



Annual Report 2023

www.itworks.org.il



itworks ANNUAL REPORT 2023

The itworks economic development NGO provides an onramp to tech sector employment for Israel's marginalized populations.

itworks promotes individual and collective economic vitality, by reducing income gaps, lowering unemployment, and boosting local human capital, while fostering social resilience and equality.



itworks MODEL



Vocational
training



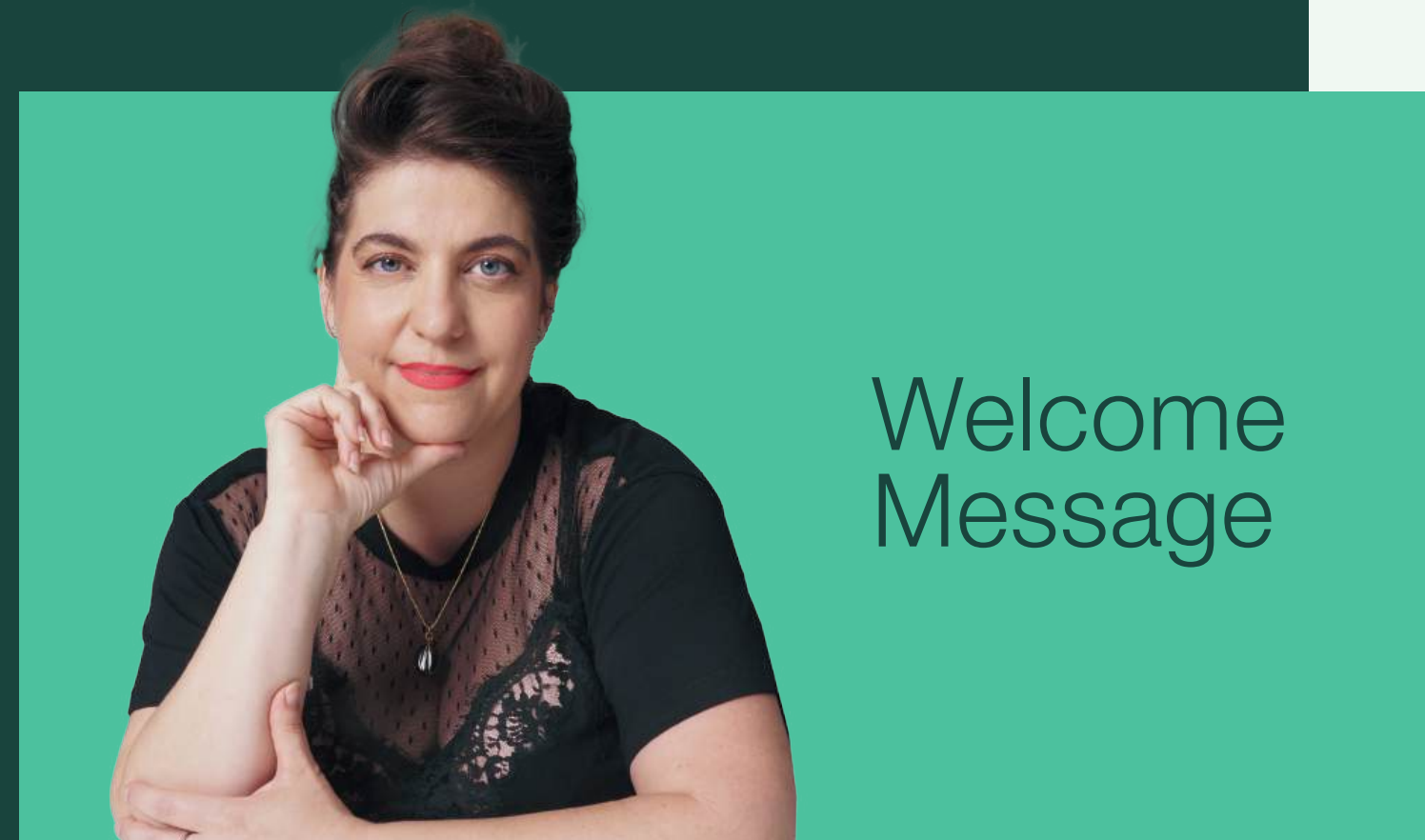
Career workshop
& mentoring



Job
placement



Career
support



from

Ifat Baron

Founder & CEO

Dear Friends, Supporters, and Partners,

In a year, marked by profound challenges and unprecedented disruptions, due to the events of October 7th, itworks' motivation to address Israel's unemployment crisis and foster economic sustainability has never shone stronger. The economic fallout of this historic period has hit our nation's most vulnerable communities the hardest.

The need to promote Diversity and Equal Opportunity in Israel's high-tech employment has never been more necessary and itworks remains committed to that mission, now, more than ever.

In this annual report, we reflect on our achievements, the resilience of our participants, and our continued commitment to building a more inclusive and prosperous future for all Israelis.

With gratitude for this service,



Ifat Baron

itworks TARGETED PROGRAMS



itworks bridges the gap for Israel's marginalized communities, placing thousands of workers into high-tech jobs, reducing unemployment, and boosting local human capital. Our programs empower participants with the skills and opportunities needed to thrive in the tech sector, fostering social resilience and equality across the nation.



This nation's leading program for Arab-Israeli STEM students and graduates consists of coding boot camps, soft skills seminars, and a personal coaching assistant. The program reaches 250 Arab-Israelis per year, ages 20-25, with 35% female participation and has proven highly successful, with 90% of its graduates placed within the high-tech industry, earning average salaries of 12,000 NIS.

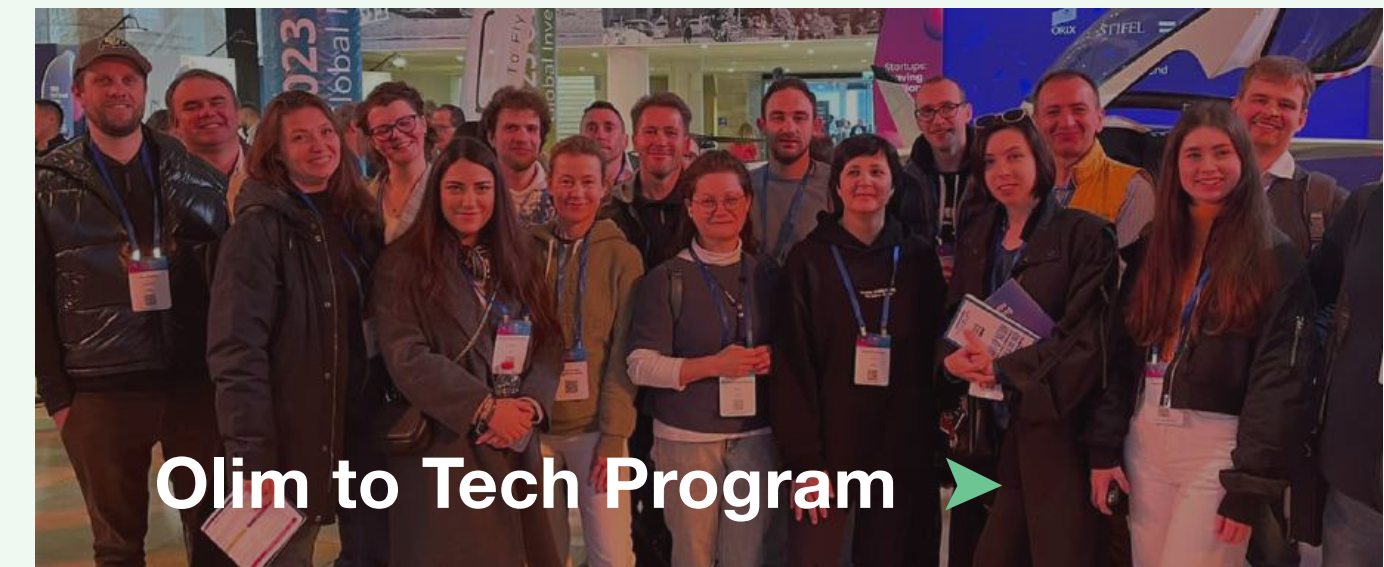
Excel HT also added an internship project catering to Bedouins and East Jerusalem STEM graduates.



Aims at improving single mothers' economic outlook, by way of vocational technological training, soft skills training, and job placement assistance.

This ultimately provides them with access to quality, well-paying jobs, thereby empowering them to take their future, and that of their families, into their own hands. The program caters to women who serve as their household's sole source of income, yet work in low-wage or currently can't find employment.

In the 6 years since the inception of this program, we have changed the lives of more than 700 women – and their children – forever.



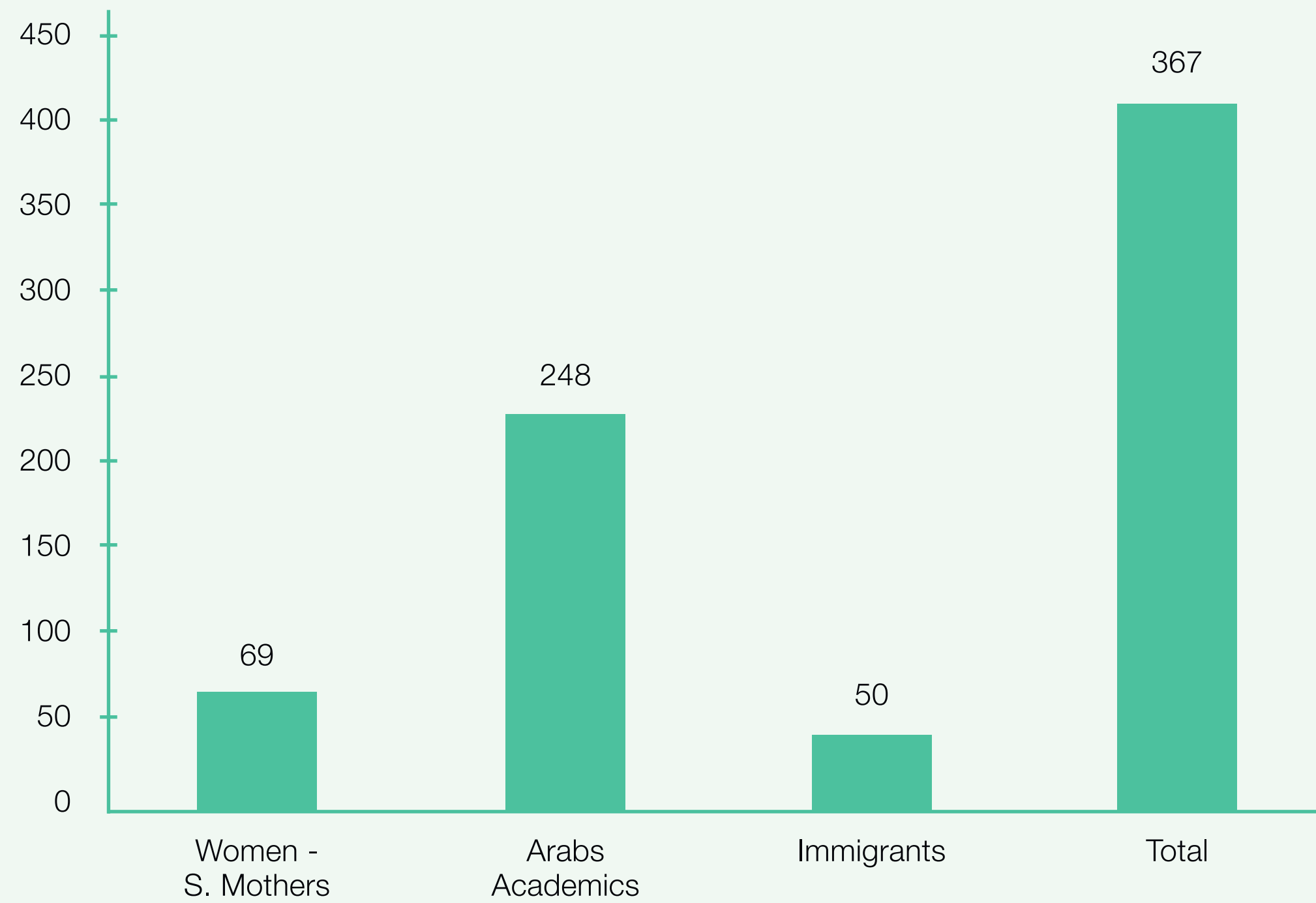
Initiated in the wake of the war in Ukraine – which brought thousands of Russian-speaking immigrants to Israel – this relatively new program provides vocational courses and placement services for talented immigrants, who want to launch a career in Israel's hi-tech sector. The program includes two tracks: one, direct placement and the other, professional bootcamp. Both tracks include Free Hebrew ulpan and English courses, as needed.

So far the program has helped place 150 immigrants in hi-tech positions, changing their lives and making Israel their new welcoming home.

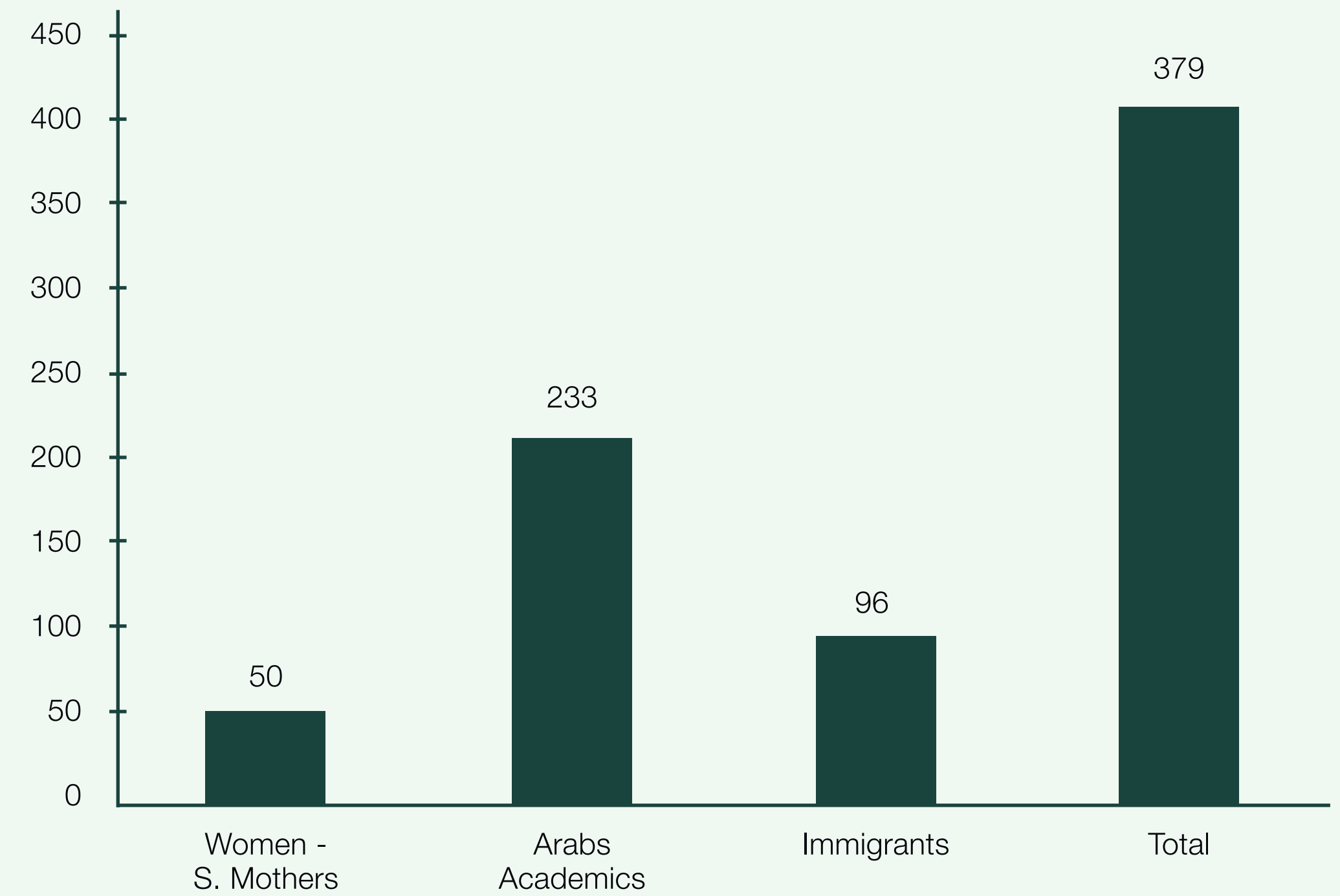
KPI - COMPARING 2022 TO 2023**



2022 NUMBER OF JOB PLACEMENTS

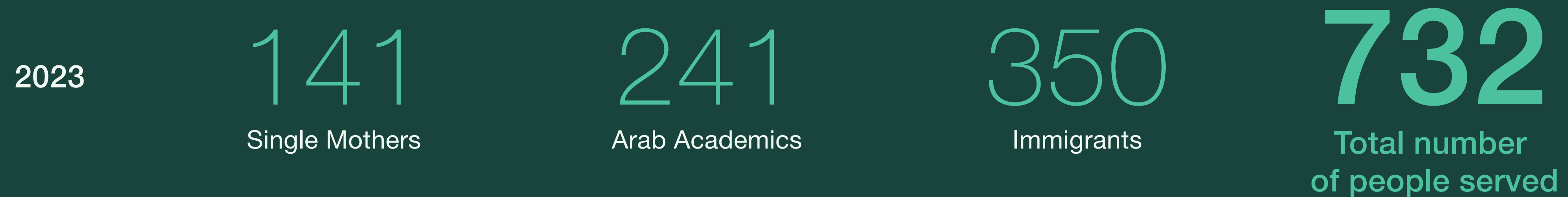
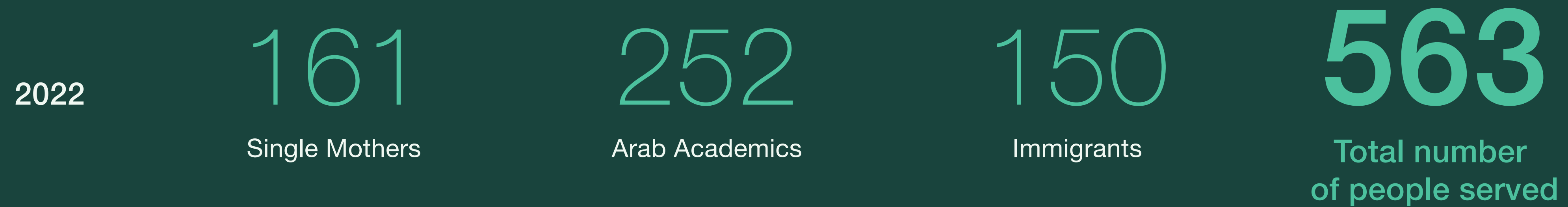


2023 NUMBER OF JOB PLACEMENTS



**** 2023 – was not a full year. The war broke on October 7th, 2023 – and the labor market froze till Dec. '23**

KPI - NUMBER OF PEOPLE BEING SERVED



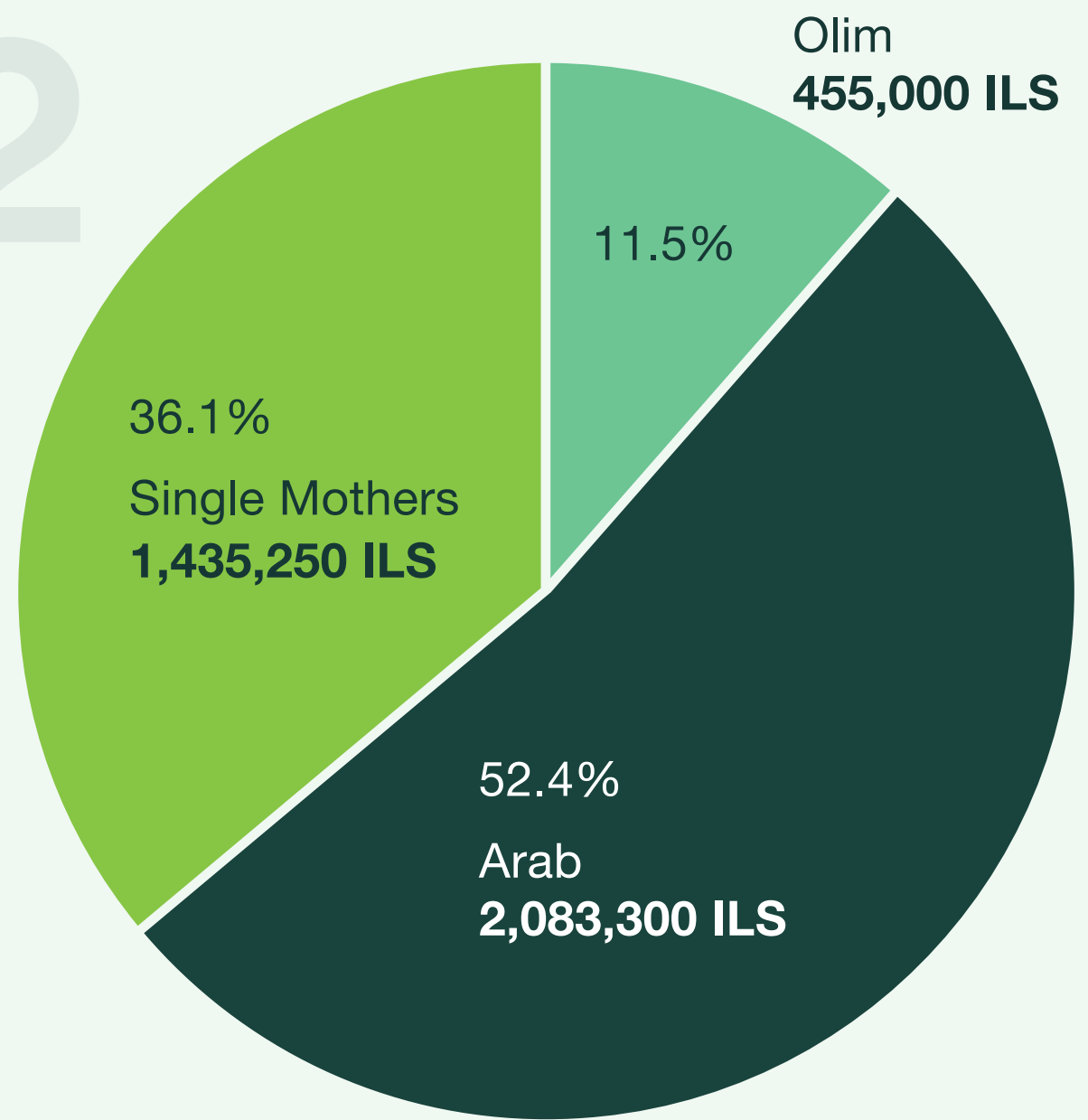
Despite the October 7th disruptions, we achieved a 25% increase in the number of people served, reflecting our resilience and adaptability.



ALLOCATIONS – ACCORDING TO PROGRAM

Total Donor Allocation
3,973,550 ILS

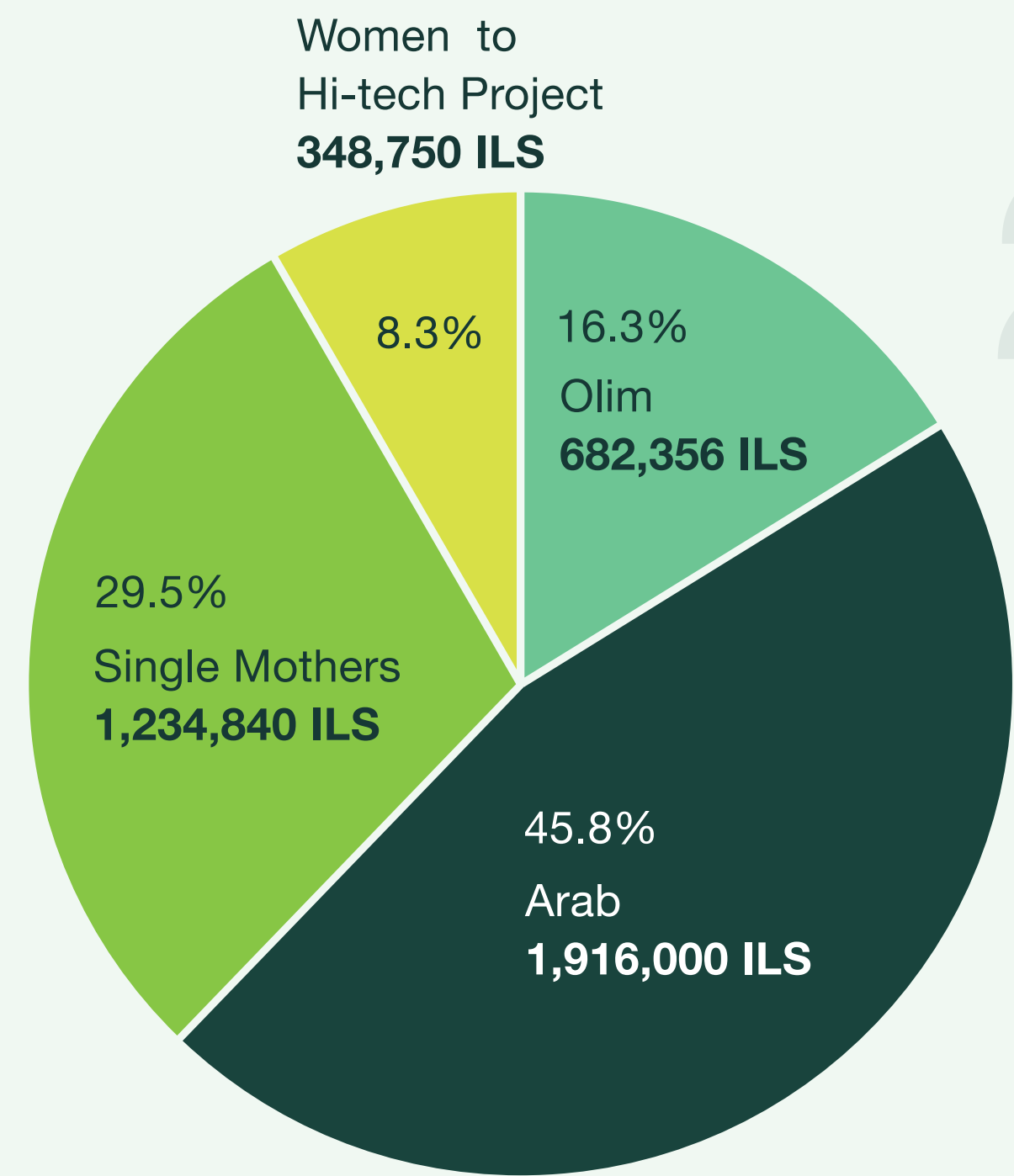
2022



Olim Arab Single Mothers Women to Hi-tech project

Total
4,181,946 ILS

2023

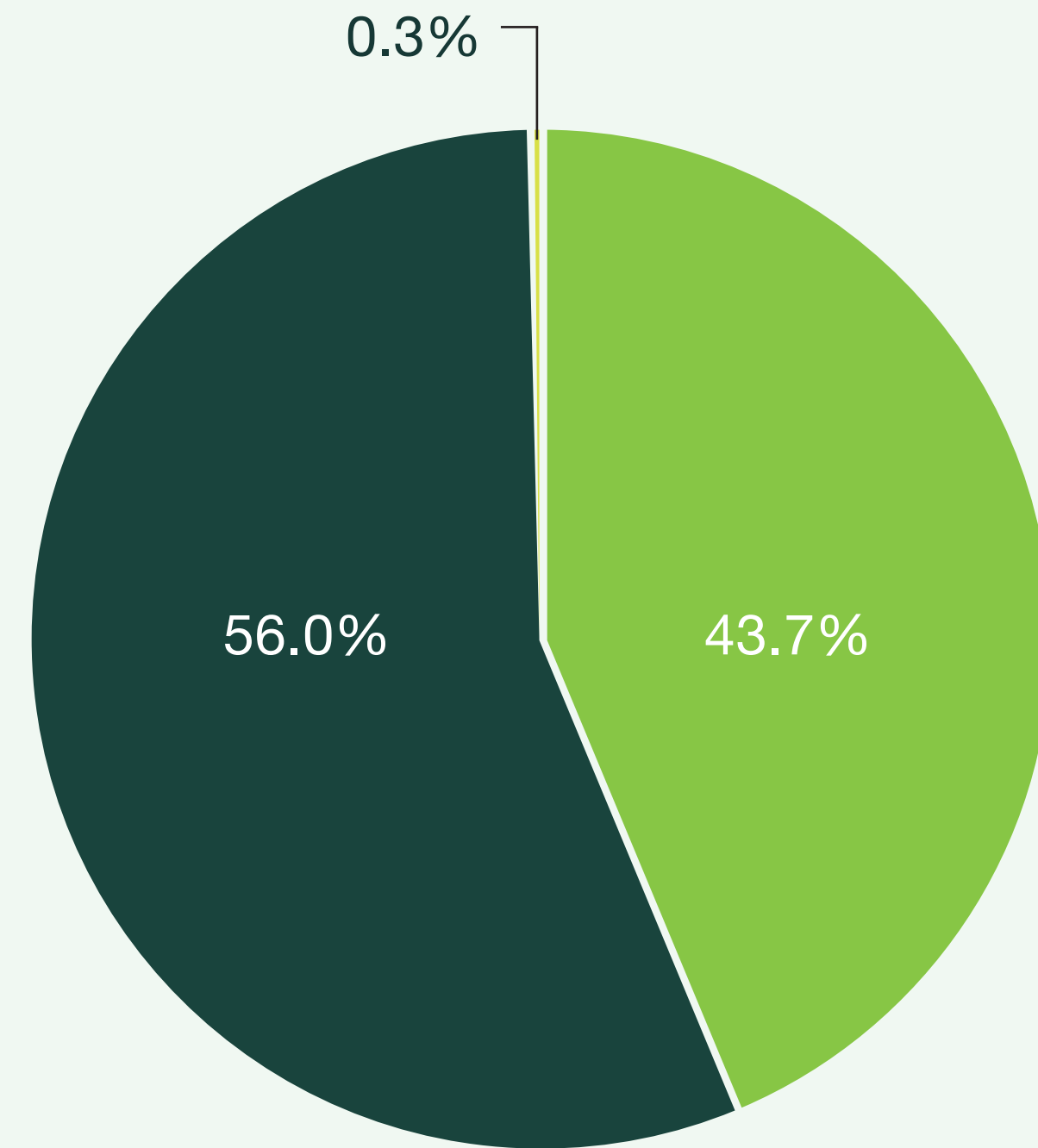


INCOME



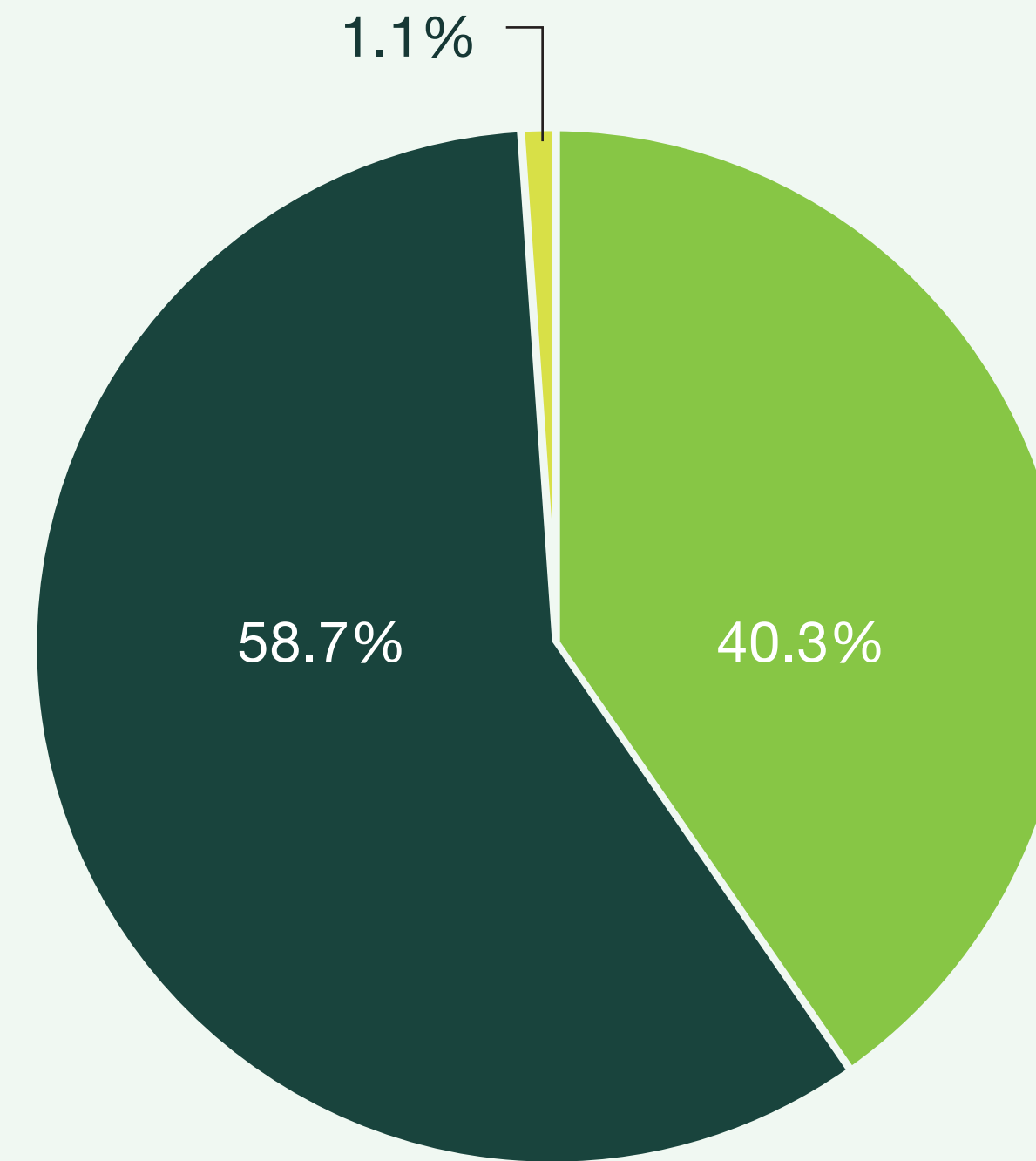
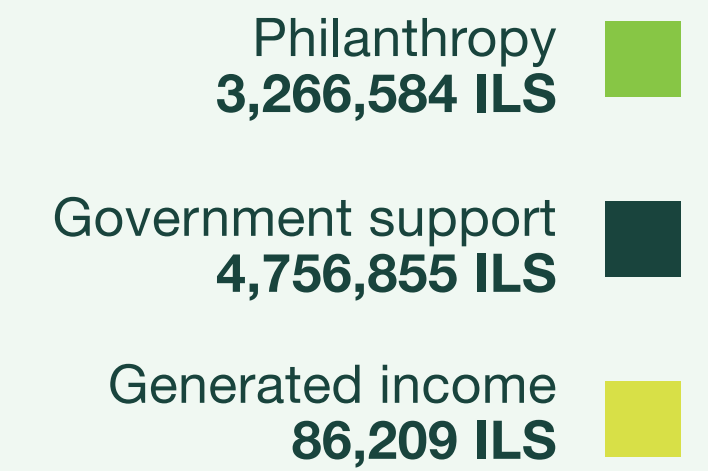
Total
11,728,867 ILS

2022



Total
8,109,648 ILS

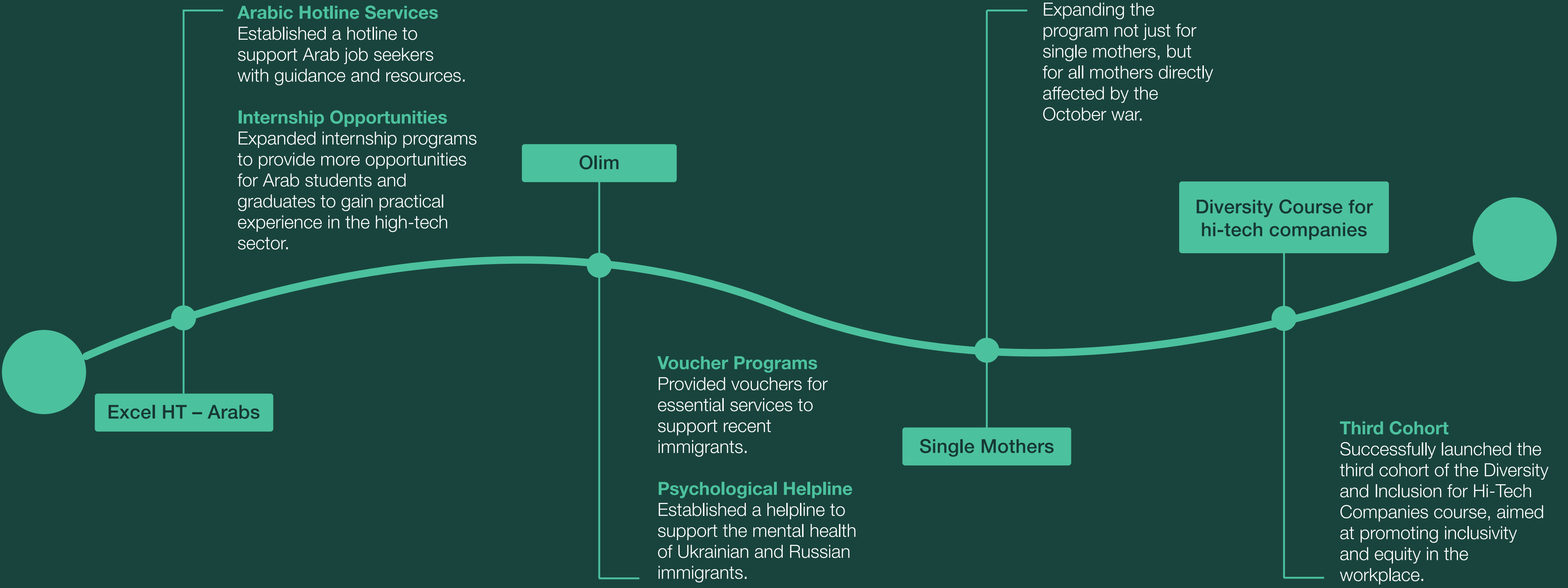
2023



In 2023, our total income reached 8.1 million ILS, supported by a balanced mix of philanthropy (3.27 million ILS), government support (4.76 million ILS), and generated income (86,209 ILS). This financial stability has enabled us to continue our vital work despite the challenges faced throughout the year.

HOW WE RESPONDED TO THE AFTERMATH OF OCTOBER 7TH

PART I: IN EXISTING PROGRAMS



HOW WE RESPONDED TO THE AFTERMATH OF OCTOBER 7TH

PART II: NEW PROGRAMS PLANNED, AS A RESULT OF NEW NEEDS IDENTIFIED, IN THE WAKE OF WAR:

Women Evacuees

New Courses for Women

Launching the Iron Swords Survivors' Project to provide technological training and job support for women in the Western Negev, with a generous donation from Samis Foundation.

Druze Initiative

Training and Employment

Developing a program for Druze men who served in the army, providing comprehensive training in high-demand tech skills and job placements with defense security companies.

OUR THANKS AND ACKNOWLEDGEMENTS



As we strive to advance our Israeli society and economy, we continuously encounter new goals and challenges. The past two years have proven particularly demanding, yet each day also brings new lessons and growth. Already, we have improved thousands of lives.

We could never have achieved such a significant impact without the invaluable support and collaboration of all our philanthropic partners and allied organizations. Their pivotal contributions have yielded remarkable outcomes in challenging times, and have exemplified our shared commitment to systemic transformation.

Thank you!

OUR THANKS AND ACKNOWLEDGEMENTS

