



New Law, New Opportunity: Enabling Israelis with Disabilities to Obtain & Retain Employment

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These people all have disabilities. Some were born with them. Others acquire disabilities from accidents, illness, or aging. Disability doesn't mean inability. Together, we can unlock human potential.



US now has highest disability employment rate in its history. Multiple keys to success include:

- **Laws** that promote skills, inclusion and progress -- [ADA](#) (access and rights), [IDEA](#) (education), [WIOA](#) (skills and jobs)
- **Government Agencies** at various levels that implement goals, including [ODEP](#), [AskJan.org](#), [States](#), [Counties](#) etc.
- Key role of **self-advocates**/ “[Nothing about us without us](#)” (watch film [Crip Camp](#))
- Role of **inclusive employers** and their networks ([DisabilityIn](#), [NOD](#), [Valuable500](#), [Project Search](#))
- New innovations in accessible tech ([Apple](#), [Microsoft](#), [Google](#), [Zoom](#), [Meta](#) etc.)
- Free [training](#) in accessibility
- Inclusive philanthropy ([Candid](#), [PEAK](#), [Submittable](#), [RespectAbility](#), [DisabilityPhilanthropy](#))
- Rise in [remote work](#), expectations, labor shortages, and [PROOF](#) that disability employment makes organizations stronger.

Note that good implementation of best practices [DOUBLES](#) success. Some areas have 50%+ employment for people with disabilities, whereas others only 25% or less.

ISRAEL: With new law, great disability nonprofits, self advocates, employers, and innovations is poised for massive change that can improve the lives and livelihoods of people with and without disabilities

There are 1.5 million Israelis with disabilities – that's 17% of the population.



Many disabilities are invisible...

16% of working-age Israelis are living with a moderate to severe disability.

47% of people with disability have more than one type of disability



Only 1.5% of Israelis using public transportation are people with disabilities.





Underrepresentation
in the workforce
costs Israel
₪5 billion
per year

The New Israeli Social Services Law for People with Disabilities

- Defines rights based on UN CRPD
- Expansion of services
- Focus on autonomy, personalization, and independent living in the community
- JDC-Israel Unlimited leaders in all 4 legislation teams



Network of Jewish Human Service Agencies

- Membership Association: Established in 2017
- Supporting 160+ Jewish human service provider agencies:
 - US, Canada, Israel
- Primary focus: Capacity building resources to strengthen/elevate the sector in advocacy, best practices, innovation & partnership
- **Major Report “Best Practice Program Models in Disability Employment”**

“Best Practice” Program Models in Disability Employment

- 1 DEMAND:** Addresses a critical need for the communities served or the organization
- 2 RESPONSIVE:** Incorporates client/user input and representation and reflects diversity, equity, and inclusion
- 3 IMPACT:** Produces a high degree of impact, supported by data
- 4 REPLICABILITY:** Is replicable in other organizations, communities and/or service delivery settings
- 5 SUSTAINABLE & COST EFFECTIVE:** Uses resources effectively and has achieved a solid and reliable funding plan

Note: Project Search proven in US, but was not yet in Canada or Israel

Israeli Program Models

1

Israel Elwyn: Job Placement Program; *Open-Door Employer Campaign*

2

Serving 1,200 annually
Individualized and cohort based

3

Aroma Espresso Bar, Dan Hotels, Knesset

4

Jewish National Fund: *Special in Uniform*

5

Serving 450 annually
Individualized and cohort based

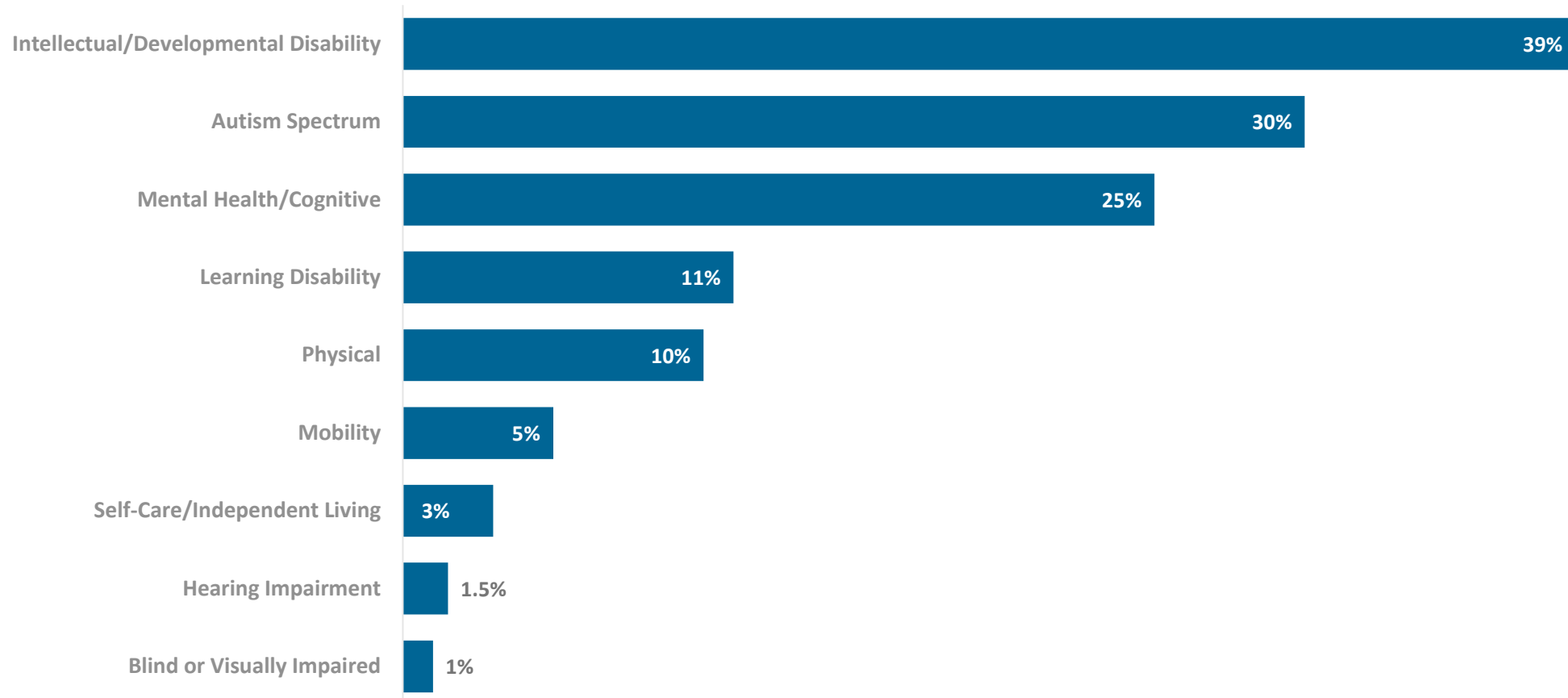
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Integrates young people with disabilities into the Israel Defense Forces (IDF)

Survey: Who is Being Served?

Note: does not yet match population needs and most disabled adults do not have intellectual disability

Median percentage of participants by primary disability type



Project EM: Empowering & Employing Our Community

- Initially developed as COVID response to widespread unemployment with philanthropic support.
- Today, 19 US agencies working together to provide a seamless, integrated continuum of services via virtual platforms. Positions the Network as a Network.
- Individual career assessment/coaching (1,300+ - first 6 months)
- Workshops/Training Opportunities (2,600+ - first 6 months)
- Job Placements/Partnerships with National/Regional/Local employers (387 – first 6 months)
- Median annual salary: \$53,580 US (hourly wage: \$18.08)

DOES NOT YET EXIST IN ISRAEL OR CANADA