training and connecting faculty members to local industry leaders. Through IREX's Iraq University Linkages Program, Shihab, along with other EPU faculty members, visited Wilkes Community College (WCC) in North Carolina where they attended class lectures, observed WCC's auto-body and robotics lab departments, developed curricula, and toured local auto factories.

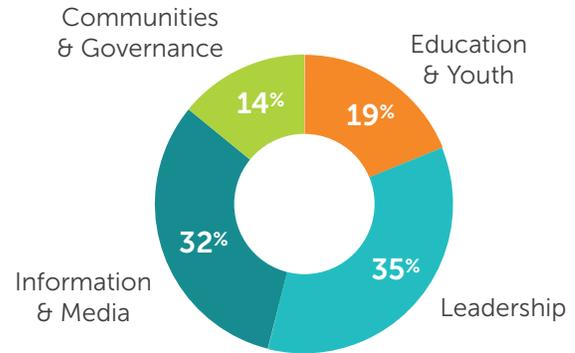


*Photos: Mozambique journalists by Sgio Albuquerque, Iraqi Kurdistan by Johnny O'Connell*

# IREX Today

Founded in 1968, IREX has an annual portfolio of over \$80 million, offices in 20 countries, and a global staff of 400. We work in more than 100 countries worldwide.

## FUNDING BY PROGRAM AREA



For financial information, please visit [irex.org/financials](http://irex.org/financials)

## ANNUAL PORTFOLIO

**\$80 million**

## WORK IN

**100 countries**

## GLOBAL STAFF OF

**400**

■ WHERE WE WORK



**20 million**

PEOPLE BENEFITED IN 2015

FOR MORE INFORMATION, GO ONLINE TO

[IREX.org/AnnualReport](http://IREX.org/AnnualReport)



IREX combines donations from foundations, corporations, government agencies, and global citizens like you to help an estimated 20 million people annually. We are deeply grateful to the many individuals and institutions that generously support our efforts.

Our supporters include the organizations listed below and more than 200 individual donors.

- |   |  |   |   |
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| FHI 360   | Sites of Conscience  |   | Russia  |
| HIVOS   | Sweden, Ministry of Foreign Affairs                          |   | Ukraine   |
| International Development Law Organization                    | Switzerland, Ministry of Foreign Affairs                     |   | U.S. Russia Foundation For Economic Advancement and the Rule of Law (USRFL) |
|   |  |   | University of Illinois  |
|   |  |   | WhatsApp Inc.   |

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