Investment Recommendation  
*Pardes Emuna Ubitachon*

*Pardes- 2022-23 a comprehensive program to integrate ultra-Orthodox (Haredi) in intelligence Units of Israel`s national security organizations*

*R-21-19658*

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| **Proposed Grant Details** |
| Proposed grant: $300,000 |
| Grant Type: General Operations Proposed Term Dates: December 1, 2022 - November 30, 2023 Total Term: 24 months |
| Current Year payment:$150,000 Year 2 Projected payment: $150,000 Year 3 Projected payment: |

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| **Organizational Snapshot** |
| Founded: 2018 |
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| Organization Leadership: Name and Title: Prof. Moshe Kahan, Founder and CEO of Pardes |
| Organization Budget: Current Fiscal Year: FY 2022-2023 Fiscal Year Dates: Jan 1 - Dec 31  Current Fiscal Year Budget: $1,056,000.00 % Earned Revenue Budget: 0% % Philanthropic Budget: 81% |
| Other Current Funders: Ministry of Labor - $ 100,000  JDA - $ 120,000  Fischel Foundation - $ 50,000  Private Donors - $ 250,000 Pending Funders: Rothchild - $100,000  CP Corporate Social Responsibility - $ 150,000  Schusterman Foundation - $150,000 |

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| **Previous Grants** | |
| Pardes Project - comprehensive program to integrate ultra-Orthodox (Haredi) in core technological and intelligence Units of Israel`s national security organizations January 3, 2021 - January 2, 2022 | $100,000.00 |

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| **Summary and Recommendation** |

The “Pardes Project” is a program to integrate Haredi men in intelligence Units of Israel`s national security organizations.

The program's theory of change is to recruit the elite in the Haredi society, under the assumption that in the closed Haredi society, successes stories in the elite circle will trickle down and impact the perception of the Haredi society of the Israeli national security organizations and increase connectivity to the general Israeli society.

Integrating Haredim into Israel`s national security organizations not only increase the integration of Haredi society into the general Israeli culture but also has an added effect of enriching and diversifying Israel's security organizations.

The 2-year program recruits Haredi men, provides them with an academic degree in either Computer Science or Geopolitics and helps place them in jobs in the technological and intelligence components of Israel`s national security organizations. During the program the participants receive a NIS 2000 monthly stipend. The participants come from the mainstream Haredi population with a minority of "modern Haredi" with representatives from the different Haredi subgroups (Litvak, Hasidsh and Sefardi). The age range is 24-38 with most applicants being married with kids.

In 2021, 230 Haredi men applied and 34 were accepted to the program following a rigorous selection process. The assumptions are that the number of applicants will grow in the upcoming years due to the changes in the Haredi population.

The first cohort is currently graduating and 83% of them have already started working in student jobs in various national security organizations including the PM Office, Mistry of Defense, Ministry of Foreign Affairs, Police cyber-Units and Raphael. The positions are mainly analysis, data collection and research based.

The cost per person of the program is ~$4k which is slightly high but due to Pardes being pretty unique in their placement of Haredim in security positions, we recommend approving this grant.

We recommend approving a 2-year grant of $150k annually to Pardes (total $300k). In addition to the expansion in the number of participants that our grant will allow, we have asked Pardes to allocate funds to research the impact the graduates are having on their family, friends and community to better understand the theory of change and the impact each graduate is having on their circles of influence.

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| **Background** |

The Pardes organization was stablished in 2018 to integrate Haredi men in elite national security organizations. The organization ensures the participants maintain their Haredi lifestyle throughout the program and the integration into the positions. SFPI gave Pardes a $100k grant in 2021 and we were impressed with the program.

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| **Organization and Program Strategy** |

The program cycle includes a short preparatory course, followed by academic studies towards a Bachelor’s degree at the Open University. Simultaneously, Torah studies are held in the group under the leadership of the rabbi of the program, offering a space for consultation with Torah authorities on various issues.

Key activities include:

* A rigorous selection process using an assessment center built uniquely for the Pardes program, in collaboration with the national security agencies
* Personal mentoring to empower and develop personal and interpersonal abilities, as well as support to prevent dropouts and ensure a high success rate.
* Placement process including ongoing accompaniment to assist the successful integration in the organization.

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| **Impact and Outcomes** |

During the grant period, Pardes Emuna Ubitachon will:

1. 80% of the participants will graduate the program.
2. Successful placement of 85% of program graduates in the various nations security organization while maintaining the high satisfaction rate of the graduates and the employers.
3. Increase the number of registrations by 15% each year.
4. Create programs to refer applicants who do not get accepted to other programs through partnerships with Kivun Center and the Open University.
5. Measure the impact of the program on the graduates and on the Haredi community. This research will be done in coordination with SFPI.

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| **Team and Organizational Capacity** |

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| **Financial Sustainability** |

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| **Risks and Mitigation Strategies** | |
| **Risk** | **Mitigation** |
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| **Leadership Approvals** |