

PIP

# Palestinian Internship Program

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**2018 Impact Report**

# NOTE FROM THE CHAIRMAN



I founded the Palestinian Internship Program in early 2014 to help provide much-needed employment experiences for exceptional Palestinian university graduates, many of whom were leaving their fields – or going abroad – for lack of local opportunities.

Despite operating in a highly challenging environment, PIP has generated a unique model whereby the high-tech and financial sectors in Israel (including multinational companies with operations here) serve as a ‘training ground’ for young Palestinian professionals. In return, participating companies benefit from highly vetted young talent and engage in CSR by providing high-level work experiences to an underemployed population.

This report is designed to showcase the impact PIP has had on the 53 interns who have participated over the past 7 cycles of programming.

Three-quarters of these interns were either unemployed or not in full-time work when applying to PIP. Two-thirds had no professional experience in their fields.

Post-internship, three-quarters went on to work in their chosen fields at successful companies. Others continued on to post-graduate education in the US and UK, or are starting their own businesses. In recent cycles, PIP alumni were even able to hire PIP interns of their own. While interning at PIP’s host companies has already changed these young professionals’ lives, in time, the Palestinian economy as a whole will also increasingly reap the benefits of their professional development.

Beyond matching interns and host companies and the arduous yet vital work of arranging permits, accommodation and other logistics, a highly successful aspect of the ‘PIP experience’ is its supplementary workshops, company tours, and networking events. These provide interns with new skills and business awareness, generate mutual support and group spirit, and prepare participants for entering the job market following their internship.

On the back of the successes outlined in this report, PIP is now looking to expand its reach among prospective interns and host companies and to increase its positive impact on both the Palestinian and Israeli high-tech and financial sectors.

**Yadin Kaufmann**  
Founder & Chairman,  
Palestinian Internship Program

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# ABOUT PIP

The Palestinian Internship Program (PIP) provides young Palestinian professionals with work experience placements at leading multinational and Israeli companies in Israel, focusing on the fields of tech and finance.

As of the end of 2018, PIP had arranged internships for 53 young Palestinian professionals at 35 companies including leading multinationals such as Intel, Thomson Reuters, HP Indigo and Teva, as well as a number of start-ups and venture capital firms.

PIP is a US-registered non-profit organization, currently backed by two private US foundations: The Schusterman Foundation and the Jacob and Hilda Blaustein Foundation. Past PIP supporters have included the US State Department's Middle East Partnership Initiative, USAID, and various private donors.

## MISSION STATEMENT

To provide young Palestinian professionals with high-level internships at leading companies with the aim of PIP graduates using their experience to contribute to the development of the Palestinian tech sector.



PIP Alumnus Hassan, speaking at a PIP event

PIP's interns come from an educated, diverse, and technically talented Palestinian workforce: Palestine has among the highest literacy rates in the region and over a dozen universities, from which in IT-related fields alone some 2,000 students graduate each year.

However, due to a lack of opportunities, more than half of Palestinian graduates are either unemployed or settle for low-skilled positions outside their fields of expertise. Moreover, many of the most talented graduates join a 'brain drain', and take up opportunities in the Gulf States, the US, Europe and elsewhere.

The Palestinian Internship Program was established to help reverse these trends by providing young Palestinian professionals with high-level, local employment opportunities while, at the same time, helping foster more business collaboration and greater mutual understanding in the region. In addition to paid internships, PIP runs experiential skills-building workshops and hosts several networking events each year with Israeli and Palestinian business leaders.

## OUR VISION

A Palestinian tech and innovation sector driven by a generation of young Palestinian professionals who have access to requisite work experience opportunities.

The objective: to help young Palestinians develop their technical and professional skills in a real-work setting; to offer a platform for graduates to jumpstart their careers in high-tech; and ultimately, to help create leaders and stimulate the growth of the Palestinian high tech sector.

PIP's main focuses are on youth and female empowerment, leadership, economic development, and economic cooperation.



Mohamad Itayim, Founding Partner of Oculus Ventures, leading the PIP CV Writing workshop

# PROGRAM STRUCTURE

PIP's program runs in 6-month cycles. Within each 6-month period, accepted finalists commit to participating in the 3 key pillars that make up the PIP experience: the internship matching process, skills-building workshops, and networking events.

## Internships

PIP internships enable participants to develop skills in six areas that are key to building up a knowledge-based Palestinian economy, including:

1. Technical knowledge and experience in fields such as IT, finance and marketing
2. Critical thinking and problem-solving
3. Business and entrepreneurship skills
4. Professionalism and responsibility
5. English language
6. Professional networking

### Internship Matching Process

- For each cycle, PIP receives nearly 200 applications from recent Palestinian university graduates via connections with Palestinian universities, alumni referrals, and social media.
- Applications (in English) include CVs, essay questions, grade transcripts, and references.
- Personal interviews are conducted with all potential finalists.

#### **FINALISTS**

Two Cohorts of ~40 finalists are selected each year to participate in the program

#### **HOST COMPANIES**

150+ MNCs and Startups have joined PIP's database, interested in taking on an intern, hosting workshops, or mentoring

Once accepted into the Program, finalists begin the internship matching process — PIP staff share relevant CVs and profiles with interested companies, assisting with all logistics throughout the interviewing, HR, and on-boarding process, to complete 3-to-6 month internships. Companies commit to providing meaningful work assignments and mentor relationships, and to pay interns salaries at minimum wage level.

PIP arranges for Professional Development High-Tech permits for those finalists needing security permits, assists interns in finding accommodation near their host companies, and provides financial support to cover rent and travel costs.

### POST-INTERNSHIP

- Graduated interns join PIP's Alumni Network (53 as of end 2018)
- 57% of PIP interns have been offered extended opportunities within their host companies
- Companies that hire interns are asked to make a donation to PIP
- All interns are committed to contributing the skills they develop back into the Palestinian high-tech sector

## Workshops

PIP runs several experiential, hands-on workshops throughout the year — at least 3 per Cycle. These workshops focus on **providing soft-skill professional development training** to support finalists and interns in their career development. Workshop topics include:

1. **CV Writing & Interview Skills** - Interns are guided through how to build a professional résumé fit for their skills and backgrounds, and how to sit for a professional interview. Leaders from the Palestinian business and tech sectors volunteer their time to work one-on-one with PIP Finalists to reconstruct résumés, role-play interview questions, and act as mentors throughout the matching process.
2. **Entrepreneurship & Innovation** - Given that PIP's long-term vision is to support leadership and growth in the Palestinian tech sector, it is vital to provide young people with the building blocks on entrepreneurship. Many of PIP's finalists are budding entrepreneurs, coming to the program with their own visions and business ideas — but with no way to make their visions a reality. In this workshop, participants work directly with leading Israeli or Palestinian entrepreneurs to understand what it takes to turn a business idea into reality. Participants learn the A to Z of business, how to construct a business plan, and how to give an engaging business pitch.
3. **Public Speaking & Presentation Skills** - PIP has worked closely with organizations like Dale Carnegie to provide public speaking training for participants. The ability to present in a professional setting is key to one's professional development, and many have not had the opportunity to hone these skills. Participants walk away with concrete steps to giving an effective presentation, the importance of body language, and how to conquer fears of speaking in public.

## Networking Events

At least two networking events take place each year, providing opportunities to finalists, interns, and alumni to meet with Israeli and Palestinian leaders in business and high-tech. These events, open to PIP host companies, community partners, supporters, and others in the Israeli and Palestinian technology and business communities, offer a platform for participants to share with and learn from one another. Events have been hosted in Jerusalem and Tel Aviv by participating Host Companies, co-working spaces, and high-tech hubs.

**PIP Alumni** speak about their experiences in the program, and share how their career paths have developed post-PIP.

**Host Companies** share how taking on a PIP Intern affected their company environment and the successes they experienced.

**Guest Speakers** include prominent tech leaders who offer insight as entrepreneurs, on career development, and on how to overcome obstacles.

**ROWAN** completed her internship with FreightOS Jerusalem as part of PIP's Cycle 6. "I have been part of PIP (Palestinian Internship Program) for about two years, and I can easily say that PIP is not just a three month internship — they are building a community of educated and sophisticated young people via events and workshops. PIP staff work with you and support you even after you have finished the internship. My first workshop was my favorite; it is where I gained my first true mentor. Mohenad [Itayim] taught us how to create a professional resume — but for me, much more was gained. I learned how to effectively contribute in a teamwork setting, and improved upon my work ethic and productivity. Through PIP events, I learned to speak up, give presentations, and built new professional connections (in business development and fundraising) that have helped me in my business. And for that, I will always be grateful to everyone involved in PIP. Thank you, Jesse, Anna, and Yadin for guiding me through starting my own venture."

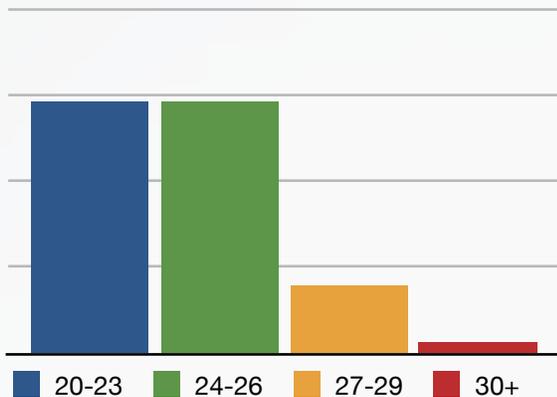


# OUR INTERNS

PIP offers high-tech work experience opportunities to talented young Palestinian university graduates, primarily from the West Bank and East Jerusalem.

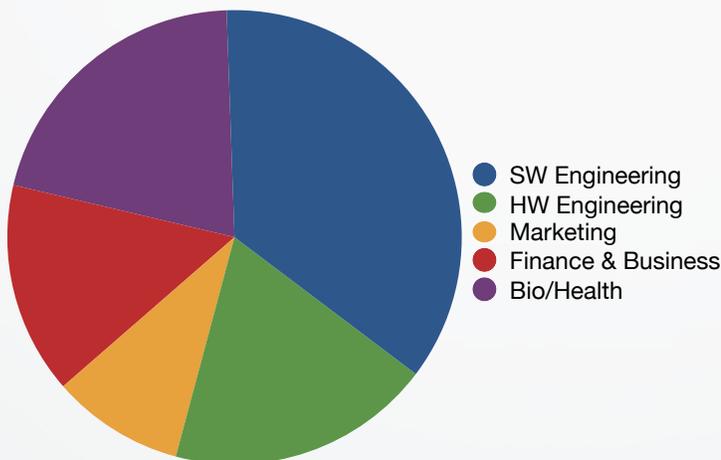
While unemployment in the West Bank hovers around 20%, youth unemployment stands at more than twice this figure – the highest in the region. ICT students graduate from 13 Palestinian universities each year. An overwhelming majority of the 2000 or so fail to attain full-time work in the sector due to a lack of opportunities.

AGE (Avg. 24)

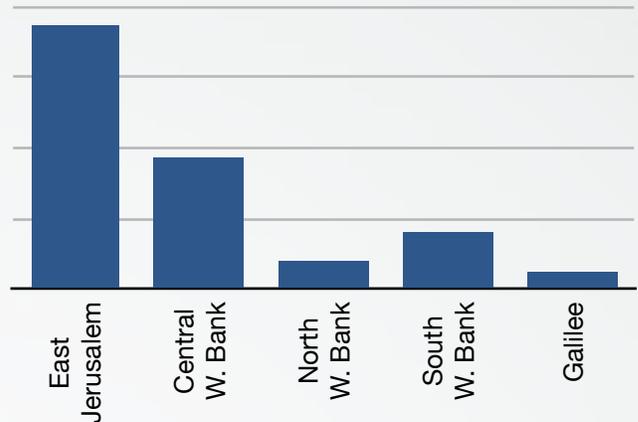


With women constituting below 20% of Palestinian private sector employees, PIP recognizes the importance of encouraging female professional empowerment. PIP currently has a near even split of female and male participation. PIP staff are attentive to the needs of its female participants, ensuring individuals and their families understand the scope of the program and catering to certain sensitivities and concerns.

Professional Fields

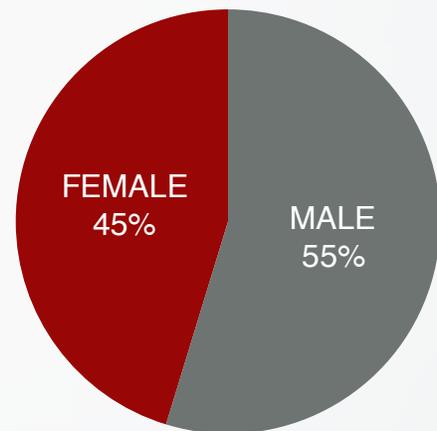


Where Interns Are From



PIP focuses on recent university graduates in their early-to-mid 20s at the outset of their careers, and engages in extensive efforts to facilitate participation from across the West Bank – despite the challenges involved. To ensure accessibility for applicants from across the West Bank, PIP provides logistical support, such as permit applications and assistance with lodging in Israel. The current average age of participants is 24 years. Applicants are most often 1 to 2 years post-graduation.

Male/Female Alumni Intern Ratio



PIP's internships focus on the high-tech sector and interns come from a variety of professional fields, including software development, marketing, business, and finance. The majority of PIP interns have had little to no work experience in these fields before embarking on their PIP internships. Yet, post-internship, PIP interns have become key assets to their company's technical teams, and have been recognized as top designers, developers, and engineers on their teams.

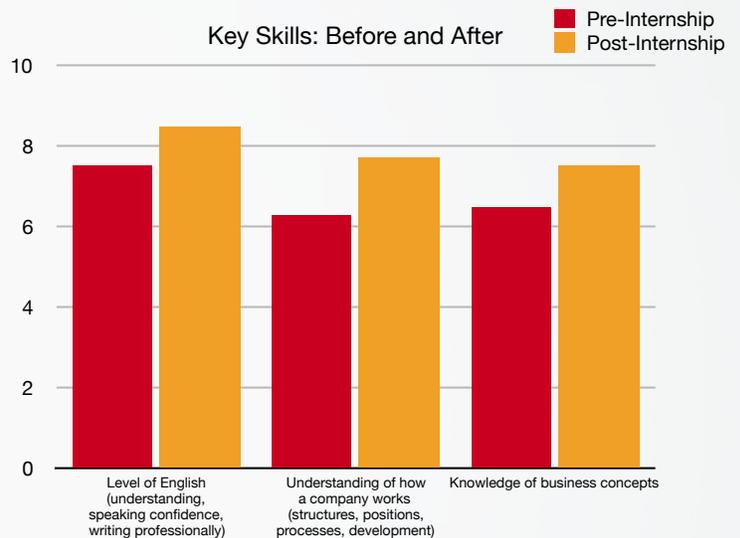
# PIP IMPACT & ALUMNI NETWORK



**YAZAN** completed his internship with early-stage startup, FeellIT Technologies, and was subsequently hired to be one of their first engineers to build their product. Looking back on his experience, Yazan shares: “PIP offered me a one-of-a-kind experience to engage with unique individuals with different mentalities, innovative thinkers, and problem solvers. Thanks to PIP, I am now part of the FeellIT Technologies team, which develops nanotechnology-based sensors that can be printed to any object, giving their users the ability to feel their temperature, internal strains and all the pressures these objects are experiencing. Thank you to PIP and FeellIT Technologies, because I can now say that I am a part of technological innovation.”

PIP closely monitors the impact of its internships on interns’ career development, and continued career development for its alumni. PIP staff track intern satisfaction with programming, their experience during internships, and self-reflection regarding professional and technical skill development through formal surveys before and after internships

Key points of improvement include feelings of improved professionalism as a result of their internship experience, stronger communication skills, and an improvement in their ability to work and perform in English. Most notably, interns report on a better understanding of ‘how a successful company works’ — a key element in building entrepreneurs and future leaders.

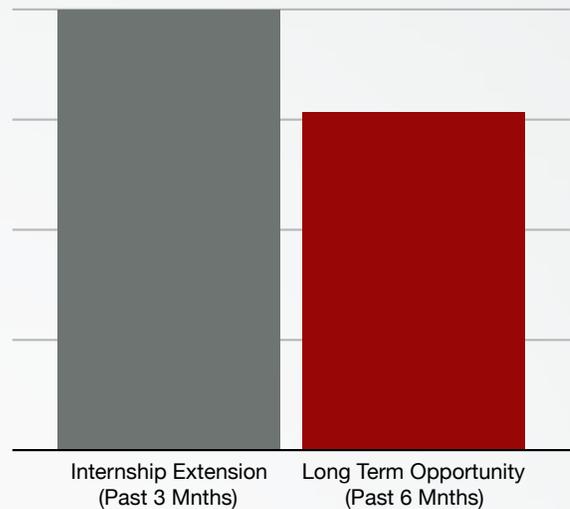


**ASEEL** completed her internship in 2018 with MassChallenge Israel as part of PIP’s Cycle 6. As an active member of PIP’s Alumni Network, Aseel reflects on her experience with PIP and her internship: “Through PIP I got an internship with MassChallenge Israel where I acquired many different skills, including management, coordination, and communication skills. During my internship, I had the opportunity to explore and learn about the startup world, worked with entrepreneurs and investors, and developed my own relationships with business mentors. This experience has elevated my career and taught me so much that I can now apply to my continued career development. Much of what I have learned can be applied to the Palestinian ecosystem, and I hope to use this newfound knowledge to benefit my society and people!”

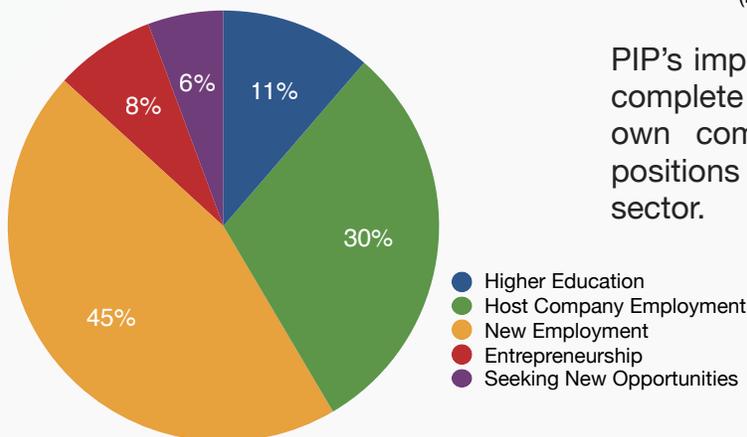
Upon completing their internships, Interns join PIP’s Alumni Network, currently comprised of over 50 exceptional young professionals. Through this Network, PIP is able to provide support and networking opportunities for those seeking new employment, academic mentorship, or professional mentorship. In addition, Alumni stay involved in PIP programming and present themselves as mentors for incoming Finalists.

While PIP is able to provide this network of support for continued career development, many alumni find success with their host companies following the initial 3-month internship period. 57% of PIP’s internships have been extended past the initial 3-month mark, while 43% have been extended past the 6-month mark. PIP Host Companies report seeing incredible value in bringing on an intern they can train on-site, in their tech. PIP interns prove to be invaluable members of their teams.

Internship Extension Rates



Post-Internship Alumni Status (2019)



PIP’s impressive Alumni have gone on to complete higher education, found their own companies, and land successful positions within the Palestinian high-tech sector.

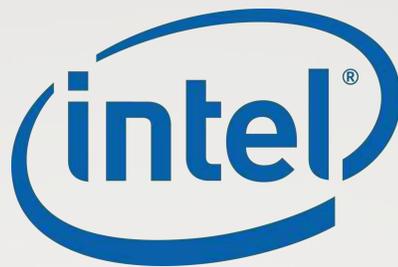
**MOHAMMAD** completed his internship with Gigawatt Global as part of PIP’s Cycle 5. Mohammad continues to be heavily involved with PIP as an ambassador for the program: “I have a Bachelor’s degree from Al-Quds University in Earth and Environmental Sciences, and went on to achieve a Master’s in Environmental Studies from the same university. I applied to PIP in 2016 and was lucky to be accepted into the program and matched with a company called Gigawatt Global, working in renewable energy. I became their representative in the West Bank for the duration of my 5 month internship. At the completion of my contract, the company hired me to be their project manager. That was two years ago. With the support of PIP and GWG, I have started my own consulting company: Froukh for Renewable Energy (FRE). I have since been able to build my business, and currently have 4 part-time employees working for me! Through the workshops, lectures, and networking opportunities, PIP helped me become an entrepreneur and develop my business.”



# Some of our host companies so far....



Indigo Division



THOMSON REUTERS



MASSCHALLENGE



Medisafe



Datumate  
Geomatics Expert Systems



GIGAWATT GLOBAL



# PIP EVENT HIGHLIGHTS

PIP's events and workshops have taken place in high-tech hubs, co-working spaces, and companies in Jerusalem, Ramallah, Tel Aviv, and Rawabi. All venues are donated to PIP, along with the time and efforts of our incredible workshop leaders and guest speakers.

Thank you to our partners for your continued efforts and support in making PIP programming a success!



**Are you or someone you know interested in running or hosting a workshop?  
Get in touch — We'd love to hear from you!**

# PIP

## PERSONNEL

### Board of Directors & Staff



**ANNA GOL** is the Program Director of PIP, responsible for the day-to-day running of the organization. Born in New York City and raised in Toronto, she holds a B.A. in Peace, Conflict, and Justice Studies from the University of Toronto's Munk School and an M.A. in Conflict Resolution from Tel Aviv University in 2016. Prior to joining PIP in January 2018, Anna worked with boutique recruitment firm Venture Talent as an Executive Recruiter for startup and high tech companies in Toronto. Anna specializes in mediation, conflict resolution, and negotiation.



**MARWAN MEQBIL** is the Program Coordinator of PIP, responsible for intern outreach and recruitment. Born and raised in Al-Arroub Refugee Camp in the Southern West Bank, Marwan holds an IT degree from the Palestine Polytechnic University. In 2014, he was among the first cohort of interns to join PIP when he interned at Jerusalem-based VC fund OurCrowd. Marwan is also a Peace-Building Facilitator and Project Coordinator at the Center for Emerging Futures.



**YADIN KAUFMANN** (Chairman of the Board) founded the Palestinian Internship Program in 2014. Yadin has been involved in venture capital since 1987, and he is the founder of Veritas Venture Partners, an early-stage venture fund management company in Israel and the US. In 2011, he co-founded Sadara Ventures, the first fund investing in early-stage Palestinian technology companies. Yadin founded and is Chairman of Tmura, a leading non-profit organization in the Israeli high-tech sector. In 2017, Foreign Policy named Yadin one of its 50 "Global Thinkers".



**RONI HEFETZ** is a leading venture capitalist in Israel with over 20 years experience in the field. He co-founded Walden Israel in 1993 and served as its General Partner before becoming a venture Partner of Walden International. In addition to his roles at Walden, Roni manages his own consulting firm and holds a number of directorships, including of ClearForest Corp, High Tech Industry Association, Amimon, SintecMedia, and Colorchip. He has also held lecturing positions in entrepreneurship at Tel Aviv University's MBA program.



**ABED NASHEF** is a partner in the Corporate and Hi Tech Practice Groups of Pearl Cohen, an international law firm which operates from offices in Tel Aviv, NY, Boston, LA and London, and one of the largest law firms in Israel. He focuses his practice on diverse areas of corporate and commercial law, with particular focus on venture capital financing and acquisitions and representing entrepreneurs and venture-backed start-ups. Abed is involved in a number of non-profit organizations and initiatives focusing on fostering technology and entrepreneurship.



**TALLY ZINGHER**, an attorney and technology consultant, is CEO of Dawsat, a weight loss and wellness solution based on the traditional Middle Eastern diet. Previously, she was Managing Director at Blue Laurel and the co-founding managing director of the MENA Investment Network. Tally also practiced corporate law at Cleary Gottlieb Steen & Hamilton, including a secondment with Istithmar, the sovereign wealth fund of Dubai. With expertise in Middle East economic development, she is a term member of the Council on Foreign Relations.



**HANI ALAMI** is CEO of Coolnet, one of Palestine's leading providers of broadband and communication technologies. With multiple acquisitions and mergers in the telecom sector, he leverages his experience and network to mentor and support emerging entrepreneurs. In 2015, Hani established JEST (Jerusalem Entrepreneurs for Society and Technology), the first entrepreneurship center and hub for startups in E. Jerusalem. JEST, which works closely with PIP, promotes technology and the culture of innovation, emphasizing programs for women and youth.



**MAYSA BARANSI**, a human rights and a peace activist, co-founded All for Peace radio, the first Palestinian-Israeli Peace radio station, and served as its Executive Director for over ten years. She currently serves on the board of a number of organizations, including JEST Hub in Jerusalem, Alliance for Middle East Peace, and Kids 4 Peace. Maysa since worked in the fields of CSR, PR and entrepreneurship at BCI Group, a leading telecommunication company in Palestine, Jordan and UAE.



**JESSE DIVON** is CEO of Makeree, an Israeli tech startup that is digitalizing the world of instructions. Formerly, he was a consultant on projects relating to economic development and international cooperation in the Middle East. Born and bred in the UK, Jesse holds a B.A. from Cambridge University, where he studied Middle Eastern & Islamic Studies with Arabic, and an MBA from Tel Aviv University where he co-founded the university's first student forum promoting Israel-Arab world business collaboration. Jesse served as PIP's Program Director until January 2018.



# SUPPORTING PIP

As a non-profit working in a challenging environment, PIP depends on the generous and committed backing of its supporters. Particularly, PIP seeks support in the following areas:

- **Donations:** PIP was primarily funded by US government programs up until early 2019, and is now primarily supported by private foundations, including the Charles and Lynn Schusterman Family Foundation and the Jacob and Hilda Blaustein Foundation. As PIP continues to expand its operations, we seek new funding sources. Donations from both organizations and individuals are key to helping fund PIP's activities, including training, financial support, and events for PIP interns.
- **Referrals:** Each Cycle, PIP looks for new intern candidates and new host companies interested in getting involved. Personal referrals have played a key role in expanding PIP's network. In addition, publicity opportunities help spread the word about the work PIP is doing and increases awareness about the benefits of economic cooperation.
- **Pro-Bono Support:** As a non-profit, we do our best to keep our spending to a minimum. In doing so, we rely on our community partners for services like website development, printing, video production, and other technical assistance. If you are interested and able to donate your services, be in touch — Join our growing network of community partners!
- **Mentorship & Workshop Leaders:** Our participants are looking for mentors in high-tech who can help them navigate the complex process of career building. PIP's mentors and workshop leaders guide participants through their internships and eventual careers, and have played significant roles in PIP alumni success.

If you are able to support PIP in these or any other areas, please contact Program Director Anna Gol at [anna@palinternship.com](mailto:anna@palinternship.com) or via the website, [www.palinternship.com](http://www.palinternship.com).

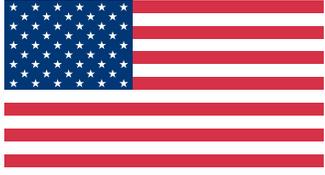




**LUBNA** completed her internship with Teva Pharmaceuticals in 2016 and she is an active member of PIP's alumni network, speaking at events and attending cycle workshops. At Teva, Lubna was responsible for leading an e-health project: "As the only Arab and Palestinian employee in the department of that company branch, I was a source for a lot of curious and interested Israelis who never had the chance to interact with Palestinians. Through our discussions and conversations, I was able to convey to them parts of my reality and the reality of Palestinians as well as share my perspectives on various matters. [Being a part of PIP] equipped me with a whole new set of skills in project management and allowed me to experience what it's like to change one's career path... Joining PIP has altered the course of my career and opened doors for me that I never thought possible."



# PIP



# M=PI

This report was funded [in part] by a grant from the United States Department of State. The opinions, findings and conclusions stated herein are those of the author[s] and do not necessarily reflect those of the United States Department of State.



CHARLES AND LYNN  
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