**6. Conclusions**

The proposed research aimed to examine the success factors of the Israeli Employment Service (IES) 'Employment Circuits' program. There is no difference between the placement of the Arabs and the placement of the non-Arabs. The number of job seekers how have placed through the program is 50% which indicated on low rate of placements, furthermore, the average length attending the program before placement is 341 days. Following the finding, it is proven that longer the jobseeker being in the program, the quality of his placement (label) decreasing. Subsequently, a decision tree model was established to assess the effect between program activities on jobseekers' placements and it has supported the result of the previous finding. The multinomial regression model was established to assess the relationship between unemployment to job seeker’s socioeconomic characteristic (religion, age, single parent, gender, level of education, city, language, country of birth, marital status, children up to age 18, classification of the jobseeker, disability rates, medical disability, licenses, military service, released prisoner and month of placement) to job seekers placements. Some of the model results can be present as commonsense thinking, but some can surprise us all like there are more Arab cities compered to Jewish cities in labels 1 and 2. Muslim and Jew religions significantly more to be in label 1. Some country origin effects on program success, like the Soviet Union and France significantly more to be in label 3 than label 1, Ethiopia found to be more in label 2. 3) Education has a strong effect on the success label. Academic degree or 'Teudat Bagrut' has significantly more to be in label 1, and non-education significantly more to be in label 3. Disability affects human life including program success. From 20%-59% significantly more to be in label 2 and 60%-100% to be in label 3, but no disability at all significantly more to be in label 2 and not 1 as we expected.