

MATANEL FOUNDATION

ACTIVITY REPORT

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

Year: 2023

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: 2022-2023

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Function of the report's writer: Director of Development

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Number of active participants in the program: 45

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 men and women with special needs integrate in employment in three different areas: secretarial and supportive roles, clothes tending and culinary work. The participants have been placed in workplaces in the community, or in our employment centers, after having completed the training program with targeted skills for each area of employment as well as general employment tools.

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. 45 young adults with disabilities who have received extensive training in the fields of secretarial and supportive work, clothes tending and culinary work have been placed in employment opportunities in the community or in our employment centers, working in their respective fields.
2. Receiving employment training and holding a regular job in the community has significantly contributed to the participants' self-image and self-esteem.

Being in a trusting environment has brought them motivation, emotional wellbeing and better practical functioning for optimal independence.

3. Being in the presence of able-bodied people serves as a model for our students to learn from, broadening their horizons and their social consciousness. It has helped them gain important communications skills, master social norms and develop their character through social context.

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. The employment period begins with an integration process of three months for each participant in his/her respective place of work. During this transition period, the participants do not yet receive legal employee status and official pay-slips but are learning to adapt to the workplace.
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 reduced after the transition period, in order to provide a safe beginning but an independent work contingency.

The results of the program were impressive: All students who completed the pre-employment program were integrated in the workforce - either holding legal positions with pay slips, or and the stages of completing the transitional process. Due to the unforeseen circumstances of the ongoing war, some integration processes were stalled, while other students with a permanent job were relieved of their job or had to leave as workplaces lacked a safe environment. Those who were unable to continue in their workplaces have been given work positions within our employment centers in their relevant fields of employment.

As a conclusion for the future, wider areas of employment should be considered, and sourcing of more workplaces should take place, both within and outside of the city. Additionally, a separate program for adults who have a light disability but are lower functioning should be established, to maximize their potential.

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

Upon the successful completion of this program's cycle, we will be expanding the areas of employment training and examine new places of work. We have also reached the decision to establish an industrial supported employment program for adults who are lower functioning. Here, our students will receive employment preparation and

then be transferred in groups, rather than individually, to factories across the nearby cities, where they will work under supervision of a counselor. This way, they will be assisted throughout their workday but maintain as much independence and integration as their disability allows.

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

Please see attached our latest financial report, a list of the participants and their pay slips in a separate drive folder. Please note that a number of students did not receive consent for disclosing personal information in the form of official pay slips from their legal guardians. For the purpose of this report, we are attaching a formal letter from their employer attesting to their employment in instances where their guardians permitted so.

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 see attached.