

# *MATANEL FOUNDATION*

## *ACTIVITY REPORT*

**Program: *Avratech Jerusalem***  
**Year: *2017/18***

Please present your activity report according to the following lines. The whole report will not exceed 2 or 3 pages (as word document).

Name of the Program: Avratech Jerusalem

Year of activity: 2017-2018

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Website of the organization: [www.Avratech.org.il](http://www.Avratech.org.il)

Number of active participants currently in Avratech: 45

Number of active participants currently at Ravtech: 20

Number of participants for Avratech 2018/2019 program: 60

Estimated number of impacted participants: more than 800

**Give the actual state of the program (where the program stands at the date of the activity report, no more than ten lines):**

As of July 1<sup>st</sup> 2018, 25 students (out of 30 that started) are at the final stage of the Avratech training and are about to take final graduation exams in August 2018. The graduates will start working as interns at Ravtech software house. At Ravtech, there are 20 interns out of the 24 that graduated from the first Jerusalem cohort. The other 4 left and are working at other high-tech companies. We are in the process of accepting applications for our third Jerusalem training program. We anticipate about 1000 applications. In October 2018 (after the holidays), 32 new students will begin the program in Jerusalem, and in April (after Pesah) 32 new students will begin the program in Bnei-Brak.

**Our Partners:** Jerusalem Development Authority, Ministry of Economy, Kemach, San Francisco Federation and Endowment Fund, Russell Berrie Foundation, and others as well. Please see the Budget Report of Philanthropic Investor Data attached.

**The main achievements during the last year of activity (main achievements, number of events, number of participants, etc.):**

1. The Avratech-Ravtech model has proven itself as a model for integrating Haredi men into the general high-tech marketplace. The first cohort of Avratech finished their guaranteed employment period of 2.5 years at Ravtech in 2016, and the second cohort in 2017. Presently, all of the students that have finished the guaranteed employment period of 2.5 years at Ravtech, and left Ravtech, have found work at other high-tech companies such as Cisco, Mobileye, and HP. Their salary range is 14,000-19,000 shekel, similar to a high-tech employee with equivalent experience. The model works.
2. Our partnership with Beliba Choma has been a success. Secular University students teach our students English, math, and computer programming, and our students study with the secular students a Jewish text of their choice. Not only does the program help our students academically, but it also provides a framework to build relationships between mainstream Haredi men and their secular counterparts. Many of these relationships continue beyond the tutoring sessions are really building the future for a united Israeli society.
3. The curriculum is updated according to the needs of Ravtech and the high-tech community. For example, last year there was a need for programmers who knew *Angular*, and this year there is a need for programmers who know *React* as well. We have thus adjusted our curriculum to incorporate *React*. Here is a list of the languages taught:
  - Introduction to computing using *Python*
  - Algorithmic Thinking
  - Data structure and algorithm
  - *Java* fundamentals
  - Object Oriented Programming in *Java*
  - *Python* programming
  - Front-End Web UI Frameworks (*React* and *Angular*) and Tools
  - *HTML*, *CSS*, and *JQuery*
  - DevOps
  - Test automation, UI, servers, load, security
  - Version control in Git and GitHub
  - Application development projects
  - Automation development projects
4. We had a number of speakers this year speak at Avratech including Dr. Eli Eisenberg, an esteemed Professor at Tel Aviv University, Udi Remer, the Director of Business Development at Mobileye, Boaz Armoza, Testing Manager at Intel, and Gary Levitt, the Founder of Mad Mimi.

**The evaluation (methodology, results, comparisons with the precedent year, conclusions for the future...):**

Our evaluation process measures success and gives an indicator on what needs to be improved in two areas:

1. Practical - Student achievements at the end of each course, feedback from students and teachers, feedback from Ravtech's management, etc.
2. Strategic - Impact on Haredi community, impact on the Israeli high-tech industry, impact on decision makers, etc.

The data is collected from activity tracking, internal questionnaires and personal interviews.

Here are a few insights that we gained this year:

1. We see the need of an additional 6 months of practical training in order to incorporate them into Ravtech at an ample employable level. Next year we are planning on integrating an internship program where the Avratech graduates will gain employment experience working as interns at Ravtech for 6 months. At the end of the 6-month period, Ravtech will then incorporate the men as employees.
2. In the 2016/2017 academic year, we had 140 hours dedicated to learning English. In the 2017/2018 academic year, we dedicated 200 hours to studying English. The additional hours helped the students learn English, particularly reading, which is critical for computer programming.
3. Codes and values typical to the high-tech world should be discussed and practiced during the training, as well as work procedures, teamwork, communication skills, etc. We have integrated and will continue to integrate these essential soft skills.
4. Mentors, primarily through Beliba Choma, have an impact on the students' achievements. We hope to find more professional computer programmers to volunteer some of their time to mentor our students.
5. Employment guarantee and the Haredi environment are the two main reasons why people apply.

**Provisional guidelines for the advancement of the program in the next year:**

Our goal in the upcoming Academic year is to open a Jerusalem course in October and open a course in Bnei-Brak in April. Additionally, we hope to expand our mentoring program assisting our students in their programming skills. We believe that mentoring will help our students integrate more easily at Ravtech as the one-on-one process drastically helps their coding skills. We also have received interest from Academic institutions regarding a joint "Boot Camp" venture and we are considering the proposition.

Please see the attached Evaluation Questionnaire, the Financial Report, the Budget for 2018/2019 and a list of the participants to the program (**as PDF documents**).