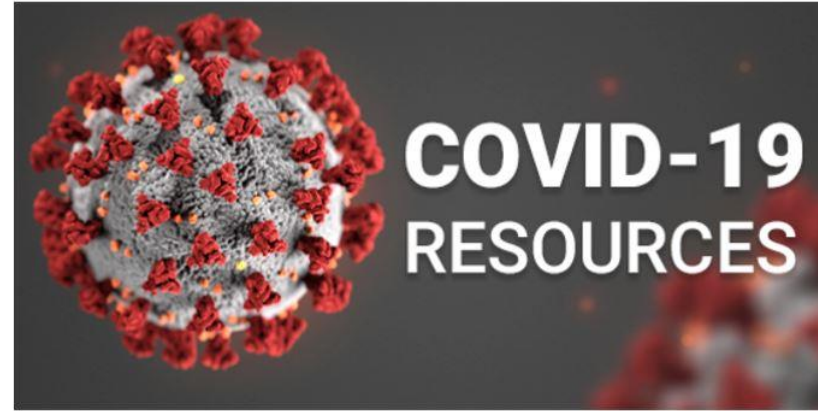


**NETWORK**  
of Jewish Human  
Service Agencies



# Core Employment and Training Program Skills

## December 17, 2020



**Ilan Levene**  
**Director of Strategic Partnerships**

Ilan is the Director of Strategic Partnerships in JDC-Tevet. A native of the UK, Ilan has lived in Israel for 10 years, working in numerous fields including social entrepreneurship, social startups and leadership development. Trained in the Harvard Model of adaptive leadership, Ilan was part of the development of the Global Leadership Institute at the Jewish Agency, working with international organizations and the Israeli public sector to build capacity for mobilizing change. Ilan was also part of the founding team of the Schoolhouse, an educational NGO which serves the adult refugee community in Israel, acting as chair of the board for the first two years. Ilan began his career in London in the field of lifelong learning and employment, providing skills training and development for marginalized adults and low-income workers, which included creating partnership projects with Google, Barclay's Bank and government offices. [IlanLe@jdc.org](mailto:IlanLe@jdc.org)



**Shely Sussman**  
**Director of Learning & Development**

Shelly is an organizational psychologist and serves as the Director of Learning & Development & Board Member at JDC-TEVET. Prior to joining JDC-TEVET, Shelly held VP Human Resources & Organizational Development positions in hi-tech industry and founded and lead the Centre for Teaching & Learning at Bezalel Academy of Art and Design. Shelly is a PhD student, in the program for Psychoanalysis & Hermeneutics at Bar Ilan University and is also a Board Member at OFEK - Israeli Association for the Study of Group and Organizational Processes. [ShelySu@jdc.org](mailto:ShelySu@jdc.org)

NJHSA  
Webinar

17.12.20

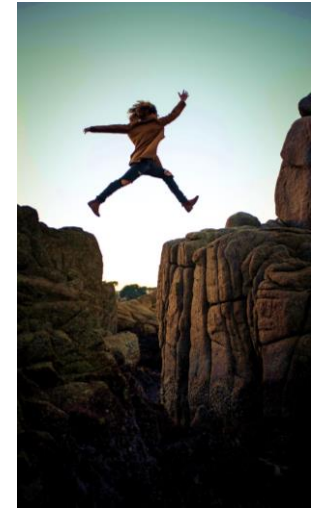
# Meeting Israel's Employment Challenges Through Innovation

JDC-Tevet Dec 2020

 **JDC Israel Tevet**  
Touching Lives, Transforming Communities



# Who are we?





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D

DESIGN  
תכנון

N

NURTURE  
ניסוי בשטח

A

ACCELERATE  
הפצה רחבה

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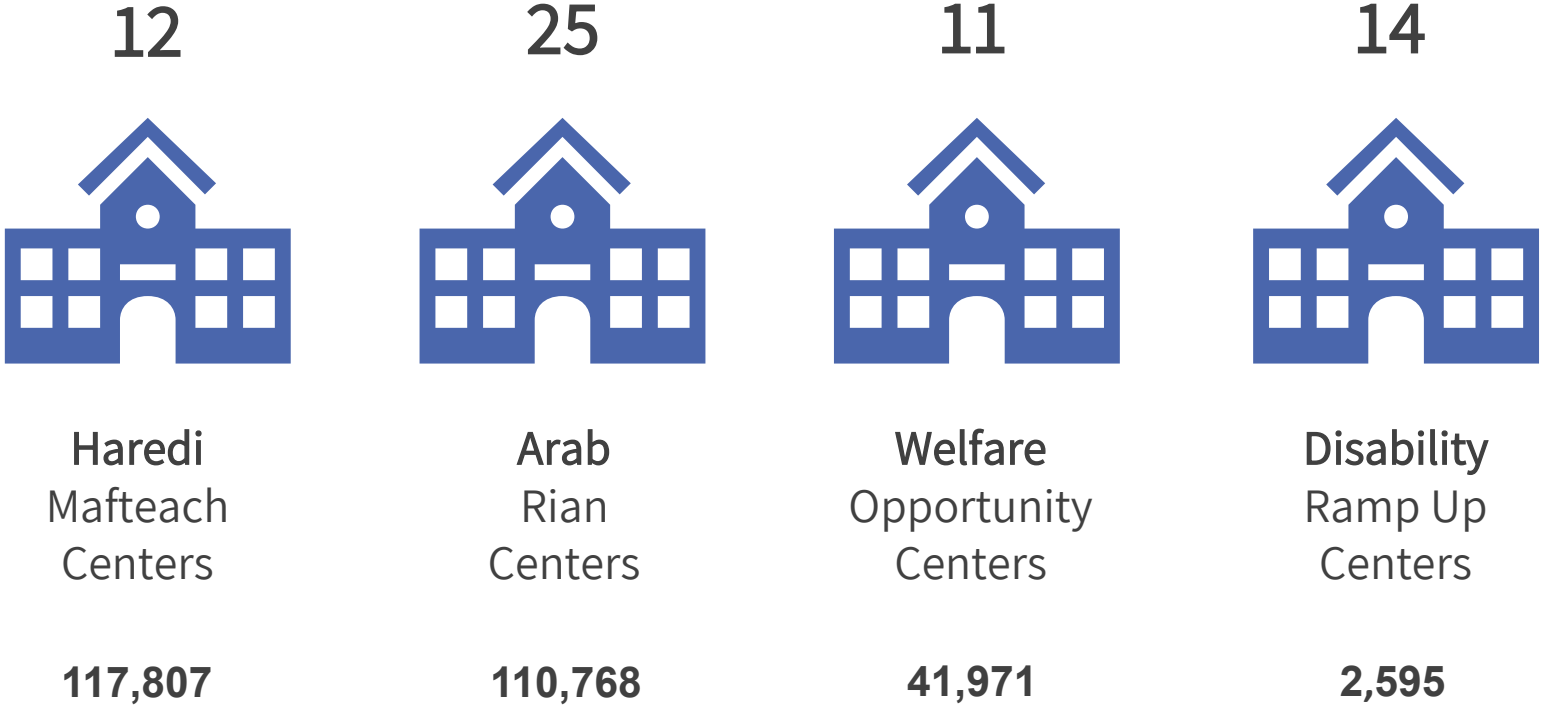
1,100,000

Not working or studying  
towards work

# Integrating Marginalized Populations into the Workforce

What have we done so far

## One Stop Shop Employment Centers



# Before Covid 19

Progress and Challenges in Israel's Workforce Development: OECD Rankings



Very low unemployment – 4.2%

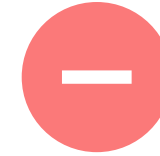
14/36

Dependency ratio – 0.21

7/35

Ratio of higher education – 32%

4/36



Working poor – 14%

31/34

Productivity per work hour \$35.6

26/35

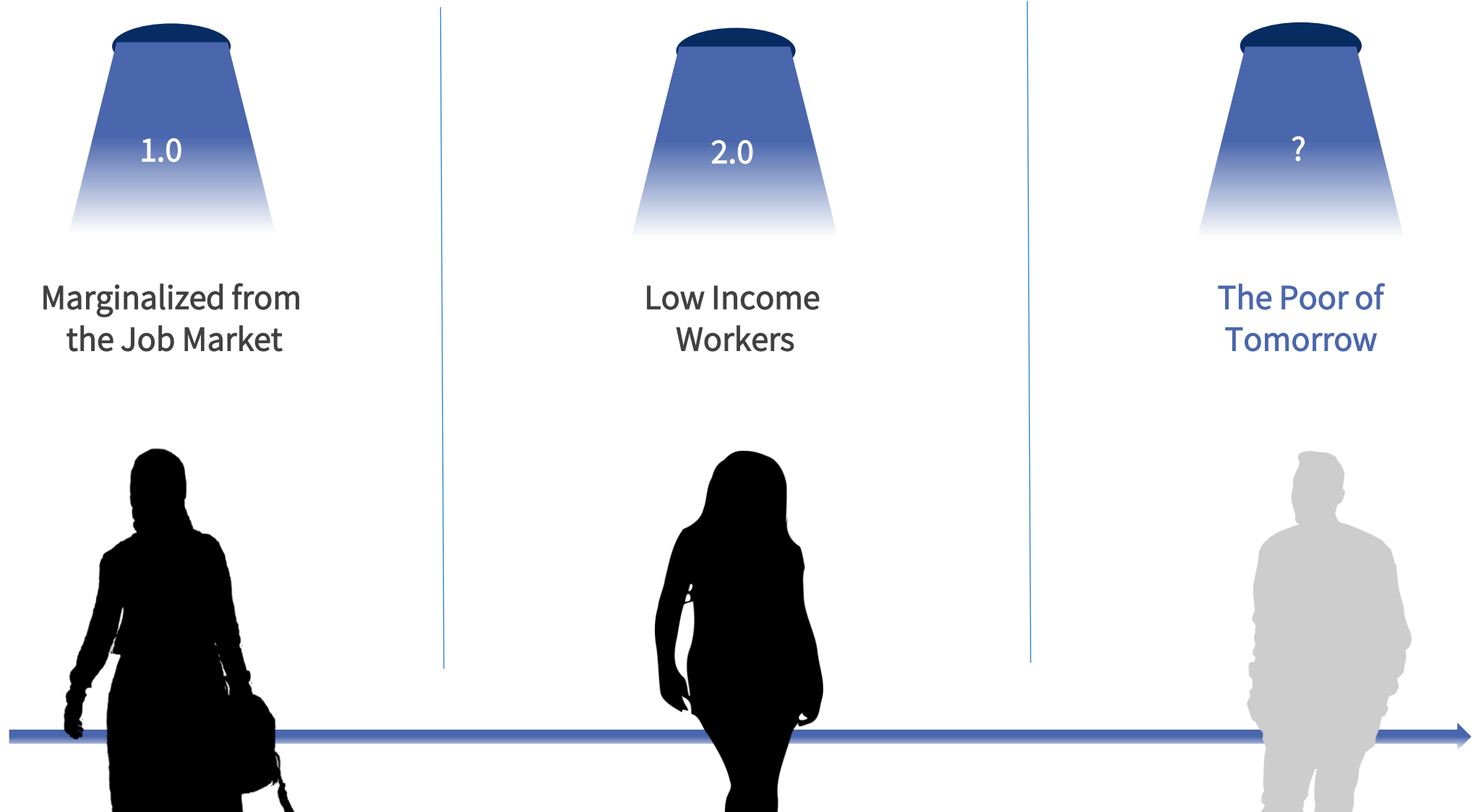
Adult skills – PIAAC scores

26/32

Investment in worker abilities – 0.15% 16/18



# JDC-TEVET: Responding to Israel's Employment Challenges



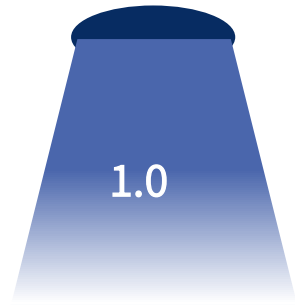
SORRY  
WE ARE  
CLOSED

COVID-19

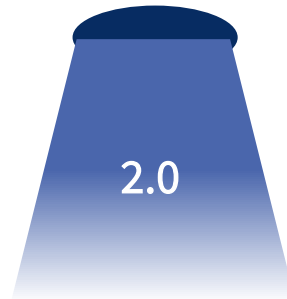
The Poor of Tomorrow  
Became the  
Unemployed of Today



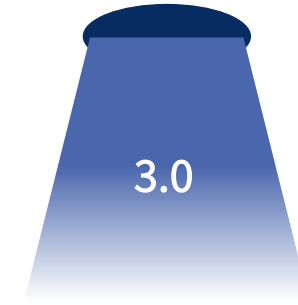
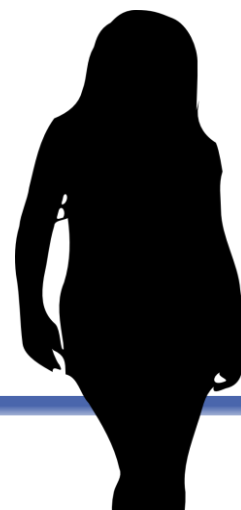
# JDC-TEVET: Responding to Employment Challenges



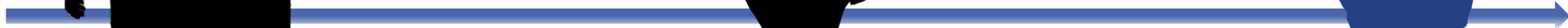
Marginalized from  
the Job Market



Low Income  
Workers



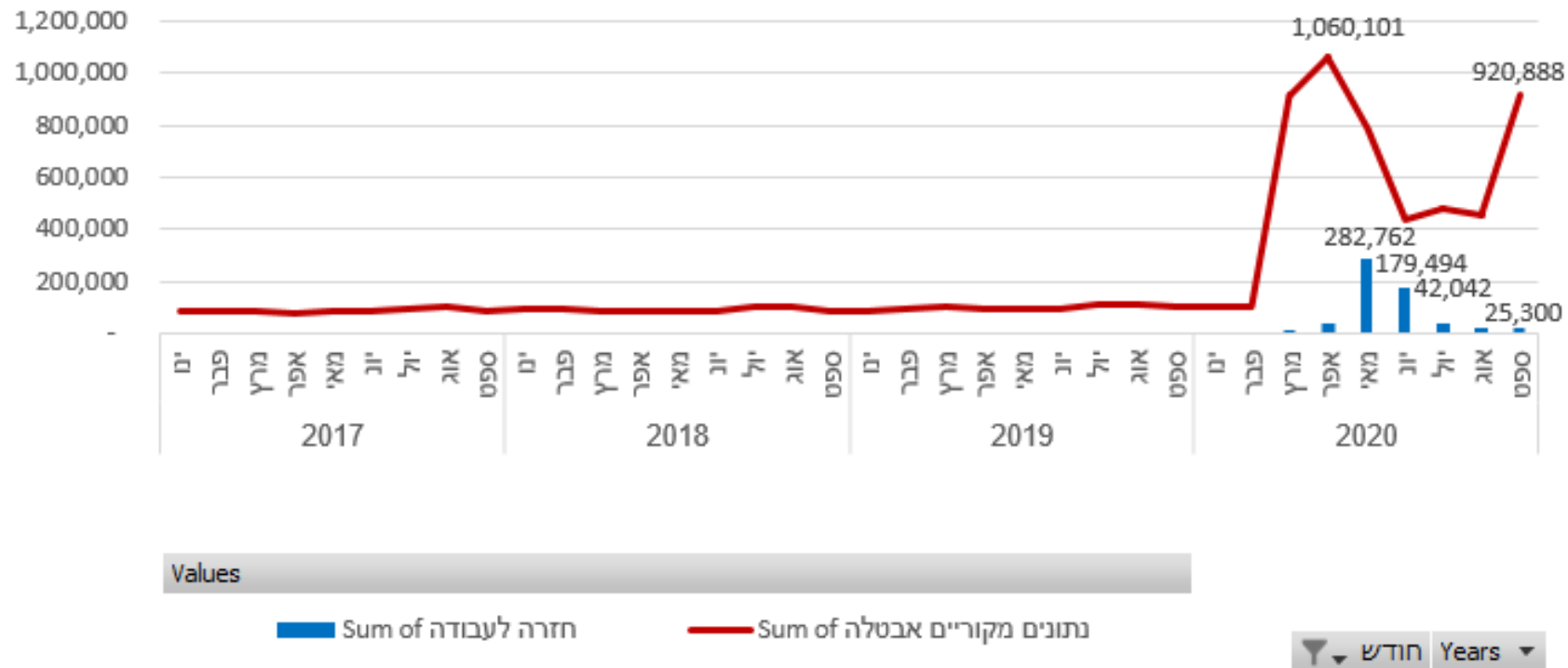
The Unemployed  
of Today



# Waves of Unemployment and Instability

Latest lockdown saw a return to near peak levels of unemployment

Israeli Job Seekers 2017-2020<sup>1</sup>



The Unemployed of Today



1) Israel Employment Services, *The Pulse of the Labor Market, Monthly Publication September 2020*

# Weaker Workers Within Each Population are More Affected

Corona unemployed Israelis had lower average wages before the crisis



Unemployment rate  
by sector  
(Average monthly wage pre-Corona)



The Unemployed  
of Today

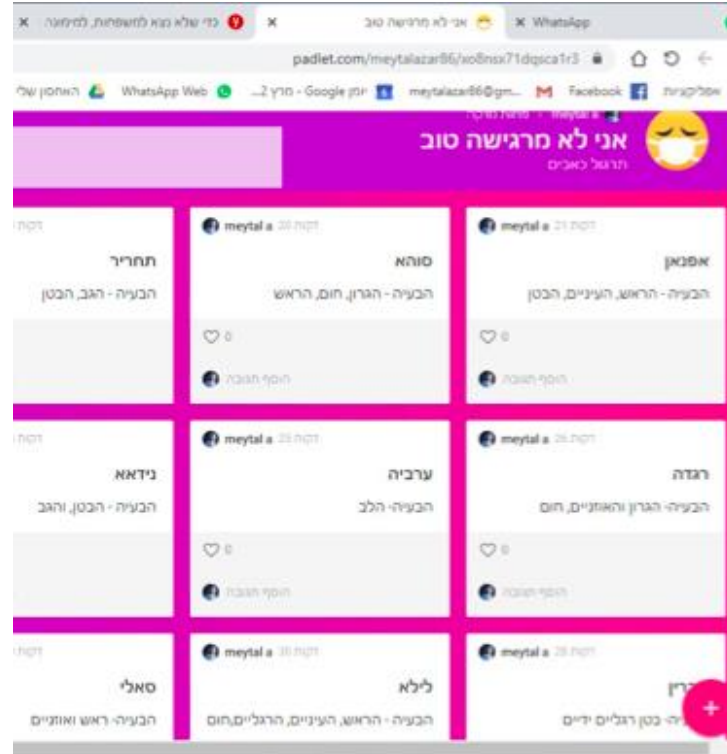


# We Never Thought It Would Happen

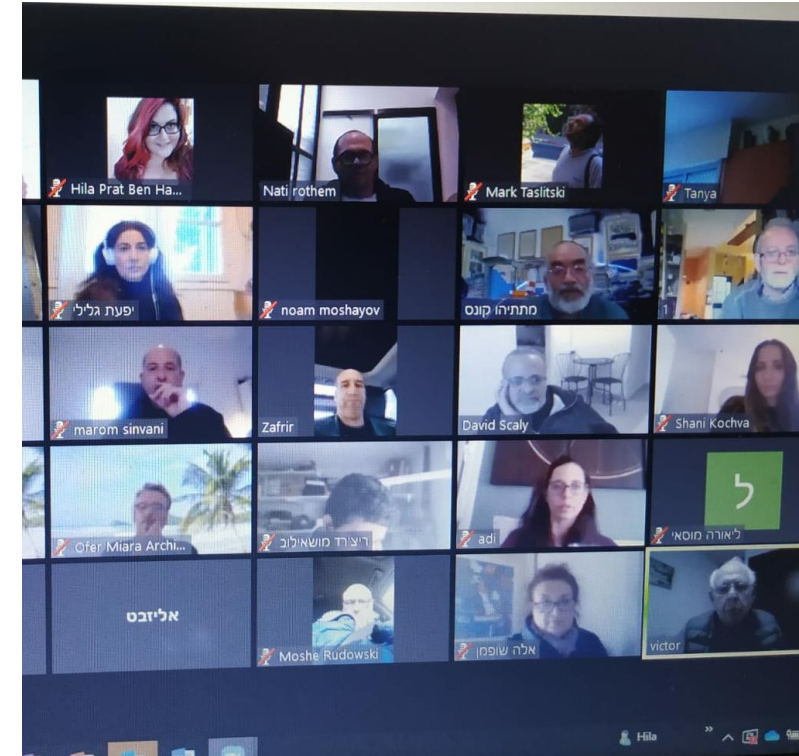
Digital leaps in our employment services



Virtual lessons for Yeshiva students

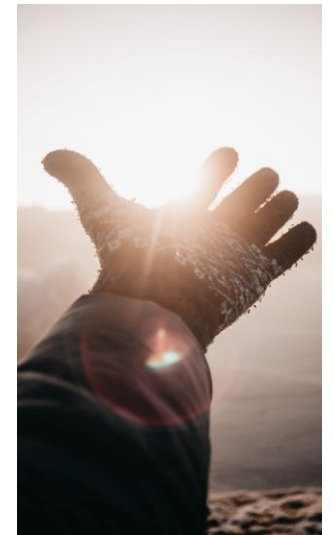


Web-based courses for Arabs in the periphery



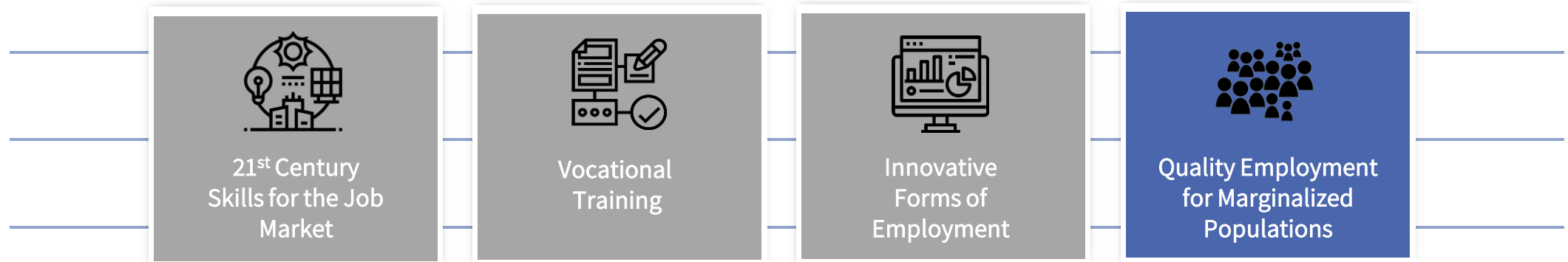
Transitioning Israel's technical colleges to digital learning

# Directions and Strategy



# JDC-Tevet: Large Scale Initiatives

Moving the Needle on Israel's Employment Challenges

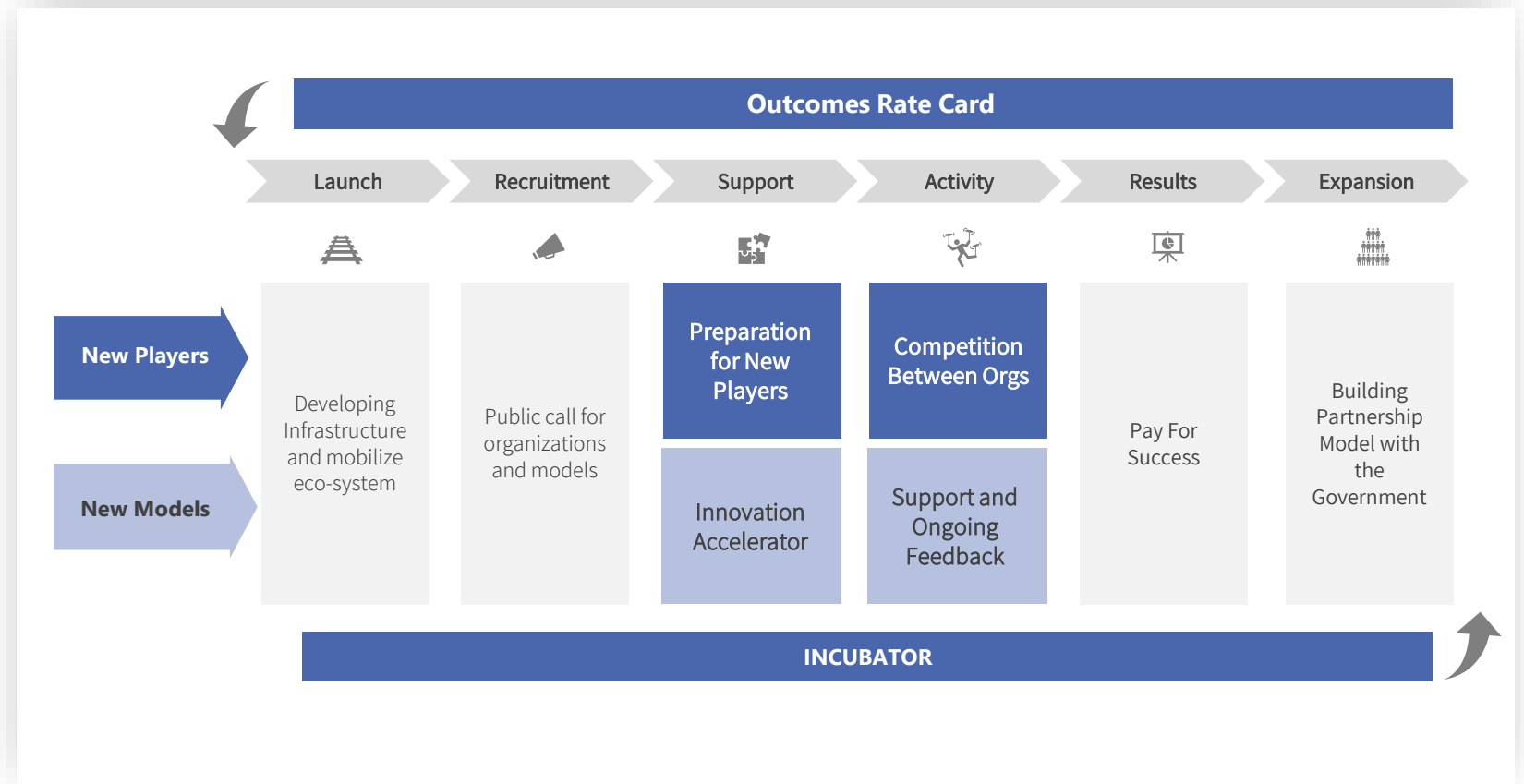




# 1. Getting Israel Back to Work: Corona Employment Initiative

Encouraging innovative initiatives, players and models for training and integrating the newly unemployed back into the labor market

From Training Development to Creating a New National Mechanism



# 2. Avodata

From  
Employment  
Guidance  
Centers to the  
"Waze" of the  
Job Market



A comprehensive and up-to-date picture of the  
employment market in Israel



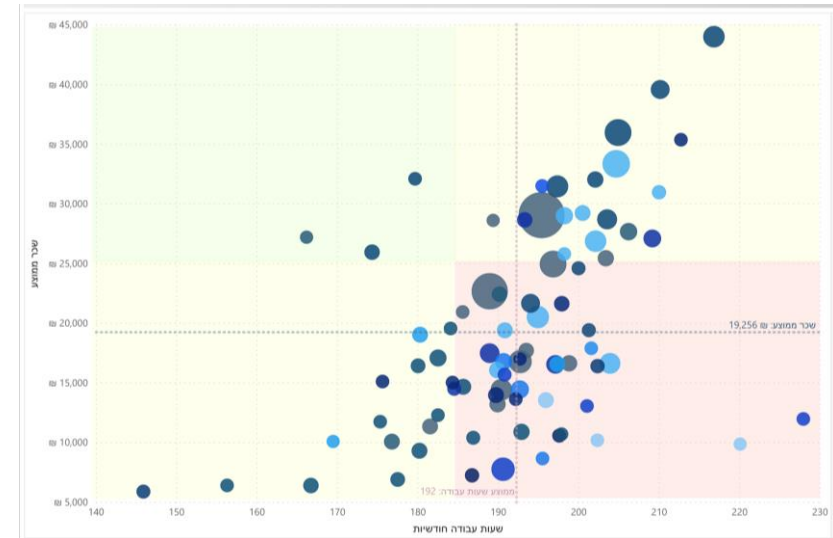
Identifying  
Opportunities



Scanning  
Databases



Providing  
Personalized Guidance



# 3. New Initiative For Care Workers

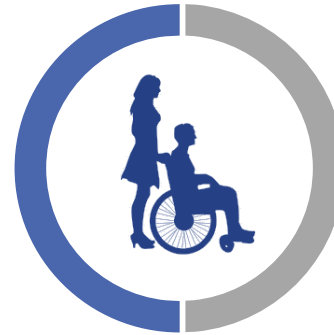
From "Career Ladders" to Industry Partnerships



## Health Care Sector Partnership

Training and Professionalizing Frontline Care Workers

**PIPELINE**  
Integrating marginalized populations



**WORKFORCE**  
Increased earning potential



Reducing the gap between the demand for care services and the supply of quality and effective care

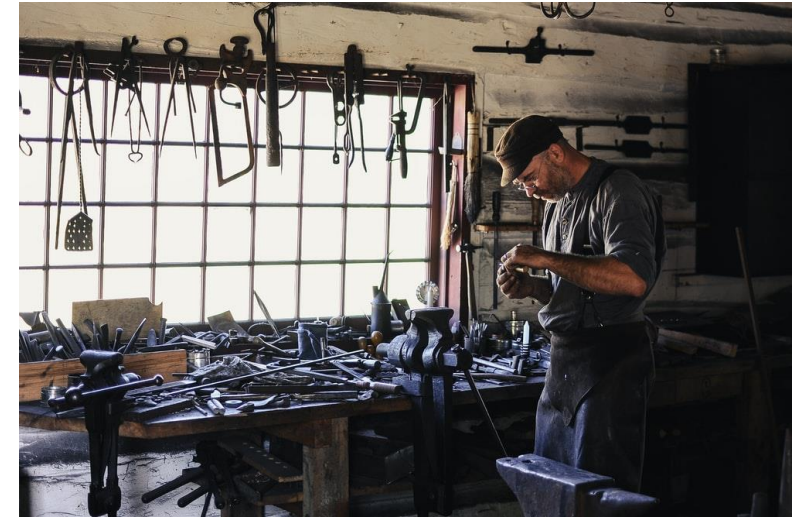
# 21st Century Skills

For the Job Market

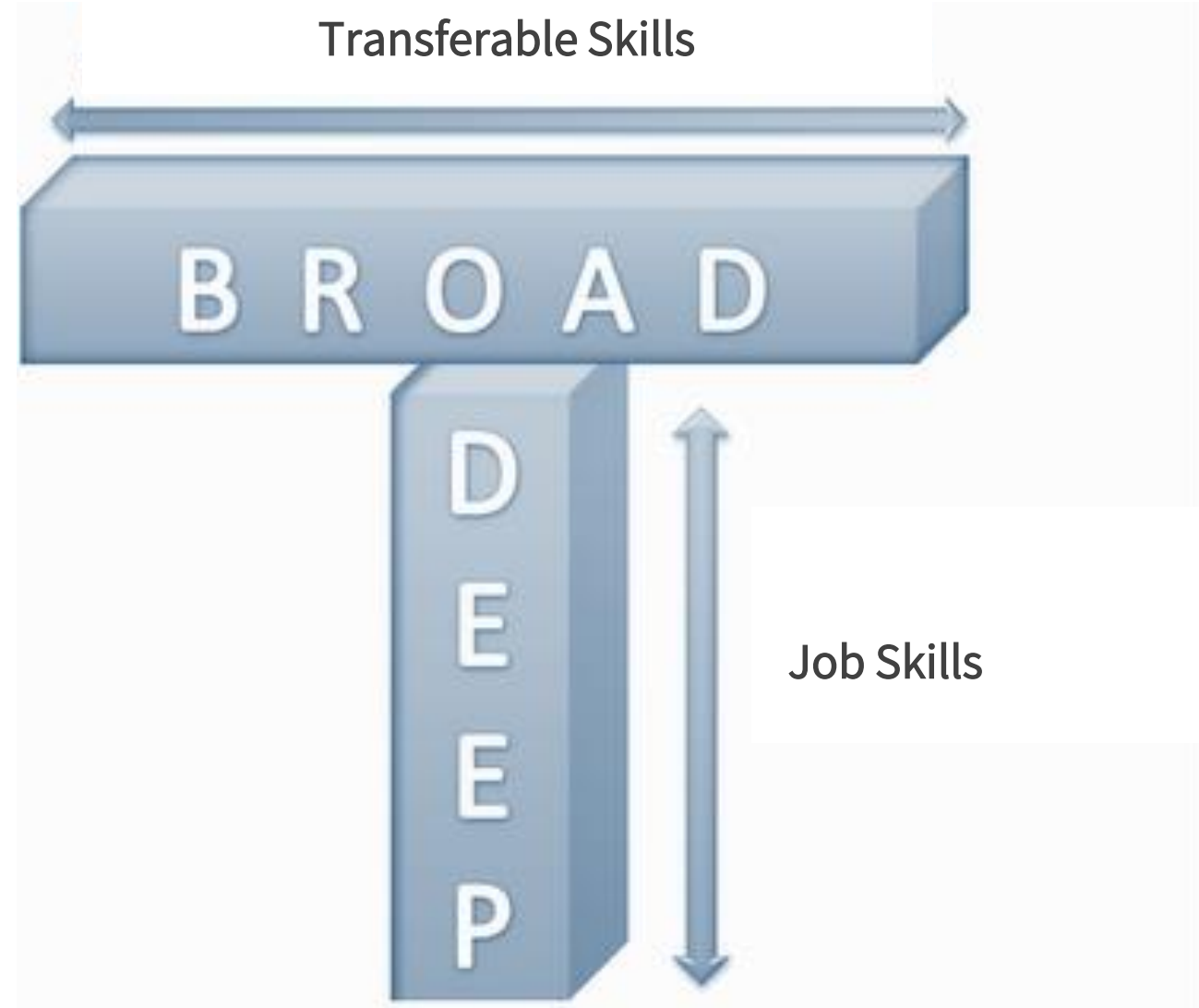


# Skills: We Have to Be on it

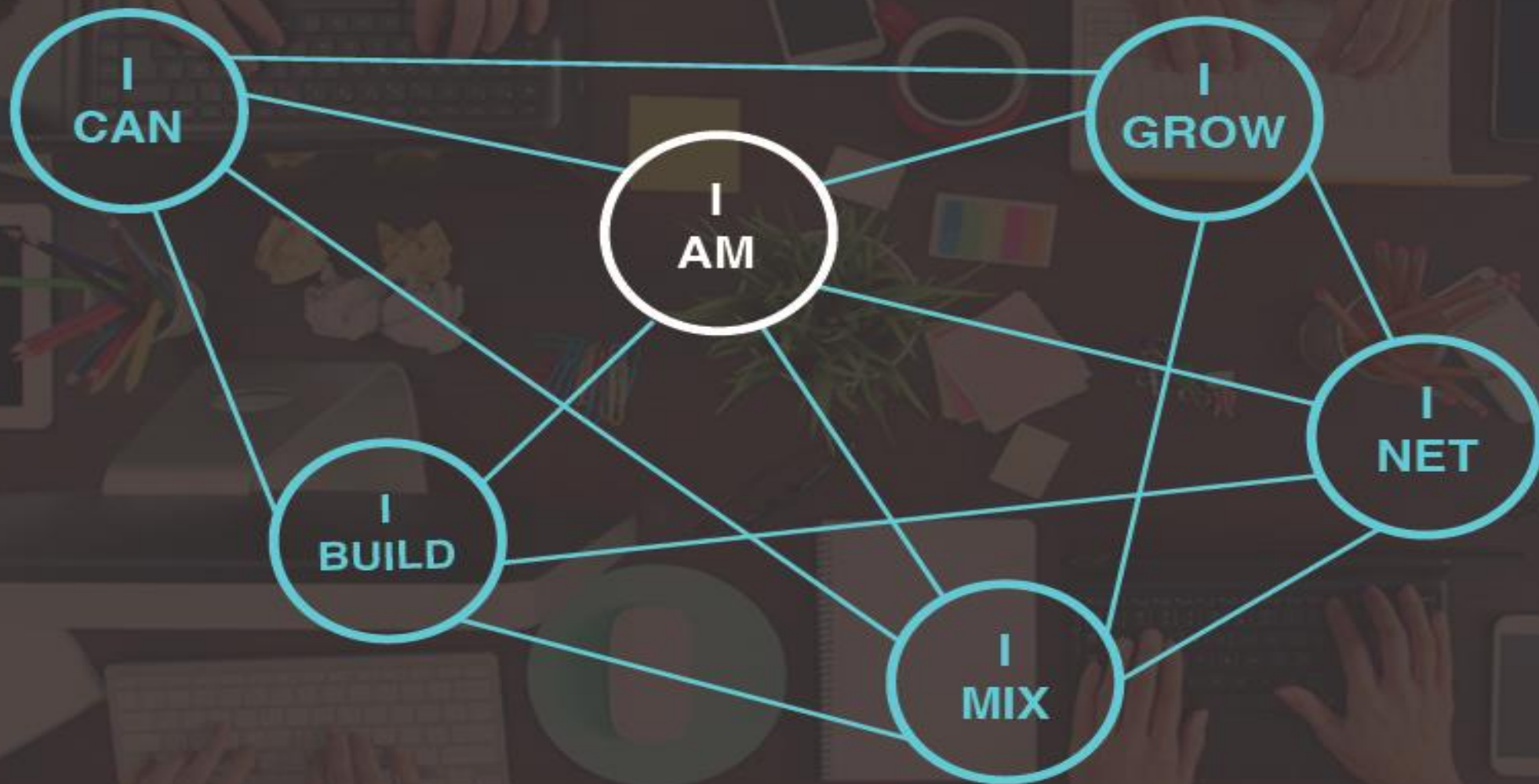
- By 2025 about **44%** of work skills will change
- **94%** of managers expect their employees to develop new skills
- **40%** of employees will undergo retraining courses
- The Corona effect significantly accelerated the change processes in the labor market that were **expected to happen anyway in the next decade**



# T-SHAPED PROFESSIONAL









## **Poll**

A skill that has value for  
the changing world of work



# I PRO - GYM Workout



Need A Reason to Run – Understanding the value of practice and relevance to work situation



You have to "get wet" to learn how to swim – Learning from experience and ongoing practice



Workout plan – Setting goals, milestones, measures, outcomes



Multiple Muscles – Work on one skill always strengthens additional skills



Balance Work & Pleasure – Work hard and enjoy the workout



Group Workout – Balance group value and individual work



**JDC Israel Tevet**

Touching Lives, Transforming Communities

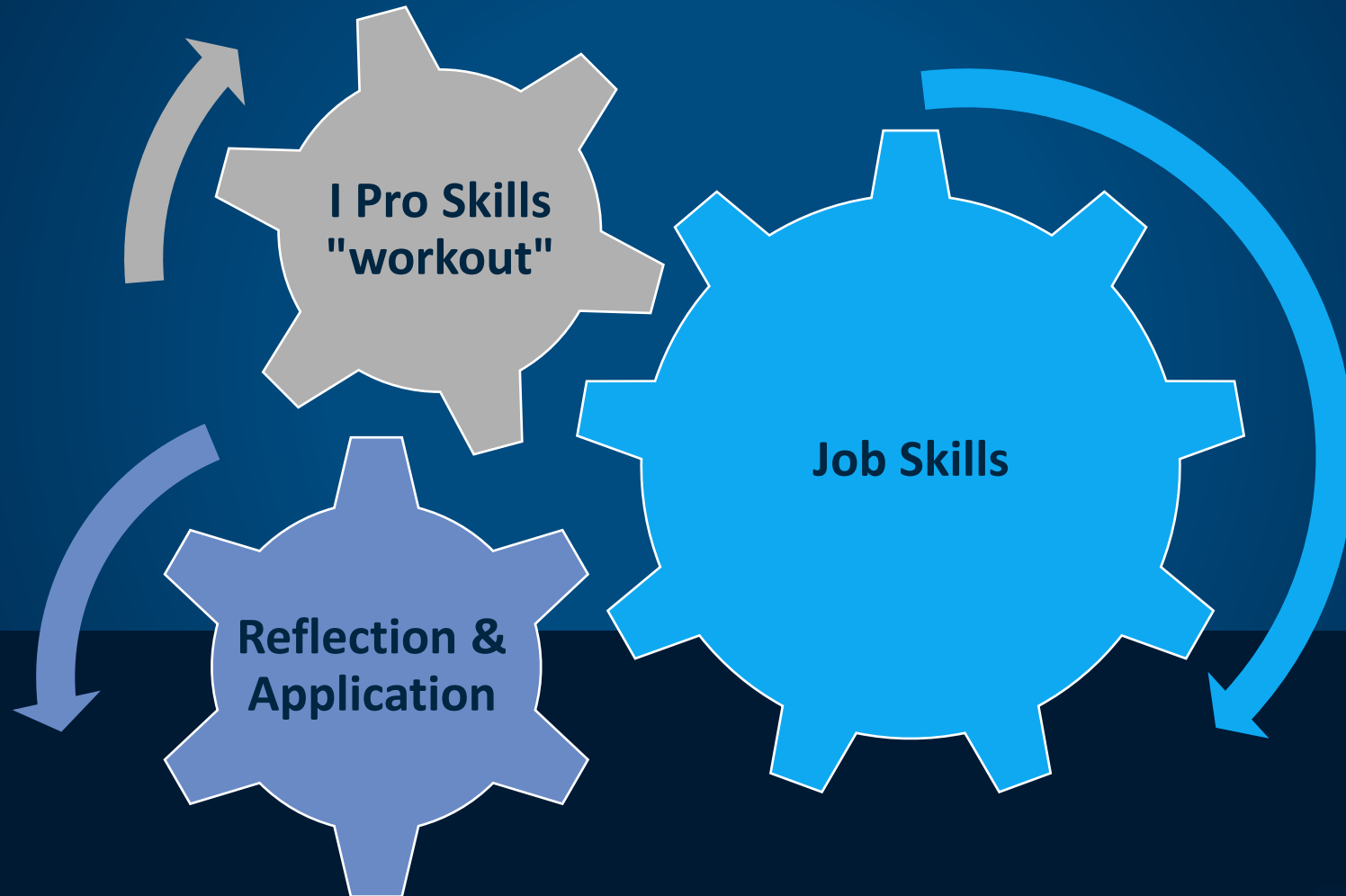


# I PRO Exercise



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# I Pro Skill Development

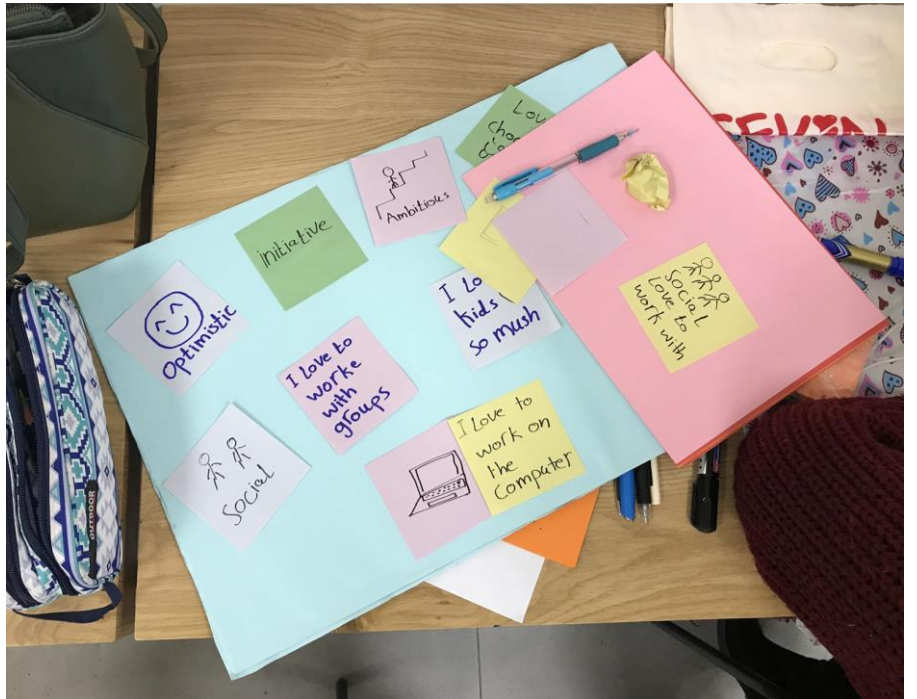
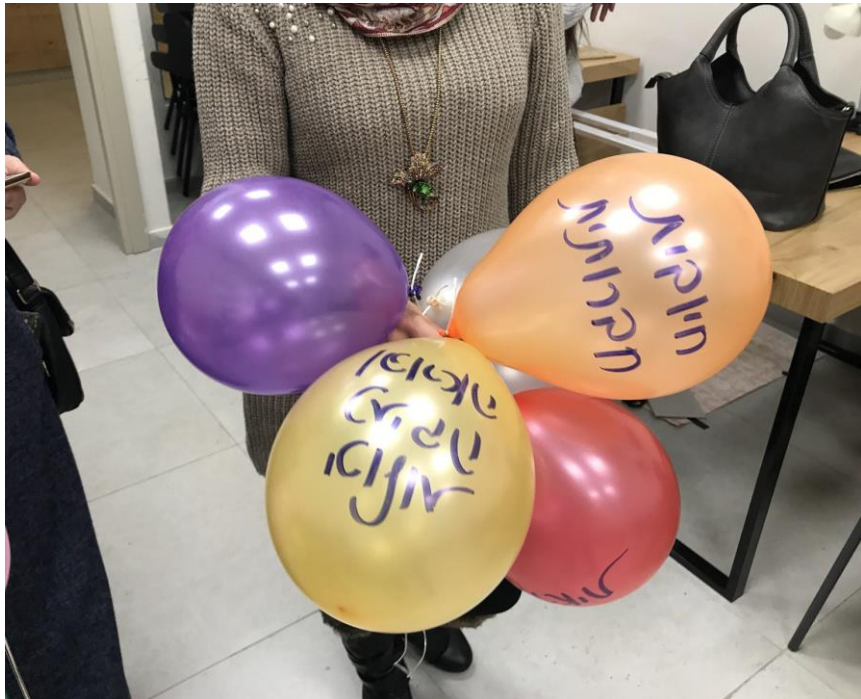
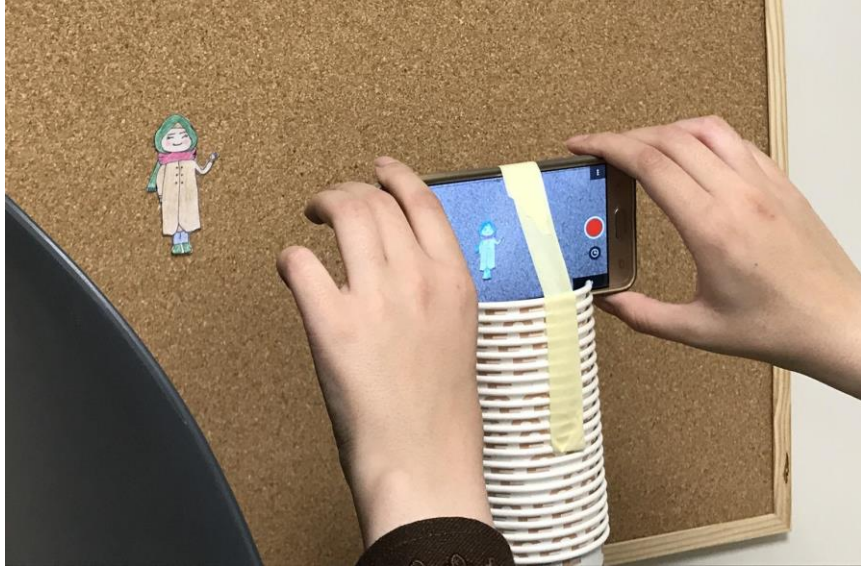
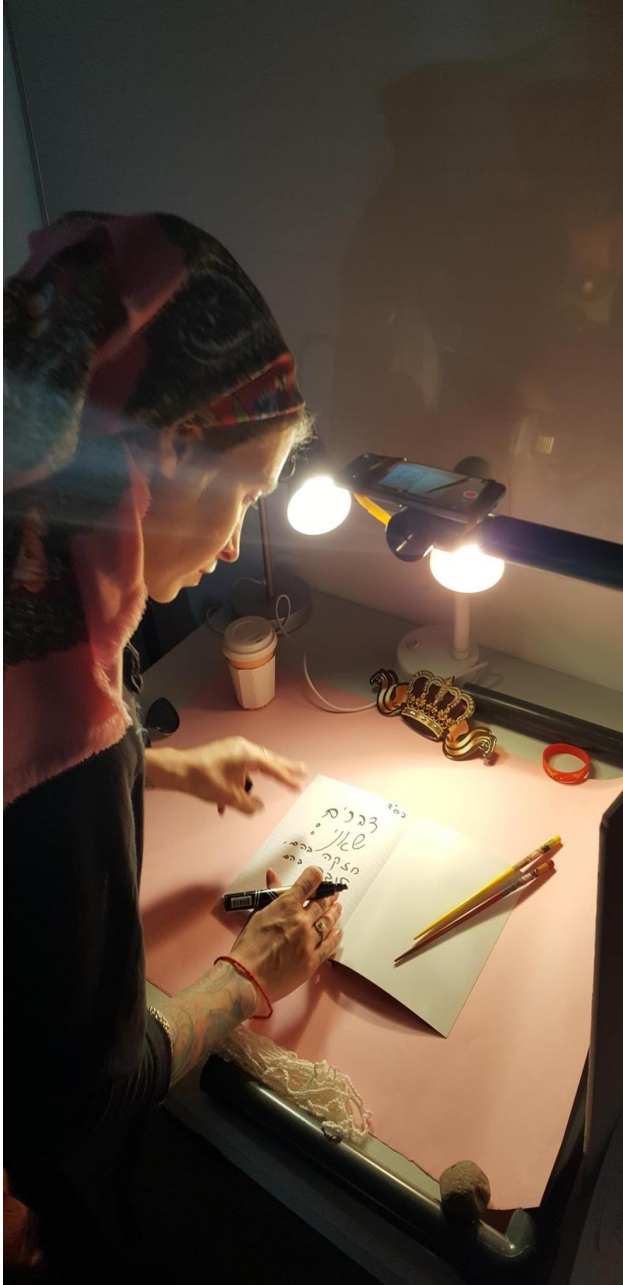


# I Pro Skill Development – Pre-Pilot

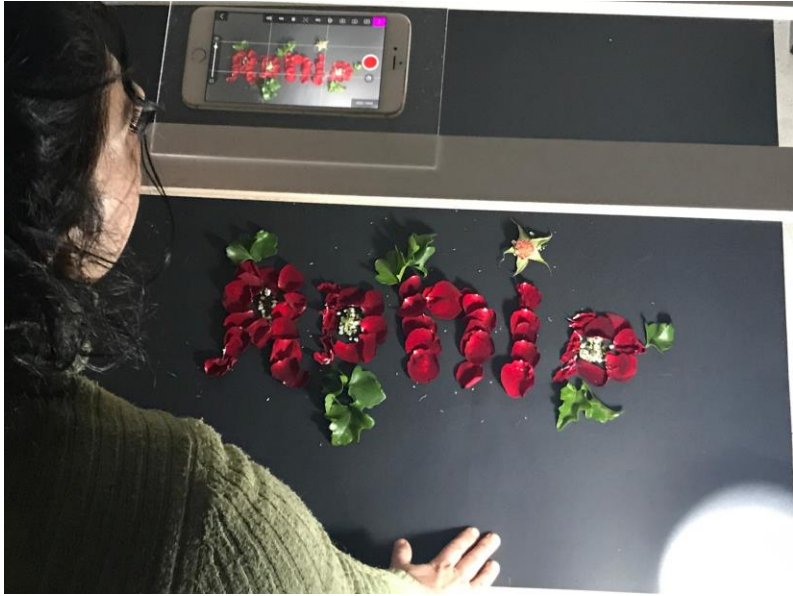


Dana Sub-Laban's  
Movie 🎬

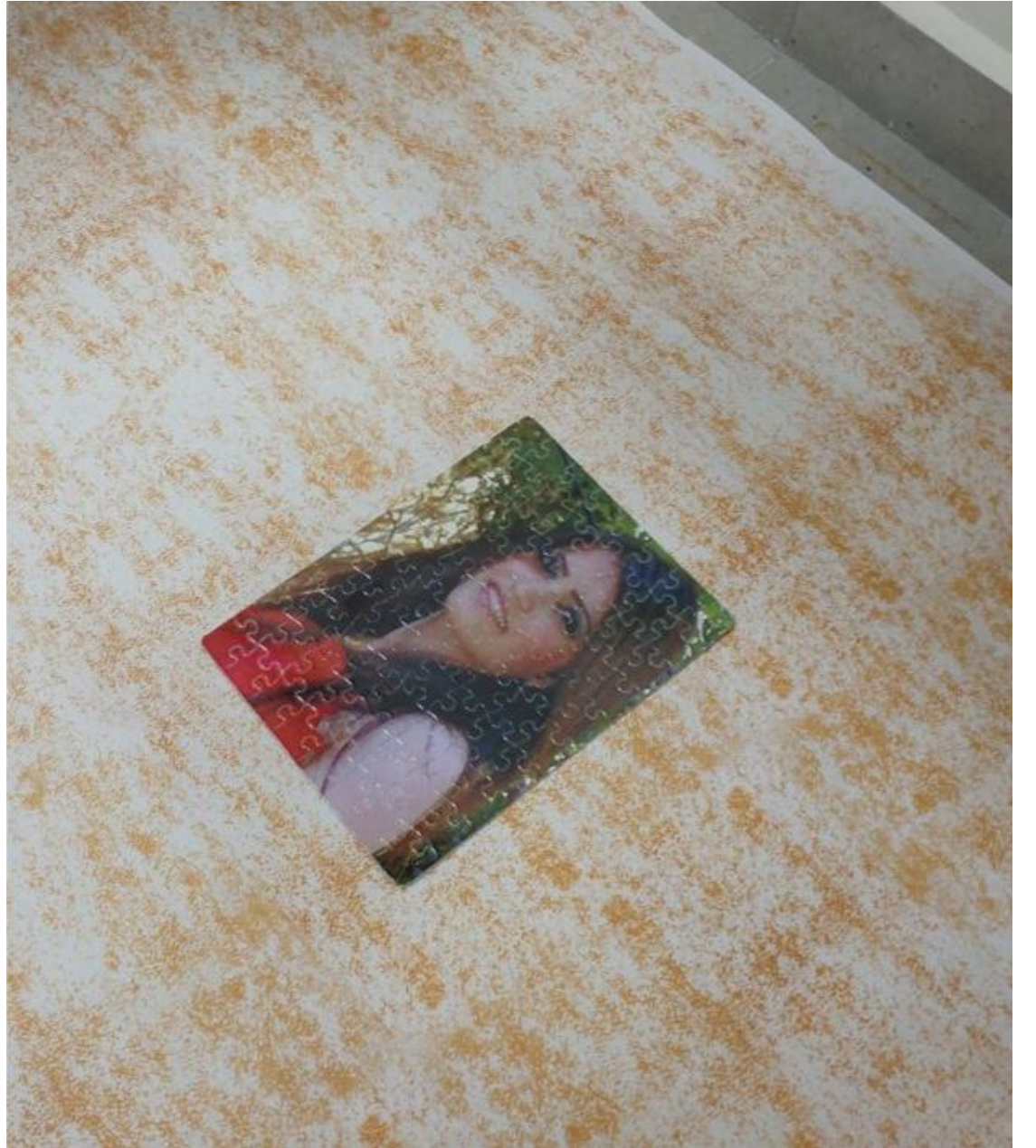




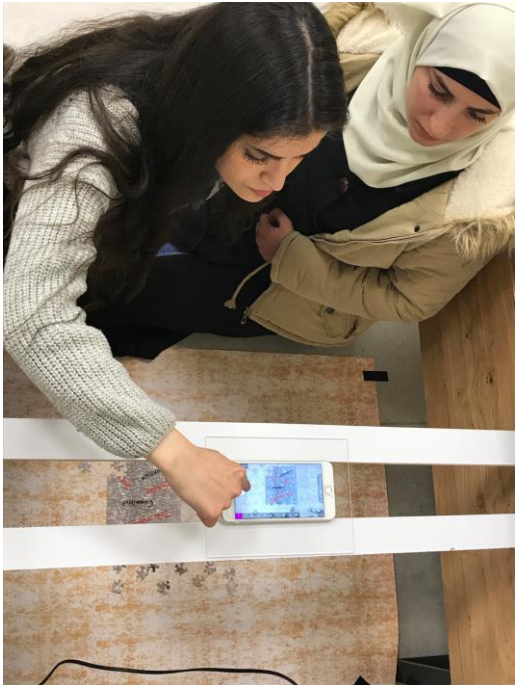
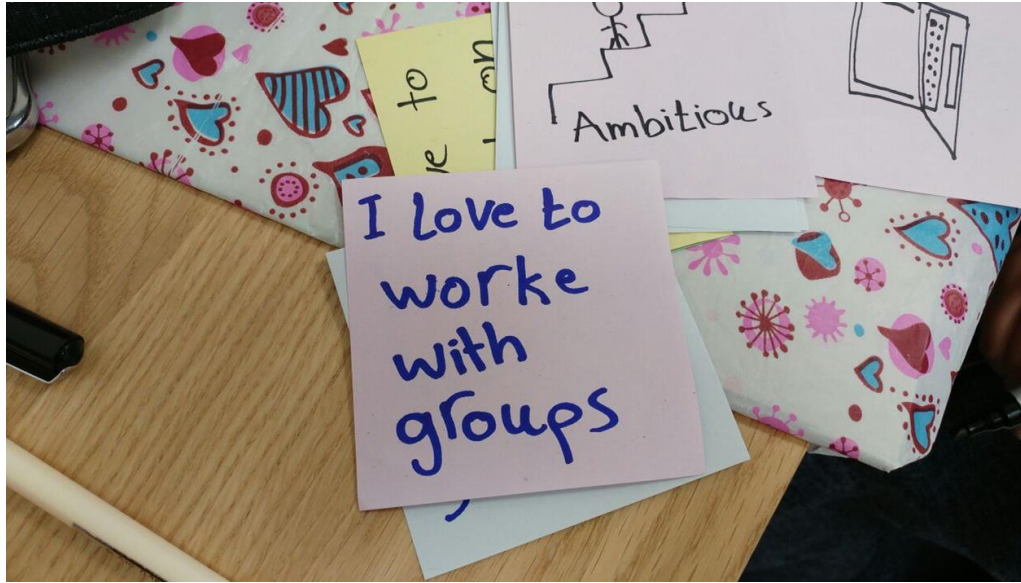








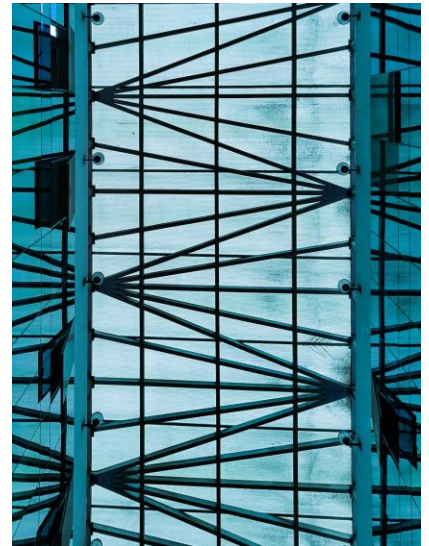






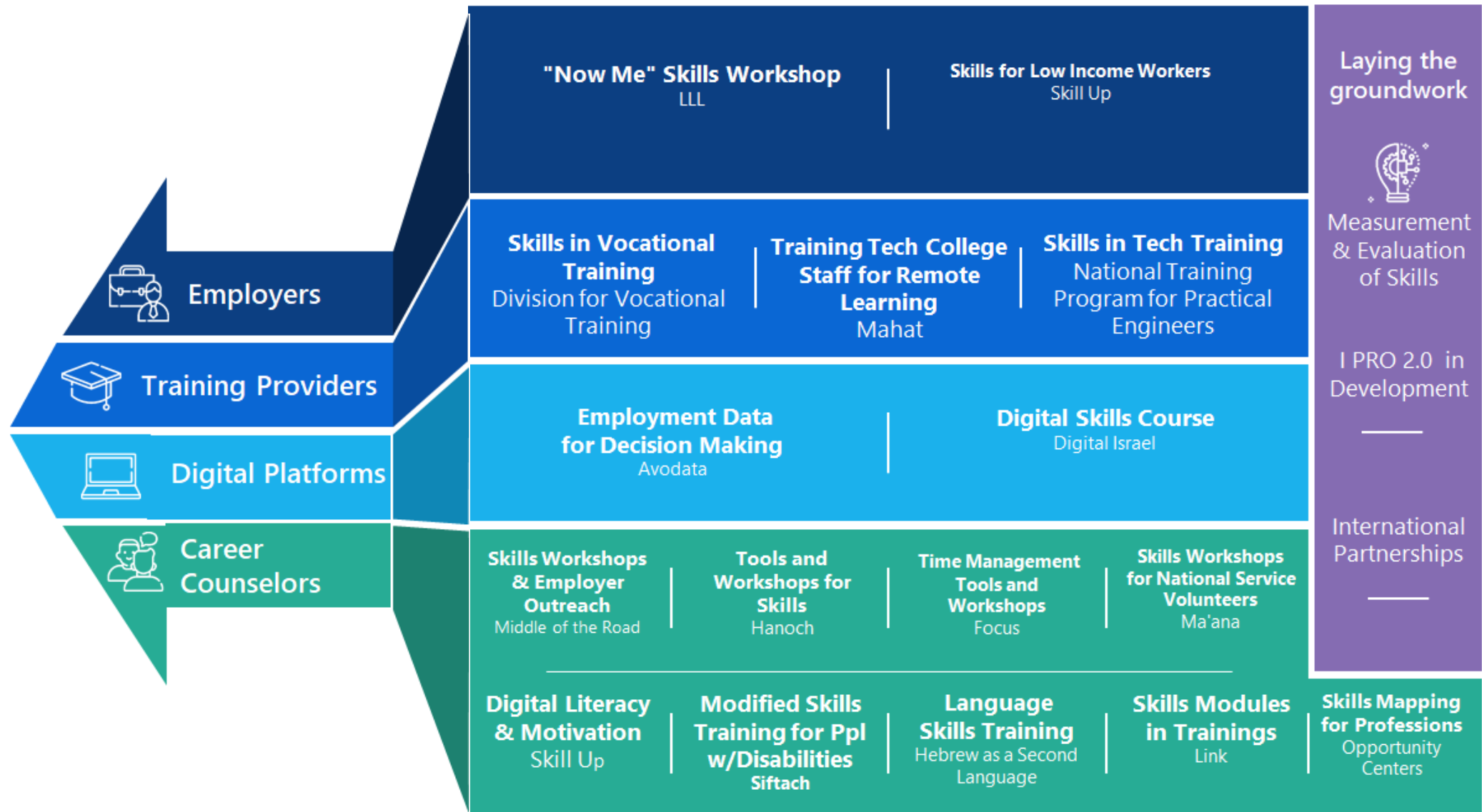


# Scaling Up



# The Center for 21st Century Skills

Laying the Groundwork







Thank You



**JDC Israel Tevet**  
Touching Lives, Transforming Communities