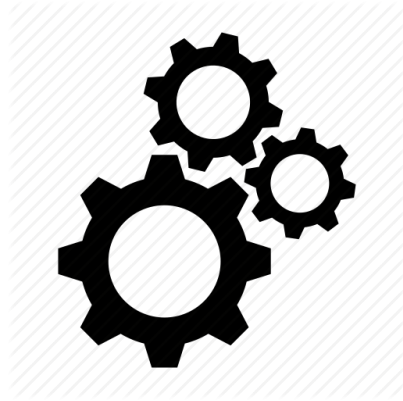


JDC-TEVET 2018-2019 Program Descriptions

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Technology and Advanced Vocational Training



Coding Boot Camp: Many Israelis seeking a career in the hi-tech industry view the three-year academic degree as a barrier. These degrees are highly selective, expensive, and require a significant amount of time before individuals can earn a salary. Coding Boot Camps have emerged as an alternative path to produce programmers. As the participants will not have a degree, prior to the beginning of the boot camp, participants will be required to take three preparatory academic courses. The boot camp training period will last a total of 8 months. During this time, participants will engage in daily studies five times per week. This very intensive schedule will require 10-13 hours of study each day.

Participants will be provided with enrichment sessions and soft skills trainings. They will also receive living stipends to ensure their financial stability during the training period until they are employed. During the first two years after completing the boot camp, the graduate will be employed by the boot camp to do coding for third-party employers. After the two-year period, participants can choose to remain an employee of the boot camp or to seek employment elsewhere using the credentials and the work experience they have gained.

Digital Literacy for Arabs: Digital skills in the Israeli-Arab community are weak and young Arabs have less education and human capital than their Jewish counterparts. JDC-TEVET has adapted the digital literacy program to support the needs of the Arab population. The development of the Digital Literacy program formulates a model to support program staff through digital empowerment stages and to develop digital tools to engage participants in digital activities such as online job searches, simulation and job interview counseling.

Digital Literacy for Employment Staff: JDC-TEVET has developed a Digital Literacy program specifically for program managers and employment staff. This program helps the individuals become up-to-date on the latest digital and technological trends.

Digital Talent: Through a partnership with Google, JDC-TEVET is developing a pathway into the hi-tech industry. This program trains young adults in digital marketing fields like data analysis, social media, search engine optimization and pay per click. Completion of the courses leads to immediate job placements.

Starter: Starter is an apprenticeship program designed to offer vocational training to participants who are simultaneously studying in the classroom. At the end of the program, participants receive certification from the Ministry. Employers participating in the program learn how to train the participants in their workplaces. Participants of the program study in courses in order to obtain credentials for their field of work. Employers receive government stipends during the training period. Once the individuals have completed their apprenticeship, the employers have the opportunity to hire candidates who now have the skills their company requires.

New Forms of Employment



Co-working Spaces for Freelancers: There has been a significant shift from salaried work to self-employment and freelancing. The advancement of new technologies and digitization are spurring the development of lively, supportive co-working spaces that are enhancing business and study opportunities. This program aims to develop an ecosystem of diverse forms of employment by developing tools for enhancing personal capacity for freelancers, building a system of freelance mentors and creating professional communities to provide networking opportunities.

Cloud Work: This program encourages job seekers to acquire digital skills to integrate into new occupations. Participants will be provided with skills building and training workshops to adapt to the future world of work. This training also allows for hybrid work – regular job together with e-commerce selling. The program includes targeted training in online commerce with an emphasis on learning techniques and practices that enable integration into this arena.

Movilot - Trailblazers: Movilot works to provide support to trailblazing Haredi women working in middle management positions as a way to help them advance and succeed in their careers. As the principal breadwinners of the family, women are much more likely to achieve an academic degree than their husbands are. However, due to the absence of professional networks in their communities, Haredi women are often not able to advance beyond middle management positions. Haredi women from all over Israel come together for workshops, group sessions, and individual meetings to learn about the tools, skills and resources needed to integrate into Israel's professional working class. The program helps to create a personalized career path while addressing the issues relevant to Haredi women in the professional working world. These trailblazing women are role models to future generations of Haredi women looking to pursue professional careers. No funding is needed for this program.

Professional Communities: Many populations within Israel are lacking professional communities that encourage the immersion into the professional working world. JDC is working to further develop local affinity groups to open more opportunities, strengthen skills and encourage networking for these populations. One example of a professional community is the Haredi Women's Hi-Tech Forum.

Haredi Women's Hi-Tech Forum: The Israeli hi-tech industry is experiencing a lack of human capital. Haredi women are among those who can help answer the human resources needs. Haredi women are entering the hi-tech industry through trainings in their post-high school seminaries, training agencies, and colleges and universities. This hi-tech forum will serve as a culturally-appropriate professional community for Haredi women. This pilot program will serve approximately 300 Haredi women in its first year, providing them with technological and employment skills workshops, academic courses, weekly practice sessions and job placement assistance.

Career Development



Career Advancement: JDC-TEVET continues to develop and implement tools for maximizing the career advancement of all its clients. Presently, three programs provide participants with individual and group support to help them achieve job placement and career advancement. The career advancement program helps participants earning low wages to set personal goals and plans for advancement as well as providing them with support tools such as study stipends and mentoring. The mentoring program recruits individuals from within the business community and the public sector who voluntarily help participants from various programs. The final program works with employers to develop career paths, especially in occupations that are in high demand. This program also encourages employers to provide workers with benefits – as the horizon for wage increases is limited – and workers can receive benefits to increase their social mobility.

Professions in Demand/Bikushim: This pilot program is developing a data system and website where people can learn about the types of professions that are in demand. The site will be a comprehensive resource that will display possible pay, requirements, and vocational training opportunities.

Lamerchak – Career Advancement for Ethiopian Israelis: Based on an awareness of the specific challenges facing Ethiopian-Israelis, Kidum focuses on advancing clients from non-skilled positions to professional careers, retention, and career trajectory. Services include one-on-one coaching, vocational training, high school equivalency, language skills, interview preparation, and placement support. The program also conducts outreach to help employers understand the unique cultural needs of Ethiopian-Israelis. No funding is needed for this program.

Career Development for Arab Youth: Research shows that 45% of Arab Youth between 18 and 22 years old are not working or studying. This program targets Arab Youth between 14 and 17 years old to help them obtain new skills relevant to the ever-changing workforce. Participants will engage in courses like photography, 3D printing, web development and acceleration. Students will be presented with challenges related to the courses and the program works with students on solving these problems, helping them to develop problem-solving skills. This program exposes Arab Youth to new fields in the technological and digital sectors and the evolving workforce. The participants will also have an opportunity to interact with employers and participate in community work.

Populations



Siftach/Breakthrough: Individuals with disabilities who have received academic degrees often have difficulty finding jobs that match their skills and education levels. Siftach supports people with disabilities who are studying in university or have completed university. It provides participants with employment counseling, tools and resources, connections to employers and advocacy.

Ramp-Up: Ramp-Up assists Israelis with disabilities to escape isolation by entering the workforce. The program works by implementing services or programs catering to their needs in existing employment centers. Participants entering the program are provided with individual and group employment workshops, soft skills training, personal career counseling – all provided with sensitivity toward the client's disability. Ramp-Up works together with local employers create a bridge between participants and open positions in the workforce. The program also trains staff to be able to understand the needs and rights of people with disabilities.

Focus: Trained coordinators with expertise and experience in working with people with learning disabilities and ADHD will be placed in JDC Municipal Employment Centers. These coordinators will work with participants to build personalized career plans and will provide guidance and support with job searches and skills-building workshops at the centers. The coordinators will also engage with employers to advocate for people with learning disabilities or ADHD in the workplace.

Language Classes for Arabs: For many Arabs in Israel, English is a third language for them following Arabic and Hebrew. Furthermore, some Arabs in Israel live in communities where Hebrew is not commonly spoken. TEVET strives to provide Hebrew and English language instruction to improve the opportunities available for Arabs to obtain high quality jobs that will allow growth and career advancement. These language services will be offered through existing TEVET programs.

Employment in Mixed Cities: Arabs who live in mixed Jewish and Arab cities often have great difficulty to connect to available resources and to find stable employment with a living wage. This program has already began in Lod, a city facing high poverty rates and at-risk populations. This program is accessible to all residents of the city, but it will primarily focus on the needs of Lod's Arab residents.

Municipal Employment Centers: These centers were created in partnership with Israel's Ministry of Labor, Social Services and Social Affairs, and its operations are strongly influenced by the STRIVE ethos. The Municipal Welfare Department refers welfare clients who require additional support to these municipal employment centers where they will receive employment counseling and relevant services. These one-stop employment centers house all of the employment services that each city offers. These centers offer programs that were developed by JDC-TEVET such as STRIVE, Eshet Chaiyal, Afikim, Middle of the Road, and other locally developed initiatives.

Chen – Alternative Employment Tracks for Women: Through a partnership with the Beis Yaacov school system, one of the most well-known in the Haredi community, Chen provides a diverse array of educational tracks through the Beis Yaacov seminary framework. Through this program, Haredi girls, who up until recently only had opportunities to become teachers in religious schools, now have opportunities to explore alternative employment options like accounting, computer science, graphic design and more all while continuing their seminary studies. Chen participants receive career counseling that helps them navigate the workplace and find jobs with flexible hours that will accommodate their values. Chen will be handed over to the government in July 2018.

Academic Internships: Academic internships are the gateway to breaking into the professional world. These academic internships target Haredi students who are pursuing academic studies in college by organizing student jobs and internships that are relevant to the students' course of study. This program encourages Haredi students to complete their degrees of study while also providing them with a bridge to professional employment. Once a core group of Haredim completes their

degrees and enters the workforce, JDC commits to creating a professional network to assist others within the Haredi community to pursue academic degrees and professional employment.

Derech Eretz: One feature of this program is in collaboration between the Joint and the Haredi charity funds. In this program, the JDC provides the caseworkers from the charity funds the tools and resources needed to offer employment counseling. JDC-TEVET developed a culturally-sensitive training course to assist caseworkers in better assessing and handling employment challenges, creating individualized employment contracts, providing academic and vocational training options and counseling clients throughout the job search and employment process.

In addition, JDC is creating Haredi Community Liaisons, from within the communities, who will bridge the gap between employment services and the communities. These liaisons will pioneer the establishment of internal forums about employment, educate communities and individuals about the possible employment options, train them in job readiness skills, make vocational training and professional studies more accessible in these communities, and many other solutions that aim to increase Haredi employment.

Hanoch (Complimentary Yeshiva Studies): This program provides vocational training as a supplement to Torah study for Haredi men between the ages of 17 and 25. The program allows participants in Haredi yeshivot to participate in part-time religious study in addition to vocational training or academic studies. Individuals who wish to join the IDF are able to join special Haredi military units that support their religious needs while training them for meaningful careers.

Haredi Youth: This program is run with alternative yeshivot designed for young Haredi boys between 13 and 17 years old. Young Haredi boys are in a Yeshiva framework with empowerment programs to foster the development of soft skills and life skills. In the near future, the program may begin to incorporate mathematical and science courses into the framework in addition to their Torah studies.

Middle of the Road/45+: This program targets job seekers aged 45-75 who have been unemployed for six months to five years, or who have work experience but are unemployed and past retirement age. This program helps provide older adults with the tools and resources to acquire hard and soft skills required by the job market today. The program works with the participants to achieve placement in suitable employment settings, including self-employment. Middle of the Road develops relationships with employers on local and national levels to increase the supply of available positions for older adults. In doing this, the program will advocate the many advantages of employing older workers in the workplace. This program will serve as a platform for knowledge development, gathering methodology for staff seeking to reintegrate older adults back into the workforce.

Business Development and Employer Outreach



Engaging Employers: Engaging Employers will help match companies with employees who meet their business needs. By ensuring that employees help fill an actual employment need, the program will contribute to greater job retention and will help place participants in jobs with real potential for growth. Trained engagement coordinators will conduct follow-up with companies, provide diversity training for HR staff in companies, and offer staff training and other services

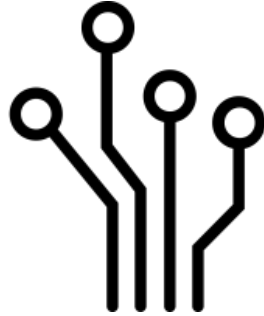
Living Wage: JDC in collaboration with Maala, a nonprofit that promotes corporate, social, and environmental responsibility in Israel, is working with large companies to establish standards for a living wage so that workers will have the sufficient means and comforts essential to an acceptable standard of living. This process includes establishing the acceptable standard and promoting the concept in the business sector.

Career Ladders: JDC-TEVET is working together with employers to create career ladders – tools to map the experiences, hard and soft skills, and education levels employees need to advance in their field. JDC-TEVET field-staff use these career ladders to advise their clients.

Incorporate Israel: Incorporate Israel works closely with Israeli businesses to help Israelis with disabilities join the corporate world by tackling stigmas and raising awareness. The program works with top staff and CEOs from Israeli businesses to change attitudes within corporate culture to be more inclusive of qualified employees with disabilities. It aims to build a network of 30 business professionals and managers to serve as activists within the business community by promoting the hiring of people with disabilities.

Mentors: This program targets volunteer mentors who are at middle management levels of employment and above. These volunteers excel professionally and work in the business and public service sectors. JDC-TEVET selects and trains the mentors to guide participants to help them advance in their careers.

New Opportunities



Human Capital for Advanced Production: Research shows there is a lack of highly skilled human capital in the science, technology, engineering and mathematics fields which acts an obstacle to integrating advanced manufacturing technologies. This pilot program is designed to provide employers with the tools and resources to handle staff recruitment, training and retention, along with building organizational infrastructure for individual production plants or for a regional group of plants to deal effectively with these issues. JDC-TEVET will provide guidance and support to identify and map employer needs and goals.

Knowledge Development



Knowledge development has become a core focus in JDC-TEVET's programming and work. JDC-TEVET recognizes the importance of working together with the activities in the field from the early stages of the development of the program. Creating a closer link between JDC-TEVET and the field will ensure the long-term success of the knowledge within the programs. JDC-TEVET works to ensure the quality, sustainability, and stability of their programs even after the programs are handed over to the government. JDC-TEVET works to inspire systemic change in the way Israel addresses non-workforce participation, poverty and chronically underemployed workers.

The following are examples of JDC-TEVET's knowledge development work:

- Integrating tools and resources for digital work both for program managers and program participants
- Implementing learning and training processes that integrate learning technologies and innovative approaches in a manner suited to the various roles of staff members
- Developing models and tools to enhance employment capability in a transforming work world