



Gaza Sky Geeks

Harvest 2024

Gaza Sky Geeks 2024 Efforts and Contributions
Towards the Palestinian Tech Ecosystem.

Translating
Fronts



Introduction

Introduction

Despite the challenges of 2024, Gaza Sky Geeks takes pride in showcasing its efforts and contributions to the Palestinian tech ecosystem. We chose the word harvest for our reports as it symbolizes the cultivation of seeds we've sown to nurture this ecosystem.

Even in the most difficult times, we continue to reap the rewards of perseverance and dedication to innovation and growth.

About Gaza Sky Geeks

Founded in 2011 by Mercy Corps with support from Google, Gaza Sky Geeks (GSG) is Palestine's leading tech hub. Operating in both Gaza and the West Bank, GSG empowers young Palestinians by equipping them with the skills and opportunities needed to thrive in the global digital economy. Through training, mentorship, and support for small and medium enterprises, GSG fosters innovation, economic resilience, and sustainable growth.

Mission

To empower young Palestinians and businesses to unlock their potential, achieve economic independence, and thrive in the global tech industry.

Vision

To build a globally respected, sustainable tech ecosystem in Palestine that drives economic growth, inspires innovation, and contributes to rebuilding Gaza through opportunity and resilience.

Gaza Sky Geeks

Programs and Interventions:

Equipping individuals with the knowledge and tools needed to thrive in the competitive tech landscape.

Connecting talent with international mentors, internships, and income-generating opportunities to unlock global potential.

A specialized program designed to empower Palestinian tech companies by addressing key challenges that limit their growth and revenue potential.

The program focuses on:

- **Capacity Building** – Strengthening the skills and operational effectiveness of companies.
- **Marketing and Branding** – Enhancing their visibility and positioning in global markets.
- **Market Access** – Creating opportunities for partnerships and business expansion internationally.



A World Director from the

Dear Supporters and Friends of Gaza Sky Geeks,

With the arrival of the announced ceasefire, we find ourselves reflecting on a year that has tested us in ways we never imagined. Nothing compares to the profound challenges of this year. Gaza, our team, and our community have endured relentless violence, bombings, displacement, hunger, and loss of life. The separation from our colleagues in Gaza has been one of the hardest experiences of my life.

While we hold onto hope that the ceasefire will bring long-term safety and relief to Gaza, this letter serves as an opportunity to reflect on what we have endured and look forward to the possibilities that lie ahead. Throughout the year, we've amplified the voices of our team and the broader GSG community. Their resilience and courage, even in the face of unimaginable hardship, remain our greatest source of inspiration.

At the start of 2023, we held cautious optimism that the Palestinian sector was on a strong path to growth. Our data showed that the average monthly income of participants 12 months after completing a GSG training is \$700, with specialist skills earning an average of \$1,500, with incomes increasing year on year. Palestine was becoming internationally recognized as a location to find high-quality tech companies and individuals with specialist tech skills, good English language, a commitment to work, and a time zone to serve the Middle East, Europe and the USA.

But since after Oct 2023, we have watched 15 months of devastation. Hundreds of thousands have been killed, injured, and displaced. Gaza's infrastructure—homes, schools, hospitals, and utilities—lies in ruins. Among the

losses are GSG's three vibrant offices and coworking spaces, which were once hubs of creativity and innovation. Yet, amidst this darkness, we remain profoundly grateful that all 70 of our Mercy Corps team members in Gaza are alive.

After October 2023, we paused all GSG activities on the ground inside Gaza. Many of our team members transitioned to Mercy Corps' emergency response program. Around 30% of our Gaza-based team managed to escape to Egypt, and from there, they have scattered to various countries, seeking peace and the chance to rebuild their lives. The absence of our team and community in Gaza weighs heavily on our hearts—it's a reality we struggle to endure. We deeply miss our beloved Gaza, our people, and the vibrant connections that defined our work.

Despite these hardships, we have persevered. In the West Bank, we expanded our efforts to continue delivering training and support. Our team has grown from 4 to 17 members as we've taken on the task of supporting a community in the West Bank that is grappling with an economic collapse. Our focus has been on upskilling individuals and enabling tech companies to secure international opportunities. The positive responses from participants affirm the critical role GSG plays in fostering resilience and growth. All trainings are now delivered from the West Bank. And we have been so amazed, delighted and humbled that 30% of the online participants joining the online training are in Gaza. Despite the devastation and constant bombings across all of Gaza, these young men and women have continued to seek to learn and work online. I especially want to recognize those inside Gaza, such as Hope Hub, who have created coworking spaces with desks and internet access, often in large tents powered by solar panels and diesel generators.

Financially, 2024 has been a challenging year. Operating with a budget of just \$1.5 million—down from \$4 million in 2023—we've relied on the generosity of donors from Canada, Sweden, and the Netherlands. However, with our multi-year grants nearing expiration, securing additional funding is essential. We are seeing some countries reduce their aid to Palestine. And we understand that much of the aid that will come to Palestine will be directed to the critical need of humanitarian relief and reconstruction. GSG is well positioned to complement humanitarian and emergency relief programs by helping thousands of talented tech workers in Gaza to quickly return to earning income online. We believe the need to build and sustain a thriving Palestinian tech sector has never been greater, and we invite you to join us in this mission. Later in 2025, we plan to launch a crowdfunding initiative to ensure Gaza Sky Geeks can continue to operate. Please be ready to support us.

To all our supporters worldwide, thank you. Your generosity, including the countless hours of pro-bono expertise shared, has been instrumental in helping us continue our work. Your belief in GSG fuels our determination to empower individuals, connect companies to new markets, and inspire hope. I also thank the many organizations inside Palestine and globally who are working and collaborating towards the same goal.

Despite the immense challenges, we remain confident in the potential of the Palestinian tech sector to grow, innovate, and earn global respect. Together, we can lay the foundation for a brighter future, where the resilience and talent of Palestine shine through.

Hope to the region,

Challenges and Opportunities in 2024

Challenges and Opportunities in Expanding Efforts in Gaza and the West Bank

Challenges:

1. **Limited Budget:** Financial constraints hinder the ability to scale initiatives and maximize impact.
2. **Short Implementation Timelines:** Achieving meaningful results within tight timeframes adds pressure to deliver efficiently.
3. **Sustainability:** Balancing immediate needs with a long-term approach to ensure lasting impact can be difficult, given resource limitations.

Opportunities:

1. **Online Work as a Catalyst:** Digital employment has the potential to play a transformative role in reviving Palestine, particularly in Gaza.
2. **Proven Impact:** Existing projects have demonstrated measurable outcomes, offering a strong foundation for further investment and growth.
3. **High ROI Potential:** Prior initiatives have shown that even modest investments can yield significant returns, making the case for continued support compelling.
4. New team members, expansion in the West Bank, and replicating GSG in different countries.



**Gaza sky Geeks:
After October 7. 2023**

Gaza Sky Geeks: After October 7, 2023

Our mission and vision have not changed since October 7th; in fact, they have become more vital than ever. The events have underscored the critical importance of the tech sector as a pathway to healing and recovery for the Palestinian national economy, offering the fastest means to help the community rebuild and regain stability. While our operations have shifted focus to the West Bank, including strengthening our team there, GSG remains deeply committed to supporting the Gazan tech community. We are closely monitoring the situation and actively planning to re-engage and support Gaza's tech scene as soon as conditions allow.



Gaza Sky Geeks' offices in Gaza after October 7th, 2023

2024 Activities and Outcomes

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Resilience and Impact: Gaza Sky Geeks 2024 Achievements

Despite the challenges of this year, including the ongoing hardships faced by the Gazan community and the political situation, we are proud to share our achievements for 2024. With a dedicated team in the West Bank and the addition of new hires, Gaza Sky Geeks continues to deliver impactful results, reflecting our commitment to innovation and resilience in the face of adversity.

2024 in numbers Individuals

Number of participants
in our trainings

Number of applicants
for our trainings

Number of boot-camps held

Number of long trainings held

2024 in numbers

Individuals

Number of
awareness sessions held

Number of Gazan
participants joined

Number of female
participants joined

New technologies introduced this year:

Ruby on Rails

**Database
Engineering**

Zendesk

**Digital
Forensics**

2024 in numbers

Companies (Elevate)

Total number of companies selected

Number of companies in our marketing and branding intervention

Number of companies in our capacity building intervention

Number of companies benefited from our market access intervention

Number of advisors

25 of them are volunteers

Number of applicants received to be advisors

Number of participants in the train-to-hire

85 applied to be volunteers

2024 in numbers

Communication and Outreach

Number of new partnerships and collaborations

Number of talents hired

Social media platforms followers and reach during 2024

Instagram

organic followers

Instagram

Reach

Facebook

organic followers

Facebook

Reach

Linkedin

organic followers

Linkedin

Reach

Community Impact: Outcomes and Achievements

Community Impact: Outcomes and Achievements

Backend Development using Spring Boot Training

Jul 15, 2024 - Oct 30, 2024

Spring Boot is a popular Java framework commonly used for web development.

During the self-paced training at CoTeDe company, students were responsible for researching and learning how to use Spring Boot for backend development.

They also explored Spring Security, Docker for containerizing the app, Jira for task management, and AWS for deployment. Although the training was self-paced, the instructors, with their extensive experience in the field, provided valuable support and guidance.

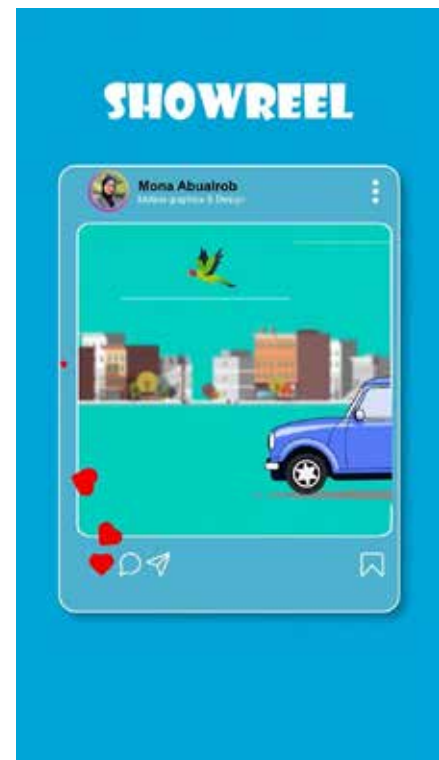
The course involved working on various tasks independently, as well as completing a final project that required developing a simple game with a focus on AI integration.



Motion Graphic Bootcamp Sep 22, 2024 – Oct 17, 2024

The Motion Graphics Bootcamp was an online training program that provided participants with comprehensive skills in Adobe After Effects and motion design.

The sessions covered a range of topics, including creating animations using effects and presets, working with shape layers, masks, and the graph editor, as well as advanced techniques like 3D features, camera tracking, and using essential plugins and scripts. Participants also learned to design motion graphics templates, animate multimedia presentations, and create motion advertising campaigns, culminating in a special motion project about Palestine.



Video Editing Bootcamp Nov 23, 2024 – Dec 21, 2024

In the memory of our colleague, Anas Dalu, who passed away in a car accident in June 2024, we dedicated our Video Editing Bootcamp to honor his legacy focusing on his work to the Palestinian youth community.

This advanced training provided participants with in-depth knowledge of the film production process, including techniques for video editing and conducting interviews. The 23 participants collaborated to create a heartfelt film that captured Anas's life and contributions.

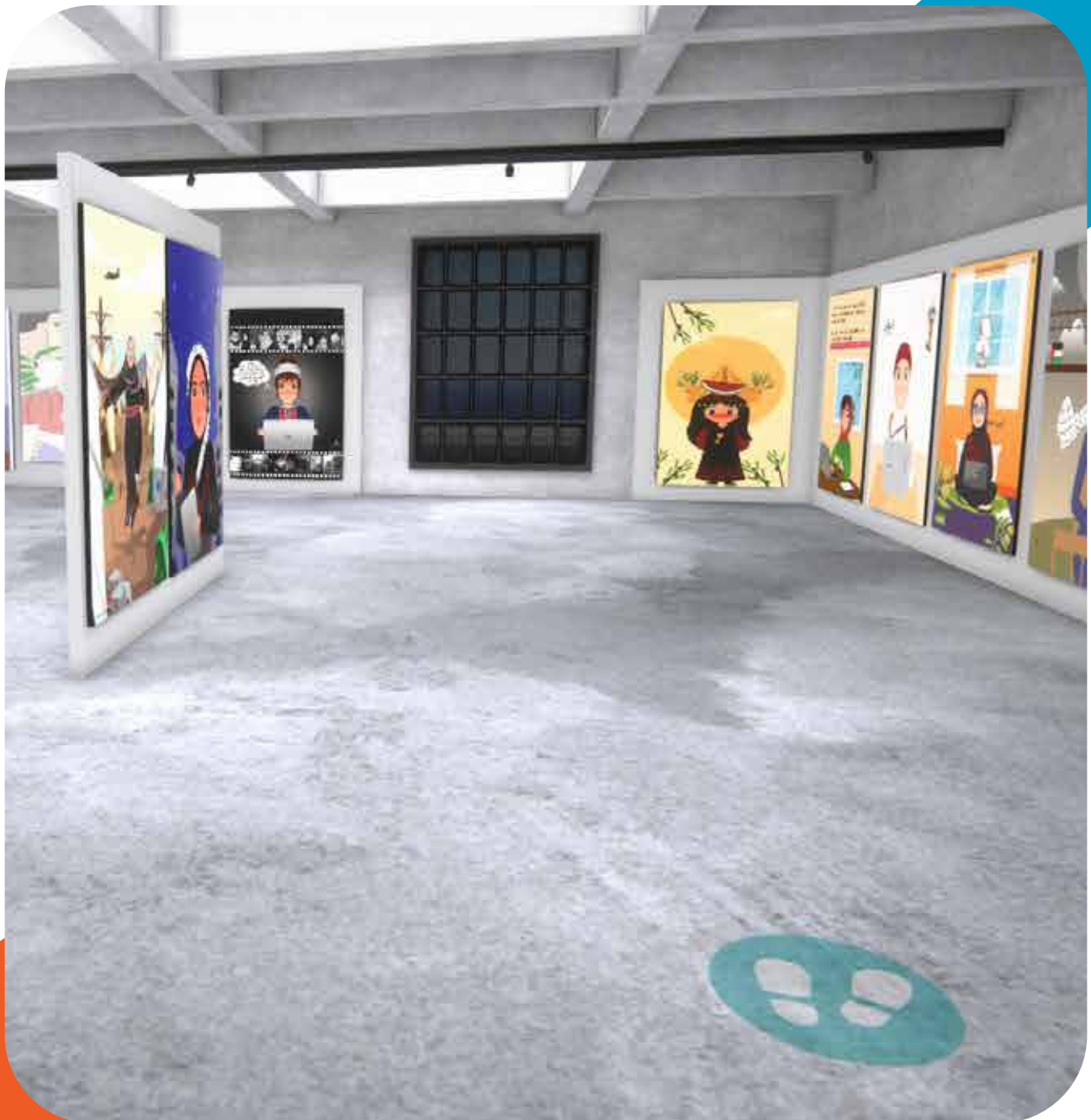


Digital Illustration Bootcamp

Sep 23, 2024 – Nov 19, 2024

The Digital Illustration Bootcamp is a 30-hour online intermediate training led by Mahasen Khateeb from Gaza, bringing together aspiring illustrators from Gaza. The program equips students with essential skills in motion graphics, storyboarding, character design, and color theory, helping them create visually compelling digital artwork. Participants also learn to develop work environments, distribute elements effectively, and align their illustrations with a project's visual identity.

As a final challenge, students were given three hours to create self-portraits while taking the course. Their completed artworks were then showcased in a digital exhibition, celebrating their progress and creativity. This bootcamp not only strengthened their technical abilities but also provided them with a platform to display their talent and gain industry-relevant experience.



Elevate's Marketing and Branding Intervention:

The Marketing and Branding intervention was an initiative aimed at empowering tech companies to strengthen their digital presence and build a competitive edge. The journey began by carefully reviewing applications submitted through a comprehensive survey, allowing us to filter and identify companies that aligned most closely with the program's objectives. Following this, we conducted on-site visits to the shortlisted companies, where we not only validated their survey responses but also engaged in meaningful discussions to better understand their unique challenges and pain points.

During these visits, it became clear that many companies were struggling with foundational aspects of their marketing efforts. They expressed the need for support in areas such as developing robust marketing strategies, optimizing websites, configuring, and enhancing social media platforms, creating professional marketing materials, and improving their portfolios. These interactions gave us valuable insights into the specific barriers companies faced in scaling their operations and reaching broader markets.

To address these needs, we partnered with two trusted suppliers. One focused on crafting tailored marketing strategies, developing impactful branding, and producing high-quality marketing materials. The other specialized in website development and optimization, including SEO enhancements to improve visibility and performance.

Through this intervention, we have witnessed remarkable transformations. These companies have not only elevated their digital presence but also gained the confidence to compete on a larger scale. They are now better positioned to attract new customers, showcase their unique value, and pursue opportunities in local and international markets.



Voices From the Gazan Community

A Heartfelt from message from Mohammad

As the year comes to a close, Mohammad Zoroub, a freelance academy coordinator in Gaza, shares a heartfelt message with the community. In a time of immense pain and loss, his words acknowledge the deep struggles Gazans have endured while offering a sense of solidarity and resilience. He reminds us that while the new year may not bring instant change, it carries the promise of a fresh start—one where dreams, though shaken, can still find their way. With unwavering belief in Gaza's strength, he calls on everyone to remember, rebuild, and hold onto hope. Watch his message of support and perseverance.

Yahya and Asmaa's contribution to Gaza Sky Geeks

In the midst of relentless war, where survival alone felt like a victory, ten extraordinary stories emerged from Gaza—stories of mothers, young women, ambitious youth, and united teams who refused to be broken. These were not just tales of enduring; they were declarations of resilience, ingenuity, and unshakable determination to create light in the darkest times.

Together with GSG, we, Yahya and Asmaa, a couple from Gaza, worked tirelessly to document these stories. Each narrative uncovered the incredible strength of individuals who overcame unimaginable odds. Their experiences revealed how they tackled internet outages, worked tirelessly under bombardment, adopted technical innovations, and reignited their efforts after long periods of disruption. From building solutions to navigating crises, these individuals turned challenges into opportunities, inspiring everyone around them.

The process was far from easy. Communication was a maze, resources were scarce, and the emotional weight of these stories often felt overwhelming. Yet, with GSG's support and the trust of those who opened their lives to us, we were able to capture the raw, authentic spirit of Gaza. These ten stories stand as a testament to the resilience and hope that define the people of Gaza, even in the face of unimaginable challenges.



Gaza Sky Geeks: WB's Role and Presence

Support During the War: Gaza Sky Geeks WB's Role

Throughout 2024, Gaza Sky Geeks (GSG) actively supported Gaza through a variety of initiatives tailored to address the community's needs during particularly challenging times. Despite the difficulties, GSG provided financial support to developers hired by international companies, helping sustain livelihoods and foster resilience. Recognizing the importance of mental health, GSG organized psychological support groups, including psychological first aid sessions, to address the emotional well-being of the community. In the last quarter of the year, GSG conducted online trainings in response to community feedback, focusing on tech skill development and connecting Gazan tech talent with remote job opportunities wherever possible. While it was a difficult year, GSG remains committed to scaling its efforts in 2025, with an intensified focus on creating more hiring opportunities and further strengthening support for the community.

Where has GSG been this year?

At Gaza Sky Geeks, we believe in the transformative power of connection and opportunity, particularly in times of adversity. The ongoing challenges have left many skilled professionals in Gaza without jobs, making access to remote work opportunities more vital than ever for rebuilding their lives and supporting their families. To address this, the GSG team has actively participated in conferences, expos, and events, and even sponsored companies to explore new markets and expand access to opportunities.



Supporters
Partners and
Collaborators

Our Supporters



Our Partners and Collaborators



Our Elevate's Participants



Gaza 2025 and Beyond sky Geeks:

Revitalizing the Tech Sector

Gaza Sky Geeks (GSG) is dedicated to rebuilding Palestine's tech ecosystem and driving growth and innovation across the region. With programs now expanded throughout the West Bank and online training reaching participants in Gaza, GSG is prepared to resume in-person activities in Gaza as soon as the situation stabilizes.

In the coming years, GSG will focus on:

- **Advancing Skills in High-Demand Tech Fields** – Offering specialized technical training alongside sales and marketing expertise to help individuals and companies secure opportunities with international clients.
- **Opening Global Opportunities** – Connecting Palestinian talent and tech companies with international mentors, internships, and income-generating prospects to expand their reach beyond local markets.
- **Rebuilding Gaza's Tech Community** – Creating co-working spaces with reliable electricity and internet to enable rapid re-engagement of Gaza's tech professionals. GSG will also provide refresher training programs and critical psycho-social support to foster resilience and recovery.
- **Empowering Marginalized Groups** – Introducing tailored training programs for single mothers and people with disabilities, equipping them with the skills and opportunities to rebuild their lives by doing digital and technical work

Through these efforts, GSG aims to empower Palestine's tech talent and position it as a competitive force in the global digital economy.



WE ARE TEACHERS



Alan El Kadhi

Program Director

To all our supporters worldwide, thank you. Your belief in Gaza Sky Geeks fuels our determination to empower individuals, connect companies to new markets, and inspire hope.



Rand Safi

West Bank Senior Manager

It has been a blessing and a privilege working with Gaza community over the years, This year has been the hardest year, yet still our Gaza community have been the source of hope and inspiration to all of the world, we are committed to building the Palestinian tech talent. Special thanks to our donors for your trust and support for GSG's vision of building the Palestinian tech talent and ecosystem.



Israa Hamoudeh

Senior Companies Program Officer

Dears, Thank you for your continued support and dedication to our mission. Together, we are making a lasting impact and creating brighter futures for Palestinian Tech Companies.



Shaden Tubaileh

Program and Communication Officer

Over the years of working, I've relied on words and various forms of communication but this year, words have often failed to capture how challenging and difficult it has been. Yet, I take pride in my role at Gaza Sky Geeks, where I've had the privilege of amplifying the voice of the Gazan community. This experience has shown me the transformative power of words and the impact I can make through them.



Raouf Said

Companies Program Officer

Thank you for believing in our mission and standing with the resilient Palestinian tech community. Together, we're creating real change, empowering our Tech sector, and building a brighter future despite the challenges we face.



Haneen Bader

Community and Mentorship Officer

Thank you for supporting us in creating opportunities and fostering resilience in our community despite the challenges Palestine is facing. Your support inspires us to keep building a better future for Palestine. By the end of this hard year, I am proud to be part of the GSG team helping the Palestinian youth and economy.



Leyan Zahdeh

Tech Unit Officer

In the face of every challenge, your support reminds us that hope is stronger than adversity. Thank you for standing with us and empowering a brighter future for our community.



Liza Abuzant

Tech Unit Officer

To our GSG community and supporters, your resilience inspires us every day. Together, we are empowering Palestinian talent and building a brighter future for our tech sector. Thank you for believing in our mission and for your continued support.



Zara Rabba

Social and Brand Marketing Coordinator

To our Gaza Sky Geeks community in Gaza, your strength and resilience inspire us every day. You are the reason we continue to move forward, and your unwavering spirit shows us the true power of hope and unity. We stand with you, always.



Raghad Salahat

Program Coordinator

With every challenge we face, your support lights the way, together, we're turning resilience into innovation and dreams into a brighter future.



Doaa Younis

Companies Program Coordinator

Dear GSG family, thank you for your continued support and dedication. The value you provide motivates to strive for even greater success.



Mohammed Ayesh

Market Access Coordinator

Dear GSG community, generous donors, and amazing supporters, thank you for believing in us and believing in the Palestinian economy's potential. We are forever grateful.



Rasheed Abu Khader

Tech Unit Program Coordinator

To our incredible GSG community, supporters, and partners. Together, we are empowering palestinian talent, fostering innovation, and building a brighter future despite the challenges we face.



Marwan Issa

Data Learning and Coordinator

I want to thank all you team for every thing and your strong support to us and thank you for every event and all of the structure.



Sohaib Arafat

Program Tech Coordinator

To our incredible GSG family and supporters, thank you for your support and resilience during these challenging times. Your dedication keeps us inspired every day.



Haitham Estetieh

Tech Unit Program Coordinator

To our community, together, we are creating something truly special. Let's keep pushing forward and making a lasting impact.

Conclusion

Conclusion

At Gaza Sky Geeks (GSG), our vision is to build a globally admired and competitive tech sector in Palestine—one that creates high-paying jobs and cultivates future leaders. Driven by our mission to connect world-class technical, professional, financial, and community resources with any Palestinian aspiring to work in tech or online, we remain deeply committed to fostering innovation and resilience.

After a 15-month suspension of activities in Gaza, and as we look ahead to 2025, the need to strengthen and empower the Palestinian tech ecosystem has never been more critical.

GSG is dedicated to expanding its programs and supporting individuals and companies across the West Bank while intensifying efforts in Gaza to enable businesses and professionals to thrive in the global tech industry. We are also prioritizing the development of stronger international partnerships and creating opportunities for greater exposure to global markets. These efforts aim to enhance market access and position Palestinian talent and companies to compete on the international stage.

Through these initiatives, GSG remains steadfast in its mission to empower the Palestinian tech ecosystem for a sustainable and thriving future.

How You Can Support Gaza Sky Geeks:

Connect with us:





Gaza Sky Geeks