



Elul 5769  
September, 2009

When the tzav giyus arrives in the mail, it is the beginning of a significant milestone in the lives of our children. As Jews we believe in HaKadosh Baruch Hu's promise of our own homeland. The brit between Am Yisrael and Hashem is filled with nisyonot. When our children are inducted into the Israeli army, as much as we know it is their duty to serve, it is also a very difficult and challenging time

One of the aims of The Givat Sharett Chesed Committee, established in 1992, is to help community members of Beit Shemesh in times of need. As more of our youth are at the age of army service, our organization has the opportunity to help the families of new soldiers with useful and practical information. I would like to thank the many soldiers and their families in Beit Shemesh who helped our organization compile this information. Susan Barth was a tremendous asset, working very diligently on all of the details and taking the initiative to expand the scope of the project.

To the parents of our soldiers, I commend you for raising your children in Eretz Yisrael. Our youth are one of our greatest treasures, the future of our country. May your offspring continue to be a source of nachat to you and an inspiration to their fellow soldiers.

To our brave, heroic and wonderful soldiers, it is my blessing that you are zochim to help Eretz Yisrael in its war against our enemies and in doing so you are able to fulfill Hashem's will to bring peace, security and Mashiach, Bimhera B'yamenu - Amen.

May HaKadosh Baruch Hu, the protector of all living beings, watch over you and keep you safe.

If you have any questions or comments, please contact Susan Barth 054-729-4964 or [servingournation@gmail.com](mailto:servingournation@gmail.com)

B'chavod,  
Lisa Silverberg  
Chairperson,  
The Givat Sharett Chesed Committee

## **A Blessing by Rav David Avraham Spektor, Rabbi of Givat Sharett, to the IDF Soldiers and their Families**

With the joy of being involved in a mitzvah, I wish to join the wonderful initiative of The Givat Sharett Chesed Committee of encouraging and strengthening our neighborhood's children, the soldiers of the Israel Defense Forces, and their families. *B'shuv Hashem et Shivat Zion hayinu k'cholmim*, "When the Lord brought back those that returned to Zion, we were like unto them that dream." We are all part of the realization of the dream of the return of the Jewish people to Eretz Yisrael. After the Holocaust, we merited the independence of Israel in its land for the third time, and it is a doubly important mitzvah to enlist in the army of Israel, the IDF, and protect *klal Yisrael*, the collective Jewish nation, in Eretz Yisrael. It is a great privilege that you, my young brothers and friends, are taking part in this important mitzvah, and that you, dear families in the home front, share in fulfilling the words of the Torah: *vishavtem l'vetach b'artzechem*, "...and dwell in your land safely." May it be so *Hashem oz le'amo yiten, Hashem yevarech et amo bashalom*, "The Lord will give strength unto His people; the Lord will bless his people with peace."

### **Prayer for the Welfare of soldiers in the Israel Defense Forces**

מִי שִׁבְרַךְ אֲבוֹתֵינוּ אֲבָרְהָם יִצְחָק וְיַעֲקֹב הוּא יְבָרַךְ אֶת חֵילֵי צְבָא הַגְּנָה לְיִשְׂרָאֵל, הַעוֹמְדִים עַל מְשֻׁמֵּר אֲרָצֵנוּ וְעַרְי אֱלֹהֵינוּ מִגְּבוּל הַלְּבָנוֹן וְעַד מִדְּבַר מִצְרַיִם וּמִן הַיָּם הַגָּדוֹל עַד לְבוֹא הָעֶרְבָה בַּיְבֵשָׁה בְּאוֹר וּבַיָּם. יִתֵּן ה' אֶת אוֹיְבֵינוּ הַקְּמִים עָלֵינוּ נִגְפִים לְפָנֵיהֶם. הַקְּדוֹשׁ בְּרוּךְ הוּא יִשְׁמַר וְיִצִּיל אֶת חֵילֵינוּ מִכָּל צָרָה וְצוּקָה וּמִכָּל נֶגַע וּמַחֲלָה וְיִשְׁלַח בְּרָכָה וְהַצְלָחָה בְּכָל מַעֲשֵׂה יָדֵיהֶם. יְדַבֵּר שׁוֹנְאֵינוּ תַחְתֵּיהֶם וְיַעֲטֵרם בְּכֶתֶר יְשׁוּעָה וּבְעֵטֶרֶת נִצְחוֹן. וְיִקְיָם בָּהֶם הַכְּתוּב: כִּי ה' אֵל הַיָּם הוּא לֵךְ עִמָּכֶם לְהִלָּחֵם לָכֶם עִם אִיְבֵיכֶם לְהוֹשִׁיעַ אֶתְכֶם: וְנֹאמַר אָמֵן:

May He who blessed our fathers Abraham, Isaac and Jacob, bless the soldiers of the Israel Defense Forces who keep guard over our country and cities of our Lord from the border with Lebanon to the Egyptian desert and from the Mediterranean Sea to the approach to the Arava, be they on land, air or sea.

May the Almighty deliver us our enemies who arise against us, may the Holy One, blessed be He, preserve them and save them from all sorrow and peril, from danger and ill. May He send blessing and success in all their endeavors, may He deliver to them those who hate us and crown them with salvation and victory, so that the saying may be fulfilled through them,

"For the Lord, your God, who walks with you and to fight your enemies for you and to save you", and let us say, Amen.

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**THE PUBLICATION OF THIS WORK INVOLVED EXTENSIVE RESEARCH AND  
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COMMITTEE, WILL BE ENFORCED.**

This guide produced by The Givat Sharett Chesed Committee is designed to outline the process for recruitment and concentrate mainly on the listing of items and tips that would be helpful for parents and recruits to know prior to the start of their military service. Suffice to say, that this is a Guide ONLY and all procedures should be verified prior to the actual service date.

The following websites in English and in Hebrew are provided for your perusal and reference and should be consulted prior to the recruit entering the army. The websites that are referenced provided source material for the preparation of this guide in addition to personal interviews conducted with parents and the recruits themselves. Much gratitude must be expressed to those who provided the interviews for giving time and valuable tips for the benefit of this document and its readership.

**English language Websites:**

<http://www.aka.idf.il/qiyus/main/defaultEn.asp> (click on the English tab on the left hand side)

<http://www.nbn.co.il/site/kb/categories/IDF+%26+Sherut+Leumi/>  
(Particularly helpful for Olim and Lone Soldiers to review)

**Hebrew Only language Websites**

Refer to the following links for information pertaining to the “official army” protocol and for Olim:

<http://tinyurl.com/yzupcqs>

and click on the English tab on the upper left hand corner of the website.

<http://tinyurl.com/yfwo2p9>

Additional Hebrew websites containing relevant and important information for recruits and their parents: NOTE: Please copy and paste this link into the browser directly:

<http://tinyurl.com/yg3ry2q>

<http://www.shavuz.co.il/recruit/index.asp>

<http://www.rikushet.co.il/page/Pages.asp?pid=3>

**PLEASE NOTE: The attached three Appendices provide English translations regarding the recruitment process and the Tzav Rishon (first interview day) as well as the respective link for the Army website and the Wikipedia website which served as the source for the translated information.**

**Recommended Book**

A must read Hebrew only book **מתגייסים** provides extensive topical tips and explanations and is available at the store Rikushet (see Rikushet link above for store locations)

## GENERAL PROCEDURE FOR RECRUITMENT

During the calendar year in which one reaches the age of 17, the process of entering the Army commences for all Israeli citizens (young men and women). Expect to receive a letter in the mail known as the “Tzav Rishon” (the “first order”), which is the first step in the process. The Tzav Rishon requires the prospective candidate for military service to report to the designated army draft office (the local “*Lishkat Giyus*”) on the designated date for initial processing. ***Appendices I and II provide an introduction and description of the overall Enlistment Process as translated from the respective Hebrew IDF and Hebrew IDF Wikipedia websites.***

The Tzav Rishon includes a copy of a personal numerical code with which the candidate can access the Army’s internet site to check on his/her status throughout the process. It is therefore critical to keep a copy of the Tzav Rishon, or at least to copy down the relevant information including your code in a safe place.

The Tzav also lists those items which will be provided by the Army to the recruit upon enlistment, which will vary depending both on the sex of the recruit and on whether he/she is assigned to a combat (“kravi”) position or a non-combat position. Please refer to the IDF website links on page 4 above which provide a description of the various types of units available. And note that each type of service has its own sets of tryout procedures and dates and times for scheduled tryouts. In addition elite units require higher placement scores and more stringent physical levels.

### ***The Tzav Rishon Interview and Tests***

***Appendices II and III provide descriptions of the Tzav Rishon interview process as translated from the respective referenced Hebrew IDF websites.***

This first meeting with the army is critical for determining the profile and level of service which will be available for the recruit. During the day-long interview process, the prospective recruit will be required to provide data on his/her family, education level, and all types of personal details, as well as undergo a medical examination, a psycho-technical examination; and — in the case of the boys — an extensive personal interview. It is critical that the candidate be well rested and alert (to the point that if the candidate does not feel well or there is other any doubt of alertness try to postpone the interview date until such time that the candidate is mentally and emotionally prepared for the interview day) since the psycho technical and personal interviews are only given ONE TIME on that date, and the scores achieved have a critical bearing on the future placement in the army of the recruit. Please note that the process in terms of time spent waiting may be accelerated by scheduling and obtaining a doctor’s certificate and results of a urine sample within three months prior to the date of the Tzav Rishon and bringing the results with you to the interview.

Refer to <http://www.aka.idf.il/giyus/general/?CatID=23063> and the English translation which is included in Appendix II.

Note: The Army “English translation” of the Hebrew list of those items the recruit is required to bring to the Tzav Rishon may be found on the website <http://www.aka.idf.il/giyus/main/defaultEn.asp> (click on the English tab on the left

## ***The Tzav Rishon Interview and Tests continued***

hand side) under the Reporting procedure index and “Reporting procedures –First decree” tab.

Another excellent “must read” website (in Hebrew only) which describes in detail the “protocol of the day” is

<http://www.shavuz.co.il/recruit/article.asp?artid=694&secid=715>

### ***The “Manila”***

At some point after the first interview, which could be many months later without a specified time table, the army sends out what is known as “The Manila”. The Manila (arriving in a “manila envelope”, thus the name), is a questionnaire sent to the recruit which provides the recruit an opportunity to express his/her preference between certain units and types of service as well as professional interests. The alternatives presented are those with respect to which the Army has determined — based on its original testing — that the recruit might be suited. Although the Army is not mandated to assign the recruit based on his/her preferences, the Army generally tries to bear these preferences in mind, subject, of course, to the Army’s needs at the time of enlistment and to the recruit’s profile scores (which assess both physical and intellectual aptitude) determined in the Tzav Rishon interview.

### ***Tryouts***

After the candidate’s Tzav Rishon interview, it is customary for the recruit to receive invitations to various tryouts depending on the level of interest and the profile scores. Some of these tryouts begin with an online questionnaire; others start out with personal interviews and testing. This period can be particularly challenging for schools and the parents and students who are attempting to balance the bagrut preparation period with the army tryouts.

Please note that candidates should regularly check with the branch that they are interested in for dates of tryouts and not depend on the army to supply all registration paperwork. Those candidates interested in elite units are encouraged to try out for as many branches of elite units they may potentially be interested in for the experience and first hand knowledge of requirements.

The Intelligence Corps. (“Modi’in”) requires extensive mental and academic testing for example, whereas, the elite combat units require stringent physical testing. It is not uncommon for a potential recruit to an elite combat unit to run multi kilometers with sandbags on their backs or be woken up at 3AM to run drills until 11 AM or so as a means of determining the stamina and dexterity of the young recruit. The screening for combat units may consist of the following for both for young men and women: medical examinations, field tests, “paper and pencil tests”, simulated exercises; sleeping in the field, personal interviews, and explanations of the combat units. In the case also of the elite units multiple trials and eliminations are performed.

## ***Tryouts continued***

During this period of time, the recruit determines whether in the case of the young man to (1) enter the army directly for his 3 years of service, (2) enter a Mechina program (which is one year of Judaic learning and Army preparation after high school and prior to Army service) and 3 years of service, or (3) enter a Hesder Yeshiva program (which allows for year and one half of yeshiva learning followed by a year and one half of army and return to yeshiva for the fifth year), or 4) a variation of Hesder and proceeding to officer's program following the mandated period of army service. Please note that a candidate's request to defer service for Mechina or to join a Hesder program must be submitted to the Army by the boy and his yeshiva high school in February (*see Appendix I*) of the year prior to his scheduled induction.

Another option for those eligible is the "Atuda" program which is an ROTC-type program in which the recruit attends university subsidized by the Army, and after getting his/her degree, serves in the Army in a position utilizing his/her degree (e.g., doctor, lawyer, high-tech, Intelligence) for a set number of years. Depending on the particular Atuda program involved, the time commitment required post-degree can be six years or more; note that the recruit is paid a professional army ("keva") salary after his/her first 3 years of Army service, rather than the pittance paid to soldiers during their required service period, and obviously leaves the Army with a university degree and valued experience in hand. ***Only those young men going directly into the army MUST determine the exact unit they will enter prior to or immediately following the receipt of the final draft call letter.***

## ***Process for Young Women***

The requirement to serve in the army is the same for young women as young men, although the required service period is shorter (2 years as compared to 3 years for the boys). As indicated in our ***Serving Our Nation "Sherut Leumi Preparation Guide"***, ***available upon request from Susan Barth 054-729-4964 or by writing [servingournation@gmail.com](mailto:servingournation@gmail.com)***, many young women and men opt for alternate service due to religious or other reasons. An increasing number of religious women prefer to serve in the Army.

An organization "Aluma for religious girls" provides personal information, mental preparedness and on duty guidance for religious girls interested in enlisting in Army. Their website is <http://www.aluma.org.il> .

An another alternate concept for young women who want to combine Jewish studies with service is described on the IDF website

<http://tinyurl.com/y9fehrp>

Among these programs are: Ein Hanatziv academy's-"Maayan" program (academy for girls in the "Ein Hanatziv" kibbutz) 04-606-2900; Midreshet Lindenbaum's "Hadas" program 02-671-0043 (intended for girls who have been accepted into Education or Intelligence programs in the Army); and "In the desert" academy's "Be'er" program (academy for girls in Yerocham) 08- 658-5484.

## ***Process for Young Women continued***

All of these programs are possible options for women who desire roles in the army after a period of Jewish studies, with the total obligation consisting of 32 months divided into 9 months of study and 23 months of service. It should be noted that young women are finding opportunities in the elite Intelligence Corps. as translators of Arabic or English (the former for those who studied Arabic in high school), and there is an increasing demand for both types of translators.

The screening procedure for those young women interested in pursuing combat units is described in the IDF website:

**<http://tinyurl.com/yjfg6pq>**.

## ***Formal Draft Notice (“Tzav Giyus”)***

The “Tzav Giyus” confirms the date on which the candidate is to be inducted and instructs him/her exactly where and when to show up on that date (usually but not always the closest draft office — Jerusalem in the case of Beit Shemesh) — from where they will be bussed to the “Bakum”, the Induction Intake Center in Tel Aviv. Please note: The Tzav Giyus is not necessarily final. It is not at all uncommon for the Army to change the date of induction, usually but not always by delaying it, in which case they will send out a new Tzav Giyus which supersedes the prior one.

## ***Pre-Induction Party***

It is common for the recruit to have a “pre-giyus” party with his/her friends prior to going into the army — either at home or in a restaurant — and customary for the parents to give a pre-induction gift. A very useful and prized gift for recruits going into combat units is a multi-tool utility like one of the “Leatherman”-brand tools. These can be purchased in Israel at the **Rikushet** chain of stores (an army and camping supplies chain) and some hardware stores. Note: they can often be purchased much less expensively from U.S. sites like Amazon via the Internet if you know someone who could bring it back home for you.

The parents can also celebrate by hosting a Kiddush or Oneg Shabbat, obviously, but should bear in mind that in no event will their child consider this to constitute their “pre-giyus” party!

## ***A Mother’s Perspective***

***Paula Stern has written a poignant blog which details her first hand experience with her son’s pre-enlistment and enlistment days. Readers are encouraged to refer to her blog which provides a chronicle of this period of time:***

**<http://israelisoldiersmother.blogspot.com/2007/02/starting-young.html>**

## ***Induction (Recruitment day)***

The IDF Hebrew websites discussing the army assignment process and “Recruitment Day” are as follows:

**<http://www.aka.idf.il/giyus/general/?CatID=23067&DocID=30366>** and  
**<http://www.aka.idf.il/giyus/general/?CatID=12899>**



## ***Induction (Recruitment day) continued***

The items to bring and what is received by the inductee are cited on the following “Official” Army English website <http://www.aka.idf.il/giyus/main/defaultEn.asp> (click on the English tab on the left hand side) under the Recruitment procedure index and “What you need to bring and what do you get” tab. The list includes the following:

- Tzav Giyus
- Teuda Zchut or passport
- Driver’s license
- Bank account information
- Any special medical or service information

**Please refer to Appendix III for supplemental items to bring as translated into English from the Hebrew IDF website.**

As noted earlier, the Tzav Giyus will inform one when and where to show up on induction day. The day is generally quite emotional for both parents and child, and it is normal, expected and not “uncool” for the parents to bring their children to the designated place, and even to linger with them for a while. And don’t forget to take some pictures!

### **List of Items Provided by the Army**

The following represents an English translation of the items which the Army provides to the new recruits categorized by gender and by type of service.

Sources: **Formal Draft Notice (“Tzav Giyus”)**  
**[www.aka.idf.il](http://www.aka.idf.il)**

Please note that there is a disparity in the quantity of items provided in the Tzav Givus itself sent by mail to the recruit’s home and the website – listed here are the quantities as they appear on the Tzav Givus – please check the website and the Tzav Givus for actual quantities as they apply to the recruit at the time of his/her induction

Note: although the English translation below is based on the respective Hebrew website link listed per category, the reader is referred to the **“Official Army” English translation for “..what do you get” under the Recruitment Procedure on the army website: <https://www.aka.idf.il/main/giyus/> accessed by clicking the English tab on the upper left hand corner on the website:**

#### **For male recruits**

**<http://www.aka.idf.il/giyus/general/?CatID=23066&DocID=24877>**

- Backpack
- Bag for articles
- Belt
- Beret
- Coat
- Cotton socks 5 pairs
- “Dacron” pants 3 pairs

### ***For male recruits continued***

- “Dacron” shirts 3
- Earplugs pair
- Glow strips for night identification purposes
- High Boots 1 pair
- Kit bag
- Personal bandage
- Sewing kit
- Shaving equipment
- Shower kit
- Socks (grey) 5 pairs
- Toothbrush and holder
- Towels for showers
- “Tricot” shirts 3
- Underwear 3 pairs

### **Combat soldiers**

<http://www.aka.idf.il/giyus/general/?CatID=23066&DocID=24877>

- Backpack
- Belt
- Beret
- Coat
- “Dacron” Pants 2 pairs
- “Dacron” Shirts 2
- Duffle bag “Chimidan” for belongings (instead of Bag for articles)
- Earplugs pair
- High Boots 2 pairs
- Locks
- Sewing kit
- Shaving supplies
- Shower kit
- Socks (grey) 4 pairs (in addition to 5 pairs for total of 9 pairs)
- Sport pants 1 pair
- Toothbrush
- Towels 1
- Undershirts (green T shirts) 3
- Underwear 3 pairs

### **Young women on the day of induction**

<http://www.aka.idf.il/giyus/general/?CatID=23066&DocID=24878>

- Backpack
- Bag for articles
- Belt
- “Dacron” pants 3
- “Dacron” shirts 2
- Ear plugs
- Kit bag
- Lock
- Sewing kit

### ***Young women on the day of induction continued***

- Short green undershirts 3
- Shower kit
- Socks 5 pairs
- Toothbrush
- “Tricot” shirts 3
- Women shoes 2 pairs or pair of shoes and pair of sandals
- Note the website: <http://tinyurl.com/yhmxw4x> discusses the type of shoes and provides samples and stores for purchase of regulation shoes
- (Check the website for any updates)

### **Special equipment for women in combat**

<http://www.aka.idf.il/giyus/general/?CatID=23066&DocID=24878>

- Back pack
- Belt
- Beret
- Chayalot package including: sewing kit, glow strip for night identification purposes
- Coat
- Dacron pants 2 pairs
- Dacron Shirts 2
- Duffle bag “Chimidan” for belongings (instead of Bag for articles)
- Light Shoes 2 pairs
- Locks
- Shower kit
- Socks 9 pairs
- Sports pants 1 pair
- Tear gas
- Toothbrush
- Towels 1
- Undershirts 2

Additional items for men and women in combat

<http://tinyurl.com/yactcxc>

<http://tinyurl.com/ycljube>

### **Equipment for taking care and maintenance of guns**

- Cover for diskettes
- Japanese knife
- Watch cover

## **OTHER ITEMS TO BUY**

**Please note that the identified items are applicable principally to recruits who are entering “kravi” units. Therefore, discretion is advised relative to those recruits and/or young women soldiers serving in non combat related units.**

### **Food appropriate for carrying and not requiring refrigeration (recommended to put inside Ziploc bags)**

- Bamba, Bisli, Osem cakes, wafers
- Dried Fruits and Nuts
- Granola Bars
- Home baked cookies (i.e., oatmeal)
- Small Bags of Breakfast Cereal
- Small Boxes of Chocolate Milk (Choco) or Chalav Or Juice Boxes

Tip: Make sure to provide your soldier with lots of nosh and sandwiches for long bus rides (the times of which may preclude meal times at the base) and plenty of favorite foods on hand at home for his/her “leaves”.

### **General Items**

- Ace/elastic bandages and braces for areas of body requiring extra support (elbows/knees/etc.)
- Basic linens (not blankets)
- Basic first aid kit (although each unit has one): including the following items:
  - Acomol, Antihistamines, Medications
  - Antiseptic and Antibiotic Cream and Ointment (Muporocin)
  - Band-Aids
  - Ben Gay brand type cream
  - Foot Powder
  - Good Foot And Anti Fungal Cream and Spray (feet and groin)
  - Mosquito Cream
  - Shafshefet Cream
- Basic sewing kit (to contain more than Army provides)
- Big bag pack\*
- Cell phone and charger and portable AA batteries
- Combination pad locks and chains \* purchase more than one – especially for making sure guns at home are under lock and key
- Disposable camera
- Durable digital watch with a stop watch\*\* – G-shock recommended for kravi
- Heavy duty black duct tape and wide cloth tape for items requiring extra wrapping for long hikes
- Flashlight\* headlight or keychain LED\*\* (helps to have hands free while in the field)
- Inflatable pillow for long bus travel (preferred not required)
- Insect repellent

## **General Items continued**

- Laundry bag sufficient in size for a week's worth or more in laundry\*
- Lighter (for burning, not cigarettes)
- MP3 Player for long bus travel (preferred not required)
- Netilat yadaim "towel"- there are no towels (nor paper towels) for drying hands so if desired should have wash clothes or paper towels in pocket
- Pen
- Pocket specialized knife- Leatherman or similar quality (refer to <http://www.onlinefitness.com/productlist.cfm?m=324>)\*\*
- Plastic bank card for bank withdrawals
- Regular and strong rubber elastic bands – for rolling up and holding pants over boots
- Shoe polish kit (cream type shoe polish recommended) with appropriate color (i.e., black or "red" (for paratroopers)) as required and brush- one should wait to acquire until certain of correct color and then purchase in sufficient quantities for heavy use
- Small pocket notebook for note taking
- Strong and durable bag pack (the only provided by the army is not strong enough)
- Supermarket bags- for separating items in your backpack
- Toiletry bag \*\*containing:
  - Disinfectant Hand Gel (When There Is No Soap And Water)
  - Shampoo And Small Size Bottles For Refills
  - Soap And Soap Dish
  - Toothbrush And Toothpaste + Liquid Toothpaste For Shabbat
- Waterproof case for tallit and tefillin (one brand is called 'Tfidanit', and is available at Sfarim V'od) (may prefer to wait to see if the unit has a box available for the soldiers' tefillin)
- Waterproof permanent black markers- to write your name on all your possessions\*
- Wide "Classer" spiral notebook with rings for Medical course (if applicable)
- Ziploc bags different sizes for holding items in backpack/or Article bag

### **Glass care (if appropriate)**

- Extra glasses\*
- Glass case\*

Note: a voucher may be obtained for free glasses at a specified optician (usually Halperin)

### **Hygiene Related**

- Antibacterial hand/body cream \*(for Kravi)
- Baby wipes- for hands, face and "fake shoe polish"
- Bathroom bag\*
- Case for toothbrush
- Chapstick if suffer from chapped lips in winter

## **Hygiene Related Continued**

- Contact lenses solution and extra lenses (if appropriate)
- Extra glasses (if appropriate) (Note voucher is given for free pair of glasses)
- Mouthwash
- Paper covers for toilets (for women)\*
- Rapid strep test supply from local kupo or pharmacy since army does not rush to test for strep
- Shampoo and soap dispenser\*
- Shaving kit\*
- Small tightly sealed bottles for soap, shampoo
- Sun block screen (the army gives out 15 SPF – if require stronger, need to bring and keep in small pocket size bottles)
- Talc powder (luxury item)\*
- Toilet paper
- Towels\* extra needed
- Unbreakable mirror for those who plan to shave

## **Foot Care**

- Antibacterial Cream for aching feet and groin
- Flip flops
- Foot deodorant spray\*
- Orthotics or comfort insoles if required- very helpful with boots and for long distances
- Shoe polish\* (color to be determined depending on type of unit)
- Sports shoes\* (The army gives a voucher after 2 months so better to wait to purchase - unless the soldier does not have a decent pair of running shoes to wear for the first two months )

## **General Clothes**

- Antibacterial (anti sweat) and thick long (at least up to the knee) woolen or cotton grey or dark socks for hiking in addition to regular 9 pairs for combat recruits or the 5 pairs for regular army division recruits\*
- Boxer style white underwear\* - need to acquire extra as the army provides, but in insufficient quantities and incorrect sizes
- Green tzitzit 2 pairs
- Kippot and kippot clips
- Shorts for sports 2 pairs
- White (or green) short sleeved T shirts – need to acquire extra as the T shirts are worn as undershirts \* Note white T shirts need to be purchased to wear with Madei Aleph (outside of the base)

## Winter Clothes

- Gloves
- Green T long sleeved shirts (which are often hard to find)
- Hat\*
- Long sleeved white and green undershirts\* ( the Mashbir carries "army brand" green undershirts)
- Cotton socks, to be worn under woolen ones for long hikes and travel
- Extra army socks, preferably cotton blend and not wool\*\*\*
- Thermal underwear - gotkes
- Thick long sleeved thermal green undergarments\*
- White or green tights\*
- Winter scarf\*

- **\*Recommendations from Store Rikushet of items to buy See [http://rikushet.co.il/uploads/pictures/art161\\_1662.jpg](http://rikushet.co.il/uploads/pictures/art161_1662.jpg)**

**\*\* Recommended gifts for new recruit including but not limited to the following: (1) the Leatherman knife, which may be obtained in Israel; however the cost is much less from the online store cited above;(2) the G- shock watch; (3) nice toiletry bags; and (4) a durable head flashlight.**

- **\*\*\*May also shop at Energy, Delta, H&O, and/or Gali for socks and other clothing**

***Other Gift Ideas and Donations to the Bases for use by Recruits and their Army Units –(note: the following are ordered through the pluga by giving monetary donations)***

- Balls for soccer, basketball
- Flashlights for guns approx. 100-150
- Robes
- Vests (each light vest costs 300-400NIS which can be ordered through the pluga. The pluga in turn forwards the order to Army) for the unit

## ***Post-recruitment: Commanding Officer's Visit***

*For the parents of soldiers in combat units:* Generally speaking, within a few months after your child is inducted, you will get a call from his commanding officer asking to visit you at home. Don't panic! This does not mean that your child has done anything wrong! The officer visits the home so that the parents have an opportunity to become acquainted with their child's commanding officer and address any particular concerns or questions about the army and their child in particular. The Army also wants to ensure that there is no significant health, economic or other problems in the soldier's family which might require help from the Army and/or a change in the soldier's terms of service. This visit is a vivid example of the Army's desire to personalize and humanize the experience of both the soldier and the parents.

### **Other *Post-recruitment* Tips:**

- "Be there" as a good listener for your soldier
- Prepare and have ample supply of favorite foods
- Provide lots of love and support
- Be patient with the system and be respectful of the superior officers in terms of making requests
- In addition to the three meals a day provided by the army, some bases have a makolet for the soldiers to purchase snacks (rather than bringing them from home)
- When visiting on parent's day and tekesim, families are allowed to bring any types of food they desire onto the base. It is recommended to take lots of nosh to leave with your child as well as his/her favorite portable meals (i.e., bagels, bourekas, cut up veg/fruit, cookies, etc). Israelis often bring pots and pans and prepare Bar b-q's!
- The kravi soldiers should have a quantity of underwear and undershirts to last up to three weeks (for those periods they are away from home)
- Trains and buses are free for soldiers when they are in uniform. Reduced bus passes are available for non uniformed soldiers.
- Be prepared to have to stay up for phone calls, which may turn out to be SMS's which could be sent and received even up to the wee hours of the morning



## APPENDIX I OVERVIEW OF THE PROCESS

### Reference:

<http://tinyurl.com/yd3dlj6>

### Boys' Placement in the IDF

Dear young man,

This page is meant to give you information on a variety of topics associated with service in the IDF and on the different processes which will take place during the period before you are enlisted and in which we would like you to take an active part. The service in the IDF is a civil obligation, on the one hand, and a most significant personal challenge, on the other. In order to improve the relationship between you and the military system, we would like to bring to your attention several important issues and processes, in some of which you will be asked to personally participate.

### Your recruitment date

At the completion of the processes at the recruitment center (*lishkat giyus*), a date has been set for your initial recruitment to the ranks of the IDF. The recruitment dates are divided into three combatant recruitment seasons (July, November and March) and two general IDF seasons (October and February). The date is determined by the age of the recruitment candidate. In general, the older candidate will be recruited before the younger one. The recruitment date might change in the future, in light of the army's needs and on the placement destination decided on. (Placement in certain courses or voluntary units may create a significant change in the range of recruitment dates).

### Changing the recruitment date

If you are interested in changing your recruitment date, you may apply via "this" website or in writing to the information center in the regional recruitment center. In order to enable us to take your request into consideration, as much as possible, you must submit your request until the end of March 2009.

### Determining your placement in the IDF

Placement in the different positions is determined by the army's needs, while taking into account your personal data, medical fitness, family status and personal wishes. Your placement will be determined in one of the following ways:

1. Through performing pre-recruitment procedures - passing the screening for the various units and positions.
2. Through post- recruitment procedures – placement in different units and positions by means of preference questionnaires that will be sent to your home or placement on the day of enlistment.

## **APPENDIX I continued**

### **Placement in the voluntary units**

If you are found suitable, in terms of your personal details and medical fitness, you will be summoned to suitability examinations for the voluntary units (aviation course, the "Unit", Flotilla 13 naval officers' course, "Shaldag", the air force rescue unit, the submarine flotilla). The tests include field days, integrations (*gibushim*), mini-integrations (*gibushonim*) exams, medical examinations and a security check. The field days are your first station in the screening for the voluntary units. They are held twice a year in January and July, at the Wingate Institute (the summons for screenings will be sent according to your age and suitability to the various tracks).

For questions and information about the voluntary units, call the information center of the commando unit division at 03-7374994 or fax 03-7374936. Information on the various units can also be found here at this website.

### **Placement in the field units**

If you are found suitable according to your personal details to serve in the field units, a preference questionnaire will be sent to your home which you will be asked to rate according to your preferences (the rating will be done through this site). Based on this questionnaire, your placement in the different field units will be examined.

### **Placement in the general IDF units**

In the case that your physical fitness or family status (decided upon by the IDF authorities) does not enable your placement in the different field units, your placement will be determined by the position and unit preference questionnaire, which will be sent to your home. The list of military professions appearing on the list is personal and adjusted to the personal data, as they were determined in the tests you underwent in the recruitment center. After you complete the questionnaire according to the instructions, the possibility of directing you to the various screenings will be considered. If you pass the screening successfully, you will be placed in the position for which you did the screening, and your updated date of enlistment will be determined by the position to which you were "traced." In the event that you were not "traced" in advance, your placement will be determined according to your personal details, close to the time of your enlistment. **For more information about course "tracing", call the *kadatz* (pre-enlistment courses) at 03-738-6666.**

### **Training and post high school studies**

For your information, from the moment you reach the age of 17 (according to the Hebrew calendar) you do not have the option of participating in post high school vocational or technological studies without receiving written permission from the regional recruitment center. If you are interested in improving your matriculation (*bagrut*) grades or taking a psychometric exam after you complete your school year, you must receive written permission to that effect from the regional recruitment center, even if the recruitment date known to you suits your plans.

## ***APPENDIX I continued***

### **Different registration courses**

- **"Tracing" for the Intelligence Corps (*chaman*)** – If you are taking part in the screening for the Intelligence Corps, know that these screenings take precedent over the other military professions detailed in the various preference questionnaires.
- ***Nachal* groups (*gari'inim*)** - this is a course which integrates military service with social or settlement activities. The duration of the service in the *Nachal* track is 40 months of obligatory service. Registration is done through the different movements.
- **Year of service** - registration for this course enables you to receive a recruitment postponement for a period of up to one year, in order to instruct in youth movements or engage in other social activities. Registration is done through the different movements
- **Secular pre-military preparatory courses** - the preparatory courses (*mechinot*) enable recruitment postponement to the IDF by one year in order to prepare you for your enlistment to the IDF on the value-oriented and physical levels and by increasing your motivation toward your military service. Registration is done at the different preparatory courses.
- **Religious pre - military preparatory courses** - the preparatory courses enable you to postpone your recruitment by one year in order to properly prepare you for integration within the IDF. Registration is done through the regional recruitment center, **until the February** of your 12<sup>th</sup> grade.

## APPENDIX II RECRUITMENT PROCESS

### Reference

<http://tinyurl.com/ytq9py>

### Recruitment Process

Every young man or woman who reaches the appropriate age receives a call-up order (*tzav rishon*) to report to the recruitment center (*lishkat giyus*). In addition to the personal order sent to the young person's home, the order is also publicized on bulletin boards. From the start of the enlistment process up to its end, the young person is called a **Malshab** (applicant for security service).

The applicants go through tests to determine their suitability for positions in the security service. The following are the main stages in the quality-oriented screening the applicants (men and women) go through, as determined by the IDF's Behavioral Science Department of the Human Resources Directorate:

- **Data Verification** – This is the first stage one goes through in the course of reporting to the recruitment center. The data verification stage consists of an identification of the personal information and of two measures:
  1. **Hebrew symbolization** which reflects the *Malshab's* level of knowledge and command of the Hebrew language. The score ranges between 2-9.
  2. **Initial Educational Score (TZOHAR)** which represents the applicant's formal education, through number of years and quality of education acquired by him/her. The *TZOHAR* is used to trace those people entitled to complete their education and to determine entrance thresholds for the different courses. The score ranges between 0-12. At the verification stage, the female applicants fill out a "questionnaire of distress" (*she'elon metzuket*), intended for helping the female applicants and later on ease their military service, if necessary.
  
- **Initial Psychometric Grading (DAPAR)** – The *DAPAR* is a battery of computerized psychometric tests, which provides a measure for the *Malshab's* intellectual ability. The complete version of the tests, taken by most applicants, consists of four tests. The shortened version includes only two tests, and is intended for applicants whose Hebrew reading level is low (mainly new immigrants and the learning disabled). The *DAPAR* scores range between 10 (the lowest) and 90 (the highest), by multiples of 10.
  
- **General Initial Grading Score (ZADAK)** – the *ZADAK* score is based on a structured personal interview given to male-only applicants by the psychometric interviewers and is used as a measure for evaluating the degree of suitability. The total training period for the interviewers is a four month course and a training process at the recruitment centers, which may also take awhile. Among other things, the female interviewers learn to read body language, to trace lies and unreliable people.

## **APPENDIX II continued**

The ZADAK score range is between 8 (the lowest) and 40 (the highest), and is made up of different scores - each criterion rating between one point and five, as well as from a general impression, which is a summary of the impression the interviewer had.

According to directives of the psychometric division in the Recruitment Administration for carrying out ZADAK interviews, based on the professional guidance of the Behavioral Science Department, there is no connection between the score determined by the psychometric interviewer based on her general impression and the applicant's place of origin, religion, education or socio-economical background, whatsoever. *Malshabim*, where applicable, according to the interviewer, will be referred to the mental health division in the recruitment center. New immigrants from the CIS and from Ethiopia, with a low score in Hebrew speech, are given an **Immigrant Selection Interview (RAMA)** instead of the ZADAK interview. Within its framework, interviewers with an academic education, themselves from the countries mentioned, clarify various aspects of adjustment, in general, and in the army, in particular.

- **Behavioral Characteristics Score (TZATA)** – the TZATA is the result of a questionnaire filled by women only. It is meant to evaluate, based on the responses given by the female *Malshabi*, aspects in their behavior and their willingness to serve in the army, which are lacking in the women's screening system, which, as mentioned, does not include a ZADAK interview. The scores in the various areas provide a cross point for the system of selection, in placing the female applicants in the various military fields. Unusually low scores serve as a tool for examining the need to refer female applicants (together with the results of the "distress questionnaire") to a smaller ZADAK interview and to a mental health officer (*kaban*).
- **Quality Group (KABA)** – the KABA serves as a central measure of selection and planning and as an initial screening tool for tracing and placement in military positions, based on the cross points determined. For men, it is composed of the DAPAR score (50%), the ZADAK (33%) and the TZOHAR (40%). For women and new immigrants, who, as aforementioned are not given the ZADAK interview, it is composed solely of the DAPAR score (60%) and the TZOHAR (40%), regardless of the TZATA and RAMA. But women, who for various reasons are interested in it, may request a ZADAK interview.

The value scale of the KABA ranges between 41 (the lowest) and 56 (the highest):

- 41-42 – under enlistment threshold
- 43-46 – low KABA
- 47-50 – medium KABA
- 51-56 – high KABA. A score of 52 and higher (together with a DAPAR of 60 and up) makes it possible to join an officers' course.

## ***APPENDIX II continued***

The average *KABA* of male applicants (Israeli born and immigrants who arrived in Israel before they were 16) in the years 1996-2001 was 49.9 and it has been stable over the years.

An additional figure that is determined at the recruitment center is the medical profile.

This starting position (except for the profile) and the precise way in which it is determined are kept confidential by the IDF, and are not reported to the applicant. However, a *Malbash* who received an invitation to a prestigious track, such as the aviation course or commando unit day (*yom sayarot*) can deduce that he is placed highly. These figures greatly influence the applicant's unit and military service track, which also has a great effect on the rest of the applicant's life. Being that the way in which the *KABA* is determined is confidential, there have been voices, over the years, negating this way of making decisions. It was claimed that one's residence or his parent's marriage affect the *KABA*, so that an applicant who lives in a small town with a low socioeconomic grading, will not be able to be accepted to the unit of his choice. Studies conducted by sociologists outside of the IDF, secret IDF studies that leaked out to the public and official data published by the army (for example, a survey of aviation course graduates), show that there is, in fact, a clear positive correlation between these statistics and the *KABA*, on a sociological level. However, practically, soldiers from all over the country and from different socioeconomic levels are accepted to all existing positions in the Israel Defense Forces.

## APPENDIX III INTERVIEW DAY COMPONENTS

### Reference:

<http://tinyurl.com/yvqazl>

### In The First Decree

When you first report to the recruitment center (*lishkat giyus*), it will actually be your first encounter with the military system. It is important to us, at the recruitment center, that this meeting be pleasant, "smooth" and successful – for you and for us. On the day of reporting (*hityatzvut*) to the recruitment center, you will pass through its different stations. Upon entering the center you will receive a personal magnetic card, which will accompany you throughout the day. When your card is passed through the computer, you will be referred to the station to which you need to report.

What will you go through when reporting for your first call-up order (*tzav rishon*)?

1. Verification of data - at this station the applicant for security service will provide personal information about himself (first and last names, names of parents, date of aliyah, place of residence, number of siblings, family status, nationality, religion and citizenship, birth date, education level, profession, work place etc.). When reporting for data verification, it is important to bring: the call-up order (*tzav hityatzvut*), your identity card (*te'udat zehut*) or Israeli passport or driver's license in the name of the applicant, foreign passport (if there is one), *te'udat oleh* (if there is one), parents' personal data (ID numbers, years of birth and their names), diplomas regarding academic and/or vocational studies. **If after reporting to the recruitment center a change occurs in one of these details – you are obligated to report it to the recruitment center within 14 days from the date in which the change occurred.**
2. Psychometric evaluation – the applicant goes through a series of psychometric tests, the results of which play a decisive role in his placement in the IDF. One cannot take these tests a second time!!! Therefore, one should arrive at the recruitment center fresh and invest every effort in order to succeed in the test. The tests are computerized and consist of verbal and analytical intelligence tests (comprehension ability, thinking, analysis and drawing conclusions). Note! If the candidate has learning disabilities, he must send a full didactic evaluation to the recruitment center prior to the day of his reporting at the center. If needed, adjustments will be granted for doing the tests. Those entitled to it will be given the option of being tested in a number of languages of their choice. There is no need for preparation or a calculator.
3. Personal interview – the personal interview is conducted for most boys destined for security service and, in certain cases, for girls, as well. The aim of the personal interview is to predict basic preparedness and willingness to serve in the IDF. The candidate will meet with a psychometric evaluator who will ask him various personal questions. This stage is not a test, and there are, then, no right/wrong answers. The candidate must be truthful and answer

## **APPENDIX III continued**

4. The evaluator's questions. This is where the candidate can express himself and allow the evaluator to get to know him as much as possible.
5. Medical examinations – the medical examination is an obligatory part of the process and is meant to determine the candidate's physical fitness level for service in the IDF. The examination takes place in the different medical committees at the recruitment center or at hospitals and medical laboratories to which the applicant is sent. The committee checks height, weight, blood pressure and visual acuity. In addition, one's medical history is also examined. If necessary, the applicant will be sent for additional tests in specialized medicine and various laboratory tests. Upon completion of the examination, one of the following three options is determined: the applicant for security service is fit for service, the applicant is (temporarily) unfit for service, and the applicant is permanently unfit for service. Note! One must bring on the day of reporting (in case it has not been sent by mail before the reporting) the medical questionnaire, which was sent to the applicant's home, signed and filled out by the family doctor, as well as medical documents detailing illnesses and hospitalization. The purpose of the questionnaire is to limit the amount of reporting at the center, by having the applicant arrive at the center on the day in which the specialized medical team relevant to him is present, based on his medical history.
6. Lab tests – It is recommended to bring the results of a general urine analysis (if the results are not normal, the family doctor's opinion should be submitted). An applicant, who did not bring the results of a urine analysis, will produce a urine sample before going in to the medical examination.

We strive that you complete all the procedures on the same day. After you finish verifying the details at the first station, you will be directed to one of the following stations (in which the line is the shortest): medical examinations, personal interview and tests.

- **A transport voucher (*shovar nesiya*) is attached to the call-up order.** The voucher is personal and cannot be transferred to anyone else. The voucher is valid for public transportation (except for Israel Railways). In case the date for reporting has been changed, make sure to get an updated voucher through the recruitment center (*lishkat giyus*).
- **Escorts will not be allowed entry into the *lishkat giyus*!**
- **If you are a 10<sup>th</sup> grade student, send the stub (*sefach*) designated for 10<sup>th</sup> graders, attached to the order (*tzav hityatzvut*), to the *lishka*. The date of the reporting day will be changed accordingly.**

What should you bring on the day of reporting (*yom hityatzvut*)?

1. I.D card or Israeli passport, a computerized driving license or an immigrant card (*te'udat oleh*) bearing your name.
2. The command order on your duty to report (*tzav hityatzvut*)
3. **If you are learning disabled, bring the didactic evaluation you have.**



### **APPENDIX III continued**

4. The medical questionnaire that will be sent to your home, after having completed all of it with the help of your parents and family doctor, in addition to medical certificates regarding illnesses and hospitalizations (in the event that you had not already sent it back to the recruitment center by mail).
5. A general urine analysis updated for three months prior to the *hityatzvut*
6. For glasses wearers - visual acuity test – meant to shorten the stay at the recruitment center or prevent the need for further reporting at the center (not obligatory)
7. Information about health fund (*kupat cholim*): its name, branch, name of family doctor, phone number of branch office
8. Parent's personal details: their names, identity numbers (*te'udot zehut*) and years of birth
9. Foreign passport (if you have one)
10. Diplomas (authorizations of academic and vocational studies)
11. *Te'udat oleh* (immigrant card)
12. E-mail address on a piece of paper, if you have, and if not, it is recommended to open an e-mail address before reporting, in order to be able to receive direct information through the internet