

# PIP

## Palestinian Internship Program

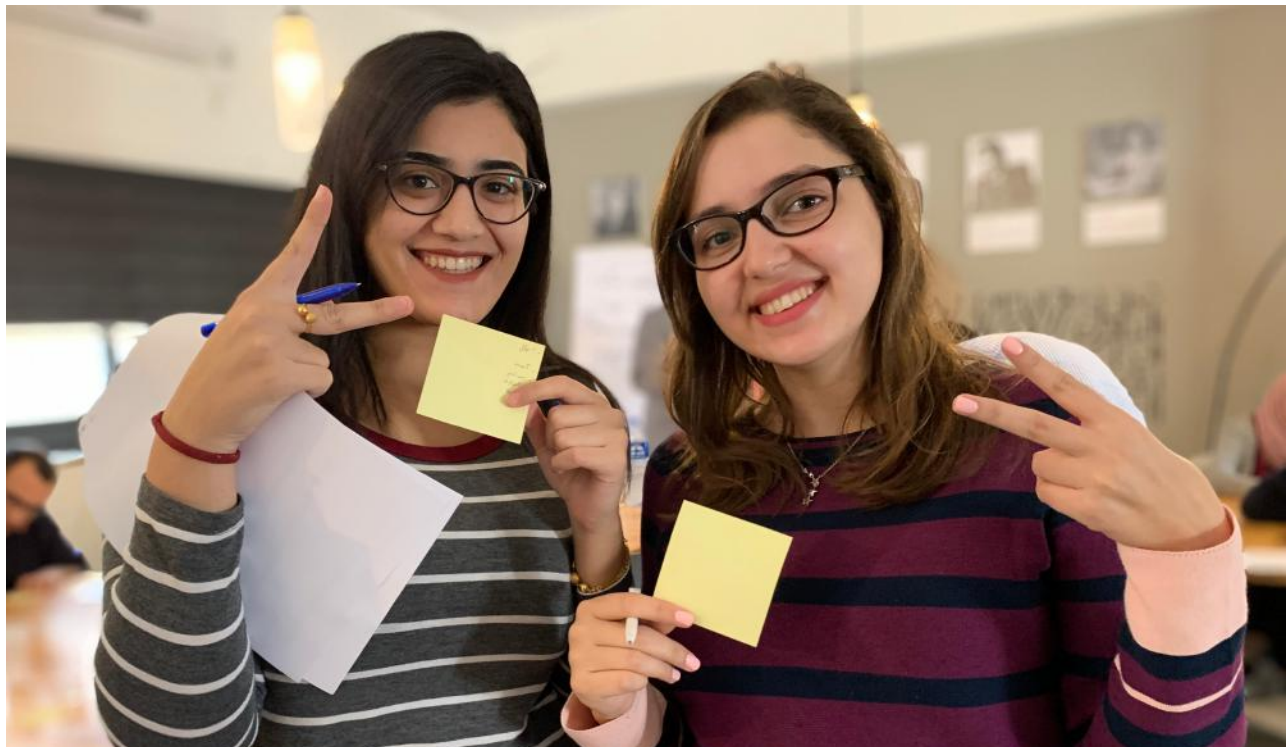
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### 2019 Impact Report



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PIP Finalists Noor and Nibal at a skills workshop in Ramallah, Palestine

# ABOUT PIP

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

The Palestinian Internship Program (PIP) provides fresh Palestinian graduates with **paid internship opportunities at leading multinational and Israeli tech and finance companies** in Israel.

As of the end of 2019, PIP has arranged internships for **67 young professionals at 43 companies** including **Google, Intel, Thomson Reuters, and HP Indigo**, as well as with many start-ups and venture capital firms.

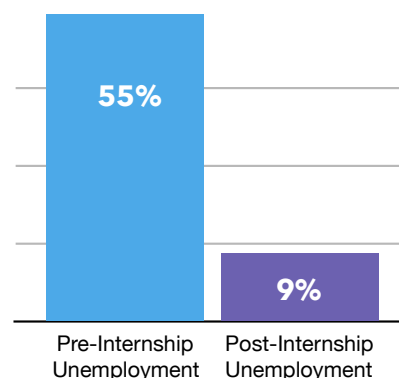
PIP Internships help young Palestinians develop their technical and professional skills **in a real-work setting**; to offer a platform for graduates to **jumpstart their careers** in high-tech; and ultimately, to help **create leaders and stimulate the growth of the Palestinian high tech sector**.

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

Palestine boasts very **high literacy rates** and over a dozen universities, from which some **2,500 students graduate each year in IT-related fields**. However, more than half of Palestinian graduates are either **unemployed or settle for low-skilled positions outside their fields of expertise**. Other graduates join a 'brain drain', and take up opportunities in the Gulf States, the US, Europe, and elsewhere.

PIP was established to help **reverse these trends by providing young Palestinian professionals with high-level, short-term employment opportunities** in Israel while, at the same time, helping foster more business collaboration and greater mutual understanding in the region.

PIP is a US-registered non-profit organization, currently backed by two private US foundations: The **Schusterman Family 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.



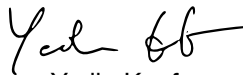
## A Note from PIP's Chairman

It's gratifying to see the significant impact PIP has had during its first six years:

- On our 67 'graduates', many of whom tell us their internship experience has literally been **"life-changing"**.
- On the people working with our interns in the 43 companies that have hosted interns, many of whom are **working with (and in some cases, meeting) a Palestinian for the first time**.
- On the companies, which are benefiting from the efforts and talents of our interns and find themselves enriched by the **increased diversity** in their workforce.
- And on the Palestinian economy, which is already seeing the fruits of PIP as several of our **Alumni have returned to the West Bank and East Jerusalem**, where they have started their own companies or joined existing companies.



The best indicators of PIP's success are the fact that many of our 'host companies' ask our interns to stay on board beyond the initial internship period – and the **huge demand for our internships** on the part of young Palestinians. We hope to be able to **engage more multinational and Israeli companies as hosts** for interns in the years ahead so that we can further increase PIP's impact.

  
Yadin Kaufmann  
Founder & Chairman

# 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 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

- We have been receiving ~200 applications each cycle from recent university graduates via connections with Palestinian universities, alumni referrals, and social media.
- Applications 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

Over 40 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. Companies commit to providing meaningful work assignments and mentor relationships, and to pay interns at least minimum wage salaries during the 3-to-6 month internships.

PIP arranges for **Professional Development High-Tech permits** for those Finalists who need 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 (67 as of end 2019)
- **65%** of PIP Interns have been offered extended opportunities within their host companies
- All interns are committed to contributing the skills they develop back into the Palestinian high-tech sector

## Workshops

PIP runs several intensive experiential workshops throughout the year — at least 3 per Cycle. These workshops focus on **providing soft-skills professional development training** to support Finalists and Interns in their career development. Workshop topics include:

1. **CV Writing & Interview Skills** - Interns are guided through professional résumé writing 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 to entrepreneurship. Many of PIP's Finalists are budding entrepreneurs, coming to the program with their own business visions. 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** business and high-tech leaders. 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 meet 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've experienced.

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

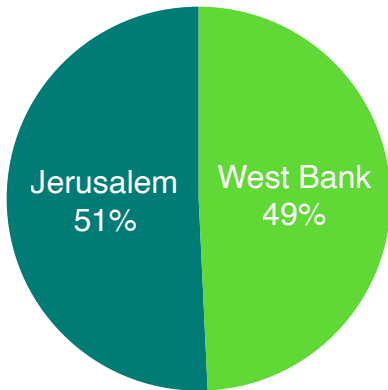


**SAJA** completed her internship in 2019 with Intel Jerusalem as part of PIP's Cycle 8. As an active member of PIP's Alumni Network, Saja has taken the initiative to bring PIP's Alumni together socially, where informal sharing of skills and experience can take place. Saja reflects on her experience 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."



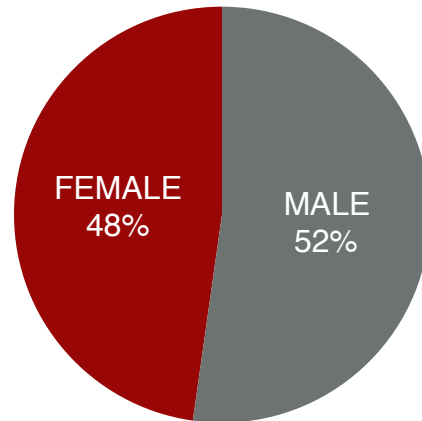
# OUR INTERNS

Where Interns Are From



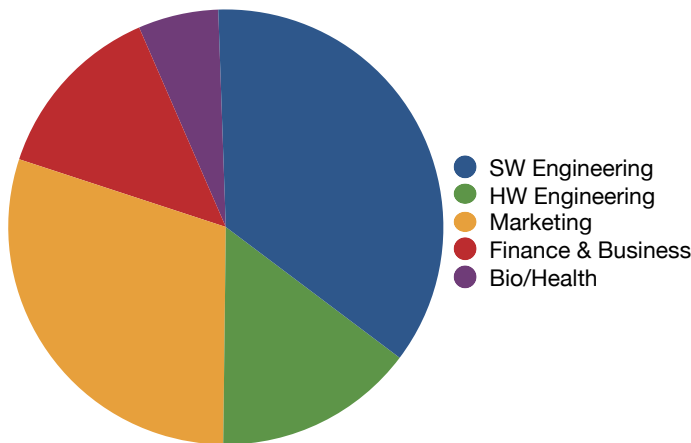
PIP focuses on recent university graduates in their early-to-mid 20s at the outset of their careers, and engages in **extensive efforts to facilitate participation** from across the West Bank and East Jerusalem – despite the challenges involved. To ensure accessibility for all applicants, PIP provides logistical support, such as permit applications and assistance with lodging in Israel.

Male/Female Alumni



With **women constituting less than 20%** of Palestinian private sector employees, PIP seeks to **encourage 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.

Professional Fields



PIP’s internships focus on the tech sector and interns come from a variety of professional fields, including software development, marketing, business, and finance. Most 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 companies’ technical teams**, and have been recognized as top designers, developers, and engineers on their teams.

**ENAS** completed her internship with Colabo as part of PIP’s Cycle 8. “On one of my lucky days, I was exploring my Facebook and I saw ads about an internship with PIP. I opened the website and I read some of the success stories. It inspired me and I found myself sending my application to what would become the greatest opportunity of my life. Starting with the amazing workshops, to the continuous and immense support from the wonderful 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 that is similar to my personality, and to my way of thinking. Thank you, PIP.”



# HEAR FROM OUR HOST COMPANIES



“Our ongoing experience with PIP has been very good, and has served our organization well. The **candidates are always full of motivation, skilled and learn quickly**, and we incorporate them in various activities of ours throughout the internship cycle. We included **programming, operations and event marketing** related roles and support roles in the internship and are always looking to create the best match possible with the interns. Having a PIP intern has been great for MassChallenge and we are looking forward to having one again soon!”

*Shai-Shalom Haddad*  
Dir Business Operations  
**Mass Challenge**



“Voiceitt believes in hiring the right person to the right position and strongly **promotes diversity** in our work environment. Our team contains different people that come from different cultures and work together in synchronization, therefore we believe in giving an opportunity based on skills for everybody. We were **introduced to another culture** and we are sure that the feeling that we are a team is mutual. Our experience in working with PIP was great and supportive throughout the process and we are sure that we will cooperate in the future.”

*Danny Weissberg*  
CEO  
**Voiceitt**



“In a world where "zero-sum" is taking over as the dominant business and political mindset, PIP is a great opportunity to be reminded that **"win-win" is how we actually progress** and thrive. The Colabo team is continuously enriched by our cooperation with PIP and I am hopeful we are enriching the community half as much in return.”

*Yoav Dembak*  
CEO & Co-Founder  
**Colabo**



“We were privileged to work with Nataly Yousef 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.”

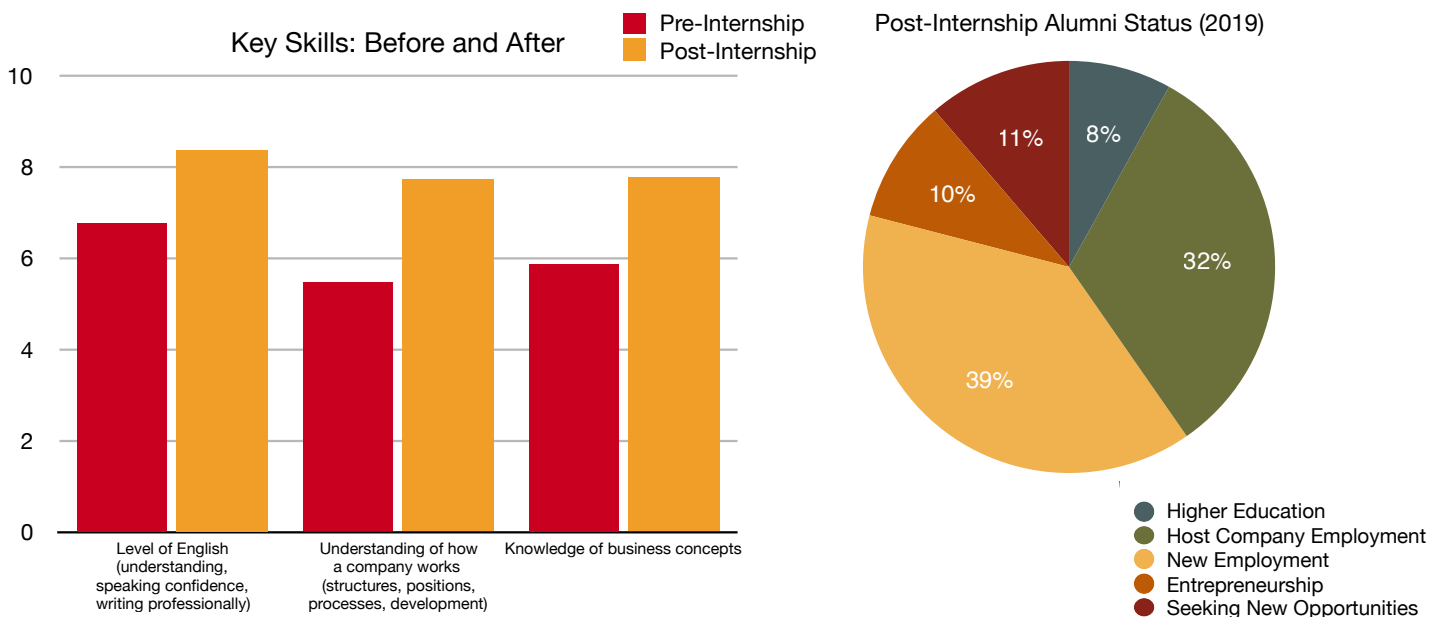
*Chemi Peres*  
Managing General Partner & Co-Founder  
**Pitango Venture Capital**



# PIP IMPACT & ALUMNI NETWORK

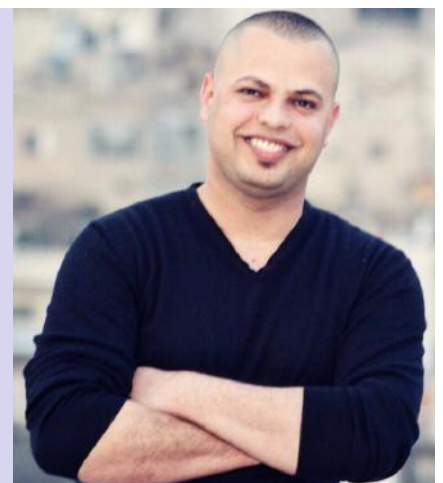
PIP monitors the impact of its internships on the interns' career development. PIP staff track intern satisfaction with programming, their experience during internships, and self-reflection regarding professional and technical skill development.

Key impacts of the internship include a sense of improved professionalism, stronger communication skills, and an improvement in their ability to work and perform in English. Interns report on a better understanding of 'how a successful company works' — a key element in **building entrepreneurs and future leaders**.



Upon completing their internships, interns join PIP's **Alumni Network**. 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 some serve as mentors for incoming Finalists.

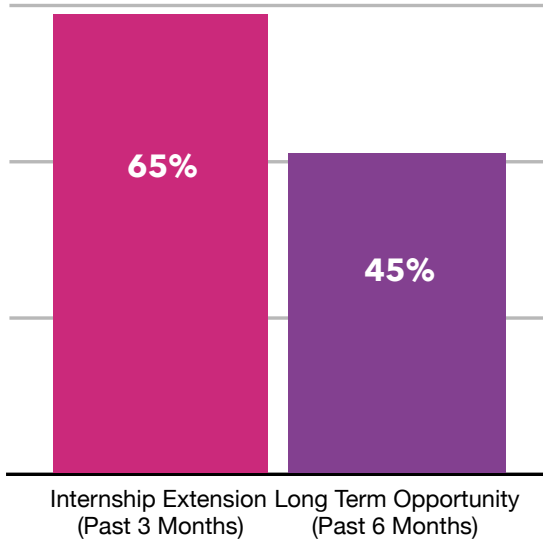
**MOHAMMAD** completed his internship with Gigawatt Global as part of PIP's Cycle 5 and is heavily involved with PIP as an ambassador for the program: "I have a Bachelor's degree from Al-Quds University in Earth and Environmental Sciences, and went on to achieve a Master's in Environmental Studies from 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."





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.

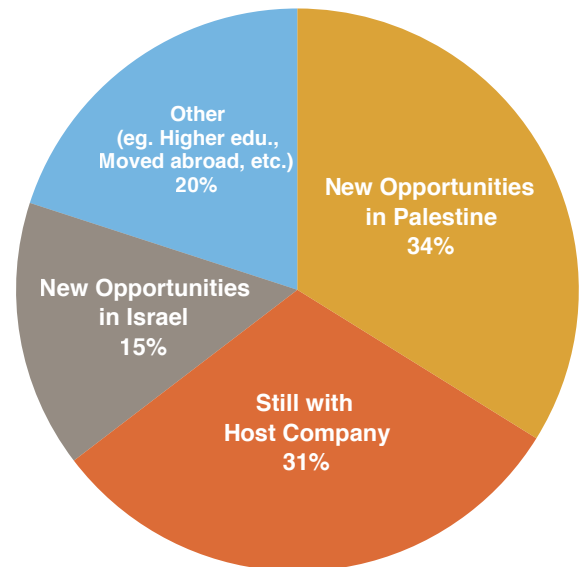
### Internship Extension Rates



Post-internship, **three-quarters of the interns went on to work in their chosen fields** at successful companies. Others continued on to post-graduate education in the US and UK; several have already started their own businesses in Palestine. 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.

A PIPer’s return to the Palestinian sector is the program’s strongest marker of success. 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 return home, bringing with them the skills, experience, and networks gained. As of end 2019, 34% of PIP’s Alumni from Cycle 1 through 8 have, in one way or another, returned to the Palestinian market.

### Return to Palestinian Sector Cycles 1 to 8 (2019)



**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.”

# PIP PERSONNEL

## 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-Aroub 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.



PIP Alumni with influencer Nas Daily at tech event in Tel Aviv



PIP Staff Anna & Marwan at Birzeit University



Cycle 9 Finalists with PIP workshop leader Taleb Idkeidek, President of Ishraka Consulting and Training



# PIP PERSONNEL

## 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 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 from 2016 until January 2018.



# 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!



# SUPPORTING PIP

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

- **Donations:** PIP is currently supported primarily 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. 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!
- **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 future 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).**





# PIP

Stay in touch:

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[www.palinternship.com](http://www.palinternship.com)



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