MATANEL FOUNDATION
ACTIVITY REPORT
Program*: Hut HaMeshulash- Vocational Training Program*
Year: 2025

Name of the Program: **Vocational Training Program**
Year of activity: **2025**
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Number of active participants in the program:
20 young people were part of the Vocational Training Program during 2025, 10 in cohort 19, and 10 in cohort 20.

Estimated number of impacted participants:
Hut HaMeshulash provides services to approximately 1,200 young people annually. The vast majority are exposed to our vocational training program throughout their journey with us. The program's presence and visibility across our projects inspires participants to pursue personal development, professional growth, and career aspirations. Each young person finds their own path forward - some through follow-up workshops, others through educational programs or job placement support. Importantly, the program's existence generates ongoing dialogue across all our projects about employment, education, and pathways for professional growth.
Additionally, alumni from recent years (approximately 60 individuals) are invited to several events annually - both social and skill-building - to continue advancing their employment and educational goals. For example, this year featured workshops on financial management.
Given that our participants often provide financial support to their families, we estimate that the 20 young people who participated this year have positively impacted approximately 40 additional family members.

Current state of the program:
We are in the midst of our 20th cohort, scheduled to conclude in mid-January. The program is facilitated by our Head of Employment, alongside a new instructor and an experienced social worker. The current cohort is distinguished by the participation of young adults from nearly all of our projects (in contrast to previous cohorts which primarily drew from the Open Space Drop-In Center). This represents a development we have long worked to achieve as part of a significant push to advance employment programming across all our settings. The current situation truly reflects the success of these efforts.
We have just completed our 2026 work plan, which includes two additional cohorts of the vocational training workshop.

The main achievements during the last year of activity:

Workshop Completion & Employment:

- 95% of participants successfully completed the workshop program
- 20% secured new employment during the workshop period

Post-Workshop Pathways:

- 20% enlisted in military service or pre-military preparatory programs
- 16% enrolled in continuation programs within Hut HaMeshulash

Previous Cohorts Progress:

- 13% are currently pursuing higher education, partially funded by Hut HaMeshulash

Community Building:

- Organized 2 seminar days on financial management for program graduates, led by an external facilitator from the Makimi Association, with 15 young people participating
- Established a network of 7 "employer partners" committed to supporting our participants

Project evaluation:

Assessment Framework

At the beginning of each workshop cycle, all participants complete a comprehensive intake questionnaire covering background information in education and employment, as well as self-assessments in two key areas:

- Personal (e.g., expressing needs in interpersonal relationships, teamwork capacity, sense of personal agency)
- Employment-related (e.g., knowledge of worker rights, career direction clarity, job search skills)

Upon completion of the workshop, participants complete an exit questionnaire that includes the same self-assessment statements across both personal and employment-related domains for pre-post comparison, alongside feedback on the workshop's impact, specific components that were most beneficial, challenges encountered, and suggestions for improvement. Participants also report on changes in their employment status and whether these changes were influenced by the workshop.

Following each cycle, a detailed data analysis is conducted, followed by a review meeting with the workshop leaders, professional supervisor, and the organization's evaluation lead to identify insights and improvements for future cohorts.

Key Results

Significant improvements were observed across multiple measures:

- Career direction clarity: Participants' sense of knowing how to advance in their desired employment direction increased from 2.4 to 3.6 (on a 1-5 scale)
- Job interview readiness: Rose from 3.6 to 4.6
- Teamwork confidence: Improved from 3.6 to 4.2
- Ability to express emotions and needs in relationships: Increased from 4.0 to 4.6

Among all workshop components, participants rated the individual mentoring component as the most impactful.

Long-term Impact Study

This year, we conducted an extensive follow-up study with 38 graduates from the past four years. Findings revealed that 28% are currently pursuing higher education, and 75% are engaged in stable frameworks including military service, national service, or permanent employment (6+ months).

Comparisons with the precedent year:

- Completion rate: 95% (up from 72% the previous year)
- Cohort size: 20 participants (compared to 22 the previous year)
- Employment during workshop: Maintained at 20%
- Participant composition: The current cohort drew 70% from our residential programs, compared to the previous year when 70% came exclusively from our drop-in center. In previous cycles, participants from our residential settings had notably higher dropout rates, finding it more challenging to maintain commitment to the program. This may have been due to their minority status in those cohorts; today, significantly greater emphasis is placed on their integration into the program.

Conclusions

- Starting with a smaller cohort has proven more effective in reducing dropout rates - a critically important goal in itself, as successfully completing a structured program and receiving a certificate is often a first-time achievement for these young people and holds tremendous personal significance.
- There is room for improvement in job placement outcomes and helping participants identify concrete career directions.
- Through our cycle review meetings, we've developed a shared understanding that this workshop serves as a foundational starting point for participants. Much of its focus is necessarily on introducing employment concepts and building soft skills such as collaboration and time management. Accordingly, relatively few graduates transition directly to higher education despite the financial support we offer. This has sharpened our recognition of the need for an advanced continuation program that places greater emphasis on academic guidance and pathways to higher education.

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

The employment workshop will continue operating in 2026 on a biannual basis.
We are currently investing significant efforts in expanding pathways for young people to pursue higher education, professional training, and meaningful employment with long-term prospects. This includes substantially increasing financial resources through active fundraising to support tuition costs, study equipment, psycho-educational assessments, high school diploma completion programs, and related needs.
These combined efforts position us to significantly expand the number of young people we can support in achieving stable, meaningful employment and educational advancement. We anticipate supporting 10-20 young people in beginning higher education or professional training programs in the coming year.

Short movie:

There is no specific video available for the vocational training aspect of Hut's work. Please find below a link to a short video providing a glimpse into the work of Hut in general and the young people we serve. The link: https://shorturl.at/33TYP