

*MATANEL FOUNDATION*

*ACTIVITY REPORT*

**Program:** JBH - Jewish Brain in High-Tech (Formerly Avratech)

**Year:** 2022

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: JBH - Jewish Brain in High-Tech (Formerly Avratech)

Year of activity: 2022

Name of the report's writer: Aaron Fruchtman

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Number of active participants in the program: 152

Estimated number of impacted participants: 585

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

**JBH cohorts 9,10, 11 and 12** are currently in operation, preparing some **116 Haredi men** as full-stack web developers. They learn to program in web-based languages, which makes them able to start a career in an IT programming environment, where there is great demand. To reach that point starting as a kollel scholar with limited secular education, it takes 18 months of hard work.

1) A **preparatory course** (Hebrew: *mechina*) designed to help the participants catch up in basic skills in math and English—the working language/basic skills of IT in Israel.

2) The participants then proceed to a **year-long intensive training in IT programming**.

3) After the year-long training participants take part in **initial internship work with IT companies as assisted by JBH**.

**JBH-9 is in the internship and soft skills training program. JBH-10 and JBH-11 are in the computer science program. JBH-12 is in the mechina.**

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

- **Growth in Participants:** There are **4 cohorts** in operation in JBH's **Flagship program** which trains Haredi men to become full-stack web developers in **18 months**. **A total of 116** participants are currently preparing for careers as web developers, and approximately **70 of them are new participants** who started over the last 6 months.
- **Diversification of Our Training Models:** There are **36 participants** in the **Juniors training and placement program**—to help Haredi men who studied programming in other institutions but were unable to find work and need to sharpen their skills and gain practical work experience and help with placement.
- **Geographic Expansion:** In keeping with strategic planning, JBH now also has the first class of 20 Junior participants in a new third location, Beit Shemesh.

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

JBH evaluates their results according to two primary methods, placements and number of total students and number of graduates. In 2020, there were 59 students in year 1 and year 2, of which 25 graduated in 2020 and 24 placed. In 2021, there were 87 students, of which 42 graduated in 2021 and 36 placed. In the future, JBH is looking to expand its program, while at the same time, ensure a high placement rate.

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

Through the months of July 2022 through September 2022, JBH underwent its most intensive process of self-analysis and an environmental review of the IT job market and training providers to date. We worked together with Israel Impact Partners; former McKinsey Professionals who work on behalf of funders to assess and develop scaling plans. JBH entered this process to determine our growth for the years ahead and to establish workplans and financial planning to match. Having succeeded in building training models that work for IT employers and for Haredi men, we have committed with our Board to determine how to grow to the next level of success and impact.

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.