



## The Civil Service Cadet Program

Israel's Civil Service Cadet Program is a unique and cutting-edge government initiative that aims to groom a professional public service elite who will serve as the future core of Israel's Civil Service.

Approximately thirty cadets are accepted into this prestigious program annually, bringing about a qualitative change in the Israel Civil Service system. This six-year program consists of two parts:

- ✚ The first two years involve completing an executive Master's Degree in Public Policy. Concurrently, the cadets undergo practical training in order to acquire various leadership tools and skills necessary to lead reform in the public sector.
- ✚ The next four years involve placement in various governmental agencies working on diverse policy issues of national importance.

The cadets are carefully selected from around 1000 candidates every year and have all completed a Bachelor's Degree with distinction. This exceptional cadre of young people is drawn from varied walks of life and from diverse segments of contemporary Israeli society. They are all united in their devotion to effecting social change and improving Israeli society.

During the program's first year, cadets undertake a group-mentoring process that provides maximum exposure to government ministries, while building their cohesiveness as a group. In the program's second year, cadets start to work part-time in government ministries while continuing their training in the classroom. One of the most important features of the cadets' non-academic training is a study visit abroad. The cadets spend ten days visiting several European capitals in order to benefit from benchmarking and peer-learning from colleagues overseas.

The goal of the program is to train the future managerial cadre of public servants to be committed leaders capable of creating change in the public sphere. The program strives to develop individual and group network-like leadership with an emphasis on acquiring a deep understanding of the identity of the State of Israel. Cadets are taught to analyze complex dilemmas of national importance which are at the heart of the Israeli public sector.