Benefit Track no. 34 – Program for Encouragement of Coding Bootcamps (Pilot)

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1. General

1.1 The Israel Innovation Authority assists and promotes, directly or indirectly, technological innovation in the industry in Israel through a variety of tracks, tools and activities it organizes.

1.2 On 15.1.2017, Government Decision no. 2292 was made – "National Program for the Enhancement of Skilled Workforce for the High Tech Industry" (hereinafter: **the Government Decision**), aimed at providing a response to the current shortage of skilled workforce in the Israeli high tech industry by, inter alia, improving the existing relevant human capital in Israel. The Government Decision stated that the government's policy is to promote non-academic trainings that are relevant to the high tech industry. The trainings will provide the skills and practical experience required for R&D positions in the Israeli high tech industry. The policy is meant to increase the number of institutions who offer relevant quality trainings and significantly increase the number of trainees in such institutions.

1.3 Within the Government Decision, the Israel Innovation Authority announced that it would prepare a program for the advancement of said policy, including cooperation and coordination with the industry and the academy and reward for the training institutions, based on performance indicators: placement of their trainees at high tech companies and the salaries of such trainees.

1.4 For this purpose, Benefit Track no. 34 was prepared – a program for encouragement of Coding Bootcamps (pilot) (hereinafter: **the Benefit Track**), encouraging coding bootcamps, as defined below in section 2.15) to have more graduates trained in the fields of programming and increase the supply of skilled programmers and computer scientists with the suitable expertise for the high tech industry. The training should relieve the current shortage of programmers and computer scientists in the high tech industry and thus strengthen the Israeli high tech industry and the Israeli economy in general.

1.5 In the framework of the Benefit Track, coding bootcamps will be rewarded for any placement of their graduates in programming positions in the high tech industry for a period of at least nine months, in a way that would incentivize such coding

bootcamps to build training tracks of the scope and quality that are suitable for the high tech industry.

2. Definitions

The following terms shall have the meanings ascribed to them below in this Benefit Track, unless otherwise specified in the Benefit Track:

2.1 **"Disabled person"**

Anyone who meets any of the following conditions:

(1) Anyone recognized by a relevant authority (the National Insurance Institute, the Ministry of Defense, the Tax Authority or the Ministry of Health) as a person whose disability degree is at least 40%.

(2) Anyone recognized by a relevant authority (as specified above in sub-section 1) as a person whose disability degree is at least 20% and is recognized as a person who is entitled to occupational rehabilitation on account of disability under the National Insurance Institute Law [Consolidated Version], 5755-1995, is rehabilitated or entitled to occupational rehabilitation under the Disabled Persons Law (Benefits and Rehabilitation), 5719-1959 [Consolidated Version], or participates or participated in an employment program of the Ministry of Labor, Social Affairs and Social Services for disabled persons.

2.2 **"The Website"**

The website of the Israel Innovation Authority.

2.3 **"Minority population"**

As defined in Government Decision 922 dated 30.12.2015.

2.4 **"The Committee"**

As defined below in section 3; the research committee (as defined in the Innovation Law) for this Benefit Track.

2.5 **"Non-academic training"**

Any vocational training or course not given in the framework of an academic degree at a higher education institution, including courses given at units of external studies of higher education institutions or trainings given in cooperation with higher education institutions but with a budget separate from the academic activity financed by the Planning and Budgeting Committee.

2.6 **"Placement"**

Employment by a receiving corporation, directly or indirectly, of any eligible trainee who successfully finished the non-academic training, pursuant to the terms specified in this Benefit Track, for a period of at least 9 months.

2.7 **"Eligible trainee"**

Any Israeli citizen or anyone who is entitled to immigrate to Israel under the Law of Return, 5710-1950, who is at least 18 years old and meets all the following terms:

2.7.1 He/she had not been employed in R&D positions in the high tech industry in Israel over the two years prior to the non-academic training date, and is not employed in any such position during said training.

2.7.2 He/she passed the acceptance test for the coding bootcamp.

2.8 **"Haredi"**

Religious Jewish person who strictly preserves a certain religious way of life in terms of education, community and so on, in a way that distinguishes him/her from other religious Jewish people, and meets one of the following conditions:

(1) His/her children under age 18 attend Haredi educational institutions that are recognized but not official or of "exempt" type, with licenses issued by the Ministry of Education.

(2) For men: (a) he attended a small yeshiva, or; (b) he had been entitled over the last five years, for at least one full year, to receive a "scholarship of studies and advancement of the assimilation of kollel yeshiva student in the workforce" (which was called in the past "income support for yeshiva students"), pursuant to support tests published by the Ministry of Education, or; (c) he was exempted from military service pursuant to the Defense Service Law [Consolidated Version], 5746-1986, on account of being part of the Haredi population, or; (d) he could have been exempted from military service pursuant to the Defense Service Law [Consolidated Version], 5746-1986, on account of being part of the Haredi population, but chose to perform a military/civil service.

(3) For women: she attended a Haredi seminar, or her husband attended a small yeshiva.

2.9 **"The Innovation Law"**

The Law for Encouragement of Research, Development and Technological Innovation in the Industry, 5744-1984.

2.10 **"Person of Ethiopian descent"**

Anyone who was born in Ethiopia or anyone whose either parent was born in Ethiopia.

2.11 "Higher education institution"

(1) Any institution recognized under section 9 of the Council for Higher Education Law;

Or

(2) Any institution that received a permit or certificate under section 21(a) of the Council for Higher Education Law;

Or

(3) Any institution granting a degree that is recognized under section 28(a) of the Council for Higher Education Law.

2.12 "R&D"

"Research" and "Development", as defined in the Innovation Law.

2.13 "Conditioned financing"

Conditioned financing given by the Innovation Authority to a certified coding bootcamp for any trainee who is included in its placement quota.

2.14 "Placement quota"

The number of eligible trainees for whom a coding bootcamp is entitled to receive the Training Grant and the Placement Grant, subject to successful completion of the coding bootcamp and placement in the high tech industry.

2.15 "Coding bootcamp"

Any corporation incorporated in Israel and operating in compliance with the laws of the State of Israel, including any higher education institution that operates any existing or new coding bootcamp, that provides comprehensive vocational training in the in-demand professions.

2.16 "Active coding bootcamp"

Any bidder who began providing non-academic training in in-demand professions at least 24 months prior to the date of submission of its bid in connection with operation of a coding bootcamp.

2.17 "Training Grant"

Financing given by the Innovation Authority to a coding bootcamp for identification and recruitment of potential candidates who are eligible trainees at a coding bootcamp.

2.18 **"Placement Grant"**

Grant given by the Innovation Authority to a coding bootcamp for placement, accordingly with the terms specified in this Benefit Track.

2.19 **"Bidder"**

Any coding bootcamp that submits a bid in the framework of the competitive process conducted through this Benefit Track.

2.20 **"In-demand professions"**

Professions or occupations in the high tech industry that were identified by the Israel Innovation Authority, through studies, surveys or other means, as in-demand professions in the high tech industry, as will be detailed in the annex of the procedures approved by the Committee, as will be updated from time to time.

2.21 **"Full-time job in the industry"**
2.21.1 Work in the scope of at least 186 workhours per month in any in-demand profession.

Or

2.21.2 Where a collective bargaining agreement or a personal agreement with a different definition of full-time job applies to the person placed in such position – said other definition shall apply, as long as wage for "full-time job" is given. As far as it is a personal employment agreement, the scope of a full-time job shall be at least 173 monthly hours.

2.22 **"Reference point"**
   2.22.1 Reference point for number of graduates – The average annual number of graduates in non-academic training programs for in-demand professions (within active coding bootcamps), in the two calendar years prior to submission of a bid within the framework of this benefit track.
   2.22.2 Reference point for placement rate – The average annual job placement rate of graduates of non-academic training programs for in-demand professions (within active coding bootcamps), in the two calendar years prior to submission of a bid within the framework of this benefit track.
2.23 **"Wage"**
The determining wage shall be the sum of the following components:

1. The gross monthly wage, including the gross basis wage for regular workhours and payments in lieu of wage (sick leave, vacation, holiday leave, mourning and so on), based on the last paycheck, in addition to gross wage for additional work components or global hours based on the average of the last 2 months.

2. In calculating the wage, reimbursements, payments of pension insurances and study funds, grants, bonuses, options and other wage components shall not be recognized and employer's costs shall not be recognized either.

2.24 **"Receiving corporation"**

Any corporation in the high tech industry, incorporated in Israel and operating in compliance with the laws of the State of Israel and employing, directly or indirectly, any eligible trainee who successfully finished a non-academic training.

2.25 **"The high tech industry"**

Corporations whose main activity is in the industries of high technology (branches 21, 26 and 303 in the uniform classification of economic activities), or advanced technological services for the fields of software (branch 62 in the uniform classification of economic activities), information services (branch 631 in the uniform classification of economic activities, apart from "other information services"), and research and development (branch 721 in the uniform classification of economic activities), as defined by the Central Bureau of Statistics.

3. The Committee

3.1 Committee composition

3.1.1 Head of the Israel Innovation Authority – member and chair of the Committee;

3.1.2 General Manager of the Israel Innovation Authority – member and acting chair of the Committee;

3.1.3 Employee of the Israel Innovation Authority, appointed by the General Manager of the Israel Innovation Authority – member;

3.1.4 Employee of the Ministry of Economy and Industry with an academic degree in the fields relating to the Committee's work, appointed by the General Manager of the Ministry of Economy and Industry – member;

3.1.5 Representative of the Head of Budget Department at the Ministry of Finance, appointed by the Minister of Finance – member;

3.1.6 Representative of the Accountant General at the Ministry of Finance, appointed by the Minister of Finance – member;

3.1.7 Three representatives of the public with significant professional or research experience in the field relating to the Benefit Track; at least one of them shall be a representative of the industrialists and must have significant experience in the field of technological innovation in the Industry – members;

3.1.8 Representative of the Director of Employment Regulation at the Ministry of Labor, Social Affairs and Social Services – observer;

3.1.9 Representative of the National Economic Council at the Prime Minister's Office – observer;

3.2 **The Committee's Roles and Authorities**

The Committee is authorized to make any decision required for the advancement of the Benefit Track (as far as it is not in contrast with the provisions of the Innovation Law or the regulations, rules, procedures and orders prescribed by its virtue), including:

3.2.1 Examine the offers submitted for establishment and operation of coding bootcamps through the competitive processes accordingly with the prerequisites and criteria, rate the bids, choose the winning bids through the competitive process and approve the operation of said coding bootcamps.

3.2.2 Perform any action for examination and evaluation of the bidders' presentations, including details relating to the operation of the coding bootcamps and execution of the non-academic trainings.

3.2.3 Examine, request clarifications regarding, approve or reject the business plan for establishment and operation of coding bootcamps, including milestones and schedules. The millstones can be based on compliance with the presentations shown by the bidder in the framework of the competitive process, such as the number of non-academic training classes.

3.2.4 Approve or reject, fully or partially and/or subject to the terms it may determine, accordingly with the procedures prescribed by the Committee, any change a coding bootcamp might request to make, in comparison with the original bid, including changes in the bidder's composition of shareholders and the holdings of said shareholders.

3.2.5 Follow the performance of each coding bootcamp and decide whether to determine terms and milestones for the framework's future activity, cancel the approval it was given, or stop the support of the coding bootcamp accordingly with the provisions of section 8.

3.2.6 Examine, request clarifications regarding, approve or reject requests to approve the contents of any coding bootcamp that were recognized as relevant to

the in-demand professions, both upon submission of the bid in the competitive process and during the operation period.

3.2.7 Determine an annual placement quota for any coding bootcamp and approve any increase of the quota of eligible trainees that was defined for the coding bootcamp, based on compliance with the existing placement quota, the budget balance of the Benefit Track, and other considerations the Committee may prescribe in the procedures.

3.2.8 The Committee does not undertake to approve any request, including any request to approve non-academic trainings.

3.2.9 Determine the Committee's work and meeting procedures.

3.2.10 Determine and publish procedures regarding the performance of this Benefit Track and update them at any time.

3.2.11 Initiate surveys, researches and any other activity that might help operating and monitoring this Benefit Track.

3.3 Compensation

Committee members who are representatives of the public will be entitled to compensation for their participation in the Committee's meetings according to the procedure that will be determined by the Israel Innovation Authority's council regarding this matter.

4. The process of selection of coding bootcamps

The competitive process of selection of coding bootcamps shall be conducted as follows:

4.1.1 A notice concerning competitive processes will be published on the Website and through the press (hereinafter: **the Notice**), accordingly with the following regulations:

4.1.2 The Israel Innovation Authority may conduct and publish separate competitive processes for active coding bootcamps and new coding bootcamps. Any relevant notice published by the Israel Innovation Authority shall specify the maximum number of coding bootcamps the Committee may approve in that competitive process. Furthermore, the Israel Innovation Authority may limit the fields (the non-academic trainings) in which the activity of the coding bootcamps may be recognized for the purpose of the benefit granted through this Benefit Track in the same competitive process, and this limitation shall be included in the published Notice.

4.1.3 In the framework of this Benefit Track, the coding bootcamps to be chosen by the Committee shall be those awarded with the highest mark in the competitive process in accordance with the provisions specified in this Benefit Track. A bidder to be chosen shall receive a notice thereof and will be requested to sign a letter of undertaking in the form to be determined by the Committee. Winning confirmation shall come into effect after the signing of the said letter of undertaking and issuance of a letter of approval by the Israel Innovation Authority to the coding bootcamp to have won the competitive process for an operation period of three years from the letter of approval date (the "Operation Period").

4.1.4 Notwithstanding the aforesaid in section 4.1.3, if the coding bootcamp does not begin to comply with its duties within six months from the date of the Committee's selection accordingly with the Benefit Track, provided that the chosen coding bootcamp receives a letter thereof and fails to cure the violation within 45 days from the date of said letter, the Committee may cancel the selection or choose a bidder that was ranked lower and did not win the competitive process, in accordance with the marks awarded in the competitive process.

4.1.5 In the framework of the Notice, bidders will be given an opportunity to ask clarification questions about the process of selection of coding bootcamps, up until the date specified in the Notice. Answers to said questions will be published on the Website from a date to be announced in advance, without disclosing the identity of the question submitter, as far as possible. Such answers shall be an integral part of the competitive process specified in this Benefit Track with regard to the selection of coding bootcamps, and should be read alongside these provisions. It is the bidders' responsibility to check the Website and follow the answers and clarifications to be published in connection with the competitive process.

4.1.6 Notwithstanding the aforesaid and without derogating from any remedy or right given to the Israel Innovation Authority, the bid with the highest mark among those that did not win the competitive process shall remain in force for 230 days after the end of the competitive process, and be activated in case one of the winning bidders withdraws its bid or violates its duties or in case the win is not exercised with the winning bidder for any reason whatsoever. Under such circumstances, the Committee may, at its sole discretion, declare that the bidder who was ranked behind said winning bidder and did not win the competitive process is a winner of the competitive process.

4.1.7 All notices of cancelation of any bid in connection with operation of coding bootcamps shall be given in writing to the Israel Innovation Authority.

4.1.8 The Committee may disregard any bid it finds unreasonable.

4.1.9 The Committee or any of its representatives may approach bidders during the examination and evaluation in order to request clarifications regarding their bids or address any question that may arise during the bid examination.

4.1.10 In case no bid is submitted throughout the competitive process, the Committee may initiate a new competitive process.

4.2 **Prerequisites**

The bidder itself (unless explicitly specified otherwise) must meet all the following terms **concurrently**. Note that failure to meet any of the prerequisites shall be deemed a sufficient cause of bid disqualification:

4.2.1 The bidder is an Israeli corporation, lawfully incorporated and registered in Israel and operating in compliance with the laws of the State of Israel, including any higher education institution.

4.2.2 The bidder or any of its shareholders does not hold limited accounts and is not subject to any process of receivership, procedure freezing, liquidation etc. and do not have any outstanding payable debt to the Israel Innovation Authority. If the bidder or any of its shareholders has any such debt to the Israel Innovation Authority, the Israel Innovation Authority shall take actions in connection with the debt accordingly with the provisions of the Innovation Law in this regard, namely section 16(a) of the Innovation Law.

4.2.3 The bidder meets the requirements prescribed in the Regulations for Promotion of Research and Development in the Industry (Conditioning of Approvals – Minimum Wage), 5771-2011.

4.2.4 The bidder shall attach an affidavit certified by lawyer, stating that it will not receive any further financing from the State of Israel for the expenditures of the coding bootcamp crediting it with a grant under this Benefit Track. Furthermore, any higher education institution shall be required to declare that it will manage, for the non-academic training conducted by virtue of this Benefit Track, a budget separate from the one for its other activities that are recognized by the Council for Higher Education.

4.3 **Offer to provide a coding bootcamps**

The bidder shall fill an offer form accordingly with the format to be determined by the Committee in the track procedures and attach all the following documents to its offer:

4.3.1 In order to prove that the bidder properly meets the prerequisite specified in section 4.2.1 – an Israeli incorporation certificate of the bidder.

4.3.2 In order to prove that the bidder properly meets the prerequisite specified in section 4.2.2 – affidavits of an authorized signatory of the bidder and each of its shareholders, certified by a lawyer, accordingly with the format to be determined by the Committee in the procedures of this Benefit Track, stating that none of them holds a limited account or is subject to any process of receivership, procedure freezing, liquidation etc. and that none of them has any outstanding payable debt to

the Israel Innovation Authority, and if they settled any such debt – they must submit a proper payment approval.

4.3.3 In order to prove that the bidder properly meets the prerequisite specified in section 4.2.3 – statement accordingly with the format to be determined by the Committee in the procedures of this Benefit Track, according to which the bidder and its controlling persons comply with their duties in connection with the rights of the bidder's employees under the Minimum Wage Law, 5747-1987, and undertake to keep abiding by said duties throughout the Operation Period.

4.3.4 In order to prove that the bidder properly meets the prerequisite specified in section 4.2.4 – affidavit accordingly with the format to be determined by the Committee in the procedures of this Benefit Track, given by an authorized signatory of the bidder and certified by a lawyer, stating that the bidder will not receive any further financing from any governmental institute, including the State the Israel, for the expenditures of the non-academic training. Furthermore, any higher education institution shall declare that it will manage, for the non-academic training conducted by virtue of this Benefit Track, a budget separate from the one for its other activities that are recognized by the Council for Higher Education.

4.3.5 Undertaking of an authorized signatory of the bidder, certified by a lawyer, stating that the bidder will comply with the provisions of this Benefit Track, including provisions concerning duties of the selected coding bootcamp, as specified below in section 6, accordingly with the format to be determined by the Committee in the benefit track procedures.

4.3.6 Business plan including target increases in the number of graduates throughout an activity period of three years, accordingly with the format to be determined by the Committee in the benefit track procedures.

4.3.7 Description of the contents of the training offered in the coding bootcamp (including the number of study hours) and the way in which they meet the needs of in-demand professions, including syllabi and the number of study hours.

4.3.8 Description of the sorting and selection mechanisms and the conditions of acceptance to the coding bootcamp.

4.3.9 Description of the marketing plan aimed at increasing the number of potential candidates for the training.

4.3.10 Description of the duties trainees are required to meet in order to successfully complete the non-academic training.

4.3.11 Resumes and references of the lecturers/tutors and details on their experience in the high tech industry and in training and the scope of their participation in the coding bootcamp.

4.3.12 At least three supporting letters for the coding bootcamp from high tech companies, including a statement regarding any cooperation between said companies and the coding bootcamp (throughout the training, syllabus planning, joint projects and so on) and the interest of said companies in employing the graduates of that training.

4.3.13 Affidavit, certified by a lawyer, stating the number of graduates of approved non-academic trainings in in-demand professions and their placement rate in the high tech industry during the two calendar years prior to the bid submission, as far as it is an active coding bootcamp, accordingly with the format to be determined by the Committee in the track procedures.

4.4 **Criteria**

The Committee will examine and consider only bids that pass the prerequisites accordingly with the following criteria. Active coding bootcamps will be given different marks than new coding bootcamps:

4.4.1 **Scope and quality of the bidder's experience (20% for active coding bootcamps / 0% for new coding bootcamps)**

Marks for this criterion will be given based on the Committee's impression of the scope and quality of the bidder's experience, as follows:

4.4.1.1 Proven experience of the bidder, that is, the number of past non-academic training classes and the scope of the activity offered in the coding bootcamp.
4.4.1.2 The bidder's past graduates assimilated in the high tech industry at high-paying development positions.
4.4.1.3 The bidder provided references of clients from the high tech industry.

4.4.2 **Business plan (30% for active coding bootcamps / 40% for new coding bootcamps)**

Marks for this criterion will be given based on the Committee's impression of the bidder's business plan – its scope, quality and feasibility.

4.4.2.1 The bidder presents cooperation agreements or memorandums with high tech companies. The partnership between the parties needs to be reflected, inter alia, in the contents planning, introduction of said contents as part of the non-academic training staff, practical on-site training, and willingness to employ the training's graduates.
4.4.2.2 The bidder presents a target increase in the number of graduates in 2018-2020 in comparison with the reference point (as far as it was active during those years).
4.4.2.3 The bidder presents strict and quality mechanisms of sorting and selection.
4.4.2.4 The marketing plan presented by the bidder for attracting potential trainees.

4.4.3 The added value of the bidder (35% for active coding bootcamps / 40% for new coding bootcamps)

Marks for this criterion will be given based on the Committee's impression of the training contents, the training staff, the training duration and generally the anticipated added value of the bidder for eligible trainees, as follows:

4.4.3.1 The training contents presented by the bidder are up-to-date and suitable for the needs of the high tech industry.

4.4.3.2 Demonstration of a combination of practicable and theoretical training, including practical internship to be provided by the bidder.

4.4.3.3 The staff of instructors presented by the bidder, including the instructors' training experience, backgrounds and experience in the high tech industry and references concerning the quality of trainings they instructed in the past.

4.4.3.4 The overall occupational services provided by the bidder, including training for increasing the employability of eligible trainees to assimilate in the workforce and/or placement counseling.

4.4.3.5 The bidder's proven abilities to place employees at in-demand positions in the high tech industry.

4.4.4 General impression of the committee members (15% for active coding bootcamps / 20% for new coding bootcamps)

Marks for this criterion will be given based on the committee members' general impression of the bidder and the bid. The Committee may summon the bidders to present the bid before the committee members.

4.5 Right to review the winning bid and the committee minutes

4.5.1 At the same time of the bid submission, in case a bidder believes that some parts of its bid contain trade secrets and/or business secrets (hereinafter: **Secret Parts**) and contends that other bidders should not be allowed to review said parts after the completion of the competitive process:

4.5.1.1 It shall expressly specify the Secret Parts of its bid in a comprehensive list and explain its contention.

4.5.1.2 The bidder shall **attach** to its bid a copy to be presented to other bidders, including only the parts it agrees to disclose to the other bidders, that is, the Secret Parts of its bid shall be blacked out clearly and unequivocally. To dispel any doubt, parts of the bid must not be redacted – only the Secret Parts should be blacked out.

4.5.2 A bidder that did not mark any parts of its bid as secret, shall be deemed as if it agreed to allow other bidders to review the entire bid, as far as it wins the competitive process. By marking certain parts of the bid as secret, the bidder agrees that the same parts will be deemed secret in the bids of other bidders as well. Therefore, such bidder waives in advance the right to see said parts of the bids of other bidders.

4.5.3 A bidder that requests to see the competitive process documents (hereinafter: **the Applicant**) shall submit the request to the Israel Innovation Authority within 30 days from the delivery of the Committee's decision notice regarding the winner of the competitive process in which it participated.

4.5.4 The Committee shall determine the scope of the Applicant's right to review said documents, at its sole discretion. If the Committee decides to allow the Applicant to see the detailed parts of the winning bid, in spite of some of them being defined secret, the Committee shall issue a warning thereof to the winner and allow it to object to said disclosure within a reasonable period of time, specified accordingly with the circumstances and at its sole discretion. In case the Committee decides to reject the winner's objections, the Committee shall give the winner a notice thereof before allowing the Applicant to review the materials.

4.5.5 The Committee shall allow the Applicant to review only the permitted materials, in the scope defined by the Committee, within 45 days from the receipt of the review application.

4.5.6 The Committee may extend said period, in a reasoned decision to be sent to the Applicant within said period, regardless of whether said period needs to be extended due to the scope or complexity of the requested information; the extension may not exceed the period that is needed due to said reasons, and may not exceed 60 days in any event.

4.5.7 For the purpose of this section, "the permitted materials" are the committee minutes concerning the selection of a coding bootcamp (as far as they concern the winner of that competitive process in which the Applicant participated) and the documents of the winning bid in that competitive process in which the Applicant participated.

4.5.8 The right to review may not apply to parts of the winning bid and/or the committee minutes that form information that may not be given or such that there is no obligation to provide, accordingly with section 9 of the Freedom of Information Law, 5758-1998.

5. Performance bond

5.1 As condition to the receipt of the letter of approval, a coding bootcamp selected in the competitive process shall issue to the Israel Innovation Authority an autonomous bank guarantee or a guarantee from an Israeli insurance company with a license to do business in the field of insurance accordingly with the Supervision of Insurance Businesses Law, 5741-1981, in the format to be determined by the Committee and attached to the procedures of the Benefit Track.

5.2 The guarantee amount during the Operation Period shall be 50,000 NIS and the guarantee shall be valid through 15 months beyond the end of the last non-

academic training class that would take place during the Operation Period, as specified in the coding bootcamp's business plan.

5.3 The guarantee shall be under the coding bootcamp's name and it alone shall bear the guarantee issuance costs.

5.4 Note that in case the selected coding bootcamp does not issue said guarantee until the date specified by the Committee, the Israel Innovation Authority may cancel its win.

5.5 The Israel Innovation Authority may decide to forfeit the guarantee if the selected coding bootcamp fails to begin complying with its duties or fails to meet its duties under this Benefit Track, the letter of undertaking or the letter of approval, provided that the winner is given a notice thereof and fails to cure the violation as demanded by the Committee within 45 days from the notice date.

6. Duties of the selected coding bootcamp

6.1 Provide non-academic training – of no more than one year – in one of the fields identified as in-demand professions.

6.2 Take actions to find and recruit candidates, who meet the definition of "eligible trainee", for non-academic trainings with the approved contents of the coding bootcamp.

6.3 Screen and identify the candidates with the best potential to succeed in the non-academic training first and in the high tech industry later.

6.4 Increase the number of graduates at least by the amount of the placement quota (as was allocated by the Committee), in comparison to the reference point.

6.5 Train eligible trainees (as defined above), according to one of the following alternatives, as chosen by the coding bootcamp in the proposal form:

(1) At least 50% of all the eligible trainees in the coding bootcamp are graduates of academic institutions with degrees in Exact Sciences, Life Sciences or Natural Sciences, and no more than 25% of all the eligible trainees in the coding bootcamp are graduates of higher education institutions with degrees in Electrical Engineering, Software Engineering, Information Systems Engineering, Computer Engineering or Computer Sciences.
Under this alternative, the coding bootcamp will be able to choose the placed graduates whom it wants to report in order to receive the placement grant (as specified hereinafter).

(2) At least 50% of the placement quota that was allocated to the coding bootcamp are graduates of academic institutions with degrees in Exact Sciences, Life Sciences or Natural Sciences, and no more than 25% of the placement quota that was allocated to the coding bootcamp are graduates of higher education institutions

with degrees in Electrical Engineering, Software Engineering, Information Systems Engineering, Computer Engineering or Computer Sciences.

In the framework of this alternative, the coding bootcamp will report in advance, according to procedures that will be specified by the Committee, who are the eligible trainees that are included in the placement quota and report only them in order to receive the placement grant (as specified hereinafter).

6.6 Train eligible trainees in the highest level and in the most practical way accordingly with the needs of the high tech industry.

6.7 Place the graduates in the high tech industry within 120 days from the end of the training.

6.8 Place the graduates at a rate no lower than the placement rate that was set as the reference point (in active bootcamps).

6.9 Where eligible trainees are employed through the coding bootcamp, terminate their employment within two years from the date of their reception as employees in the coding bootcamp, as far as they were not directly employed by the receiving corporation after finishing their training in the coding bootcamp.

6.10 Track the new needs of the high tech industries, adjust and update the contents accordingly and create new non-academic trainings as far as such are needed, accordingly with mapping of the high tech industry's needs.

6.11 Submit the updates of existing non-academic trainings to the Committee for approval, where the coding bootcamp plans a change in the scope of 25% or more of the study hours, in comparison with the contents that were initially brought to the Committee for approval.

6.12 Submit activity reports to the Israel Innovation Authority, signed by an accountant, including an update on the number of approved non-academic training classes that have taken place through the coding bootcamp, the number of graduates and the number of trainees placed in the industry, in accordance with the format and the reporting dates determined by the Committee in the procedures of the Benefit Track.

7. The grant and rights of the selected coding bootcamps

7.1 The Committee shall grant the selected coding bootcamps placement quotas for the Operation Period for eligible trainees. The quotas will be prescribed in the competitive process winning approval, based on an adjusted calculation of the bid quality, the target number of placements and other considerations to be specified in the track procedures to be approved by the Committee. The bidder should note that it shall not receive any grant for placements of eligible trainees in receiving corporations if the eligible trainees began the non-academic training after the Operation Period had ended and/or beyond the approved placement quota.

7.2 After signing the letter of undertaking and upon issuance of the letter of approval by the Israel Innovation Authority, an active coding bootcamp will be given conditioned financing of 7,500 NIS per eligible trainee, and a new coding bootcamp will be given conditioned financing of 12,000 NIS per eligible trainee, all accordingly with the placement quota approved by the Committee.

7.2.1 The conditioned financing is granted for the following purposes: marketing, identification and sorting activities, in order to increase the range of potential candidates; opening new centers; improving the educational infrastructures; recruiting a staff of instructors; further development of the training; covering living costs of trainees; reducing the cost of the non-academic training and providing scholarships; paying the candidate and/or the receiving corporation for the initial period of internship in the high tech industry. The coding bootcamp may use the conditioned financing for one or more of the aforementioned purposes at its sole discretion.

7.2.2 The conditioned financing will become a **Training Grant** once the coding bootcamp proves that it filled at least 50% of the placement quota to which it undertook in its business plan, and that it met all the terms, duties and objectives of this Benefit Track, including those specified below in sections 7.3 and 7.4, and complied with the regulations and the procedures determined by virtue of the Benefit Track, as well as the terms of the letter of approval and the letter of undertaking.

7.3 The coding bootcamp shall submit to the Israel Innovation Authority, twice a year, on the dates to be determined by the Committee in the procedures, a document with data about the trainees placed in receiving corporations, which meet the Placement Grant terms. The coding bootcamp shall attach to said document an approval of employment for a period of at least 9 months over the 15 months from the end of the non-academic training, issued by the receiving corporation, and two most recent paychecks of each placed trainee as of the date of submission of said document to the Israel Innovation Authority. Alternatively, the coding bootcamp may present 9 paychecks to prove that the trainee was employed for at least 9 months over the 15 months from the end of the non-academic training class.

7.4 In addition, the coding bootcamp may receive a **Placement Grant** for the placement of an eligible trainee only if the wage of said person is at least 14,000 NIS.

7.5 The amount of the Placement Grant given to the coding bootcamp shall be as specified below (and subject to the aforesaid in section 7.3):

1) Eight times the difference between the placed graduate's wage and a wage of 14,000 NIS; **or**
2) The Placement Grant shall be increased for any of the following populations (subject to submission of all the relevant documents specified in the procedures of the Benefit Track) –

a) Women at any age and placed graduates over the age of 45 – ten times the difference between the placed graduate's wage and a wage of 14,000 NIS.

b) Minority populations, Haredi populations, persons of Ethiopian descent or disabled persons – twelve times the difference between the placed graduate's wage and a wage of 14,000 NIS.

Note that an increased grant for each person can be given for only one of the aforementioned groups; the higher applicable multiplier of the two shall apply.

7.6 The total grant ceiling (Training Grant + Placement Grant) for a coding bootcamp per placed graduate shall be 40,000 NIS.

7.7 Note that the coding bootcamps may not receive any Training Grant and/or Placement Grant in this Benefit Track for eligible trainees who began their non-academic training prior to the Operation Period.

7.8 Notwithstanding the aforesaid, the coding bootcamp may submit to the Committee a request to increase their approved placement quotas accordingly with the procedures determined by the Committee.

7.9 If the coding bootcamp is not given a Training Grant, due to failure to meet the aforementioned conditions, or any other reason, it shall be required to fully repay the amount it was given through the conditioned financing, by forfeiting the performance bond, inter alia, and as determined in the procedures by the Committee.

8. Cancelling or terminating the benefits

If the chosen coding bootcamp fails to comply with the terms of this Benefit Track, any committee decision, the letter of approval, the letter of undertaking, the procedures of the Benefit Track or any other term it is required to comply with, the Committee shall deem it a fundamental violation of the terms of the Benefit Track and shall be entitled to initiate any of the actions specified in the Innovation Law, including Chapter H of the Innovation Law, inclusive of forfeiture of the performance bond.

9. Submission of bids or applications

Bids in connection with operation of a coding bootcamp shall be submitted by bidders in accordance with the timetables published on the Website and through the press, and include all the details required accordingly with the Benefit Track, the procedures and said publications.

10. Supervision and monitoring

The coding bootcamps undertakes to allow the Israel Innovation Authority or any of its representatives (including outside sources), at any time, to monitor its activities, on the dates and under the terms they may determine, and comply with the instructions of the Israel Innovation Authority, as determined from time to time.

11. Budget

11.1 The Israel Innovation Authority may update the amounts specified in the provisions of this Benefit Track from time to time.

11.2 The support and the operation of this Benefit Track are subject to annual approval of the budget, the budgetary constraints and the approved budget of this Benefit Track. In any event, this Benefit Track may not be seen as undertaking of the Israel Innovation Authority to perform any payment.

11.3 If the budget of the Israel Innovation Authority is yet to be approved as of the allocation date, the grant approval shall be subject to allocation of a budget through a suitable budgetary provision, and no final decision may be made with regard to an approved grant until the approval of the State Budget by relevant authorities (the earlier of the two shall apply).

12. Miscellaneous

12.1 The provisions of the Innovation Law and the regulations, rules, procedures, terms and provisions determined by its virtue (as far as such were determined) shall apply to this track, mutatis mutandis, including the provisions of Article D of Chapter C of the Innovation Law (the Research Committee), Chapter C(1) of the Innovation Law (the duty of care and duty of trust of position holders in the Authority), section 15(28) of the Innovation Law (Applicability of Laws), section 15(30) of the Innovation Law (Incomes of the Authority), Chapter D of the Innovation Law (Approval of Applications for Benefits), Chapter E of the Innovation Law and Chapter H of the Innovation Law (General Provisions).

12.2 Procedures and rules of the Benefit Track, as determined and published from time to time by the Committee, are an integral part of this Benefit Track. In case of conflict between the provisions of this Benefit Track and the procedures of the rules, the provisions of this Benefit Track shall prevail.

12.3 Procedures, rules, notices etc. that may be determined in connection with this Benefit Track will be published on the Website.

12.4 In any event, this Benefit Track may not be seen as undertaking of the Innovation Authority to initiate competitive processes at any given time, approve any application or transfer any payment.

13. Applicability

13.1   This Benefit Track will be applied as a pilot in 2018-2020. In the end of this period, the Innovation Authority will decide whether to continue its operation and how.

13.2   The regulations of this Benefit Track were revised on January 29th 2018, and they replace the Benefit Track regulation from October 3rd 2017.