



ANNUAL
REPORT



2023



2023 in Numbers



Over 680 people
received support
from ARDC.



456 students
enrolled in courses,
training & workshops.



49 students
received tutoring
supporting.



45 courses
& 5 workshops
engaged participants.



194 job seekers
received employment
services.



72 candidates
secured new jobs
with our assistance.



24% women
participants across
all programs.



21 Teachers
taught courses &
workshops.



**Over 100
Volunteers,**
including 55 asylum
seeker volunteers.

Director's Note



Or Mor-Yosef

Dear friends of ARDC,

It is with a heavy heart and months after 2023 has ended that I write this note. October 7, 2023, is a day that casts a shadow over 2023 and will continue to cast a shadow over our lives for years to come. More than a year has passed and it is still deeply impacting our lives, still holding us in continual trauma. It has also been a year plagued by inter-communal violence within the Eritrean community, from which we are still recovering.

Nevertheless, our community has demonstrated great resolve and resilience throughout this period. We saw hundreds of refugees coming together and lending a hand to Israelis in this difficult time. Between missile sirens, drone attacks, and a workforce deeply impacted by the war, our community stepped up and joined the many volunteer efforts that sprung out of the ashes of trauma. They joined logistics centers, army bases and farms, packing food for soldiers, delivering clothes to evacuees, cooking barbecues for reservists on the frontlines, and helping Israeli farmers, saving crops that would otherwise go to waste.

Thanks to our supporters, ARDC was able to respond to the national emergency within days of October 7. We supported dozens of evacuees from the Gaza envelope, we supported 18 farmers, and we helped over 60 refugees find alternative work after going on unpaid leave due to the initial closure of restaurants. With many Israeli workers called for reserve duty, coupled with the departure of thousands of foreign workers who fled the war and thousands of Palestinians who could no longer work in Israel, the Israeli labor market faced grave shortages. We were able to meet some of the needs by matching between desperate employers and those who needed work, leading to successful job placements in factories, farms, and hotels that hosted evacuees.

As 2023 came to a close, ARDC marked its 20th year. I am immensely proud of what we were able to accomplish despite the many challenges faced this year. I am proud of our community's resilience, of our contribution to emergency efforts, our dogged determination, and our undying commitment to economic and social inclusion of refugees in Israel for over 20 years.

Now is a time for us to rely on one another, to remain resilient and build a shared future.

Sincerely,

Or Mor-Yosef
ARDC CEO

Career Guidance & Economic Inclusion

ARDC works to advance the economic inclusion and mobility of asylum seekers in Israel by providing career development programs and employment services, including workshops, job training, career counseling, and job matching. Our programs are driven by market needs and participant feedback, offering motivated individuals opportunities to gain the skills, mentorship, and experience necessary to achieve their career goals.

In 2023, 190 people received career guidance services from ARDC. This included in-person consultations with 77 individuals, the submission of 194 CVs to companies, and over 59 job interviews. Additionally, ARDC hosted five career development workshops—three focused on career counseling, one supporting small business owners, and one on [financial planning in partnership with Neema](#). Staff and professional volunteers also provided guidance on CV editing, job searching, interviewing, and leveraging LinkedIn for career advancement.

Job Seeker Assistance & Job Placement

To further expand career opportunities, ARDC is broadening its network of employment partners across a wider range of industries in Israel. In response to the economic impact of the war, we connected with employers facing labor shortages and matched candidates from the refugee community with jobs where they were needed most. Through our emergency outreach, we initiated partnerships with employers in new areas like agriculture, hospitality, and industrial production roles. With ARDC's assistance, 72 individuals secured employment in 18 farms and 15 other employers, including hotels, eldercare, dental clinics, NGOs, factories, and more in 2023. By growing partnerships in new sectors, our rapid response strengthened our professional network and diversified job matching opportunities.

Spotlight

Motaz, a Hebrew University student, joined our career counseling program to align his job search with his goals. He worked on his CV and interview skills and participated in confidence-boosting workshops, which he strongly [recommended](#) to others. Last year, he secured a job with an organization supporting people with HIV/AIDS.



Motaz

Emergency Agriculture Project

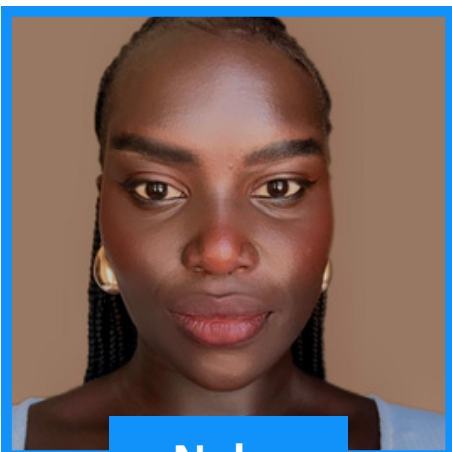
The Hamas attack on October 7 and the ensuing war in Gaza triggered two concurrent crises: a sudden labor shortage in various industries reliant on foreign workers, and an unemployment crisis among asylum seekers whose workplaces in the hospitality and leisure industry abruptly closed. Already addressing long-standing underemployment and limited professional growth among asylum seekers in Israel, ARDC rapidly launched an agriculture pilot to reduce the emerging impact of lost income on the refugee community.

Between October and December, 110 people joined ARDC's emergency agriculture project helping 18 farming initiatives save their crops. 50 volunteered in these emergency efforts and 60 were paid through a partnership with Leket Israel. At the project's peak in November, each day 25 to 30 asylum seekers worked in agriculture, supporting the needs of the nation.

By December, inquiries for work dropped from 40 calls per day in October to fewer than five. As the situation developed, the urgent demand for agricultural labor waned, while hospitality and other sectors resumed operations. In response, ARDC again shifted its focus to job placement in hospitality and other fields in demand. Most participants of the emergency agriculture pilot either returned to prior jobs or secured new, better-paying positions closer to home.



Spotlight



Naka

Naka Elias Pitia is a South Sudanese visual artist, an activist, and a spokesperson for her community in Israel. She's also a student at Reichman University pursuing a degree in Government. Naka aspires to use her voice to speak for those going unheard and her courage enables her to stand up for her ideals. Ready to take action, Naka organized volunteers from the South Sudanese and wider African community to join ARDC's efforts to help a strawberry farmer in Kadima save their harvest.



Spotlight

[Sita](#) recently moved from Nepal and began building her life in Israel in 2022. After losing her job in the beginning of the war, Sita joined our emergency agriculture project with her friends to secure her financial stability while helping others. As emergency needs shifted, Sita participated in our career development program and was matched with a new position at Dan Panorama Hotel where she began her culinary career. She was proud to continue contributing to emergency efforts by serving nutritious meals to displaced families living in the hotel. She continues to [volunteer](#) at ARDC events when she can.



Sita



The Schoolhouse: Education Program

The Schoolhouse runs under ARDC as its educational program, specializing in support for Students with Limited or Interrupted Formal Education (SLIFE). Each year, it offers a range of courses that help students earn diplomas, learn new languages, and gain job-ready skills. In 2023, 456 adults enrolled in The Schoolhouse's courses, with 24% (71) being women. Additionally, 12 students were assisted in pursuing higher education and scholarships, and another 9 students studied independently using ARDC's Coursera account.

Language Courses

English and Hebrew are our most popular courses, with 296 students enrolled in 2023. Recognizing the importance of language skills in opening doors to higher education, career growth, resettlement and community integration, ARDC prioritizes offering accessible lessons both in person and online. In continued partnership with Arizona State University, eight students participated in Education for Humanity (E4H) online English courses.

Spotlight

Hadas is a student at The Schoolhouse who is originally from Eritrea and has been living in Israel for almost 14 years. She's studying English to broaden her career opportunities and pursue her goals. She hopes to study psychology and build a career in community work supporting the refugee community. A single mother of four, Hadas says she wants to be a role model for her children and wants them to see that their potential is unlimited, just like hers.



Hadas



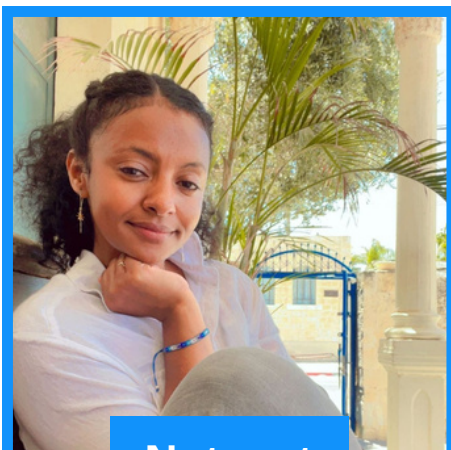
GED Courses

To expand access to higher education and employment, ARDC provided preparatory courses in 2023 for students pursuing their General Educational Development (GED) diplomas. Recognized in Israel, Canada, the United States, and over 82 other countries, the GED serves as a high school diploma equivalency credential for many asylum seekers and refugees globally. We offer GED preparatory courses throughout the year in all four exam subjects—language arts, math, science, and social studies. In 2023, 39 students participated in GED courses and 11 passed at least one GED exam.

Vocational Training

As part of The Schoolhouse semesters, ARDC provides digital literacy and vocational training courses that equip students with essential skills for employment and daily life in an increasingly digitized society. To meet market demand, ARDC offered advanced courses in web design, UX/UI, Python, video editing, and computer literacy. In 2023, 95 students participated in these courses, taking meaningful steps toward their professional and personal growth.

Spotlight



Natsnet

Natsnet is an Eritrean student, mother of three, and recent GED graduate. After earning advanced English certifications from ARDC's Education for Humanity program, Natsnet joined GED classes to earn her diploma. Nearly two years later, while working full-time, Natsnet proudly earned her diploma in 2023. She has since moved to Canada where she wants to follow her dreams and study to be a pharmacist.

ALEF in Haifa

ALEF, a grassroots Haifa initiative that runs as a subsidiary of ARDC, was founded by local volunteers in 2016 to address the lack of accessible services for refugees in Haifa and northern Israel. ALEF provides language courses, workshops, children's programming, humanitarian support, and social services assistance. As the only refugee-focused organization in Haifa, ALEF collaborates closely with the community and local stakeholders to provide essential support. Over the years, the community has expressed the need for programs that strengthen families by supporting both parents and children, guiding ALEF to tailor its initiatives to these challenges.

In 2023, ALEF expanded its education and children's programs, improving accessibility for mothers and families, with women comprising one-third of the participants. Programs included language courses, parent-focused workshops, a homework club, art therapy, and a summer camp. ALEF also strengthened partnerships, such as with the University of Haifa, with women's shelters, and with local schools. Overall, 15 adults and four children enrolled in educational programs, and four children joined the Homework Club. After October 7, 2023, ALEF's activities were temporarily disrupted, but those permitted under security guidelines resumed. In response, ALEF provided emotional support, financial aid, and continued casework, assisting 15 households regularly and up to 30 families throughout the year.



Spotlight

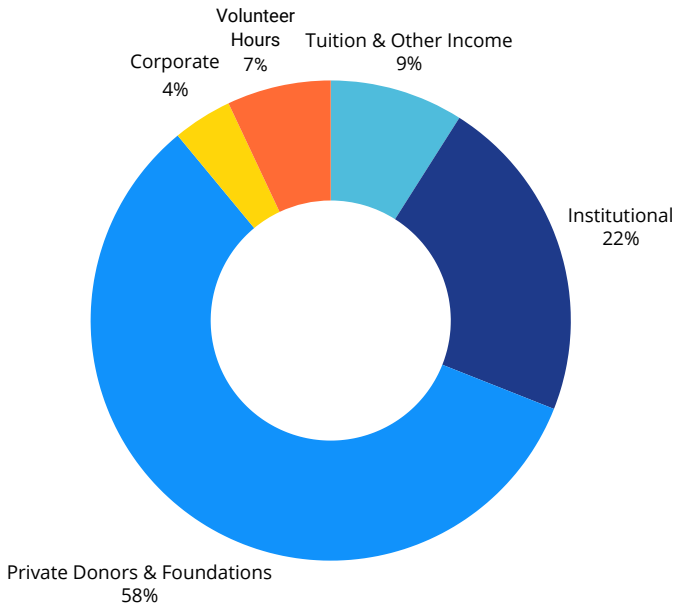
Temesgen, a kind and hopeful young man from Eritrea, has lived in Israel for over 14 years. After his first round of cancer, Temesgen lost his job and health insurance, so he turned to ALEF for help accessing essential treatment. Complex policies and bureaucracy had halted his care, but with support from Physicians for Human Rights, ALEF helped him receive life-saving treatment. He is now undergoing ongoing treatment to manage his condition. Due to his and his spouse's inability to work, ALEF supports them with humanitarian and financial aid during this challenging time. Now, Temesgen is a student in ALEF's Hebrew classes, determined to improve his language skills, find a new job, and build a brighter future on his road to recovery.

Financial Data

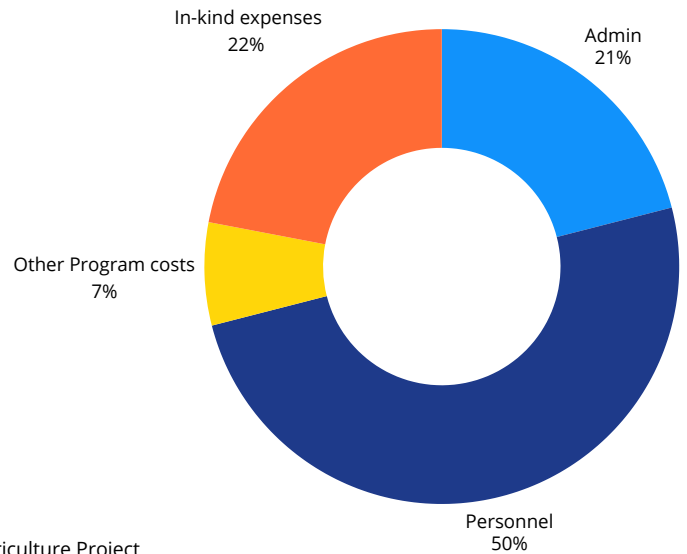
\$394,000

2023 Budget

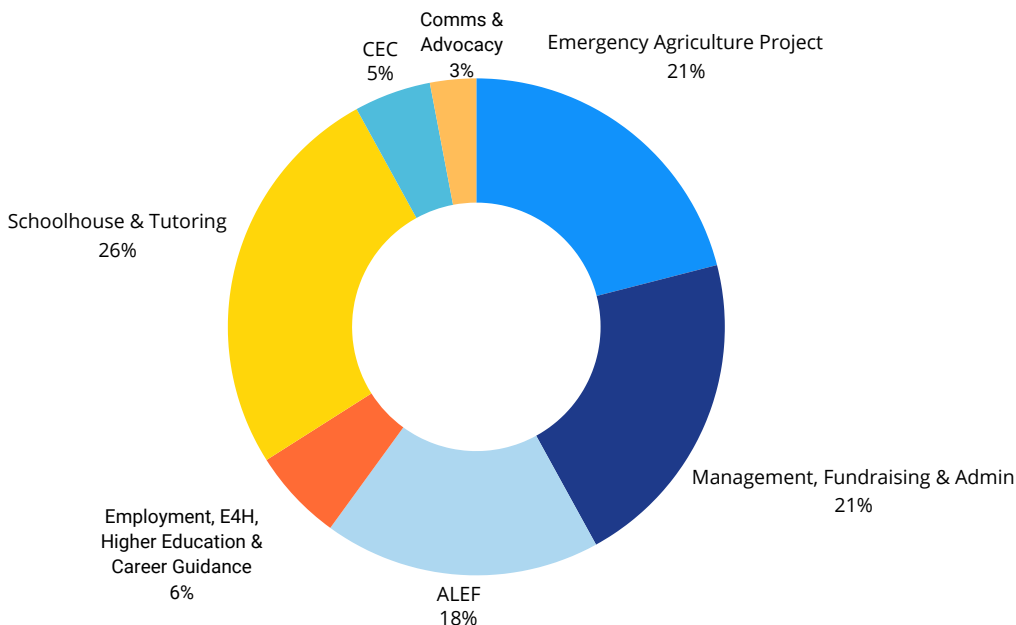
Funding Breakdown



Expense Breakdown



Program Breakdown



Our Team



Or Mor-Yosef
CEO



Amit Gerstein
Schoolhouse
Program Manager



Tani Rothman
ALEF Program
Director



Naomi Feigin
ALEF Program
Coordinator



Jessica Horst
Development
Communications
Officer



Eliana Horenstein
Career Coach



Manasik Adam
Program
Assistant



Gideon Baum
Accountant



**Yonnat
Yehoshefat**
Finance Manager



Tsvia Kedem
Bookkeeper

We share our gratitude for over 100 exceptional volunteers who led and supported ARDC programs in 2023.

Our Board



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Michael**
Chairman



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Primack**



Ian Yaffe



**Ophelie
Namieh**



**Soumia
Omar**



**Shana
Krakowski**

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10,000 - 30,000\$

- Zendesk Foundation
- Davis Foundation
- Israel Koris
- Lauri Friedman

5,000 - 10,000\$

- Beck Family Fund
- Arkin Family Trust
- BSST
- Olam Together
- SID Israel

1,000 - 5,000\$

- Shoresh (Source Outdoor)
- Kareem Foundation
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