

*MATANEL FOUNDATION*

*ACTIVITY REPORT*

**Program:** Employment opportunities for teens and adults with disabilities ages 18-80  
(program no. 284)

**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 (program no. 284)

**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:** 96

**Estimated number of impacted participants:** 91

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

The employment preparation program has seen 90 young adults with special needs receive employment training in three different tracks: secretarial work, sewing and embroidering and culinary work. Within the program, the students were enrolled in workshops and lectures that provided the students with targeted skills for each track, as well as general employment tools. To date, all participants have completed their preparation process and some have already 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. Over 90 young adults with special needs have undergone a thorough preparation process for future employment, each in a field that is individually suitable to personal preferences, cognitive abilities and emotional maturity.
2. Three times a week, the program participants were enrolled in targeted craft sessions in the fields of secretarial work, sewing and embroidery and culinary work. These sessions utilized multi-disciplinary methods to teach the students the needed skills in each profession, and featured on-site practice and training. This has resulted in the program participants to master their respective craft in the highest level possible, and be ready for actual employment.
3. A weekly workshop was held to teach the participants general work skills, such as communication skills, problem solving, employer-employee relations, time management, personal hygiene, safeguarding and money handling. These skills were taught and practiced in a wide range of settings, in order to encourage each participant to fully grasp and internalize these crucial skills. As a result, all participants have received the best foundation upon which their future employment will thrive.
4. 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.
5. As importantly, as the program participants face the next stage of 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. Performing an initial screening process of our students to determine who had the greatest potential of completing the program, based on their basic abilities, cognitive level, motor skills, communication abilities, emotional ripeness and personal preferences
2. Dividing the students into the three tracks of secretarial work, sewing and embroidering and culinary work
3. Establishing a personal advancement plan for each participant, which was reevaluated and adjusted by our staff on a monthly basis
4. Providing both targeted as well as general employment skills in workshops, group sessions and lectures using multi-disciplinary methods

The results of the program were impressive: almost all students who participated in the program graduated with the skills necessary to be integrated in the workforce.

In comparison with the previous year, we have been able to tweak the program in such a way that provides each student with a personal advancement plan, which greatly enhanced the program.

As a conclusion for the future, we have decided to add more tracks to the pre-employment program (please see paragraph below).

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

Since the pre-employment program was such a success and yielded an almost 100% return of our staff's efforts, we will be expanding our pre-employment programs in our schools 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.**