



# TsofenTashbik

— HI-TECH DEVELOPMENT IN ARAB SOCIETY



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VP

# OUR VISION

## **Social cohesion through employment**

Empowering a thriving Arab community fully integrated into Israeli Hi-Tech.

Driving economic growth and fostering equal opportunities for the prosperity of the Israeli economy.



If you cannot be a tower, be a bridge

إن لم تستطع أن تكون بُرجًا، كن جسرًا

אם אינך יכול להיות מגדל, יהיה גשר



# From **ACADEMY** To **EMPLOYMENT**

Enhancing Skills

Practice and Simulations

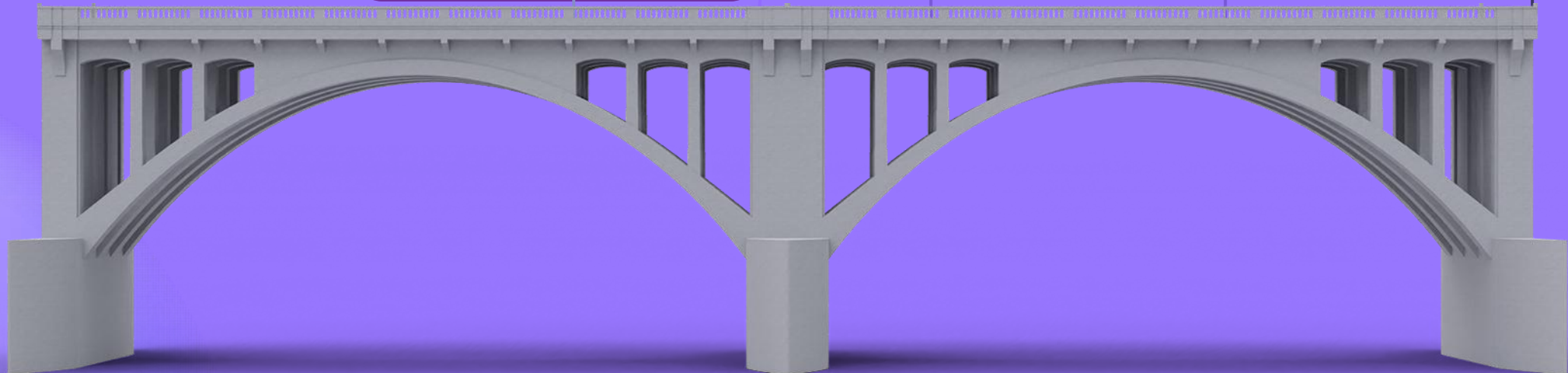
Mentoring and Guidance

Bridging Gaps

Removing Barriers

Workplace Readiness

Building an Engineering Community



# IN NUMBERS

Arab Hi-Tech workforce: 2025 snapshot

**16,000**

Arab engineers  
in Israel's hi-tech industry = 2.5%

**5,000**

placements  
by Tsofen-Tashbik's efforts

**80%**

Arab engineers employed  
in leading global firms

**10%**

Arab students  
in hi-tech fields

**5%**

Arab degree holders  
in hi-tech fields



# MENTORING PROGRAM TESTIMONIAL

*“In my third year as a student, I was assigned a mentor from Tsofen-Tashbik to prepare me for a job interview. A year later, **I became a mentor** myself, and since then, for almost four years, I have been advising students on recruitment issues.”*

Video



# CHALLENGES

- Post-October 7<sup>th</sup> job market
- Inter-community dynamics in the workplace
- Untapped talent pipeline: 10k students

# OPPORTUNITIES

- Shaping policy and business practices
- Adapting our intervention model to market needs
- Ecosystem shifts: potential mergers



**THANK YOU**

**TsofenTashbik**

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