

*MATANEL FOUNDATION
ACTIVITY REPORT*

Program: *Experience Required*
Year: 2019

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

1. Name of the Program: Experience Required
2. Year of activity: 2019
3. Name of the report's writer: Rivi Beller
4. Function of the report's writer: CEO
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6. Website/Facebook address of the organization:
<https://www.vehadarta.org.il/english/>
7. Number of active participants in the program: 50
8. Estimated number of impacted participants: 50
9. Give the actual state of the program (where the program stands at the date of the activity report, no more than ten lines):

The most generous donation of ILS 50,000, made by the Matanel Foundation to Vehadarta, enabled us to serve 50 older adults. Participants utilized the job portal, which includes intake, assistance in writing resumes, personal support, computer training, preparation for job-interviews and tutorials. It should be noted that a major element of this activity is a large-scale volunteer network. We also held online workshops and call center assistance in finding work.

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

With the Foundation's support, Vehadarta has been able to serve 50 unique clients, older adults over the age of 65, in the past year. We conducted intake sessions for each of them; assisted them in submitting 150 job applications and conducted individual assistance process with each of them (including workshops, trainings and assistance online and via the phone during the entire year). **The bottom line is that 50 older adults, over the age of 65, were placed in a quality position and were able to retain their job for a minimum of a year.**

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

We constantly receive feedback and learn about new needs from the thousands of people we accompany, on a daily basis. This input is used to adjust our program and meet the needs of the growing population of unemployed Israeli older adults. Vehadarta has undergone a robust external evaluation process under the auspices of fellow NGO Nova. With Nova's professional analysis, we have been able to identify the need to shift our focus from the employees to the employers as means of yielding better placement and retention results. In addition, Vehadarta has implemented a policy of weekly staff meetings. These meetings are highly conducive to the

organization's workflow and as a result to our effectivity and ability to identify and respond to emerging challenges. Our work is also accompanied by research led by Ms. Rinat Ben Noon (PhD) of the Interdisciplinary Center in Hertzliya.

12. Provisional guidelines for the advancement of the program in the next year:

Vehadarta will continue to guide new participants through the Experience Required program in 12 months cycles. We have recently expanded the program to include Russian-speaking older adults, as well as those who did not find employment previously when engaged in our program. As stated above, we also take into account all evaluation and utilize them to further improve our programmatic impact. In 2018 alone, the initiative facilitated the employment of over 500 older adults. Our aim is to increase that annual number moving into 2020.

Furthermore, Vehadarta has been engaged with an innovative effort to cultivate an in-house income source: exporting our model. In 2018, The Jewish Federation of Broward County has granted us with a \$25,000 grant to implement our Experience Required model in Israel; satisfied with our results, the Federation has invited us to apply for grant renewal in 2019 as well as to submit a grant application to an internal fund of its, aimed at facilitating work relations between Israeli and local NGOs. Vehadarta was granted \$10,000 to implement its program for the benefit of a non-Jewish community within the Federation area of impact, and was paired with a local NGO. Since then, we have visited the respective community, met with the NGO, and begun to adapt and implement our model on the ground. We expect to receive a fee for our guidance and accompaniment of the local NGO, over time. With interest shown in replicating this activity by local NGOs in New York, rance and the Czech Republic, we believe that we might be able to cultivate a sustainable, long term income source, which will assist us in funding our core programming.