

# MATANEL FOUNDATION

## ACTIVITY REPORT

**Program:** *Heznek for Practical Engineers*

**Year:** 2018-2019 School Year

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

1. Name of the Program: Heznek for Practical Engineers
2. Year of activity: 2018-2019 school year
3. Name of the report's writer: Zvia Talor
4. Function of the report's writer: Program Manager at Heznek
5. Mail: [zvia@heznek.org](mailto:zvia@heznek.org) Phones: 054-7682065
6. Website / Facebook address of the organization: <http://www.heznek.org/>
7. Number of active participants in the program: 553 young adults at-risk
8. Estimated number of impacted participants: 750 young adults at-risk
9. Give the actual state of the program (where the program stands at the date of the activity report, no more than ten lines):

In the framework of the "Heznek for Practical Engineers" program, the Matanel Foundation supports 180 young adults at-risk, (aged 18-35) from Israel's socio-geographic periphery and all sectors of society, studying towards Practical Engineering degrees in technological colleges around the country. Program achievements over the past year were unequivocally remarkable. Heznek for Practical Engineers succeeded in preventing student dropout and provided high quality professional practical engineering training, personal support and job placement in industry for young adults at risk. The program grants entry to technological education and career development paths with high earning potential. It is generating a genuine revolution -- leading participants and graduates towards social mobility and optimal integration into Israeli society. Furthermore, Heznek for Practical Engineers meets national objectives: providing vital segments of the population with the opportunity to join the work force in practical engineering professions that are in great demand. The program has become well-known and respected amongst students and technological colleges around the country and Heznek receives many requests to expand the program to additional colleges. The program continues to operate at 7 technological colleges throughout the country<sup>1</sup>. Program participants completed the 2018-19 school year and have taken their exams. We are proud to report that their achievements are higher than other college students (who are not Heznek program participants), as demonstrated in the graphs below. This is all the more impressive considering that Heznek students come from the most underprivileged population groups with the highest dropout potential. Program Placement coordinators are at work within the colleges in order to expose students to local industries, while industry professionals function as professional mentors throughout the project portion of the studies.

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

We are constantly working towards two main goals:

1. **Preventing student dropout.** Prior to program implementation and among non-Heznek students, 36% drop out of practical engineering studies by the end of their first year.
2. **Enabling the students to gain employment** in their profession in the industry.

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<sup>1</sup> Zefat Technological College, Atid Ma'alot, Kinneret College, Ruppin Technological College, Ariel Technical College, Sapir College and the Technological College of Beersheva

Results are achieved through the program's 4 components:

1. **Program coordinator** at each college who implements all programs components. The coordinators were and are in direct contact with students and college staff to personally accompany and follow up with each student's individual progress.
2. **Placement coordinator** at each college who works on 2 levels:
  - Outward – connecting with industries relevant to fields of studies and with HR professionals within the companies.
  - Inward - working closely with students, assisting them with CV writing, job interview preparation, arranging for mentors for students - industry professionals - for their final projects. The coordinators work in close cooperation with other employment initiatives such as "Working Together".
3. **Personal development workshops** – developed by Heznek professional coaches and suited to the students' needs, with emphasis on strengthening students' self-esteem and confidence, identifying their strengths and helping them deal with challenges, creating a vision for the future, setting and achieving goals. During the year, each student benefitted from about 50 hours of group or individual coaching, inspirational lectures, visits to industry and meetings with industry professionals, preparation for work world.
4. **Reinforcement/tutoring hours** - 1750 hours at each college on average, in small groups (up to 6 students) or individually. Most of the reinforcement hours are go towards introductory courses: introduction to electricity, introduction to mechanics, etc. and the final project.

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

The program continues to meet all its goals:

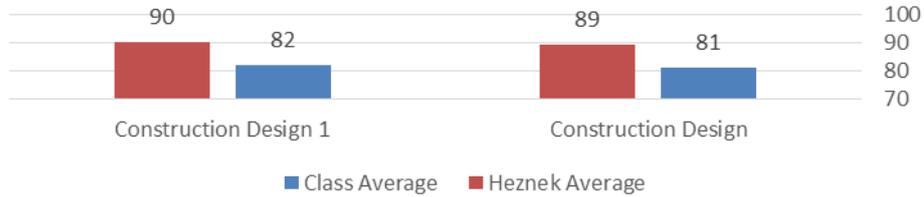
- **Preventing student dropout** at all colleges at which the program operates. During the current school year, only 6% of participants left the program (12 out of 180 students supported by the Matanel Foundation). It is worth noting that from experience many of the students return to complete their diploma studies later on. Just 3 of the 12 students dropped out due to pedagogical challenges. Three moved to another location and one returned to the army. We are happy to report that 2 were accepted into university engineering degree programs.

**- Academic Achievements & Increased attendance** rates (a very high 85% on average) at classes, tutorials and empowerment activities, improved grades and achievements on external exams compared to their own grades prior to joining the program and compared to other college (non-Heznek) students, at all of the colleges.

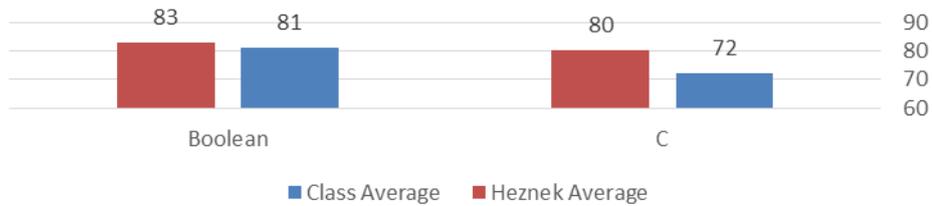
These results are particularly impressive given the program students' heavy workload and that it occasionally requires them to attend an additional day of studies and/or empowerment workshops and tutorials while working to support themselves. The high attendance is reflected in the reduced scholastic gaps and the students' improved academic achievements. It is evident from semester and year-end grades that the students are passing external Government Institution for Technology Training (Mahat, Ministry of Economy) examinations with high grades. We are still waiting to receive final grades.

- 10% (18 students) excelled at their college.
- In most subjects, Heznek students have higher grades than the other college students who are not program participants. Please see examples of Heznek students' grades which indicate how the program meets its academic objectives, below.

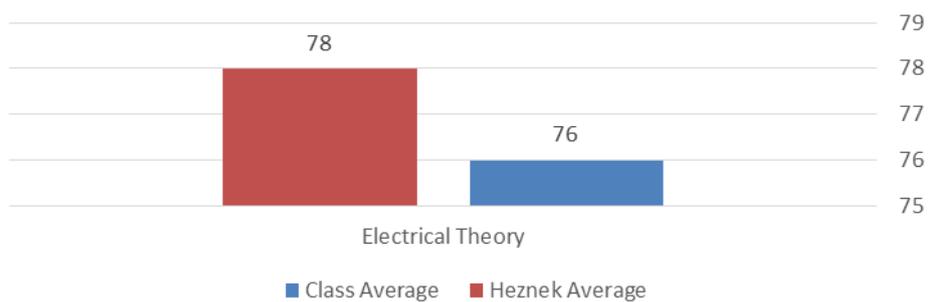
Comparison between Heznek student grades and general college grades  
Construction Engineering, Years 1 & 2 at Ariel Technical College

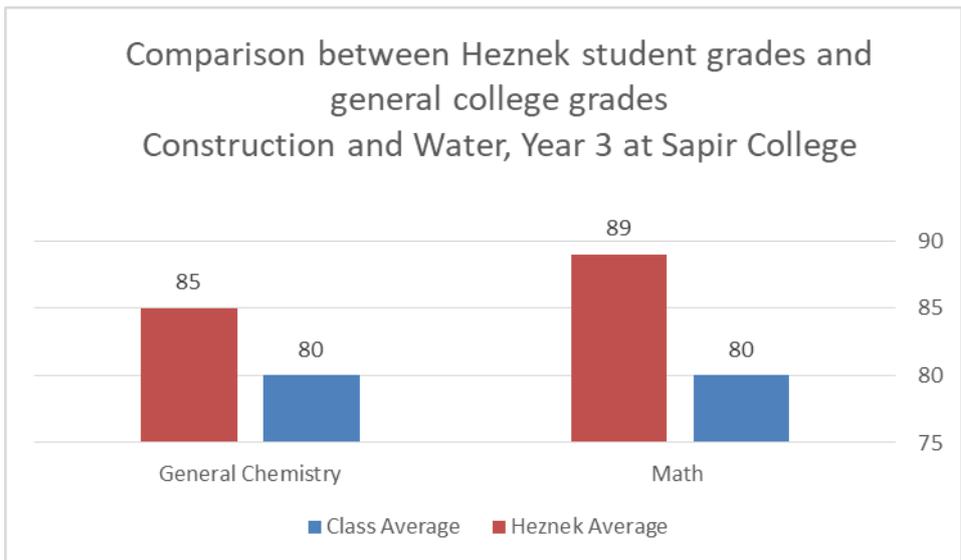
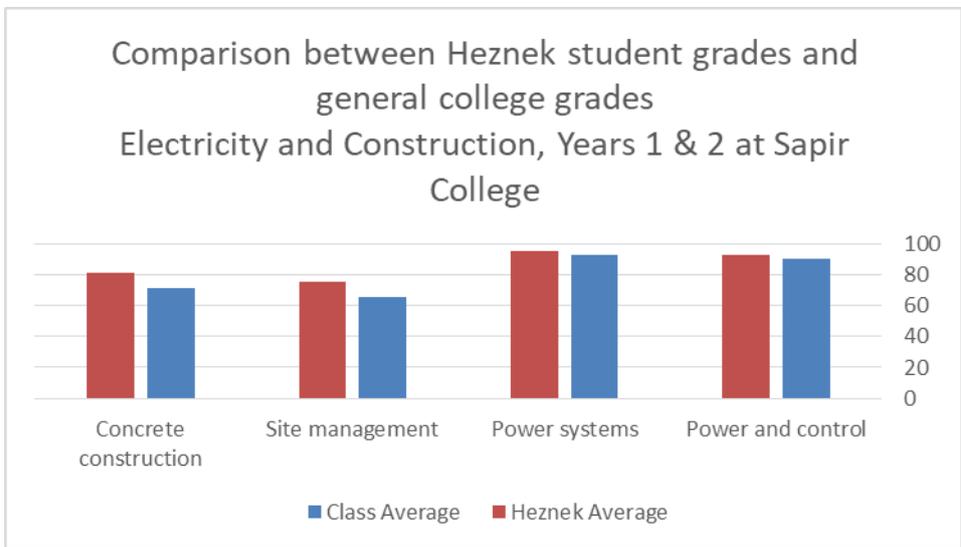
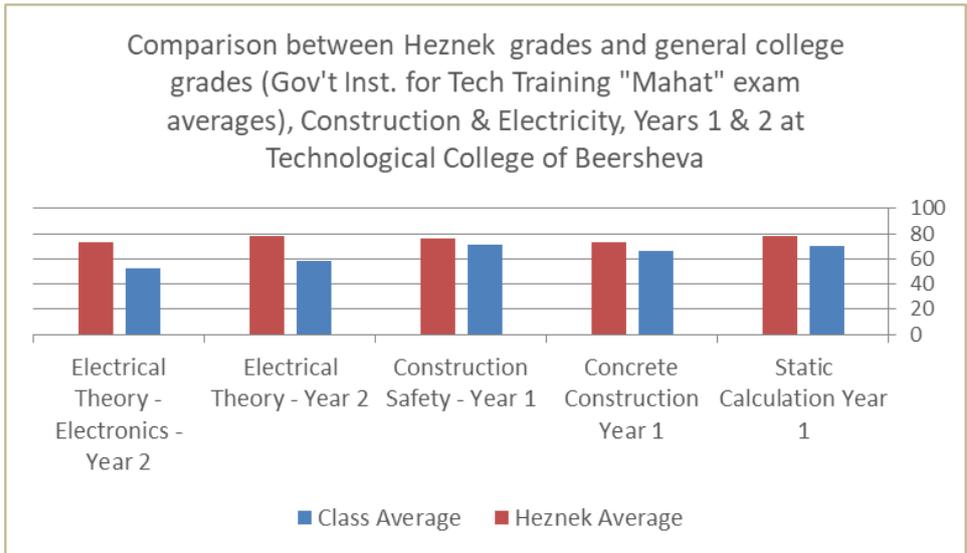


Comparison between Heznek student grades and general college grades  
Computer Programming, Year 1 at Ariel Technical College



Comparison between Heznek student grades and general college grades  
Mechanical Engineering, Year 1 at Kinneret College





Provisional guide lines for the advancement of the program in the next year:  
 The third program year will commence in October, 2019. In the coming we plan to expand cooperation with industry and industry parks. Heznek has developed specific math curriculum and textbooks suited to all practical engineering specialties and began using them on a small scale this year. In the coming year, we will implement

and use this math curriculum in all colleges and in all practical engineering specialties. We expect to see additional improvements among students in this area.

Please join the Evaluation Report, the Financial Report and the list of the participants to the program (**as PDF documents**)

**Enclosed:**

1. List of students
2. Appendix 1 – Financial report
3. Please join photos – as **photos** – and any link or any other document connected to the program which will seem to you relevant - Attached

The following article demonstrates how the Hezkek for Practical Engineers program at the Technological College of Beer Sheva, is considered a "model program" that maximizes success towards achieving diplomas.

## המכללה הטכנולוגית באר שבע משיקה את המרכז לפיתוח ולקידום תעסוקתי

דיקנאט הסטודנטים במכללה הטכנולוגית הודיע על פתיחתו של מרכז לפיתוח ולקידום תעסוקתי לבוגרי המכללה ולסטודנטים בשנים מתקדמות. המרכז הוקם על ידי המכללה בשיתוף מרכז לאודר ויוזמת "עובדים ביחד" המופעלים על ידי עמותת ארץ עיר. המרכז יעניק מגוון שירותים לסטודנטים של המכללה שמבקשים להשתלב במקצועות אליהם הם הוכשרו במהלך לימודיהם במכללה. בשלב הראשון המרכז יציע סדנאות ליווי ופיתוח קריירה, סיוע אישי בכתיבת קורות חיים והכנה לראיונות עבודה לצד הקניית כלים לחיפוש ולמציאת עבודה המותאמים לשוק העבודה ולאופן הגיוס הנהוג בתעשייה בישראל. לצד הסדנאות וההכשרות, הסטודנטים יוכלו ליהנות מסיוע והכוונה בתהליך חיפוש העבודה, תהליכי אימון אישי בתחומים של תכנון קריירה אישית, זיהוי וטיפוח חוזקות והצבת מטרות אישיות. כל השירותים יוגשו לכלל הסטודנטים במכללה הנמצאים בסמסטר האחרון ללימודיהם אשר יבקשו לעשות שימוש בשירותי המרכז.



המרכז מוקם בשיתוף פעולה עם יוזמת "עובדים ביחד" ועמותת הזנק לעתיד והוא מהווה בשורה אמיתית לבוגרי המכללה בדרכם לתעסוקה איכותית.

## פתיחת תכנית הזנק להנדסאים מחזור ג'

התוכנית תתמודד עם כל האתגרים העומדים בדרכם של הצעירים להסמכה כהנדסאים, ותעניק ליווי מקצועי עד להשמה בעבודה בתעשיות המקומיות. מעטפת התמיכה של הסטודנטים תתבצע באמצעות שילוב של לימודים לצד סדנאות כלים להצלחה, סדנאות הכנה לקריירה, תגבורים, סיורים מקצועיים, חיבור לתעשייה ורכות תכנית מלווה. תכניות ההעצמה עוטפות את הלומד במשך לימודיו בתכנית שלוש שנים, מספקות את התמיכה הרגשית ללמידה ולבחירות אותן יבצע הסטודנט.

**את התוכנית במכללה מנהלת הגב' אפרת הולצמן.**

התוכנית "הזנק להנדסאים" החלה את פעילותה זו השנה השלישית, במכללה הטכנולוגית ב"ש ותלווה במשך כל תקופת הלימודים לתואר הנדסאי, כ-30 סטודנטים הנדסאים ממגמת חשמל, זאת כחלק מפרויקט הפועל בשבע מכללות ברחבי הארץ. עמותת "הזנק לעתיד" הינה הגוף היוזם והמפעיל את התוכנית, בשיתוף המכללה הטכנולוגית באר שבע.

"הזנק-להנדסאים" הנה תכנית ייחודית להובלת צעירים מהפריפריה החברתית והגיאוגרפית מכל המגורים ללימודים טכנולוגיים מתקדמים בתחומים נדרשים למשק.



## Appendix 1

### **Heznek for Practical Engineers Program Budget**

#### General comments on the budget

- ✓ With the Foundation's support, 180 young adults, from all sectors of Israeli society, participate in the program, in seven regional-technological colleges (north, center and south of Israel) in 2018-2019 academic year.
- ✓ The cost per student is NIS 6,500, and NIS 1,110,000.
- ✓ The academic year will conclude in August. The expenditures detailed in this document reflect our costs to date (June 2019). We estimate that by the end of the academic year, the actual expenses will be 100% of the planned expenses. Sums in the budget are in NIS.
- ✓ The 180 students who have begun their studies this year will continue for two additional years (evening studies, as they are working during the day) until their graduation.

#### Budget details

<b>Item</b>	<b>Planned</b>	<b>Actuals</b>
Vocational training and studies towards a practical engineer certificate: studies for certification studies, tutoring	660,000	625,308
Workforce orientation and placement, including: job-interview simulation, resume-writing, personal empowerment, career development, entrepreneurship	450,000	335,947
<b>Total</b>	<b>1,110,000</b>	<b>961,255</b>

#### Program partners

<b>Funding Source</b>	<b>Planned</b>	<b>Actuals</b>
Noble Energy	550,000	550,000
Ms. Raya Strauss	100,000	100,000
Corporate donor	100,000	100,000
Discount Bank	180,000	180,000
Matanel Foundation	180,000	180,000
<b>Total</b>	<b>1,110,000</b>	<b>1,110,000</b>