

MATANEL FOUNDATION

ACTIVITY REPORT

Program: Jewish Brain in High-Tech (formerly Avratch)
Year: 2016-2019

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: Jewish Brain in High-tech (formerly Avratch)

Year of activity: 2016-2019

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Number of active participants at JBH (Avratch) from 2016-2019 - 122 students studied at Avratch during the grant period.

Estimated number of impacted participants:

Over 800 family members were directly impacted as they now have a working father who helps support the family. Thousands of friends and peers in the Haredi community have also been impacted as they see new role models in the community.

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

Currently, JBH (Avratch) has 77 students enrolled in 3 separate cohorts, JBH-7, JBH-8, and JBH evening cohort. JBH-7 will be starting their internship program at Ravtech in October. They will join Ravtech March 2021. We expect around 23 graduates from JBH-7. JBH-8 began in Jerusalem in June 2020. There are 35 students currently enrolled in JBH-8, and they are currently studying math and English. The JBH evening cohort has 19 students enrolled. In the 2020/2021 academic year, JBH expects to have 120 students enrolled. Ravtech has over 80 Haredi male employees, and recently, was awarded a grant by the Israel Innovation Authority to develop their own product. We believe that the innovative product will enable us to train and hire many more Haredi men.

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

During the 2016-2019 grant period, JBH (Avratech) transformed from a venture project into a leading model for Haredi male employment in the community. There are 116 Haredi male graduates working as software developers in the high-tech workforce. To date, all JBH's graduates who completed the two years of guaranteed employment at Ravtech, and left Ravtech, found high-tech positions at other companies with an average salary of around 19,000 shekels monthly—proof that the model of acquiring practical experience works to integrate Haredi men into high-tech positions. Graduates have found employment at leading companies such as HP, Mobileye, NSO Group, Anyvision, Medallia, and Checkpoint with salaries as high as 30,000 shekels monthly. Some of their job titles include Head of Development, Full-Stack developer, Front-end developer, Devops Engineer, Back-end developer, Senior Automation Engineer, Validation Engineer, and Team leader.

Additionally, over the course of the activity period, we have seen drastic changes in the Haredi leadership regarding Haredi male employment. When Avratech first opened 7 years ago, there were protests outside of the facilities. However, due to Avratech's success pioneering a model that combines Torah learning with a career-oriented profession, the Rabbinic leadership shifted their position. In late 2019, at Rabbinic request, we changed our name from Avratech to JBH, or Jewish Brain in High-tech. The name Avra-tech implies Avreich-tech. An avreich is a married Haredi man who learns Torah full-time. The Rabbis requested that we change our name as it implies that a person who studies Torah full-time can also learn tech, something that they disagree with. Because Rabbinic approval is particularly important for our social mission, we complied with their request. Today, the mainstream Haredi establishment, including the Haredi political parties, help advocate for our cause.

During each training cohort, the students learned a total of 2,090 hours. The breakdown is as follows:

- 240 hours of English, including instruction, tutoring, and labs.
- 240 hours of Math, including instruction, tutoring, and labs.
- 460 hours of object-oriented programming and application development using Java, including instruction and labs.
- 300 hours of algorithms, using python and node.js, including instruction and labs.
- 250 hours of Angular, advanced JS, and Git, including instruction and labs.
- 600 hours of practical experience on actual projects.

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

During the grant period from 2016-2019, JBH had 122 students studying to be software developers. Of the 122 students, there are still 23 students who expect to complete the training program by March 2021. Of the remaining 99 students, 73 graduated, a 74% graduation rate. Of the students who graduated, 67 are working as software developers in high-tech, either at Ravtech or at other high-tech companies.

JBH's goal is to create a social change that enables Haredi men to work in career oriented and high-paying professions, while at the same time, maintain their religious values, identity, and commitment. With that in mind, we use three primary considerations to measure JBH's success:

1. Successful integration of JBH graduates into the high-tech workforce measured by salary, title, and company. Surveys are conducted annually of the graduates. Their average salary is about 19,000 shekels monthly. Their job titles include Web Developer, Front-End Developer, Devops Engineer, Senior Automation Engineer, Team Leader, Senior Salesforce Developer, and Head of Development. Some of their employing companies are HP, Mobileye, Checkpoint, Clal Insurance, Meuhedet, Cisco, Salesforce, Anyvision, TSG, Ness, and Matrix.
2. We use the number of applicants who apply to JBH's program as a measurement of social impact in the Haredi community. When JBH began, there were 30 applicants for the first cohort. Today there are hundreds of applicants per cohort. The number of applicants are measured when each cohort is opened.
3. Do the men remain mainstream Haredi men? About 96% of JBH graduates study Torah daily, and 99% of JBH graduates still consider themselves Haredi. Again, we conduct surveys of our graduates biannually. In the words of one of our graduates, Dovid Roiter, a man who studied in Kollel for 15 years, "From my family's perspective, we live in the same Torah home, with the same Torah values, and with the same Shabbat Table..."

Provisional guide lines for the advancement of the program in the next year:

As JBH's program continues to make an impact in the community, in the 2020/2021 academic year, we plan on operating 4 cohorts, JBH-7, 8, 9, and a JBH evening cohort-2, a total of around 120 students. JBH-7 is currently running and will graduate in March 2020. JBH-8 recently started, and they graduate by the end of 2021. JBH-9 will begin in the first quarter of 2021, and the JBH evening cohort-2 will begin in the second quarter of 2021.

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

Please join photos – as **JPG files** – and any link or any other document connected to the program which will seem to you relevant – as **PDF document**.

Please join a 5 minutes movie which presents your institution and the particular project supported by the Matanel Foundation. The movie should be accessible to the philanthropic world and to other potential donors.