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

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
Meeting Israel's Employment Challenges Through Innovation

JDC-Tevet Dec 2020
Who are we?
DESIGN
NURTURE
ACCELERATE

प्रयोगशाला
निर्माण
विकास
1,100,000

Not working or studying towards work
## Integrating Marginalized Populations into the Workforce

What have we done so far

<table>
<thead>
<tr>
<th>One Stop Shop Employment Centers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Haredi Mafteach Centers</strong></td>
</tr>
<tr>
<td><strong>Arab Rian Centers</strong></td>
</tr>
<tr>
<td><strong>Welfare Opportunity Centers</strong></td>
</tr>
<tr>
<td><strong>Disability Ramp Up Centers</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>117,807</td>
</tr>
<tr>
<td>25</td>
<td>110,768</td>
</tr>
<tr>
<td>11</td>
<td>41,971</td>
</tr>
<tr>
<td>14</td>
<td>2,595</td>
</tr>
</tbody>
</table>

**One Stop Shop Employment Centers**

- 12 Haredi Mafteach Centers
- 25 Arab Rian Centers
- 11 Welfare Opportunity Centers
- 14 Disability Ramp Up Centers
### Before Covid 19
Progress and Challenges in Israel's Workforce Development: OECD Rankings

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very low unemployment – 4.2%</td>
<td>14/36</td>
<td></td>
</tr>
<tr>
<td>Dependency ratio – 0.21</td>
<td>7/35</td>
<td></td>
</tr>
<tr>
<td>Ratio of higher education – 32%</td>
<td>4/36</td>
<td></td>
</tr>
<tr>
<td>Working poor – 14%</td>
<td>31/34</td>
<td></td>
</tr>
<tr>
<td>Productivity per work hour $35.6</td>
<td>26/35</td>
<td></td>
</tr>
<tr>
<td>Adult skills – PIAAC scores</td>
<td>26/32</td>
<td></td>
</tr>
<tr>
<td>Investment in worker abilities – 0.15%</td>
<td>16/18</td>
<td></td>
</tr>
</tbody>
</table>

Source: based on OECD figures, Shoresh Institution analysis, and Bank of Israel analysis
JDC-TEVET: Responding to Israel's Employment Challenges

1.0
Marginalized from the Job Market

2.0
Low Income Workers

? The Poor of Tomorrow
The Poor of Tomorrow
Became the
Unemployed of Today

SORRY
WE ARE
CLOSED

COVID-19
JDC-TEVET: Responding to Employment Challenges

1.0 Marginalized from the Job Market

2.0 Low Income Workers

3.0 The Unemployed of Today
Waves of Unemployment and Instability

Latest lockdown saw a return to near peak levels of unemployment

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)

- General Population:
  - Employed: 13,000NIS
  - Unemployed: 8,900NIS

- Haredi Men:
  - Employed: 10,300NIS
  - Unemployed: 6,700NIS

- Arab Women:
  - Employed: 7,300NIS
  - Unemployed: 4,300NIS

Chief Economist at Ministry of Finance, Aug 2020
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
JDC-Tevet: Large Scale Initiatives
Moving the Needle on Israel's Employment Challenges

- 21st Century Skills for the Job Market
- Vocational Training
- Innovative Forms of Employment
- Quality Employment for Marginalized Populations

- Haredi Community
- Arab Society
- People with Disabilities
- Older Adults
- Women's Employment
- Young Adults

Technology, Digital Platforms and Big Data
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.

- **Outcomes Rate Card**
  - Launch
  - Recruitment
  - Support
  - Activity
  - Results
  - Expansion

- **New Players**
  - Developing Infrastructure and mobilize eco-system

- **New Models**
  - Public call for organizations and models
  - Preparation for New Players
  - Innovation Accelerator
  - Competition Between Orgs
  - Support and Ongoing Feedback
  - Pay For Success
  - Building Partnership Model with the Government

**INCUBATOR**
2. Avodata

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
I PRO
Exercise
I Pro Skill Development

I Pro Skills "workout"

Reflection & Application

Job Skills
I Pro Skill Development – Pre-Pilot
Dana Sub-Laban’s Movie
Scaling Up
The Center for 21st Century Skills
Laying the Groundwork

"Now Me" Skills Workshop
Skills for Low Income Workers
Skills in Vocational Training
Training Tech College Staff for Remote Learning
Skills in Tech Training
National Training Program for Practical Engineers

Employment Data for Decision Making
Digital Skills Course

Skills Workshops & Employer Outreach
Tools and Workshops for Skills
Time Management Tools and Workshops
Skills Workshops for National Service Volunteers

Digital Literacy & Motivation
Modified Skills Training for Ppl w/Disabilities
Language Skills Training
Skills Modules in Trainings

Skills Mapping for Professions Opportunity Centers

Employers
Training Providers
Digital Platforms
Career Counselors

Laying the groundwork
Measurement & Evaluation of Skills
I PRO 2.0 in Development
International Partnerships
Thank You