

MATANEL FOUNDATION

ACTIVITY REPORT

Ofek Liyladenu's Employment on the Horizon

Program:
Year: 2024

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: Ofek Liyladenu's Employment on the Horizon Program

Year of activity: 2024

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Number of active participants in the program: There were 51 teens with visual impairment who participated in Summer 2024 program, they were employed in workplaces throughout the country. Altogether there were 73 teen participants who took part in the training sessions, (altogether 50 in the first and 53 in the second). Not all the participants in the training sessions were able to take part in summer work (due to personal circumstances and logistics).

Estimated number of impacted participants: Our estimate is that our program had an impact on some 275-300 people in addition to the teen participants. This number takes into account parents and siblings, employers, and work colleagues of the teens. In addition, we believe that many others, members of the teens' community and the public at large, were positively influenced by taking note of—and interacting with—blind and sight-impaired teens in the workforce.

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

This year, 51 teens were employed at varied workplaces (from retail chains to financial institutions and banks, other businesses and nonprofits throughout Israel—our partnership with the HaMashbir Department store and Steimatsky's book store chain, initiated last year, was continued this year. As noted, there were 73 teens who

participated in the training program but not all of them were able to take on jobs in the workplace (as noted, mostly due to logistical issues and conflicting family plans). But they gained the benefits of the knowledge and skills imparted in the training sessions, which they will utilize in future employment. The training sessions were conducted by industry leaders and specialists in promoting employing for people with disabilities. The teens who worked received counsel and support by a professional dedicated team including a sight impaired staff member. The teens included first-time participants as well as past participants who returned to workplaces they knew or took on different challenges in new workplaces. Our goal is to enhance our model, that is to encourage teens to advance in the workplace and the mainstream, and to enlist families and employers in advancing the full integration of our community (and people with special needs overall) into the workforce.

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

Given the restrictions of wartime, it was a significant achievement to be able to sustain the program. We also conducted our training session in the new state-of-the-art headquarters of Bank Discount in Rishon LeZion, and everyone felt the new surroundings gave an added boost to the program. We conducted two training days for 73 participants, and job placements for 51 youth in dozens of work settings from Bank Discount and other financial institutions to retail chains (from ToysRus to Delta and HaMashbir Department store). The teens were especially grateful that this program was conducted during a year in which so many of their other activities were restricted or cancelled. They gained knowledge, skills, and experiences that will boost their prospects for future integration into the workforce as young adults. In a number of instances, we provided individual guidance to youth with multiple disabilities or emotional challenges to gain the achievement of successful work experiences. Our new employers in recent years are continuing their collaboration with us and we look forward to enlisting additional new employers in the years ahead. We have been told that our program is an impetus for employers to make their workplaces accessible to workers with special needs throughout the year, and thus encourage more inclusive work opportunities for adults with special needs.

Alumni of the program report that their work experiences have built their confidence to pursue voluntary military and national service, and to pursue higher education and careers which will enable them to achieve social and economic independence.

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

Please see the attached.

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

We seek to continue to build on the momentum of the program, and take pride that in recent years, we have managed to sustain and build the program despite considerable challenges—from the COVID pandemic to the current war. We cannot predict new challenges in the year ahead, but we retain our commitment to overcoming any barriers that may present themselves. Our goal is to enhance all aspects of the

program, learn from experience, and to continue to provide individualized support to employers and participating teens. We will also seek to broaden our outreach to teens, families, and employers in Israel's socio-economic and geographic peripheries.

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.