8 DECENT WORK AND ECONOMIC GROWTH

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



Academia 360 meets NVIDIA (Credit: University of Haifa)

RESEARCH

Transforming HRM to Achieve the SDGs

In new research, Prof. Dana Vashdi and Noa Ariel Birman (School of Political Sciences) propose an HRM framework placing people management at the heart of sustainable development, built on five elements, culture, competencies, policies, programs and structure (the 5Cs), that align HRM practices with the SDGs.

Belonging in Healthcare: Professional Identity and Disability

Based on 124 interviews with students and clinicians across five healthcare professions, Yael Mayer (School of Counseling and Human Development) and colleagues reveal that disabled healthcare students and clinicians build professional identity through an ongoing process of navigating dual identities, highlighting the role of supportive educational and workplace environments in fostering belonging and a broader understanding of professionalism.

When Identity Meets Employment

Prof. Hisham M. Abu-Rayya and colleagues (School of Social Work) conducted research examining how Palestinian and Israeli identities influence labor market experiences of Arab citizens of Israel. Data from 552 participants show a bicultural identity can bring advantages, particularly in income and career advancement, and that the identity-success link differs between predominantly Arab and predominantly Jewish work environments.

PUBLIC ENGAGEMENT

Career Exploration Workshops for Gap-Year Youth

Aline Abu Sineh, Senior Career Psychologist at the Dean of Students Office Career Development Unit, led a workshop for gap-year participants in the University of Haifa Youth Program as part of the 'Ajik' initiative. The Unit is delivering workshops in Arabic on career options, higher education, the changing labor market and academic and career planning.

Bridging Academia and the Workplace

The Department of Occupational Therapy held its second career fair for graduating students and alumni, led by the Clinical Unit team, with representatives from healthcare, education, welfare and nonprofit organizations presenting career opportunities and professional pathways. Building on positive feedback from previous graduates, it strengthens the link between academic training and the professional field.

Building Career Experience During studies

The Internship Program, of the Dean of Students' Office helps students gain practical experience before graduation through placements in leading organizations, with guidance from professionals, career preparation workshops and an *Accessible Employment Bridge* track for students with disabilities.

LEARNING AND STUDENTS

Mentoring Program for University of Haifa Graduates

The Career Development Center, with the "Tofsim Kivun" association of *Education for Excellence* and the "Lighthouse" alumni association of Naval Academy graduates, launched the second cohort of the "Tofsim Kivun" mentoring program for University of Haifa graduates, offering workshops, mentoring, practical tools and networking on career focus, resume and LinkedIn, interview preparation, personal branding, communication and time management.

Academia 360 Meets NVIDIA

The Human Resources Innovation Hub of the "Academia 360" program concluded with a visit to NVIDIA's offices in Yokneam, where students heard Yael Rosenfeld, NVIDIA Israel's Recruitment Manager, on HR operations in a global company, and joined a panel with HR leaders.

"Talents" Program Connects Academia and Industry

The University's "Talents" Program, part of Academia 360, showcased its industry-focused model at Israel's leading HR Excellence Conference. With support from the Division of Innovation & Sustainability, it strengthened ties with senior HR professionals and highlighted student innovation and *TechBridge@UoH*, an employment gateway to high-tech for Arab society, established with the Israel Innovation Authority.

OPERATIONS

AI Workshop for the Finance Division

The Human Resources Division, with the University Computing and Information Systems Division, launched an AI pilot for the Finance and Control Division, led by Anat Baron, Executive Vice President of Finance and Control. Dror Gil, Founder and CEO of Gmadela, guided participants on using chatbots to enhance organizational tasks and workflows.

Project Management Course Concludes for Engineering Division

The Engineering Division concluded a construction project management course led by Dani Hayat of the Israel Center for Project Management, initiated by the Human Resources and Engineering divisions to strengthen professional and project management skills.

New Administrative Positions Tracking Page

A new webpage tracks administrative job opportunities managed by the Placement and Employment Unit in the University Human Resources Division, offering employees and candidates a convenient way to stay informed.