

# *MATANEL FOUNDATION*

## *ACTIVITY REPORT*

**Program:** *Employment opportunities for teens and adults with disabilities after employment preparation (program no. 285)*

**Year:** 2021

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

**Name of the Program:** Employment opportunities for teens and adults with disabilities after employment preparation (program no. 285)

**Year of activity:** 2020-2021

**Name of the report's writer:** Naomi Kovitz

**Function of the report's writer:** Director of Development and Innovation

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**Number of active participants in the program:** 47

**Estimated number of impacted participants:** 45

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

The post-employment preparation program has seen 45 young adults with special needs integrate in employment in three different areas: secretarial work, sewing and embroidering and culinary work. Within the program, the participants - who were enrolled in workshops and lectures that provided the students with targeted skills for each track as well as general employment tools - have completed their preparation process and have been placed in workplaces in the community, while others are enrolled in our employment centers.

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

The main achievements of the past year are as follows:

1. 47 young adults with disabilities who have received extensive training in the fields of secretarial work, sewing and embroidery and culinary work have

been placed in employment opportunities in the community or in our employment centers.

2. One of the most important outcomes of this program is the realization of self-esteem, confidence and self-value that each participant has internalized; individuals who have encountered endless challenges in their journey and experienced many setbacks in their lives that began with a substantial disadvantage can now look at themselves in a new light – a light of competence, proficiency and fulfillment.
3. As importantly, as the program participants began working in the community, we are proud to serve as a stepping stone for people with disabilities to be fully integrated in society and champion for equal rights for all. This program is an important step in changing how society views people with special needs and assists in their inclusion.

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

The process of the program was divided into the following stages:

1. Upon providing the necessary employment skills in the respective areas as well as general employment preparation in fields such communication skills, problem solving, employer-employee relations, time management, personal hygiene, safeguarding and money handling, the program participants were ready to be placed in jobs in the general workforce
2. These job placements were negotiated prior to the completion of the pre-employment program, and were thoroughly researched to suit each participant
3. Each participant was assigned an employment counselor who supervised the work, served as a mediator between the employee and employer when needed and, when changes were necessary, adjusted the work accordingly. the involvement of the counselor was gradually diminished with time, in order to provide a safe beginning but an independent work contingency

The results of the program were impressive: Nearly all students who completed the pre-employment program were integrated in the workforce at some point. Unfortunately, due to the unforeseen circumstances of Covid, not all students were able to remain in their posts as some places of work were closed, others had to lay off employees and yet other students did not meet the medical requirements that enable them to work in an uncontrolled environment safely. Those who cannot, for the above-mentioned reasons, work in the community have all been integrated into work positions within our employment centers in their relevant fields of employment.

As a conclusion for the future, we have decided to add more tracks to the pre-employment program (please see paragraph below), and hope to find other places of work for our students in these fields. Furthermore, as we are exhausting places of employment for our students in the city, we have actively sought and found factories

and stores in other cities that are eager to work with us and employ our students. For this, we will have to establish a private means of transportation for our students.

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

Since the pre-employment program was such a success, we will be expanding our pre-employment programs in our upper school grades and employment centers to include other fields as well. Our vision for next year is to add a hairstyling track, a graphics design track and a sports and music track. We are certain that we will be able to provide our students with the skills necessary to find secure employment in these fields in the future.

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

Attached

**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.**

Attached

**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.**