

# PALESTINIAN INTERNSHIP PROGRAM

# PIP

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## IMPACT REPORT 2020



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# A Note from PIP's Chairman



The last year was a challenging one for many. Every business, organization, and community felt the impact of the pandemic. Nonetheless, we managed to continue our work.

While the pandemic limited the number of internships, and required nearly all of them - and our additional programming - to be conducted remotely, PIP held 2 successful cycles in 2020, placing interns in software development, marketing, engineering, and finance positions. Our Alumni Network grew to 76, and we new companies joined the PIP Host Company Network.

And, in the midst of the pandemic (July 2020) we were able to launch a new initiative, The Palestinian Mentorship Program (PMP). PMP matches Palestinian tech business leaders and entrepreneurs with international volunteer mentors. In PMP's Cycle 1, 12 Mentees met with their Mentors bi-weekly to work on defined business and career goals.

We're especially pleased to see several of our PIP alumni already starting their own ventures. The program is developing a good reputation among young Palestinians, leading to strong demand for our internships. We hope to engage more multinational and Israeli companies as hosts for interns in the years ahead so that we can further increase PIP's impact.

Thanks for your interest and support - and here's to a better year ahead!

Yadin Kaufmann  
Founder & Chairman

# About Us

OUR MISSION is to provide young Palestinian professionals with **high-level internships and mentorships** so that they can better **contribute to the development of the Palestinian tech sector.**

The Palestinian Internship Program (PIP) is a professional development non-profit, with two key goals: in the short term, we are focused on **empowering Palestinian professionals** in developing and building their careers and establishing themselves as leaders in the Palestinian ecosystem. In the long term, we aim to **assist in the growth of the Palestinian ecosystem**, stimulating innovation, investment, and opportunity. PIP was founded in 2014 by venture capitalist Yadin Kaufmann, In Summer 2020, PIP launched its sister project, the Palestinian Mentorship Program (PMP).



Over the last seven years, the organization has positioned itself to be the **“natural next step”** for post-university Palestinians interested in tech entrepreneurship. The Internship and Mentorship Programs have impacted the lives of hundreds of Palestinian young professionals, including fresh graduates, budding entrepreneurs and CEOs, and senior executives at start-ups. Our partners include Palestinian, Israeli, European, and North American business and tech leaders, emphasizing our global approach to economic cooperation, equal opportunity, economic diversity, and coexistence efforts between Palestinians and Israelis.

# Our Why

The need for PIP & PMP stems from the challenges facing the Palestinian tech ecosystem. **More than 2000 West Bank students graduate** with tech-related degrees each year. **Fewer than half find employment in their fields.** Others leave Palestine for opportunities elsewhere or forego the tech sector for lower value-added jobs.

**37%**  
YOUTH  
UNEMPLOYMENT

2000+ ICT GRADUATES  
50% WOMEN W/  
DEGREES UNEMPLOYED  
6% FEMALE LEADERSHIP

At the more senior levels, Palestine's isolation from the international business community limits partnerships, growth, and investment, and has contributed to a painful 'brain drain' from the tech sector. Our Internship and Mentorship Programs counteract this loss of talent by offering fresh graduates and business leaders high-tech employment opportunities, skills training and professional development workshops, and strategic partnerships with mentors from around the world. Participants have gone on to find gainful employment in their fields, start their own companies in Palestine, and establish fruitful partnerships with mentors from around the world, bringing investment and new opportunities to Palestine.



**SAJA** completed her internship in 2019 with Intel Jerusalem as part of PIP's Cycle 8. As an active member of PIP's Alumni Network, Saja has taken the initiative to bring PIP's Alumni together socially, where informal sharing of skills and experience can take place. Saja reflects on her experience with PIP and her internship: "I'm very grateful for my experience with PIP. PIP helped me land my current position at Intel, while also exposing me to the exciting world of the Israeli hi-tech scene. As a participant in PIP, I gained many key skills that helped me develop my professionalism and gave me a competitive edge in the job market. As an alumna, PIP is still contributing tremendously to my overall personal and professional growth."

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# Palestinian Internship Program (PIP)

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PIP provides recent Palestinian graduates with paid internship opportunities at leading multinational and Israeli tech and finance companies in Israel. PIP provides professional development opportunities for graduates, thereby empowering young Palestinian men and women, and contributing to Palestinian economic development while also building bridges between Palestinians and Israelis.

## Program Structure

PIP's program runs in 6-month cycles. 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 Interns develop skills in six areas that are key to building up a knowledge-based Palestinian economy, including:

1. Technical knowledge and field experience
2. Critical thinking and problem-solving
3. Business and entrepreneurship skills
4. Professionalism and responsibility
5. English language
6. Professional networking



### Internship Matching Process

We receive approximately 300 applications each cycle from recent university graduates, via Palestinian universities, alumni referrals, and social media engagement.

**40 Finalists** every 6 months

**45+ Host Companies** including MNCs and Startups.

**3-to-6 Month Paid Internships**

## Post-Internship

Graduated interns join PIP's Alumni Network, and continue to utilize PIP's professional network for job opportunities, networking, and skills building.

**76** MEMBERS OF  
ALUMNI  
NETWORK

**65%** OFFERED  
FULLTIME  
POSITIONS

## Workshops

PIP runs several intensive experiential workshops throughout the year — at least 4 per Cycle. These workshops focus on soft-skills professional development training to support Finalists and Interns in their career development. Workshop topics include:

**CV Writing & Interview Skills**  
**Entrepreneurship & Innovation**  
**Public Speaking & Presentation Skills**

Workshops are led by skilled mentors, coaches, and tech leaders from Israel and Palestine, to encourage skills sharing and strengthen professional networks.

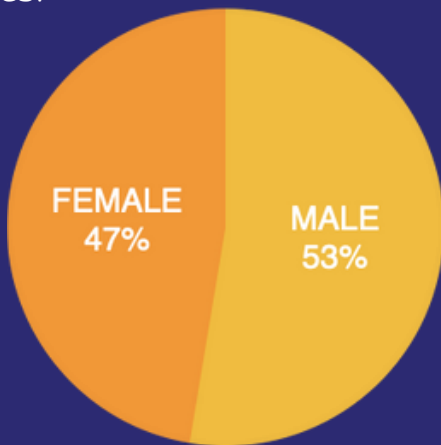
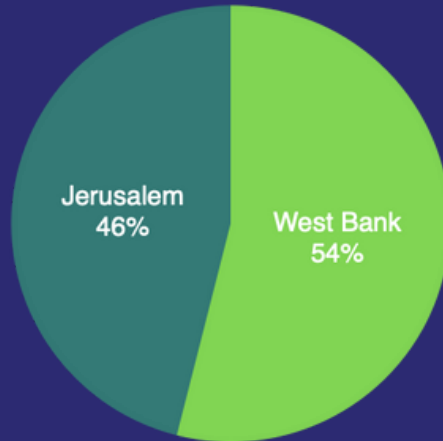
## Networking Events

PIP hosts at least two networking events each year, providing opportunities for Finalists, Interns, and Alumni to interact with Israeli and Palestinian business and high-tech leaders: PIP host companies, community partners, supporters, and others in the Israeli and Palestinian technology and business communities. Our events have been hosted in Jerusalem and Tel Aviv by participating Host Companies, co-working spaces, and high-tech hubs.

# PIP Interns

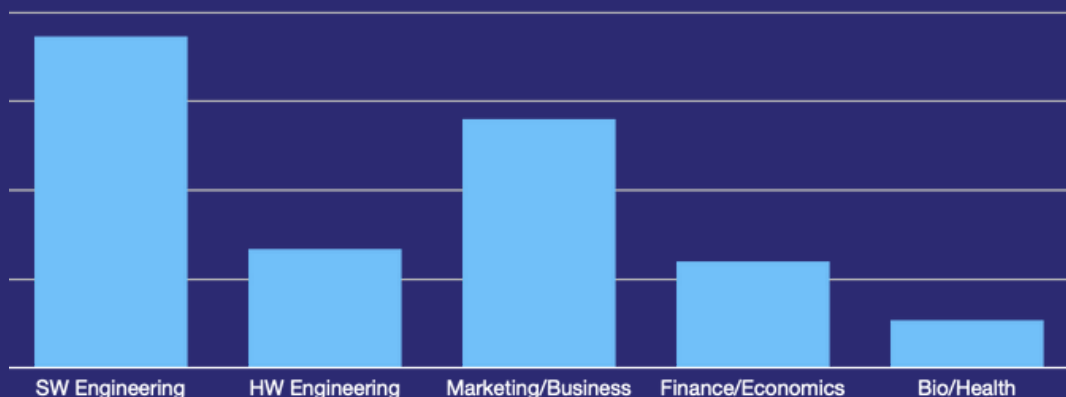
PIP targets recent university graduates, and engages in extensive efforts to facilitate participation from across the West Bank and East Jerusalem – notwithstanding the challenges involved. To ensure accessibility for all applicants, PIP provides support with permit applications, lodging in Israel, and other logistical and administrative issues.

Where Interns Are From



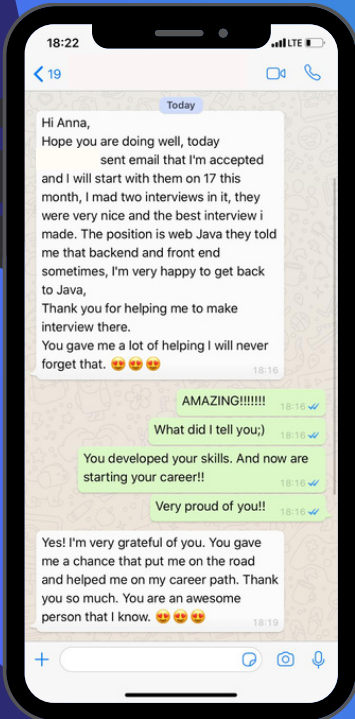
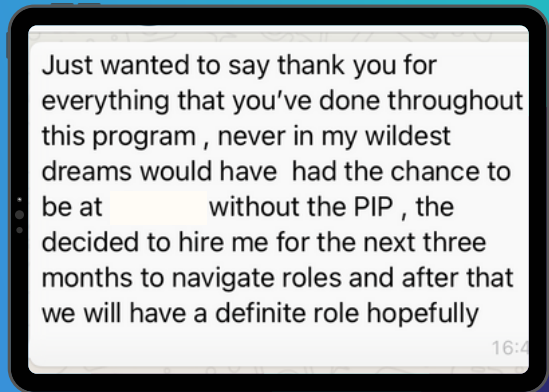
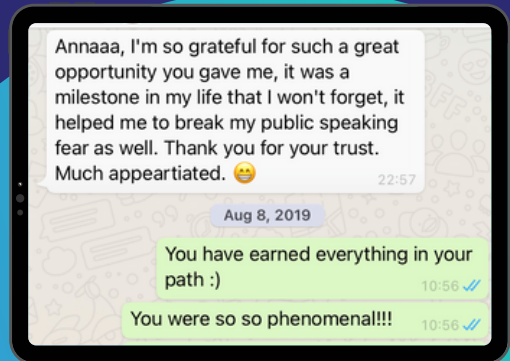
With women constituting less than 20% of Palestinian private sector employees, PIP encourages female professional empowerment. Nearly 50% of PIP Alumni are female. PIP staff are attentive to the needs of its female participants, ensuring individuals and their families understand the scope of the program.

PIP's internships focus on the tech sector. Our interns come from a variety of professional fields, including software development, marketing, business, and finance. Most PIP interns have had little to no prior work experience in these fields. Post- internship, however, PIP interns have become key assets to their companies' technical teams.

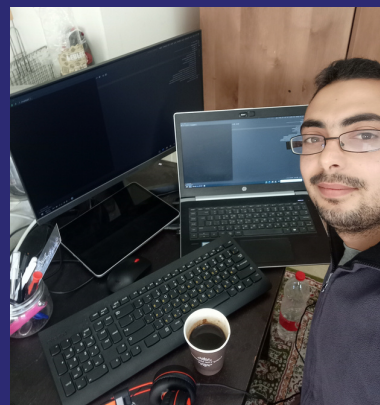




# Participants share their victories with our staff!



# Our Interns have adapted well to working from home...



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# Palestinian Mentorship Program (PMP)

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PMP empowers exceptional Palestinian tech entrepreneurs by connecting them to a network of experienced mentors in Israel, Europe, and the United States. Launched in Summer 2020, PMP was founded with the understanding that Palestinian tech entrepreneurs, executives, and startups in Palestine lack vital access to foreign partners, mentors, and companies that have had success in similar endeavors. PMP aims to fill this needed market gap and to build bridges between Palestine's developing startup ecosystem and markets abroad. These close, one-on-one mentorships build lasting connections between exceptional businesspeople in the Palestinian tech sector and their international counterparts.

## Program Structure

Through mentor-mentee matching and high-level workshops, we engage Palestinian tech leadership in economic cooperation, further opening up Palestine's tech eco-system.



## Mentor-Mentee Matching

The mentorship relationship forms the core of PMP's programming. Potential Mentees - many of whom are referred by others in the PIP/PMP community - register for the program by outlining their professional challenges, and indicate what they seek to gain through a mentor relationship. Mentees participate in a matching process with our Mentor pool to identify the best mentor-mentee relationships.



PMP's personalized matching process allows participants to connect to Mentors who can speak specifically to their circumstances and open up new opportunities in relevant professional fields.

## Matching Process:

**Step 1:** Mentees select their top three choices based on a PMP “Bio book” of our Mentor pool.

**Step 2:** The PMP Director invites all Mentees and selected Mentors to participate in an online “speed matching” event, during which each Mentee and Mentor has the opportunity to meet and see how they connect on a personal level.

**Step 3:** The PMP Director collects feedback from Mentors and Mentees and finalizes matches before orientation begins.



## Workshops

PMP facilitates professional development workshops to provide more avenues for professional development and networking to our participants. PMP workshops are conducted quarterly and focus on the areas of improvement identified by Mentees and Mentors. This allows our participants to gain skills that are tailored to their specific contexts and needs.

# AREAS OF SUCCESS

**PARTNERSHIPS** Mentees connect with one another, forging business partnerships within the Palestinian ecosystem

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**NEW BUSINESS** Mentors open doors to new markets for Mentees, helping them tap new business opportunities

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**FINANCIAL KNOWHOW** Mentees receive guidance for fundraising, investment meetings, and how to best navigate everything finance!

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**PMP'S NETWORK POWER** Mentees gain access to PMP's entire 50+ pool of Mentors, where they can tap legal expertise, business advice, and more.

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# Executive Mentor Pool

PMP has already built a network of 50+ Mentors, all of whom are excited to invest their time in PMP participants. Mentors are continuously being added to the pool, whether through word-of-mouth, personal relationships, or through companies.

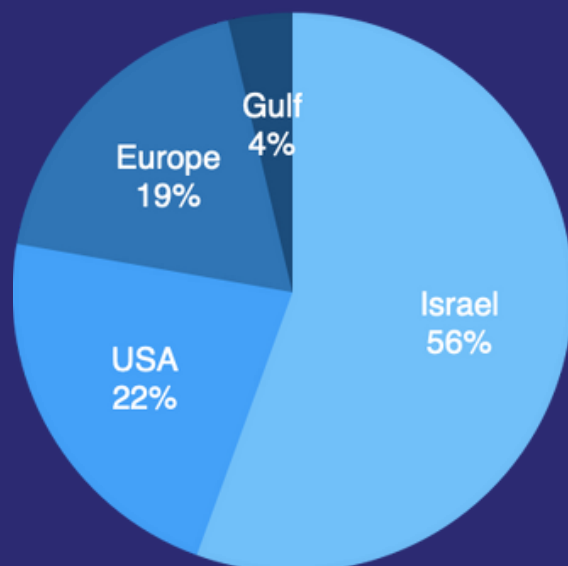
**Why get involved?** BRIDGE CULTURE GAPS  
BUILD RELATIONSHIPS  
KNOWLEDGE SHARING

Mentors must **demonstrate commitment to the program and the ability to help Mentees** as required. Current Mentors are located in the United States, Israel, Europe, Asia, and the Gulf, and are mid-and-senior-level professionals working at **venture capital firms, high tech and software companies, successful startups, law firms**, and more. Mentors have diverse subject-matter expertise and knowhow, including **marketing, business development, product positioning and development, and sales** backgrounds.

## INDUSTRIES

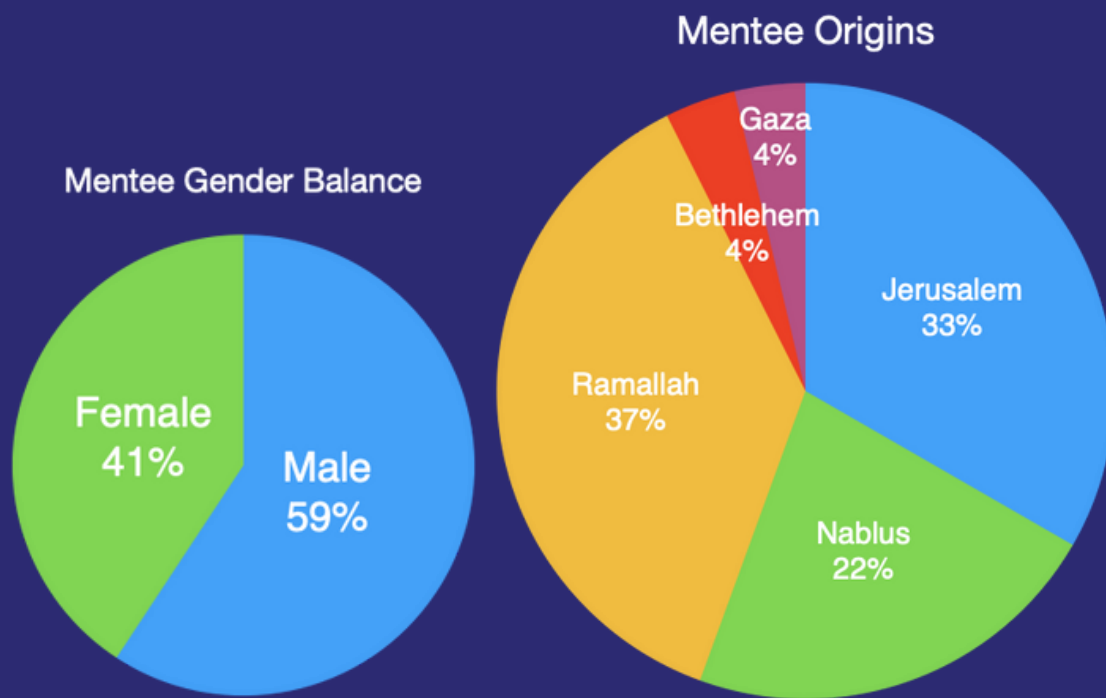
Venture Capital  
Marketing  
Finance  
Product Positioning  
Business Development  
Sales

Mentor Locations



# Mentees

PMP participants are among the more established young professionals in the West Bank and East Jerusalem: senior people at Palestinian companies and entrepreneurs. While they typically have experienced some success, they find themselves facing obstacles to their continued professional and business growth. To be selected for PMP, applicants must demonstrate how they will not only benefit from the program themselves, but also **support the Palestinian high-tech ecosystem as alumni**. They are community leaders, founders of startups, and/or work for larger Palestinian high-tech companies where they will become future C-level executives. PMP participants are selected because they have the potential to influence and eventually lead the sectors in which they function and to have a significant impact on the Palestinian private sector and startup ecosystem.

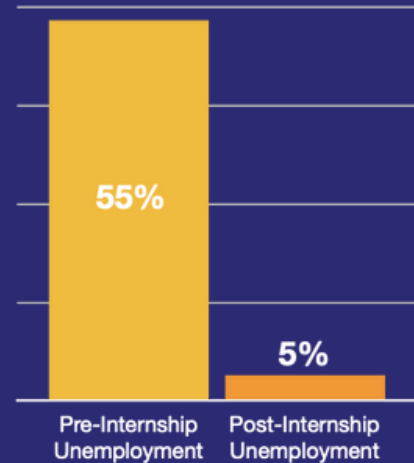


“ I’ve been a mentor and indirectly sponsored other mentorship programs...Of all experiences I’ve had so far, this is the best.  
- PMP Mentor, C2 ”

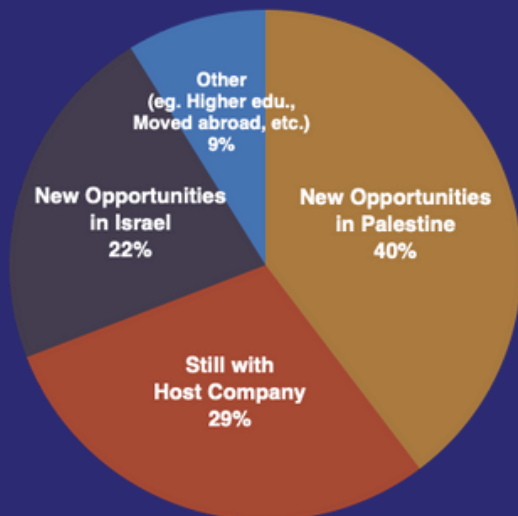
# Our Impact

Nearly two thirds of PIP Alumni have been asked to stay on at host companies following the initial 3-month internship period, and 45% have been extended past the 6-month mark. PIP Interns have proven to be invaluable members of their host company teams.

Those Alumni who have gone down the path of entrepreneurship tend to apply to PMP, and continue on in the PIP & PMP pipeline of success.



Return to Palestinian Sector  
Cycles 1 to 10 (2020)



PIP's long term goal is to stimulate the growth of the Palestinian tech sector. The best way to do so is to inject talent, leadership, and innovation. Upon completing the program, PIP Alumni who return home, bring with them the skills, experience, and networks gained. As of end 2020, 40% of PIP's Alumni from Cycles 1 through 10 have, returned to the Palestinian market.

**MOHAMMAD** completed his internship with Gigawatt Global as part of PIP's Cycle 5 and is 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."





“

We were privileged to work with Nataly through PIP. Nataly is passionate about venture capital and impact investing and came to us with energy and passion that is contagious. Nataly immediately started working on impact projects and gradually worked with our whole team in reviewing investment opportunities and value creation. The match done by PIP between Nataly and us was perfect, and indeed after a few months Nataly accepted an offer to join our team on a full time basis. This is the best proof of finding the right person for the right job. She is hard-working, motivated, smart and dedicated and we couldn't be more happy to have had the chance to accept her as one of our team. She is also the living proof that diversity works and is so important for companies. Thanks PIP for this perfect match.



Chemi Peres  
Managing General Partner & Co-Founder  
Pitango Venture Capital

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# PMP POINTS OF IMPACT



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“... frankly from this day until now every day I think about what we learned in the workshop... because of what I'm learning in PMP I will reach my goals! So I just wanted to thank you for all of your efforts. You change people”  
- Mentee, C2

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**MENTEE SECURED \$\$ GRANT FOR STARTUP**

**STARTUP PLACED TOP 6 FOR PITCH COMPETITION**

**LAUNCHED MARKETING CAMPAIGN**

**HIRING PIP INTERNS**

# Personnel



**ANNA GOL** is the Executive 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.

**ARI GORE** is the Program Director of PMP, responsible for the operations of the Mentorship initiative. Originally from Chicago, Ari spent the last decade studying and/or serving as a U.S. Diplomat in Damascus, Amman, Riyadh, Tel Aviv, Jerusalem, and Washington, D.C., where he focused on economic policy, private sector empowerment, and strategic relationship development. More recently, Ari has consulted for several Tel Aviv-based startups, supporting their operations. A Boren national security scholar, Ari has an MBA in entrepreneurship from Tel Aviv University, and undergraduate degrees in Government & Politics and Arabic Studies from the University of Maryland.



**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.



# Our Board of Directors



**YADIN KAUFMANN** (Chairman of the Board) founded the Palestinian Internship Program in 2014. Yadin has been involved in venture capital since 1987. He is the founder of Veritas Venture Partners, an early-stage Israeli venture fund management company, and of 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 the managing partner at NAS&Co., a boutique business law firm he co-founded, and is an Of Counsel at Pearl Cohen, an international law firm which operates from offices in Tel Aviv, NY, Boston, LA and London. He focuses his practice on diverse areas of corporate and commercial law, with particular focus on cross-boarder transactions, 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 the UAE.



**JESSE DIVON** is a commercial growth specialist in the tech sector. He also consults on projects relating to economic development and international cooperation in the Middle East. He served as PIP's Program Director from 2016 until January 2018. Jesse studied a BA in Middle Eastern & Islamic Studies with Arabic at Cambridge University and an MBA at Tel Aviv University. Originally from the UK, Jesse lived in Israel for ten years before moving to the United States where he now resides.

# Our Partners

PIP & PMP have amazing partners and volunteers who donate their time to support our programming. Business leaders, coaches, and educators run workshop and act as mentors for PIP Finalists and PMP Mentees. Thank you for being a part of the PIP & PMP community!



**Dori Sella** is an international business speaker & facilitator (60 countries, 5 continents), and author. Her book, *Business Meetings that Work: 6 Steps to Increase Productivity*, is a result of facilitating and participating in thousands of meetings around the world. Over the last 30+ years, she has helped coach & educate thousands of students to focus and achieve the business goals they desire. In addition to holding positions in both Sales & Marketing, Dori has formal education in Business, Social Work, NLP Trainer, Coaching, SPIN, TAS, and TOC. Recently Dori has qualified as a Certified Lifeline Practitioner and is devoting her time to helping people lead a balanced and satisfied life.

**Adam M. Kleinbaum** is a professor at the Tuck School of Business at Dartmouth. He teaches leadership and organizational behavior, social networks, and an international learning expedition to Israel. He also consults to organizations about issues of the design of formal and informal organization. His research has been published in leading journals from Nature Communications to the Harvard Business Review and has been covered by media outlets ranging from the New York Times and Wall Street Journal to Teen Vogue and Cosmo. He enjoys commuting to campus on his vintage 3-speed bicycle.



**Mary Abu Ghattas** is the Talent Acquisition Specialist at Freightos where she's been hiring locally and internationally for a couple of years. Mary has facilitated several sessions for PIP Finalists on job search skills, including CV writing and interview preparation.

*"We all are very familiar with the view from the candidate's side of the table, so it is a joy to be able to share some insights from the experience of the hiring team's side, and most of all, share tips and pointers that can help candidates bring their best to the interviewing table. The PIP team & participants are a fun crowd to work with, so I always look forward to partnering with PIP!"*

**Zev Kleinhaus** is an entrepreneur with broad experience in multiple industries. Early in his career, he practiced corporate law with a focus on VC, startups and public companies. Following his graduation from Kellogg School of Management, he worked for Dell Services in operational and strategic roles, consulted for the Office of the Prime Minister of Israel and then worked as director of portfolio management at OurCrowd, an equity crowd funding VC. He co-founded a startup in the mental health space and has been responsible for US business development for a startup in the fitness and wellness industry. Zev is currently involved in the establishment of a new accelerator for women-led startups in the MENA region.



# Support PIP & PMP

As a non-profit working in a challenging environment, we depend on the generous backing of its supporters. In particular, PIP seeks support in the following areas:

**Donations:** PIP is currently supported by private foundations, including the Charles and Lynn Schusterman Family Foundation and the Jacob and Hilda Blaustein Foundation. PMP is supported by the Palestinian Affairs Unit (PAU) of the US Embassy. 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. Personal referrals have played a key role in expanding PIP's network. PR opportunities help us spread the word about PIP/PMP's work.

**Pro-Bono Support:** To keep our spending to a minimum, we seek out supporters willing to provide pro bono services such as website development, printing, video production, and other technical assistance. If you are interested and able to donate your services, please be in touch!

**Mentors & Workshop Leaders:** PMP seeks Mentors who can help our Mentees with specific business challenges and with navigating their career development. PIP also seeks workshop leaders, many of whom have provided important value to our interns.

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



# PIP

Stay in Touch:

info@palinternship.com



www.palinternship.com



CHARLES AND LYNN  
SCHUSTERMAN  
FAMILY FOUNDATION

The  
Jacob and Hilda Blaustein  
Foundation

Special thanks to Yazam  
Software House for their  
support!

