

The Tafnit “Start” Program for Matriculation and Dropout Prevention

An accelerated academic track and structural change for growth for increasing scholastic success and preventing high school dropout.

At risk youth – students who had the lowest grades in 9th grade prior to the program, with around 7 standardized fail grades¹,

And at the end of the program, in 12th grade in 5771 (2010/11), around 66% were eligible for a matriculation certificate (58%² of those beginning in 10th grade).

IDF Enlistment Report – 5771 (2010/11) Graduates

Program graduates obligated to serve in the security forces – IDF enlistment rates and comparison to national figures

The Tafnit “Start” Program for Matriculation and Dropout Prevention

Under the Academic Sponsorship of the School of Education – Tel Aviv University



The figures in this report were taken from the IDF, and the statistical processing is based on them. All data and processing in the report was examined and authorized by Tel Aviv University



and by the IDF Research and Planning Division

Partners in the Tafnit “Start” Program, in classes with 12th grade graduates, 5771 (2010/11):

■ Check Point ■ Glencore/ D.M. Foundation ■ The Morningstar Foundation ■ Israel Diamond Exchange ■
The Ben and Esther Rosenbloom Foundation ■ The AMIT Network ■ The Amal Network ■ The US State
Department – M.E.P.I

■ **In cooperation with the education departments in the participating authorities**

Tishrei 5774, October 2012

¹Standardized fail grades as accepted and performed by the Ministry of Education, Division for Educational and Social Services, and according to Ben-Gurion University, 2008.

²At the end of 3 years participation in the program (10th – 12th grades), in 12th grade, 58.0% relative to those had begun their studies in the program in 10th grade, acquired a matriculation certificate.



www.tafnit.rashi.org.il

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IDF Authorization – Enlistment Rates



Unclassified



– 1 –

Manpower division 344

Administration Planning and Manpower Directorate

The Administration for Technological Manpower and Research

Planning and Policy Department

Tel: 03-5690390/0324

R&D 60616

28 Elul 5773

3 September 2013

Re: Figures for enlistment, realization, and quality among Tafnit “Start”

Program graduates in 5771 (2010/11)

1. The Tafnit “Start” Program is a program which advances at-risk young people and leads adolescents to acquiring a matriculation certificate.
2. As part of the cooperative effort between the IDF and the Tafnit “Start” Program, the figures for enlistment, greatest possible utilization, and quality of the youth in the program for the 2010/11 academic year are forwarded to you.
3. I have studied the report, and confirm that all the enlistment, greatest possible utilization, and quality data appearing in it are current and correct.
4. I commend the Tafnit “Start” Program for its high enlistment rates for the program graduates for 2010/11.
5. I wish the program success, and hope we continue our cooperation.
6. Wishing you a happy new year,

Keren Ben-Natan Kruger, Lieutenant Colonel

[signature]

Head of Technological Manpower and Research

- True Copy -



12 September 2013

To
Mr. Nissim Cohen
Director of the Yeholot Association
(The Tafnit Program)
The Rashi Foundation

Re: Confirmation of Data and Report Summarizing Enlistment Data for the Tafnit
"Start Program Graduates, 2010/11"

A. We welcome the activity of the Yeholot Association (the Tafnit Program), founded by the Rashi Foundation, in high schools in the periphery.

B. I hereby confirm that we received for our examination all the details, components, and processing of the enlistment figures for the graduates of the Tafnit for Matriculation – “Start” Program 2010/11.

C. These figures are based on written data received from the IDF Research and Planning Division.

D. I hereby confirm that the figures presented in the report, including the calculations and statistical processing, and the report itself, have been examined and authorized by us.

Yours sincerely,

[signature]

Prof. Izhar Oplatka

School of Education
Tel Aviv University

cc: Prof. Rafi Nachmias – Head of the School of Education, Tel Aviv University.

1. Background and Report Objective

A. Background: The Tafnit “Start” Program is designated for at-risk students, the lowest achieving 9th graders, with the status of hidden dropouts and who are on the verge of actual dropout, in comprehensive schools in the periphery.

The program’s goal is to prevent the students’ dropout, and lead them to acquire a matriculation certificate at the end of 12th grade, partially because of its importance for future employment, as well as acceptance to academic studies, and social mobility.

- **We accept for the program** – at-risk youth, 9th graders from high schools in the geosocial periphery, with the status of hidden dropout and on the verge of actual dropout, who have the lowest scholastic achievements in their year group (who have not been diagnosed as special education students).

In practice, the 2010/11 graduates to which this report refers had a standardized average score³ in 9th grade of 49.7 and had, on average, 7.2 standardized fail grades per student.

The criterion of low scholastic achievements in 9th grade are the only criterion for acceptance to the program.

- **The goal** – All program participants will complete 12th grade, their (hidden and actual) dropout from school will be averted, and they will acquire a matriculation certificate.

- **The program** – lasts for over 3 years (from end of 9th grade until the end of 12th grade). The program is run by coordinators and teachers from the high schools (who receive training and pedagogical guidance from a staff from the Yeholot Association – founded by the Rashi Foundation) and with the guidance of the participating school principals, with the participation of the Ministry of Education district inspectorate, the Druze and Bedouin sector inspectorate, the Division for Educational and Social Services, the Five Year Program administration, and directors of the departments of

³Standardized grades – see note 1

education in the participating localities.

The program includes the students studying during school hours, in the afternoons, evenings, and some school vacations, in designated classes which operate using the principles of accelerated learning of the Tafnit Program⁴.

- **Students in the program** – around 2,500 students from 9th-12th grades in 20 State, State Religious, Bedouin, and Druze schools in Israel, in 10 localities.
- **Program graduates** – the program began to operate in comprehensive schools in 5764 (2003/4). The first program graduates completed 12th grade in 5767 (2006/7). At the time of writing the program has over 2,500 graduates who have completed 12th grade.

B. As already noted, the Tafnit “Start” Program accepts students who, before the program, when they were in 9th grade – were at-risk youth, with hidden dropout, with around 7 failing grades per student, and an average grade lower than 50. These students are used to the experience of scholastic failure and continuous lack of success, which can also lead to a lack of motivation, sense of belonging, and non-conforming behavior.

Report goal: The Tafnit “Start” Program believes that change and scholastic successes, according to universal criteria in criterion-referenced tests – for both matriculation examinations, and for acquiring a matriculation certificate, experienced by the program students – will influence and increase the tendency to conformity and the wish for social integration within normative frameworks, such as enlistment for compulsory service in the IDF and Sherut Leumi (National Service) (among the program population in schools where the students are obligated to serve in the security forces). Therefore, we estimate that the rates of IDF enlistment among the program graduates, despite their starting situation before the program, will be (at the very least) similar to that of the Israeli population.

2. Participants

⁴Cohen. (1998). *The matriculation project using the study campaign method*. Ministry of Education and Culture.

Schools and students⁵

455 students completed their studies in 12th grade during the 2010/11 school year, as part of the Tafnit “Start” Program, in 15 comprehensive high schools, within the State, State Religious, Bedouin, and Druze inspectorates, in the Southern, Northern, Tel Aviv, and Jerusalem districts, in 8 periphery localities.

The average (Straus) socioeconomic index in the 15 schools – 7.45.

The scholastic achievements of 12th grade graduates in 2010/11, before joining the program, when they were in 9th grade⁶:

1. *The average number of standardized failing grades per student – 7.2.*
2. *Mean standardized grade – 49.7.*
3. *Rate with 7 or more standardized failing grades from when they began studying in the program in 10th grade – 65.4%.*

The scholastic achievements of 12th grade graduates in 2010/11, at the end of the program⁷:

1. *65.9% of those completing 12th grade are eligible for a matriculation certificate (58.0% of those beginning their studies in the program in 10th grade).*
2. *100% of those eligible, have a certificate enabling their acceptance to academic studies.*
3. *46.7% of those eligible, have a matriculation certificate allowing their university acceptance.*
4. *92.3% of those who began their studies in the program studied until the end of 12th grade in the high school operating the program, or another high school.*
5. *There was a clear reduction in behavioral problems among students on the program, from 2.6 to 1.8 (on a scale of 1-5).*
6. *There was a clear increase in the aspirations and academic perception of the*

⁵From the Tafnit “Start” Program 2010/11 report: http://tafnit.rashi.org.il/files/results/high_schools/start/doh_start_biniim_tshea_sopi_pnimi_-27_5_13.pdf

⁶We have noted the details of the student data prior and following the program, in order to illustrate the process which we go through with the program students. As note, we assume this process influences, among other things, the students wish for social integration in a normative framework, such as the IDF.

⁷See note 5

future from 2.9 to 4.1 (on a scale of 1-5).

- 7. There was a clear increase in the focus on inner control from 3.4 to 3.9 (on a scale of 1-5).*

3. Data collection and processing

With the aim of examining the enlistment rates of the 2010/11 graduates of the Tafnit “Start” Program to the IDF, the data regarding all the graduates was transferred anonymously to the IDF’s Administration, Planning and Manpower Directorate. From this data, the IDF isolated the details of all 297 program graduates who are obligated to serve in the security forces, in all the schools (male and female graduates from the Jewish sector, and male graduates from the Druze sector).

The enlistment data for all these 297 graduates collectively appears in this report.

Graduates who were found to have been enlisted in the IDF were classified into military professions, in accordance with the recommendation of the IDF Administration, Planning and Manpower Directorate, as shown in the body of the report.

Due to a wish to achieve an estimate of the quality of the enlistment rates, the data analysis also includes IDF enlistment rates for the graduates of the Tafnit “Start” Program in comparison to enlistment rates among all those obligated to enlist in Israel. This comparison of program graduates who were youth at-risk for dropout, with all youth obligated to serve, treats the program graduates more stringently. There is currently an attempt being made by the IDF’s Research Department to locate a control group with similar characteristics to the Start graduates, so as to gain a better estimate regarding the quality of the Start graduate enlistment rates.

There may be changes in the data presented in this report in all that regarding military professions, as a result of placement changes both before and after enlistment.

4. Summary of findings – IDF enlistment rates

The IDF enlistment rates from those obligated to serve in the security forces, those

completing 12th grade in 2010/11 in the Tafnit “Start” Program, and segmentation according to positions.

A. All 2010/11 graduates (male and female) obligated to serve in the security forces

1. 91.6% of all 2010/11 Tafnit “Start” Program graduates and who are obligated to serve in the security forces, enlisted to the IDF and/or are in the process of enlistment.

B. Males – program graduates

1. 91.7% of all male 2010/11 program graduates who are obligated to serve in the security forces enlisted in the IDF (compared to 74.6% of all males obligated to serve in the security forces in Israel).
 2. 40.1% of all the males who enlisted are serving as combat soldiers.
 3. 18.1% of all the males who enlisted are serving in high quality positions.
 4. 19.8% of all the males who enlisted are serving in positions which require a technological or professional course.
- In total, 78.0% of all the males who enlisted are serving in positions defined by the IDF as significant.

C. Females obligated to serve in the security forces – program graduates

1. 84.6% of all female 2010/11 program graduates obligated to serve in the security forces enlisted in the IDF (compared to 58.8% of all females obligated to serve in the security forces in Israel).
 2. 2.3% of all the females who enlisted are serving as combat soldiers.
 3. 58.0% of all the females who enlisted are serving in high quality positions.
 4. 9.1% of all the females who enlisted are serving in positions which require a technological or professional course.
- In total, 69.3% of all the females who enlisted are serving in positions

4. A. Details of the findings

Out of the 455 (male and female) program graduates in 2010/11, 297 are obligated to serve in the security forces and 158 graduates are not obligated to serve in the security forces.

The examination of the scope of IDF enlistment in this report is carried out among and in relation to these 297 designated to service.

272 out of the 297 obligated to serve (91.6%) enlisted in the IDF and/or are in the process of enlistment.

25 graduates of all those obligated to serve (8.4%) did not enlist in the IDF.

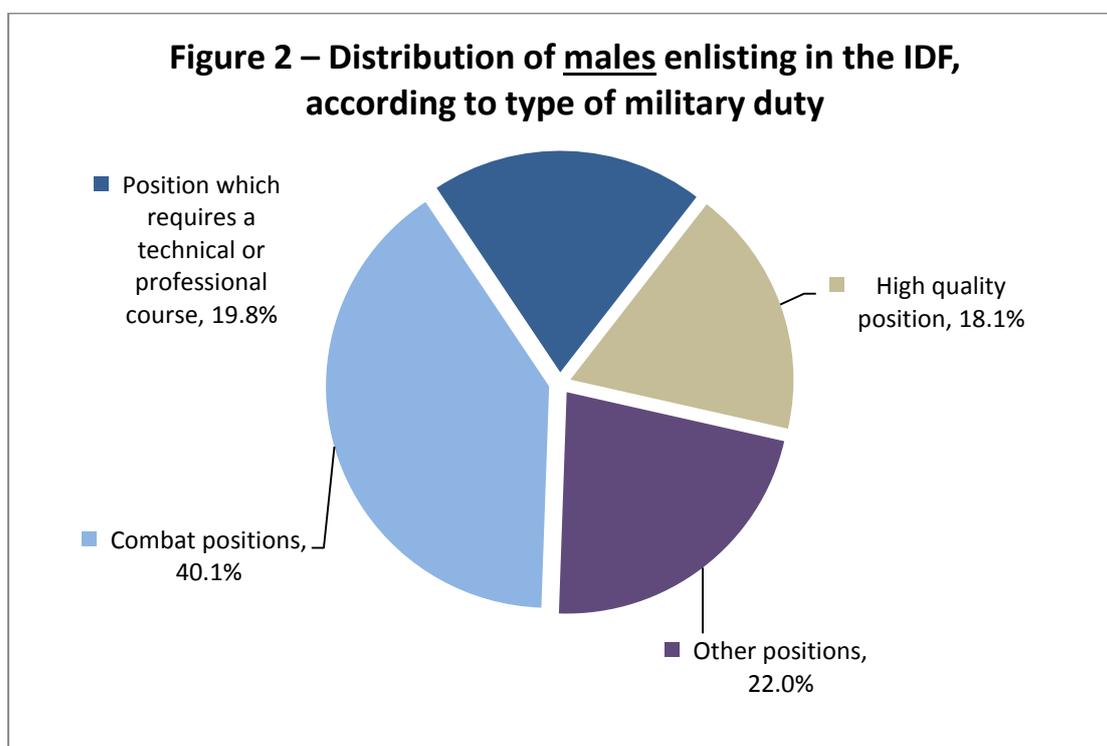
Table 1: 2010/11 Graduates of “Start” Program – those who enlisted in the IDF and those who did not

1. Suitable for military service and unsuitable for military service	Males		Females		Total	
	N	%	N	%	N	%
A. Total 12th grade graduates	246	54%	209	46%	455	100%
B. Graduates suitable for military service	193	65%	104	35%	297	65%
C. Graduates unsuitable for military service	53	34%	105	66%	158	35%
2. Enlisted and completing enlistment process						
	Males		Females		Total	
	N	%	N	%	N	%
A. Total enlisted and completing enlistment process	181	67%	91	33%	272	100%
B. Enlisted in the IDF up until the date for data to be submitted (April 2013)	177	67%	88	33%	265	97%
C. Completing enlistment process	4	57%	3	43%	7	3%
3. Exempted from IDF enlistment						
	Males		Females		Total	
	N	%	N	%	N	%
A. Total exempted from IDF enlistment	12	48%	13	52%	25	100%
B. Exemption on medical grounds	7	58%	5	42%	12	48%
C. Exemption on criminal grounds	3	100%	0	0%	3	12%
D. Exemption for religious reasons/ full-time Torah	2	25%	6	75%	8	32%
E. Exemption for other reasons	0	0%	2	100%	2	8%

4. B – The military positions to which the enlisted soldiers were assigned

Classification of males enlisted in the IDF according to type of military duty

The vast majority of the male 2010/11 Start graduates who enlisted in the IDF (138 graduates out of 177 – 78.0%), are in service defined by the IDF as significant service⁸ – in combat positions, positions which require a technological or professional skill, or in roles which require a professional course (high quality). Here are details of the positions:

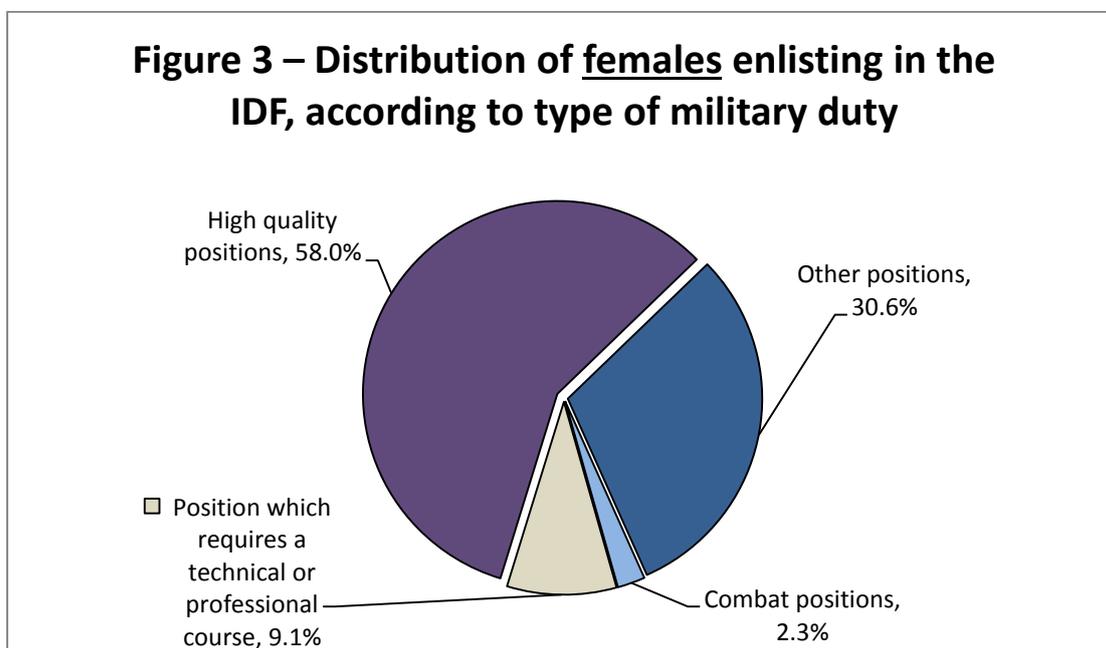


Classification of females enlisted in the IDF according to type of military duty

The vast majority of the female 2010/11 Start graduates who enlisted in the IDF (61 graduates out of 88 – 69.3%), are in service defined by the IDF as significant service⁸ – in combat positions, positions which require a technological or professional skill, or in positions demanding a professional course (high quality). Here are details of the

⁸ Combat soldiers and those with technical positions, which require a technological/ professional – according to the IDF definition

positions:



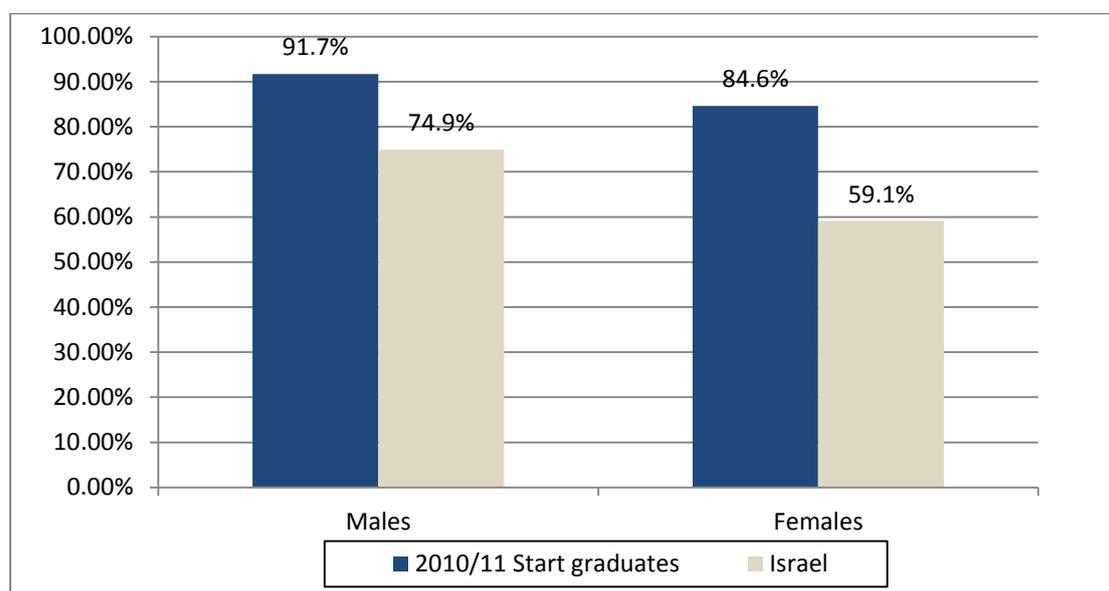
4. C. IDF enlistment rate among those obligated to serve, in the 2010/11 program, in comparison to Israel

- 93.8% of the males who are obligated to serve in the security forces enlisted, or are in the process of enlistment.
91.7% of the males who are obligated to serve in the security forces enlisted in 2010/11.
- 87.5% of the females who are obligated to serve in the security forces enlisted, or are in the process of enlistment in the IDF.
84.6% of the females who are obligated to serve in the security forces enlisted in the IDF in 2010/11.
- In Israel (2011), 74.6% of all the males who are obligated to serve in the security forces enlisted in the IDF,
and 58.8% of all females obligated to serve in the security forces in Israel, enlisted in the IDF⁹.

⁹ The Planning and Research Division, Manpower Department, the IDF <http://www.idf.il/1133-he/Dover.aspx>

- The IDF enlistment rate among the males who are graduates of the 2010/11 “Start” program, is 17.1% higher than the enlistment rate for males in Israel (2011).
- The IDF enlistment rate among females who are Tafnit “Start” program graduates, is 25.8% greater than the female recruitment rate in Israel (2011).

Figure 4 – Enlistment rate among program graduates, of those obligated to serve, in comparison to Israel



5. Summary

Collecting the enlistment data for the 2010/11 Start graduates showed that the program graduates’ enlistment rates into the IDF are no lower than the general enlistment rates in Israel. Moreover, the IDF enlistment rate among male program graduates is higher by around 20% than that of the males in Israel (2011), and the IDF enlistment rate among female program graduates is 30% higher than that of females in Israel (2011). This is true despite the fact that the program did not include specific activities for preparation to enlist in the IDF.

Comparing the IDF enlistment rates of the graduates of the Tafnit “Start” Program to those in Israel treats the Tafnit “Start” Program graduates more stringently, since

they were adolescents at-risk of dropout before joining the program.

We can conclude from the findings that the program, in the way it works, contributes to the students' sense of belonging to the society in which they live, since it enables them to realize their abilities and be part of a supportive and including group.

Perhaps this sense of belonging increases the students' desire to become a normative part of Israeli society. And, likewise, when they leave the program at the end of 12th grade, they choose to fulfill their civic duty and enlist.

A research design is currently being created, with the goal of comparing Start graduate enlistment data with that of a control group with similar characteristics to the program graduates. After this comparison, we will be able to study the program's contribution to its graduates' enlistment characteristics with greater confidence.

Likewise, with the understanding that IDF service has the power to contribute to every young person's incorporation into active and significant civilian life, and aid in the development of society and the individual, we will include specific activities as preparation for enlistment into the IDF as part of the curriculum for program participants.

6. Bibliography

Bar-On, N., Bar-Doron, M., Goroshet, M., Boglavski M., Levin Rosales M., Sagy, S. (2008). *Graduates of "Start" – Tafnit for Matriculation and Dropout Prevention Program, Report of Research Findings*. Ben-Gurion University, The Center for Enhancement in Education.

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