

# Public Committee to Increase Human Capital in High-Tech Recommendations for Education

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An abstract based on the report of the committee chaired by Dadi Perlmutter, October 2022

In its guidelines, the outgoing government of Israel (Bennett-Lapid) determined to increase the rate of employees in the Israeli high-tech industry from 9% to 15% by 2026. To realize this goal, the government appointed an inter-ministerial committee of experts with the participation of business, academic, and philanthropic leaders. Chaired by Dadi Perlmutter, formerly vice president of Intel, the committee utilized research data gathered by the Aaron Institute and data from various government ministries. In its final report, the committee devoted considerable space and depth to the area of education. The committee's recommendations were adopted and authorized for execution by the government.

## Recommendations for Education

- 1.** The Ministry of Education should define a new study track in high school ("tech matriculation") which combines five units in mathematics, English, physics, and/or computer science. This combination of study tracks was found to significantly increase the potential of obtaining a research and development position in the high-tech industry.
- 2.** The Ministry should adopt measurable targets related to the number of high school students completing a "tech matriculation" (from 9% to 15% by 2028), with special emphasis on increasing participation among certain population groups (female students — from 7% to 13.5%, Arab students — from 6% to 12%, and students in the periphery — from 9% to 14%).
- 3.** Middle school excellence tracks should be significantly expanded (with an emphasis on "Science-Technology Cadre" classes) and targets should be set for their scope and diversity and for providing incentives to schools to open classes in middle school as well as study majors in high school, and for creating smooth transition between them.
- 4.** Skills found to be necessary for the modern labor market, in general, and for the high-tech industry, should be incorporated by the education system into the curricula of relevant subject areas; chief among these skills are solving complex problems, teamwork, and independent learning.
- 5.** The Ministry of Education should expand the path for career changers coming from high-tech to teaching, promote and expand integrated digital learning programs and online schools in the "tech matriculation" fields, and programs in non-formal settings that cultivate the above skills.
- 6.** A program should be formulated to expand English-language studies to cover communication skills, which include written and oral presentations of complex arguments and the ability to conduct a discussion. Research has found that Israeli high-tech requires these skills, and they are beyond what is currently learned in the five-unit study track in English.