

Purpose Statement

The purpose of the JJF/BBYO Professional Development Institute is to increase the capacity and commitment of talented, early-career Jewish professionals to build a career in Jewish communal institutions.

Jim Joseph Foundation/BBYO Professional Development Institute Theory of Change

PROBLEMS

The Jewish communal field is challenged to recruit talented Jewish professionals

The Jewish communal field is challenged to retain talented Jewish professionals

The challenges of recruitment and retention undermine program and service quality

KEY STRATEGIES

- Targeted Recruitment
- Minimum Three-Year Professional Work Experience
- Graduate Education in Business Administration
- Judaic Learning
- Mentoring
- Social/ Professional Networking
- Post-Graduate Job Placement in the Jewish Community
- Marketing and Communications Dissemination
- Adapting PDI Best Practices

TARGET CONSTITUENCIES

Jewish Communal Institutions

High-caliber, talented Jewish college graduates

PROCESS BENCHMARKS (September 2008 after 1st summer experience)

Milestone Activities

- Recruited desired number of qualified applicants for Institute
- Selected 15-20 participants
- Developed, selected and implemented Institute infrastructure, providers and curricula

Participant Indicators

- A sense of connection among participants
- Interest in working in the Jewish community
- Satisfaction with Institute activities to date

POST-GRADUATE OUTCOMES (End of 3-year BBYO Placement)

JJF & BBYO Outcomes

- 80% of Institute participants successfully complete program
- Improvement in quality of BBYO programs led by Institute participants
- Expressed interest from additional talented, early-career professionals to participate in the Institute
- Increased awareness and understanding within the Jewish community of the Institute's efforts and added value

Participant Outcomes

- Improved participant skills in management and Jewish teachings
- Increased participant commitment to working in the Jewish community
- Increased sense of connection and community among participants
- Successful placement of 80% of graduates in professional positions in Jewish communal institutions
- Increased satisfaction with BBYO professional work experience

LONGER-TERM OUTCOMES (5- 10 years after completion of 3-year PDI program)

JJF & BBYO Outcomes

- BBYO and other Jewish communal institutions have improved recruitment and retention of talented Jewish professionals
- Jewish communal institution programs and service quality is enhanced

Participant Outcomes

- Majority (70%) of graduates are working in Jewish institutions
- Significant numbers of participants have advanced to higher level positions within the Jewish community
- Graduates continue to network with each other both professionally and socially

Ultimate Impact

There are more talented Jewish professionals with strong management skills and deep Judaic knowledge to manage and lead quality programs and services at Jewish communal institutions (including BBYO).