

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades, creating a sense of height and urban density. The buildings are arranged in a way that they appear to converge towards the top of the frame.

PIP Palestinian
Internship
Program

IMPACT REPORT

2021

A NOTE FROM OUR FOUNDER

Palestinian Internship Program continued to progress in 2021, COVID notwithstanding.

Our PIP Alumni Network now includes 83 exceptional Palestinian young professionals who have completed internships with Israeli and multinational companies in the fields of software, medtech, edtech, venture capital, and marketing, among other areas.

As you'll read in the following pages, these internships have changed the lives of many of these young people, while adding significant value to their host companies, and building relationships between the Palestinian Interns and their Israeli colleagues.

We have expanded our programming for the Interns to include at least one intensive skills-development workshop a month, which has helped increase engagement in the program despite COVID challenges that prevent us from meeting in person. We are currently matching our 14th Cycle of PIP.

Our Palestinian Mentorship Program (PMP) – which we launched in Summer 2020 – successfully completed its Pilot Cycle and ran two more cycles during 2021. We've connected more than 40 Palestinian entrepreneurs with Mentors from around the globe; they meet bi-weekly to help address business challenges facing Palestinian managers and entrepreneurs. Through PMP, Mentees have secured funding, launched products, and even hired their own PIP Interns – bringing our professional development pipeline full circle. PMP's 4th Cycle launched in January 2022.

Meanwhile, we're pleased to report that Molly Kalat – who had interned in-house with us while she completed a Master's Degree in Conflict Resolution – joined us as Program Manager. Molly will be helping us broaden PIP's reach among host companies and overseeing programming for the Mentorship Program as well.

For 2022, we're looking to expand our programming efforts to include more leaders and volunteers from our community to run workshops; bring more host companies into the fold so that we can increase our internship matches; and connect with more Palestinian entrepreneurs looking for mentorship. We welcome your help with any or all of these efforts.



YADIN KAUFFMAN
PIP CHAIRMAN & FOUNDER

<hr style="width: 100px; margin: 0 auto;"/> <p>02 2022 GOALS</p>	<hr style="width: 100px; margin: 0 auto;"/> <p>07 PMP IMPACT</p>
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OUR 2022 GOALS

1

Increasing Finalist Matches by 30%

We increased matches in 2021 by devoting more resources to matching. Our Program Manager is optimizing the matching process and expanding PIP's connections in the Israeli tech ecosystem. PIP's reputation among Palestinian graduates also contributes to our success in attracting more talented and experienced candidates to apply for PIP internships.

2

Technical Skills Training

In an effort to increase candidate matches with companies, PIP will seek to establish an intensive Technical Skills Training at the beginning of each cycle, giving companies more competitive candidates for their open positions.

3

Mentees Meeting 50% of KPIs

Launched in the summer of 2020, PMP begins its 4th Cycle in 2022. Mentees set key performance indicators (KPIs) with their Mentors, which are monitored throughout the year. As the program has grown, so have the Mentees' abilities to set and meet these KPIs.

4

Raising 50K for Programming

PIP and PMP programming runs on 3 pillars: Internship or Mentorship, Workshops, and Networking. In 2022, we intend to expand our ability to provide valuable and challenging programming (hopefully with some in-person activities, too!).

5

Engaging Alumni Networks

With an ever-expanding Alumni network, we are building out programming and connection-points to keep our Alumni engaged. In 2022, we will launch Master Classes for PIP and PMP Alumni run by experts from our Global Mentor Pool. These workshops will be targeted to specific industries and skills to promote high-level learning. We will also launch a Slack channel to help our current and former Mentees stay connected and share resources with each other and the Mentor Pool.

MISSION

The Palestinian Internship Program, Inc. is a professional development non-profit that aims to empower Palestinian professionals in developing and building their careers, and establishing themselves as business leaders, thereby stimulating innovation, investment, and opportunity in the Palestinian tech ecosystem.

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.

INTERNSHIP PROGRAM (PIP)

PIP helps recent Palestinian university graduates jump-start their careers in high-tech by offering real-work experiences at leading multinational and Israeli companies. The Interns also engage in monthly workshops, and gain opportunities to grow their network. Of 200-300 applicants for each cycle, 40 finalists (with a roughly 50-50 gender split) are selected to join the internship matching process, where they have a chance to be matched with a 3+ month paid internship. Host companies benefit from access to diverse, talented candidates for their workforce. PIP empowers young Palestinian professionals, bolsters Palestinian economic development, and helps bridge the gap between the Palestinian and Israeli tech ecosystems.

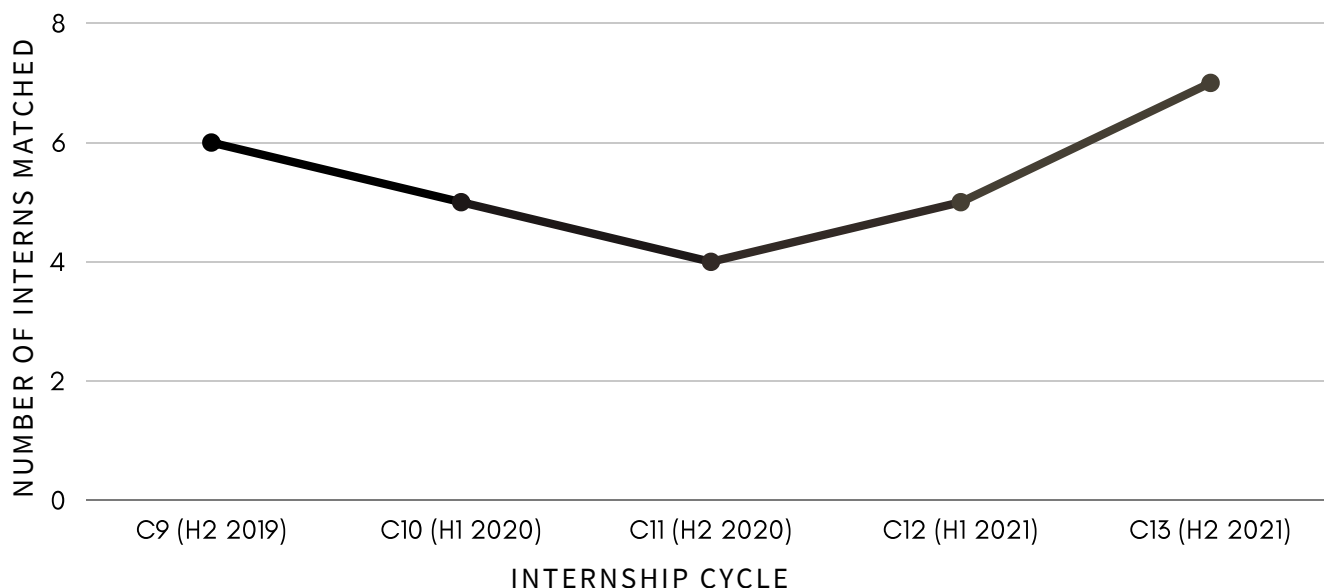
MENTORSHIP PROGRAM (PMP)

PMP empowers exceptional Palestinian entrepreneurs, connecting them to a network of experienced international Mentors. Launched in Summer 2020, PMP was founded to help address the reality that entrepreneurs and executives in Palestine lack vital access to foreign partners, companies, and experienced Mentors. PMP fills this market gap and builds bridges between Palestine's developing startup ecosystem and markets abroad. Our 1:1 Mentorships foster lasting connections between Palestinian business & tech leaders and their international counterparts. Through a personalized matching process, Mentees get valuable help in addressing key issues in their businesses. PMP participants capitalize on the Mentor Pool through executive level workshops, targeted Master Classes, and networking events.

PIP'S IMPACT

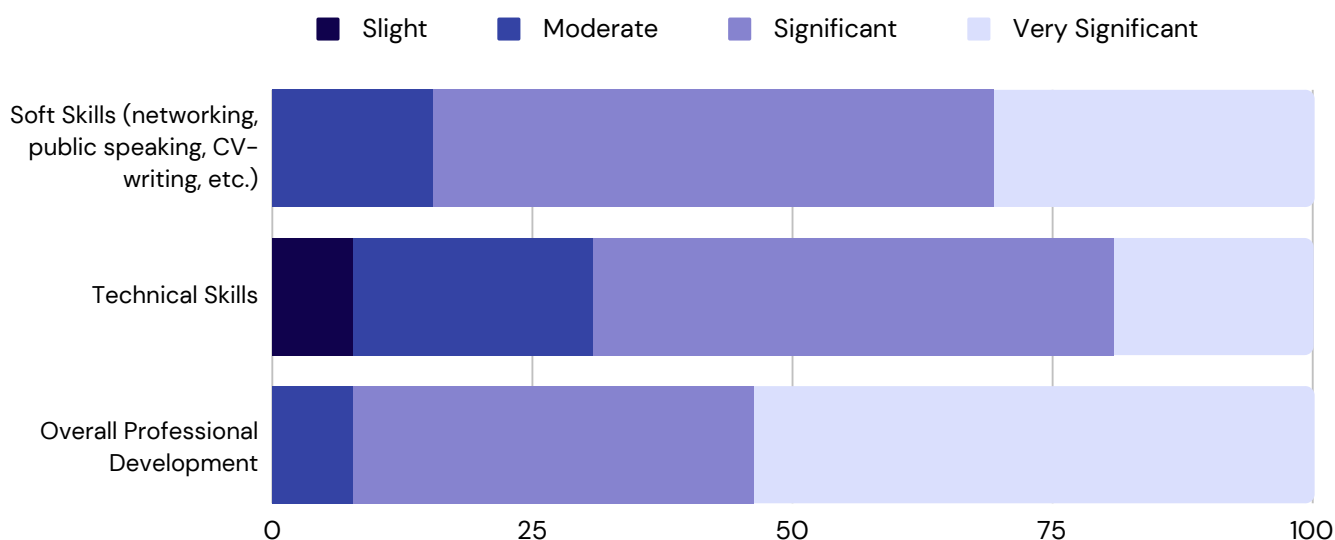
INTERNSHIP MATCHING

PIP's Host Company Network is expanding and Israeli companies are interviewing more PIP applicants than ever. In Cycle 13, 7 companies hired Interns to fill roles in Data Science, Engineering, Web Development, Lab Research, and Marketing.



INTERN SKILL GROWTH

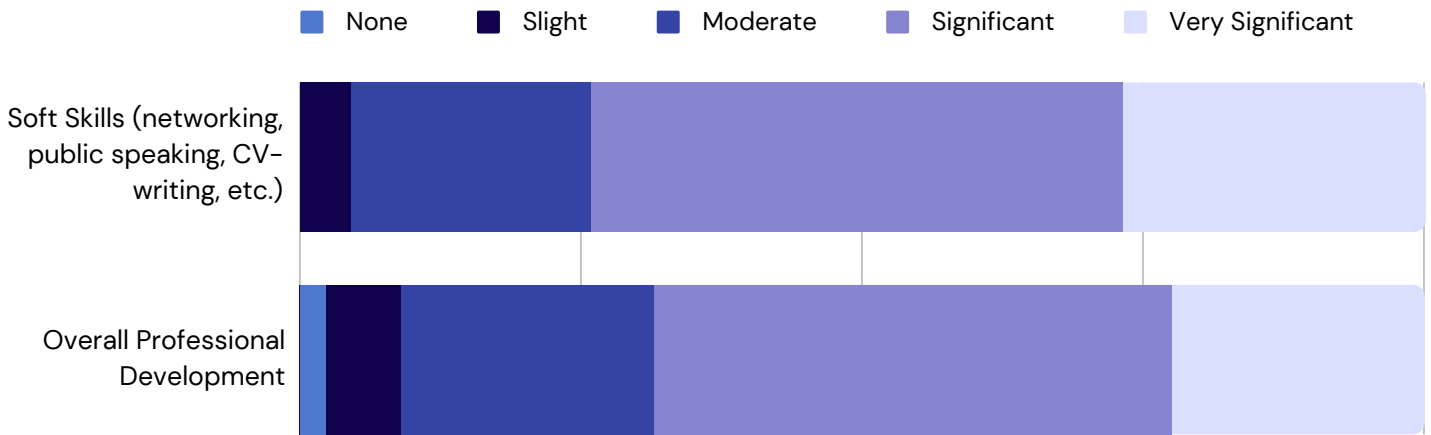
Participants who completed internships were asked about how much **growth** they experienced as a result of their internships.



PIP Interns report significant growth in their skills and professional development as a direct result of their internship experience. We see immense improvement in professionalism, confidence, and business knowhow from those who complete placements at Israeli and multinational tech companies.

PARTICIPANT SKILL GROWTH

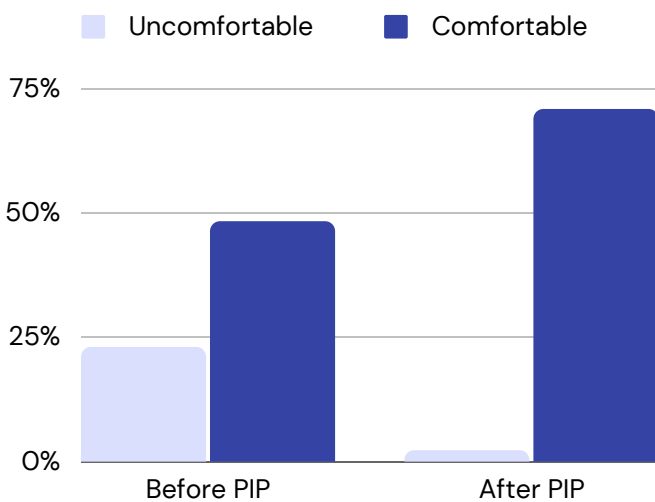
All participants were asked six months post-program about how much **growth** they experienced as a result of their participation in PIP workshops and events.



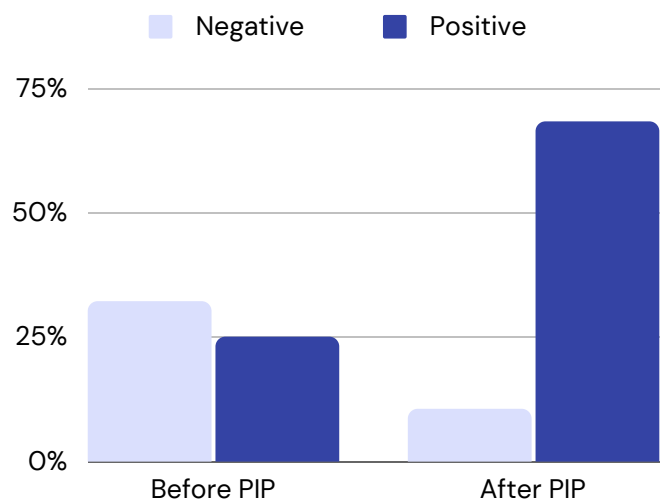
SOCIAL IMPACT

Before PIP, 66% of participants surveyed stated that they had not worked with or had professional relationships with Israelis. After interacting with Israelis through PIP, participants experienced significant positive change in their willingness to have professional relationships with Israelis and their views of cross-border work.

COMFORT TRAVELING INSIDE ISRAEL OR ENGAGING WITH ISRAELIS (n=89 Participants)



VIEW OF CROSS-BORDER WORK (n=89 Participants)



PMP'S IMPACT

MENTORSHIP PROGRAM

Empowering Exceptional Palestinian Entrepreneurs & High Tech Professionals

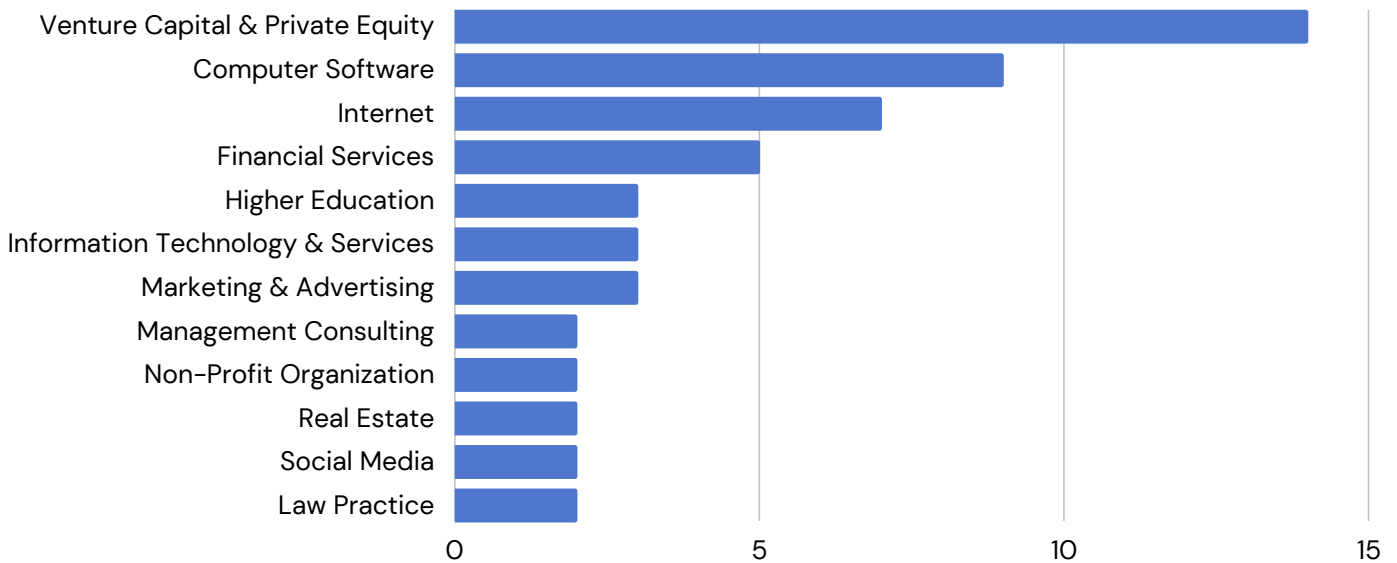
PMP has run 3 cycles since its launch in 2020

39
Palestinian Entrepreneurs and Executives
 participated in Cycles 1-3

69
Global Mentors
 by the end of 2021



MENTOR INDUSTRIES

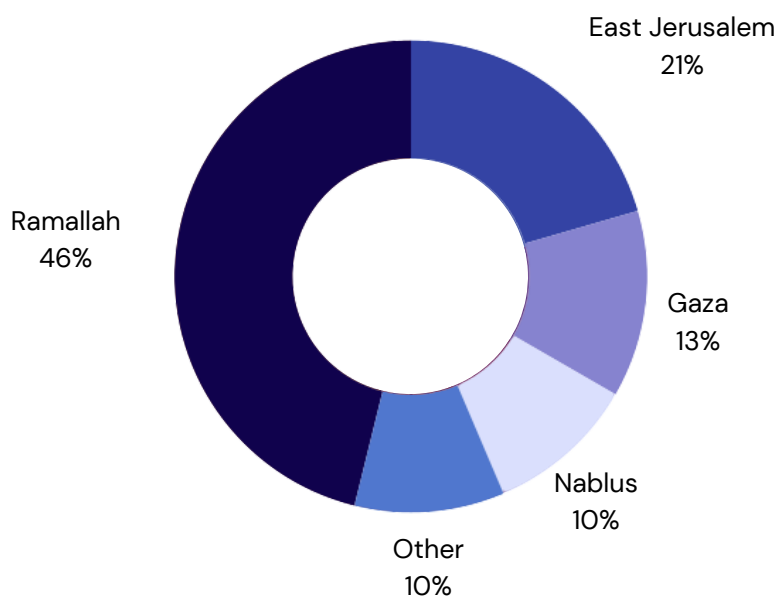


Other industries include: Business Data, Consulting, Consumer Electronics, Consumer Goods, E-learning, Electrical & Electronic Manufacturing, Engineering, Entertainment, Environmental Services, Hospital & Health Care, Insurance, International Trade & Development, Outsourcing, Investment Management, Law Practice, Legal Services, Logistics & Supply Chain, Medical Device, Public Safety, Staffing & Recruiting

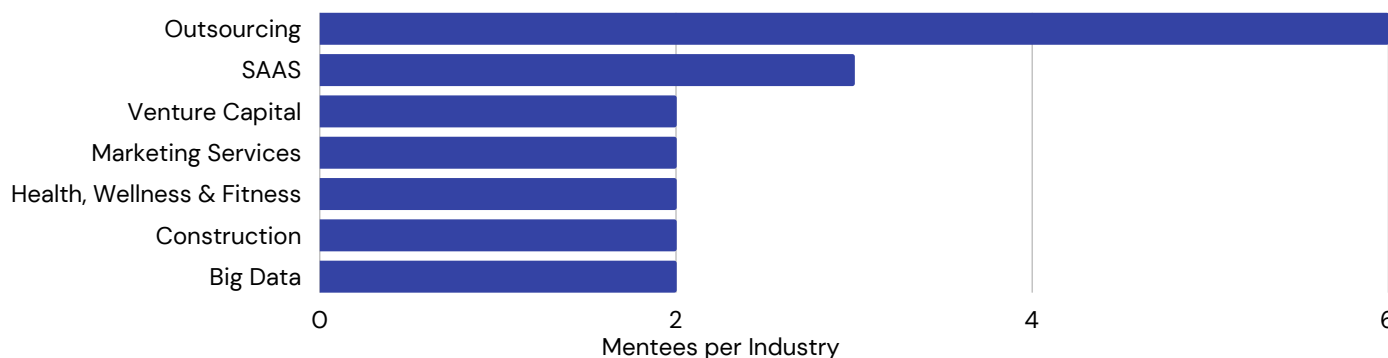
AREAS OF SUCCESS

Network Power	Mentors connected Mentees to experts, funders, clients and advisors, building bridges between the Palestinian tech sector and foreign markets.
Product Development	Mentees refined existing products, added services and features, and launched new production lines.
Fundraising	Raising funds and attracting investors can be a challenge in any market—especially in an underdeveloped tech ecosystem. From pitch decks, to structuring investments, Mentees secured impressive funding this year!
Organizational Structuring & Leadership	Mentees sought guidance on hiring, delegation, management, and how to invest in junior talent. Some created advisory boards, and invited experts from Mentors' networks.
Defining Target Markets	Mentees examined their business and marketing models to find high-quality leads, identify their niche, and break into new markets.

MENTEE COMPANY LOCATIONS



MENTEE INDUSTRIES CYCLES 1-3



Other industries include: Wholesale and Sourcing, Real Estate, NGO, Mental Health Care, InsurTech, Government, FinTech, Entrepreneurial Ecosystem, EdTech, Computer Software, AgTech

ALUMNI SUCCESS STORIES



Rozan Waseem al-Khazendar - PMP

I am the founder and CEO of Rozza Designs Company, an experienced entrepreneur, and a Graphic Design trainer. I have participated as an international trainee at the Visitor Leadership Program (IVLP) for Women and Entrepreneurship in the USA. PMP offered me a great opportunity to be matched with international, professional mentors. Before joining the program, I had difficulties with prioritizing my tasks. My Mentors helped me develop my skills in planning and organizing my work. Now, I am establishing a new Fashion Design line at Rozza Designs. In addition to expanding my product lines, the Mentors widened my professional network, which will benefit me in the years to come!

Laith Marzouka - PIP

I joined PIP in 2021, seeking to widen my perspectives and gain professional skills after graduation. During the program, I learned a variety of critical skills for the labor market and met amazing people with common interests. PIP gave me the opportunity to work as a Backend Engineer at Myndlif – a mental care and Neurofeedback company. The internship helped me achieve my goals of working as a Developer and helping other people in the medical field.



Enas Awwad - PIP

On one of my lucky days, I was exploring Facebook and I saw an ad about PIP's Internships. I opened the website and read some of the success stories. They inspired me, and I found myself sending in an application to what would become the greatest opportunity of my life. From the amazing workshops, to the continuous and immense support from the PIP team, to interning at Colabo – this entire experience has been life-changing. I am now working at Colabo, and have found a place where I fit in and aligns with my way of thinking. Thank you, PIP.



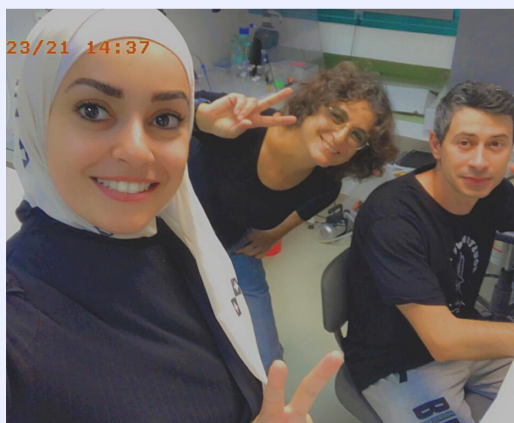
Adnan Jaber - PIP & PMP

I'm the co-founder of Yalla Reyada, a Board Member at Tech2Peace, and a Curator at Global Shapers East Jerusalem. My PIP Internship was being a product manager over a transportation application in Rawabi TechHub. During my Internship at Rawabi TechHub, I gained product management skills and attended entrepreneurship trainings, which gave me the confidence to start my own venture and become able to lead a technical team of developers and designers.



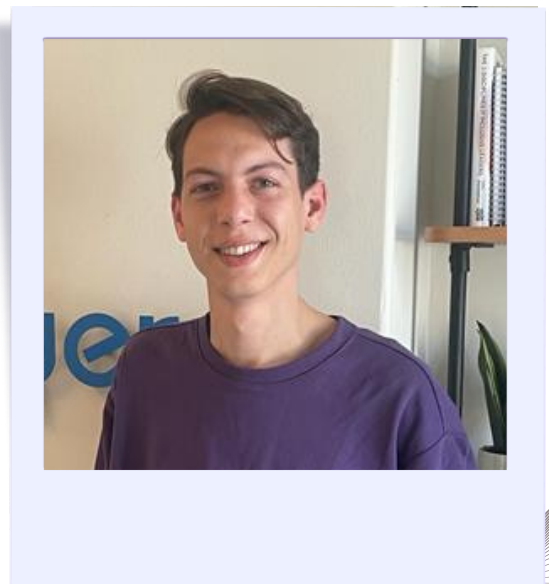
Yasmine Thaher- PIP

I'm now working as a Research Chemist in Westham Company - for mosquitoes control - I think I found my dream job! PIP gave me the chance to train and work in a new field that does not exist in my country. I have access to advanced facilities, am learning on new instruments in the lab, and conducting research. I'm getting amazing experience and developing myself for the future. I'm so thankful for this opportunity and the support from the PIP team. Thank you PIP for this opportunity!



Hassan Abu Dalo - PIP & PMP

My name is Hassan and I am a Sales Development Representative at AppsFlyer, covering the French and Belgian markets. I first joined PIP in 2018 and was matched with an internship in Venture Capital at Grove Ventures. My internship was extended, and I worked there for 2 years. Once the PMP program was launched, I knew it was my opportunity to step up in my career with the support of a Mentor, and I had the chance to work with Naama Halperin on my plans. Both programs opened doors for me into High-Tech, but more importantly, I found a community that supports me until today. Thanks to my experiences and the guidance I received, I found a passion for Business Development and know that I seek to grow within the SaaS sales space.



OUR BOARD



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”.



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-border 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.



RON AVIV is a multidisciplinary manager with particular focus on impact, diversity and inclusion. As Managing Director of Hybrid, an Israel-based accelerator for Arab-led startups, Ron advised dozens of early-stage entrepreneurs who went on to raise \$5M to date. Prior to that, he served as CEO of Robus, a marketing and consulting firm focused primarily on law firms. Ron holds an MBA from INSEAD, as well as an LLB an BA in Law and Government from Reichman University. He is fluent in Hebrew, English and Arabic.



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 strategy & commercial growth specialist in the tech sector, currently at Placer.ai. He has consulted widely on projects relating to economic development and international cooperation in the Middle East. From 2016 to early 2018, he served as PIP’s Program Director. 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 STAFF



ANNA GOL is our Executive Director, 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.

MOLLY KALAT is our Program Manager, facilitating company recruitment, intern matching, mentor/mentee relationship building, and programming. Originally from Denver, Colorado, Molly earned a B.S. in Economics from Tulane University, minoring in Math and Public Health. She joined PIP in 2021 during her MA in Conflict Resolution and Mediation at Tel Aviv University, during which she became a certified Mediator. Before her MA, she was a teacher in Israeli schools. She's experienced in program design, leadership development, and facilitation.



MARWAN MEQBIL is the Program Coordinator of PIP, responsible for intern outreach, development, and recruitment. Born and raised in the 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 the Palestinian Director of 50:50 Startups. In addition he has over a decade of experience working as a Peace-Building Facilitator and Project Coordinator at the Center for Emerging Futures.

PIP

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