

# High Skills, Low Cost & Diversity in the Workplace

The **Palestinian Internship Program (PIP)** matches high-tech companies with young Palestinian professionals for three-to-six-month long internships.

Yadin Kaufmann, PIP's Founder:

*"PIP offers companies access to an excellent talent pool from rarely-tapped nearby locations. The added diversity is a major benefit to companies and their employees, as is the chance to provide Palestinian interns with a potentially life-changing professional experience."*

PIP was founded in early 2014 as a US-registered not-for-profit organization and has been backed by USAID and several US foundations. So far, **67 interns** have been hosted at 43 companies - including Google, Intel, Thomson Reuters, HP Indigo, and Teva - in 9 cycles of internships.



## PIP Interns

The program is only for **elite** Palestinian university graduates in the fields of ICT, engineering, business, marketing, and finance. Due to lack of opportunity in the West Bank and East Jerusalem, those top graduates often settle for low-skilled positions or leave their field of expertise. This is a once in a lifetime opportunity for interns to fulfill their potential and, ultimately, to contribute to developing a robust Palestinian economy.

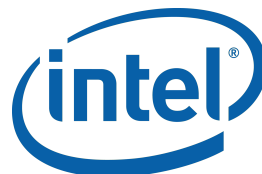
PIP carefully selects internship candidates based on academic expertise, work ethic, professionalism, and English proficiency.

"Getting to work with 'the other side' is a wonderful experience, and I would highly recommend working with the program as a unique way to promote coexistence."

**Alon Metrikin-Gold, Head of Customer Success; MobileODT**

## Why Get Involved?

- PIP provides an in-house alternative to outsourcing by connecting high-quality young talent directly with host companies.
- PIP's elite network of successful multinational and Israeli high-tech companies encourages knowledge and resource sharing with the neighboring Palestinian technology sector.
- PIP helps overcome stereotypes and creates lasting, meaningful relationships between Israelis and Palestinians. Additionally, by introducing Arabic speakers to the workplace, companies increase their familiarity with potential business opportunities in Arab markets.



## How do we start?

1. Share with us the skills and type of employee you are looking for.
2. We will select for you the most relevant candidates from PIP finalists whose skills and experience best match your needs.
3. You select the top candidates, and we set up the interviews.
4. Once you select your candidate, we will facilitate the hiring.

## The Basic Terms

- Initial internship of at least three months, providing a meaningful and productive role.
- At least minimum wage salary (around NIS 5,300/month)
- When a company hires an intern post-internship, we ask the company to make a donation to PIP (typically equivalent to a month's employment salary) to help ensure our sustainability.

## PIP's Assistance

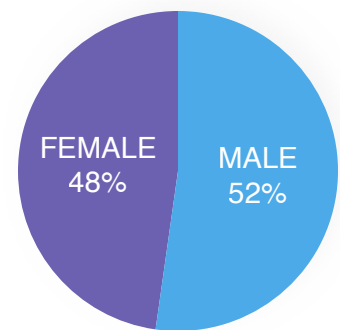
- Recruitment, initial interview, screening and matching of interns
- Providing interns with a travel or lodging grant
- Applying for and arranging permits if required
- Arranging monthly skills development workshops and networking opportunities during the internship
- Preparing companies for the on-boarding of a PIP Intern

## PIP's Impact

- 70% of companies extend their internships past the initial 3-month mark
- Most companies hire their interns long term (6 months +)
- Through PIP,  $\frac{2}{3}$  of interns have gained their first experience in their chosen fields
- Among PIP's alumni to date, 4 have founded startups, 7 have gone on to pursue an MA/PhD, 30%+ are still with their host companies, and 40%+ have started at new opportunities, many in the Palestinian high-tech sector
- Host companies continue to benefit from PIP's elite network and return to hire more interns from new cycles

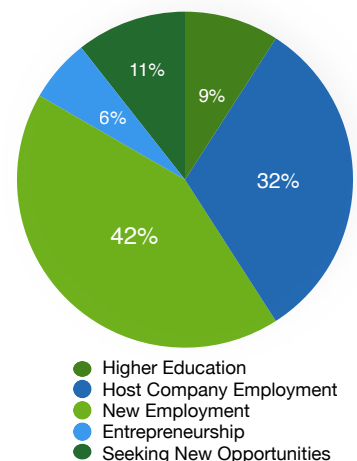
"PIP gave me the opportunity to work with smart and professional people and gain work experience in an innovative and cutting edge environment. I analyze problems differently now, and this opportunity has opened new doors for me."

**Nadine, PIP intern at Intel**



Male/Female Alumni Intern

Post-Internship Alumni Status (2020)



## Get in Touch

Anna Gol, Program Director – PIP • 058-6622471 • [anna@palinternship.com](mailto:anna@palinternship.com)

