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THE EUROPEAN ALLIANCE FOR APPRENTICESHIPS
NATIONAL COMMITMENT OF ISRAEL

Country details:

<i>Country</i>	Israel
<i>Ministry</i>	Ministry of Labor, Social Affairs and Social Services
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A short description of the ministry involved:

The Ministry of Labor, Social Affairs and Social Services (MoL) is responsible for ensuring the welfare of the public through overseeing the supply of social services and through oversight on matters relating to labour and employment.

The labour branch within the Ministry is responsible for ensuring an advanced, efficient and safe labour market, which provides employment opportunities under appropriate conditions for all. This aim is realised by promoting the development of human capital and an employment environment that meets the needs of the constantly changing labour market, while protecting employees' rights.



The labour branch oversees vocational education and training, technological education, diversity in employment and inclusion, equal opportunities at work, enforcement of labour laws, foreign workers' labour rights, labour relations, occupational regulations, occupational safety and health, and early child education and care.

The annual budget of the labour branch is NIS 3.5 billion (approx. EUR 884 million).

The National Institute for Technology and Science Training (NITET) and the Division of Vocational Training and Human Capital Development are the units responsible for vocational and technological education and training, and for apprenticeships, which are part of formal education and training programmes, which are the focus of this national commitment.

Technological Education and Training

The NITET in the MoL is the body entrusted with the training of certified practical engineers and technicians in technology, to provide suitable solutions for the needs of the economy. The NITET supervises 65 technological institutions nationwide, 31 of which are budgeted. Approximately 31,700 students study in these institutions towards becoming a practical engineer or a certified technician, in 23 major fields of study (including: mechanical engineering, electrical engineering, electronics engineering, chemical engineering, civil engineering, medical engineering and software engineering). The net annual budget for training is NIS 311.5 million (approx. EUR 78.19 million).

A main feature of the technological education and training system is the rate of employment among graduates. 95% of graduates found work and integrated into the labour market (compared to 91% of those that graduated in 2015 and 2016); 66% of the graduates found work in their field of study (data is based on a survey conducted in 2019).

Technological education and training serves as an important tool for social mobility because of the socio-economic background of a growing share of the students (13% of NITET students are Ultra-Orthodox, and 24.5% are Arab) and because of the rate of return, as measured in future income. The Ministry of Finance's Chief Economist data shows that NITET graduates' salaries are 50% higher compared to individuals that did not complete full secondary education (formal compulsory education takes place in Israel up to the 12th grade). Technological education is also crucial for maintaining economic competitiveness and market demand for graduates of technological tracks is high, particularly that of practical engineers.

A National Reform

Following a government resolution from 2018, and a set of agreements and understandings between the stakeholders involved, a reform of the technological education and training system was put in motion. The following are some of its goals:

- ✓ Improve the quality of the qualifications and the learning;
- ✓ Improve qualification achievement rates (currently at 61%);
- ✓ Improve the attractiveness of practical engineering tracks;
- ✓ Update curricula to better meet market needs;
- ✓ Increase apprenticeship opportunities.

Current status: 11 of 23 study programmes offered in NITET institutions have already been updated, and employers are now involved in the process, specifically in shaping study programmes and learning outcomes. For the very first time, curricula updates were carried out by multi-stakeholder committees, comprised of pedagogical experts, industry leaders and employers.

All curricula updates are expected to be completed by 2023.

Practical Experience and Company-based Training

The NITET is currently developing the option for students to substitute 300 classroom hours (for practical engineers) or 150 hours (for technicians) for time spent with an employer, while working on a specific capstone project (the capstone project is a mandatory component of completing a qualification).

The NITET aspires to allow as many students as possible to complete their capstone projects through time spent at a workplace, guided by an employer in a 'hands-on' experience.

Industry Partnerships and Pilot Schemes

- **The ‘National Program for Training Certified Technicians and Practical Engineers’ (programme duration: 2018-2024)** – Jointly run by the NITET with JDC-Tevet (NGO), the pilot programme implements reforms in technological education institutions by involving employers in planning curricula and training, developing apprenticeships and work-study programmes, and incorporating life skills development. Students in this programme receive a salary for their time spent while training with employers as apprentices. Participating colleges (currently five) are incentivised to arrange apprenticeship opportunities *inter alia* through dedicated governmental grants. The programme's total budget is NIS 64 million (also funded by The Azrieli Foundation and The Tzurim Association).



Main targets: The programme aims at reaching 1,000 participants (now has about 350 students). Another main goal is to establish employee relations units and capabilities within each of the participating colleges, in order for the colleges to be able to offer high-quality apprenticeships and to interact directly with relevant employers.

- **ATIDAIIIM (programme duration: 2018–2022)** – This accelerated 17-month-long programme propels outstanding young adults from underprivileged backgrounds to pursue studies in practical engineering and the sciences and receive scholarships, academic counseling and tutoring. In their sophomore year, participants are adopted by leading companies (including multi-nationals), that provide them with valuable hands-on work experience and a personal mentor who serves as a tutor and liaison with the company. After finishing their studies, students pursue work for their adoptive companies. The total budget is NIS 16 million (jointly funded by other NGOs and philanthropic funds).

Main targets: The programme aims at reaching at least 500 qualified graduates in practical engineering. All participants should spend 300 hours with an employer as part of the programme.

Vocational Training and Human Capital Development

The Vocational Training and Human Capital Development Division provides jobseekers and unqualified workers vocational education and training to match national labour market needs, while aiming at reducing unemployment, mitigating socio-economic gaps and raising labour productivity.

The division supervises vocational training programmes in over 22 sectors including: management and marketing, electronics, construction, automation, cyber security, IT, media and graphic design, early childcare, hospitality and culinary arts. Apprenticeships lead to a nationally recognised qualification.

The programmes are either self-funded, or partially or fully subsidised. Funded programmes are directed at the MoL's target populations such as: the Ultra-Orthodox community, Israeli Arabs, people with disabilities, youth at risk, the Ethiopian community and independent parents.

The division is also responsible for youth training (under 18), overseeing 62 vocational schools.

The 2020 budget for training (adults aged 18+, excluding youth) was NIS 150 million.

The 2021 budget is higher due to additional COVID-19 funds and stands at NIS 220 million.

Main partners and stakeholders:

- The Israeli Employment Service;
- The Israeli National Worker's Union;
- Professional and sectoral organisations;
- The Employer's Directorate;
- Vocational institutions, schools and colleges.

Following the recommendations by a public committee for promoting employment for 2030, the division set out to strengthen partnerships, collaborations and working arrangements with employers. These efforts include new training paths (such as the 'fast track') and the founding of an employer's directorate, a partnership agreement signed by the labour branch with Israel's General Federation of Labour and the Presidium of Israeli Business Organizations.

Employer-integrated Training Programmes

- **Training 'Fast Track'** – This training path allows employers and vocational institutions to train new workers in both supervised as well as completely new and unsupervised training courses (approaching employers and training bodies that do not necessarily work with the Government on a regular basis). Funding is granted with the condition of the employer agreeing to hire a certain percent of the graduates, allowing for financing of vocational training in a wide range of common fields in the private market, and the approval process is relatively simple.
- **On The Job Training** – This programme provides relevant skills for workers already 'on the job' without any formal training. Employers provide participants an in-company mentor. The programme duration is between 1–6 months. Employers are incentivised for each employee (conditional on the employer agreeing to keep the worker on for at least six months after the completion of the programme).
- **'Starter'** – A vocational apprenticeship training programme in collaboration with JDC-TEVET, specialising in a hybrid training course combining theoretical studies with paid apprenticeships. Graduates receive a recognised diploma.
- **'Factory Classroom'** – A vocational education programme aimed at jobseekers. The programme takes place either entirely at work or at a designated vocational institution while the practical training takes place at work. Upon training completion, the employer is obligated to employ at least 60% of the graduates for a minimum period of

six months. Today, the employment obligation can be divided between several employers, maximising graduate hiring rates and answering employer demands for trained workers.

Employer's Directorate

The MoL is committed to increasing the rate of participation in employment and to improving workers' skills and qualifications through social dialogue. A partnership agreement was signed by the labour branch with Israel's General Federation of Labour and the Presidium of Israeli Business Organizations. The agreement stipulates the establishment of a separate directorate, an executive body, co-funded by the parties and managed by the MoL. The directorate provides accessible and current information on a range of existing training tracks offered in conjunction with employers to increase the involvement of employers in training.

The directorate was announced in 2020 and is budgeted at NIS 10 million for two years.

The directorate, the executive body of the partnership agreement, strives to achieve the following goals:

- ✓ Map ongoing national demands for workers in various sectors and across geographical areas, for both small and large-scale employers;
- ✓ Use gathered data for the anticipation of qualification needs;
- ✓ Use data on qualification needs to improve MoL services, provided through its employment and career centres;
- ✓ Increase the involvement of employers in training (raising the share of work-based training opportunities over school-base);
- ✓ Increase diversity and inclusion of target populations;
- ✓ Reach Government employment targets.

Current status: The directorate has mapped out 2,500 potential positions suitable for vocational training graduates and jobseekers. The directorate has recently (April 2021) launched a CRM system that connects employers with the Ministry's different services in order to foster closer work interfaces.