



FY  
23

ANNUAL  
REPORT



SKILLS . JOBS . CAREERS



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LETTER FROM OUR  
PRESIDENT & CHAIR

2023 was a year of expansion, adaptation, and innovation. Throughout our history, JVS Boston has stepped ahead of the crowd to test and innovate new ideas that respond to changing needs of job seekers and shifts in the labor market. Over the years, we have taken the lead to show what’s possible in workforce development.

We expanded our program offerings to focus on high-growth sectors through ArLab, a state-of-the-art career institute providing hands-on skill development that equips people for careers in healthcare and biotechnology. ArLab brings together higher education, workforce development, the private sector, and government. While healthcare and biotechnology employers are desperate to hire well-trained employees, we are providing top-notch simulation training and connecting employer partners with our students.

In addition to leaning into high-growth sectors that have potential for quality jobs, we adapted to the ever-changing labor market by scaling up programs, launching new initiatives, and better supporting key populations and communities. We increased enrollments by an average of 30% across career pathway training programs. We launched new programs this year, including a substance addiction assistant pathway where lived experience of substance use disorder is valued. We sharpened our focus on key populations, such as young adults, so we launched the Young Adult Career Center to better connect young people with promising career pathways.

As we expanded, adapted, and innovated in 2023, we remained committed to our mission of helping job seekers find employment and build careers. We are so thankful for your continued support and generosity. Together, we are changing the workforce landscape in Massachusetts, partnering with employers, and providing life-changing services to job seekers.

Thank you,



Kira Khazatsky  
President & CEO  
JVS Boston



Abby Flam  
Chair of the Board of Directors  
JVS Boston

IMPACT  
NUMBERS

JVS CLIENTS



ArLab  
OUR IMPACT SO FAR



WHO WE SERVE  
AT ARLAB

Students are English  
Language Learners

Students are Born in the  
United States

Students are from  
Marginalized Communities



# WELCOMING OUR NEW CEO, KIRA KHAZATSKY

In 2023, Kira Khazatsky filled the office of President & CEO. Prior to this, Kira served for 16 years at JVS Boston in a variety of roles, such as Chief Operations Officer, Chief Program Officer, and Vice President of Academic and Workplace Training.

As President & CEO, Kira has contributed to the expansion of JVS programming, the development of new projects and initiatives, and the ways we connect with all the job seekers who walk through our doors. Kira embodies the story and experiences of the people we serve, bringing a valuable perspective.



**Can you share the story of your family’s experience with JVS?** In 1980, when I was a child, my parents fled the anti-semitism of the former Soviet Union. When we landed in Boston, we had nothing. We felt lost and terrified. It is a common experience for new immigrants: those who face racism and discrimination, who struggle with addiction, and who experience a lack of resources.

I always understood, even from a young age, that my family’s lives changed the day my mother walked into JVS. That day, she felt like she could breathe because she finally felt at home with people who were willing to help us get on our feet. Both of my parents found their first jobs in America with support from JVS.

**Can you share your personal experience with JVS?** In adulthood, I returned to JVS as a client, I started volunteering with JVS in 2000 in an English for Speakers of Other Languages (ESOL) class. Since that time, I’ve served as an instructor, director, vice president, & Chief Operations Officer. Today, I am proudly serving as the head of the agency.

**What drives you in this new role?** I’m passionate because the opportunity to help someone change the trajectory of their life makes me a better human being — you can’t ask for more than that in a job. I started in this role as JVS started its 85th year; it is such a unique time in the life of JVS because we’re expanding our mission and embarking on new, innovative paths that really meet the moment of the workforce in Massachusetts.

Ultimately, I am so grateful for and humbled by all JVS has done for my family, and I’m so honored to lead this great organization. It’s the privilege of my life!

## ELEVATE: THE JVS BREAKFAST

In May 2023, JVS hosted the first “elevate: The JVS Breakfast” event. Thank you to everyone who woke up early to hear from Kira, our newly appointed President & CEO, as she shared her story, the history of JVS, and our exciting plans. We welcomed a panel of experts to discuss the importance of diversity, equity, and inclusion in our workforce.



Pictured above (L to R) **Kadesh Simms**, Chief of People & Culture, JVS Boston; **Kira Khazatsky**, President & CEO, JVS Boston; **Florette Louissaint**, Team Lead for Community Strategies and Workforce development, Boston Children’s Hospital; **Hugo A. Carvajal**, Co-Founder and Executive Director, The Latino Support Network; **Jean Ponny Charles**, JVS Client - Reaching Advancement in School and Employment (RAISE) Program





# BUILDING

## ArLab

In 2023, we opened the ArLab Healthcare and Biotechnology Career Institute at 122 Arlington Street in Boston. The building was the home of the Boston Center for Adult Education (BCAE), the oldest nonprofit adult education center in New England, which combined with JVS in 2020. The BCAE was a hub for personal and professional growth for many decades, and we are honored to carry on this mission through ArLab.

In partnership with Quincy College, we created a concept for a one-stop shop for job seekers to pursue careers in healthcare or biotechnology, expanding the scale and breadth of our work in both sectors at a centralized, accessible location. ArLab is a testament to Quincy College and JVS Boston’s deep commitment to economic opportunity. For decades, JVS Boston and Quincy College have worked to create career paths for people who have been marginalized and limited in their job opportunities. This distinct partnership of higher education, workforce development, public sector partners, and employers makes ArLab one-of-a-kind.

With key investments from partners like The Mellen Charitable Fund, the Massachusetts Workforce Skills Cabinet, and the Massachusetts Life Sciences Center, we were able to renovate and equip the space with five laboratories full of functional, top-of-the-line equipment that students will use in their healthcare or biotechnology careers. Construction and equipment installation took place throughout FY23, and the space opened to its first students just after Labor Day. Hands-on job training sets people up for success as they move from the classroom to the workplace, building skills while providing an opportunity to see, understand, and experience what the workplace will be like once they complete an ArLab program.

# TRAINING AT

## ArLab

We offer an array of healthcare and biotechnology courses and training programs at ArLab. Students gain practical knowledge and develop job-specific skills through classroom learning and simulated training. This combination prepares job seekers to make an immediate impact in their new workplace after graduation. JVS and Quincy College partner to offer courses preparing students for the following roles:

### Patient Care

- Administrative Medical Assistant
- Clinical Medical Office Assistant
- Phlebotomist
- Certified Nursing Assistant (CNA)
- Patient Care Technician

### Biotechnology

- Biotechnology Manufacturing Technician
- Biotechnologist

### Healthcare

- Substance Addiction Assistant
- Central Sterile Processing Technician
- Pharmacy Technician





## DUSYA L.

At JVS, Dusya discovered her love of education. After receiving her high school diploma, she launched headfirst into our biotechnology pathway. It was through the biotechnology program that Dusya realized that her passion is for science, particularly for working in a laboratory. Dusya's newfound confidence and academic successes motivated her to make great strides toward her dream of being a scientist.

### **Current Occupation:**

Biology Student at Quincy College

“When I first came to JVS, I was greeted with open arms. And that was the most beautiful thing I ever experienced. Since I started coming to JVS, my life has changed academically. For me, it's like living in the lottery.”

**What was your life like before JVS?** I wasn't able to have a good life. I had two jobs, I was exhausted...I was working as a home health aide and then as a personal care attendant. That was not what I wanted to do. I wanted to go into science, work in the laboratory, and go to college, but because I did not have my degree, I wasn't able to do that.

**How has your life changed since you first came to JVS?** When I first came to JVS, I was greeted with open arms. And that was the most beautiful thing I ever experienced. Since I started coming to JVS, my life has changed academically. For me, it's like living in the lottery. Honestly, this high school diploma means so much to me...it opens doors to the world. I was doing a lot of hands-on research, and I loved it! I wanted to continue doing that whether it's an internship or an actual job.

I feel more confident. I know that I can always reach out to my JVS team, to my teachers or to anybody who I know at JVS...I had no idea about finances, and I was able to learn that at JVS. Then having a financial advisor to help me out with every step of the way again, all the support? Priceless, just priceless. It just really helped in my personal life.

### **Did you learn any valuable lessons at JVS?**

I was able to do hands-on learning and I am someone who learns hands-on. I need to be able to see, hear, and do with my hands and work in a laboratory to understand how to use the equipment...I had a professor who was there to teach us and to guide us, and working with my teammates was just beautiful.

I also learned what it's like to be loved and cared for, even by people who don't really know you, and that was precious to me.

**What career goals do you have?** I want to keep going. I want to stay in a laboratory for as long as possible and learn as much as possible and help with research where I can. So that's my goal for the next 10 years: being in research, doing laboratory work, working, helping people heal from disease. I just want to be able to go to the laboratory, work with my team, do something productive and beautiful, and go home later and sleep peacefully knowing that I did something new for research. That's definitely my goal for today, tomorrow, and the future.



# SUBSTANCE ADDICTION ASSISTANT PATHWAY

In partnership with Quincy College, JVS offers education-focused career pathways, including our biotechnology pathway and our substance addiction assistant pathway. Both programs are available at ArLab (see page 6). These pathways prepare students for the workforce, by creating a clear route from skills training to college certificates, then on to a specific career.

As a result of growing interest and increased need, we added the substance addiction assistant pathway to our programmatic menu. This program offers a smooth transition from our Access to Recovery program to Quincy College’s Substance Addiction Certificate program.

Steven D.’s long journey to recovery led him to enroll in Access to Recovery. This initial experience with JVS sparked something with Steven, prompting him to earn a personal training certification from the American Association of Personal Trainers (AAPT) and start his own business. But he didn’t stop there: Steven enrolled in this new pathway to earn his substance addiction assistant certificate. Additionally, Steven is working towards his pre-Licensed Alcohol and Drug Counselor (LADC) certification. In the meantime, he works at a halfway house in Roxbury, providing support to people in recovery. Steven has accomplished so much, and we’re so excited about the future of this career pathway for other job seekers.



Photo by Ilene Perlman Photography

“I am completely grateful to [JVS] and the sky is the limit. I cannot even imagine how far I can go with JVS’s help. I tapped into something that I thought was going to be a 3-week course, but that just opened my world up.”



# MASSHIRE | YOUNG ADULT CAREER CENTER UPDATE

MassHire Downtown Boston recently launched the Young Adult Career Center services at 75 Federal St., the first of its kind in Boston. It will meet a critical work-force need: upskilling and supporting young people as they enter the workforce. The Young Adult Career Center is a space where young people can take the next step toward a job that suits their skills, interests, and goals.

### Young adults who visit this center can:

- ▼ **Enroll in job training programs to prepare for specific careers.**
- ▼ **Write resumes and cover letters to highlight themselves as competitive applicants.**
- ▼ **Apply for jobs and get referrals to employers who are hiring to expedite the job search**
- ▼ **Practice interviewing skills so they’re prepared once they hear back from interested employers.**
- ▼ **Increase financial literacy to save more of what they earn after finding a job.**

Young people are eager to enter the workforce; that’s why the Young Adult Career Center services are so critical. MassHire is meeting this pressing need by providing services young people need to secure jobs and start their careers.

The center launched at the end of 2023. In just a few months, we served 284 Boston residents between the ages of 18 and 24. We’re eager to see the impact of these services on young adults in our city, and we’re projecting to serve even more Boston residents in 2024.



Learn more:





COUNTRIES OF  
ORIGIN



At JVS Boston, we partner with job seekers from all over the world. In total, 72% of our clients were foreign-born individuals from 108 countries. This map represents where our program participants came from this year. 35% of our participants were from the Caribbean and Central America, particularly Haiti (For more information, on the increase of Haitian migrants in FY23, see Refugee Services, page 19).

South America	Europe	Asia	Sub-Saharan Africa	Middle East & North Africa	North America	Central America & Caribbean
4%	5%	5%	10%	13%	28%	35%



# MOJGAN F.

Mojgan's journey to Boston was difficult, but eventually, she learned English at JVS and returned for the nurse's aide training program. Mojgan began working at Beth Israel Deaconess Needham after completing the program. As a result of having a quality job, Mojgan has had many opportunities to continue learning to advance her career. Mojgan recently enrolled at Lasell University in Newton with plans to become a certified surgical technician.

**Current Occupation:**

Certified Nursing Assistant, Surgical technician student

**Can you share your experience in the nurse's aide training program?** I am so active, I love people. I love their reaction when I can help them...So I made the decision that I could do [this program]. When I came to JVS, I knew they had lots of programs, so I went back to the website and found the nurse's aide training program.

We started learning about the law and regulations for healthcare, and we also had computer classes, where we learned to write emails, cover letters, and resumes. Then, we practiced interviewing and how we answered questions... It was so helpful. Not just for me, but for all my classmates.

JVS not only helped us to improve ourselves for education, but they were also involved with your family, they helped you if you had any issues. It is so important; they are so close like family members. They understand you; they help you. It is so different from if you are just going to study, pass, and leave. They are involved with you; they follow along with you.

**What changed since you first came to JVS?**

We are so appreciative for helping me and putting me on this pathway. It pushed me forward. You paid for my test; everything is through JVS. I didn't know what I had to do, and you helped us. You won't believe how helpful you were for me, for my life, for my son's life. You opened the door, you gave me the opportunity, and I proved myself.

**Do you enjoy working as a CNA?** This job is not a job – it's the love of the people. You have to love people to do this job...There is collaboration, and this is the reason I like working in this kind of environment. I wanted to interact with people – not just patients, but nurses too. This is the reason I chose to work in the hospital.

“ You won't believe how helpful you were for me, for my life, for my son's life. You opened the door, you gave me the opportunity, and I proved myself. ”





# ADULT DIPLOMA PROGRAM UPDATE



In May 2023, our long-standing adult diploma program celebrated its final and largest-ever graduation. The program helped students earn a high school diploma through Boston Public Schools (BPS) and qualify for tuition-free entry into Bunker Hill and Roxbury Community Colleges. To meet the BPS learning requirements, JVS turned the core competencies into 17 courses, modeled after a collegiate learning style.

This program effectively met students where they were in life (see Dusya's story, pg 10). We supported hundreds of people since this program's inception; on average, 30 people graduated each year. This program was foundational to JVS's success in other areas, and we are so thankful to all the partners, volunteers, and generous individuals who contributed to it throughout the years. Thank you to everyone who celebrated the graduates at the final graduation ceremony in May.

JVS is always looking to meet the changing needs of the workforce in Greater Boston, and in the coming years, we are turning our attention more fully to workforce

development and training. Our newer program models deliver both education and job training through initiatives like ArLab, incumbent worker training, and our talent pipeline training programs.

“The program was a great opportunity for underserved populations to enjoy the real feeling of being in high school. There were potlucks, celebrations, graduations, and more. All the things you would sprinkle into a high school setting, we did them the JVS way.”

CRAIG MISNER

## REFUGEE SERVICES

This year, Governor Maura Healey visited JVS to sign a proclamation declaring June 20 as World Refugee Day in Massachusetts. World Refugee Day is a day to honor refugees from around the globe, recognized globally since 2001. Gov. Healey conversed with job seekers, many of whom had just arrived in Massachusetts. It was a great opportunity to hear about her commitment to this population, and to honor those who recently made the journey to our state.

JVS Boston was founded in 1938 to help Austrian and German refugees to find work in Boston. Over the decades, the origins of refugees have followed current events, with major waves including Jews from the former Soviet Union, Southeast Asians from Vietnam and Cambodia, arrivals from the Balkans escaping the wars and ethnic cleansing unleashed by the breakup of Yugoslavia as well as growing number of refugees from Somalia, Liberia, Ethiopia, and Central Africa and later from Iraq.

In recent years, we have served arrivals from Afghanistan and Ukraine. For 85 years, we have supported refugees and immigrants, providing skill development, English language learning, and job search assistance to this population for years, and have the expertise, language capacity, and systems knowledge to carry it forward.

Shortly after Gov. Healey's visit in June, she declared a state of emergency in Massachusetts due to the rising number of migrant arrivals. Specifically, the number of Haitian migrants coming through our doors grew substantially over the course of 2023; we served 780 job seekers from Haiti in 2023 alone. Many new arrivals face delayed work authorizations and insecure housing situations, presenting significant challenges to achieving employment and stability. We are committed to raising awareness, working with the state, and developing solutions to the current migrant crisis.

Pictured (L to R): **Ronnie Millar**, Director of Strategic Initiatives, ORI; **Christina Aguilera Sandoval**, Executive Director, ORI; **Kira Khazatsky**, President & CEO, JVS Boston; **Maura Healey**, Governor of Massachusetts; **Lauren Jones**, Secretary of Labor and Workforce Development; **Kate Walsh**, Secretary of Health and Human Services





# VERNEE P.

Vernee arrived at JVS Boston after she experienced six years of unemployment, which resulted in homelessness. Vernee and her children lived in a shelter for five months; during this period, she enrolled in carpentry training through MassHire Downtown Boston. Vernee graduated from this program, landed a job as a unionized carpenter then as a unionized painter. Now, she is saving up for a family home. Vernee's continued resilience and hard work is creating radical change for her family.

## Current Occupation:

Tradesman in the Painters Union, Certified Carpenter

## How has your life changed since you first came to JVS?

Everything in my life has changed since starting at JVS. Since I participated in the carpentry pre-apprentice program, I applied to the Carpenters Union. I was accepted, and I was a proud member of a commercial local. I did that for six months and then I moved over to the Painters Union. I was selected as a lottery winner for a housing voucher, and I've been in my new place for two months now. So, my life has changed a lot since then.

## What did you enjoy about the carpentry apprenticeship program?

It was life changing. I loved it. It allowed me to do exactly what I wanted to do, which was restart my life, do something different. And I fell in love with it, and it introduced me to the world of trade and trade unions. [I enjoyed] my classmates and my instructor, Jorge Baptiste. He was encouraging and hard-nosed and helped me to develop the confidence that I could be a union tradesman.

## Did you learn any valuable lessons at JVS?

I definitely learned carpentry skills while at JVS. Through my program, I learned about unions, and I just learned the importance and the power behind making a plan or setting goals, digging down, staying the course...Anything is possible if you can see it, you can sit in it when it gets tough, and see it through to the end...My family is very proud of me because I'm the first one in our family to be a tradesman in the union. I'm very proud of that. I have become a legacy for my children.

## What career goals do you have?

Currently, I am a painter. My short-term goals are to graduate from my apprenticeship program and become a journeyman. Long term goals: I have a couple in mind. I'm not sure which one I'm going to settle on. That is to be continued!

“My family is very proud of me because I'm the first one in our family to be a tradesman in the union. I'm very proud of that. I have become a legacy for my children.”





# THE IMPACT OF FINANCIAL COACHING

The Financial Opportunity Center delivers intensive services to support low-income families and individuals on the path to financial well-being. JVS continues to increase the services available to job seekers, because these skills, resources, strategies, and tools are invaluable. Removing employment barriers and increasing financial literacy impacts our clients' financial well-being and radiates into the next generation (see Vernee's story, page 18).

## Our financial coaches provide:

One-on-one coaching to improve financial literacy.

Debt management services to help people get out of credit card debt, build their credit, and learn to avoid predatory lending practices.

Savings strategies so clients can save more of what they earn to leave a legacy for future generations.

Banking access so clients can obtain housing, get a job, and improve their financial well-being.

Free tax preparation services to ensure low-income clients access tax credits.

One client, Natanya, shared:

“My family was on a financial cliff... [The financial coaches] gave me tools and have supported my family on a path to financial freedom...our family is on a path to being able to take a family vacation this year and has us saving for our house...I will be forever thankful for the help and support we have received from it.”

Another client, Skyler, said:

“I was in a financial crisis after graduating and before securing a full-time job.... [My coach] helped me out by helping me apply for some funds that were able to pay my last month of rent...Without this help, I would be in a much worse position and very stressed out and possibly more in danger of homelessness.”



Learn more

# VOLUNTEER IMPACT

## FACTS

Total Volunteers

349

Hours Spent Volunteering

18,093

Programs That Utilized  
Volunteers

100%

Equivalent Full Time  
Employees

10







## RITA V.

### VOLUNTEER SINCE 2018

Rita partners with job seekers in the JVS nurse's aide and certified nursing assistant training program, supporting them with resume writing, interview skills, and job search assistance as they prepare to enter the workforce. She also works with clients who are learning English by offering reading, writing, and speaking support.

**What have you learned while volunteering at JVS?** I've learned about the dedication and hard work necessary to complete the CNA program. The curriculum is intense, fast-paced...Students are often juggling home life, working, homework, and completing the work required...their commitment to the program is commendable.

**What do you enjoy about volunteering with us?** I love meeting new students each session and learning about them. They are from all over the world...it is so gratifying to see the improvement in their skill levels and knowledge week over week...It's so nice to see the students get to know each other and support each other. I love it when they express their appreciation to the teacher, volunteers, and each other.



# BRIAN B.

Brian earned his SERVSafe Food Handler certification through JVS Boston's food industry training program. With this certification, Brian is qualified to work in kitchen and culinary settings. During his time at JVS, he also practiced many transferrable skills in the CVS Health Workforce Innovation and Talent Center (WITC). The WITC is a training center that mimics a CVS store; it's the perfect place for students to practice the skills they will need once they begin work. Through our programs for individuals with disabilities, JVS helped Brian obtain the skills, certification, and career coaching he needed to find a quality job.

**Current Occupation(s):**

Photographer, Food service worker at Brookline High School

**What did you like most about your time at JVS?**

I liked working with my career coach, Ellen, and visiting with the friends I made in my program.

**What did you learn during your time at JVS?**

I am proud that I learned to use the MBTA to travel to work by myself. At JVS, I learned retail skills that I got to practice both in the CVS store and the HOPE Unlimited shop. The retail training was helpful because I now stock things at work in the cafeteria.

“I am proud that I learned to use the MBTA to travel to work by myself. At JVS, I learned retail skills that I got to practice both in the CVS store and the HOPE Unlimited shop.”



Learn more





# THANK YOU

## COMMUNITY PARTNERS

We are so thankful to the communities and organizations that partner with us to provide high-quality job training, job readiness services, barrier removal services, and so much more. Here's a list of our FY23 community partners:

A Faith That Does Justice ABCD ABCD Adult ESOL Program at South Side Acton Networkers Adelante Project, BIDMC Advocates for Human Potential African Bridge Network Allied Health Programs at RCC Alpha Agencia American Student Assistance (ACA) Apprenti Asian American Civic Association (AACA) Baycove BCL Believe in Success BEST Training Beth Israel Lahey Health BOS Collaborative (out of BMC) Boston Area Technical Academy Boston Center for Independent Living Boston Chinatown Neighborhood Center Boston Day and Evening Academy Boston Healthcare Career Consortium Boston Housing Authority Boston Indicators Boston International Newcomers Academy Boston Medical Center Boston Medical Center NICU Boston Private Industry Council Boston Public Library Boston Public Library Hyde Park Branch Boston Public School Reengagement Center Boston Public Schools Boston University First Gen Student Center (Newbury Center)	Brandeis University School of Social Work Breaktime BrookView House Bunker Hill Community College Burke High School Cambridge Health Alliance Career Place Casa Nueva Vida Catholic Charities Center Education & Training Institute Centro Presente Charles View Community Childcare Choices of Boston CHERS/Hart - Northeastern Children's Services of Roxbury City of Boston City of Cambridge Combined Jewish Philanthropies (CJP) Commonwealth Corporation Community Work Services Congregation Dorshei Tzedek Cross Roads Housing Development Crossroads/St. Mary's Center for Women and Children CS Roxbury Culinary arts manager at Kroc Center CVS Innovation Center DeNovo Dominican Development Center Dress for Success Dorchester Bay Economic Development Corp DTA, Full Engagement Worker Dudley Square DUET (Southern New Hampshire University) East Boston Adult Education Coalition East Boston Neighborhood Health Easter Seals Economic Mobility Corporation Education Development Center	Elizabeth Stone House EMARC Empowerment English for New Bostonians Everett Public Schools Excel High School Family Nurturing FamilyAid Boston Fenway CDC Fenway Health Gavin Foundation Greater Boston Legal Services Greater Boston Manufacturing Harvard Ed Portal Heading Home Hildenbrand HomeStart Inc. Horizons for Homeless Children HSDM - Harvard Hyde Park Presbyterian Church IFSI Immigrant Learning Center Jewish Community Relations Council JFCS Boston Jewish Family Services of MetroWest Justice 4 Housing Just A Start Cambridge Lab Central Laboure Laboure College of Healthcare Latino Support Network Lawrence Community Works Lawrence Working Families Initiative Lena Park Community Development Corporation Lesley University Threshold Program Local Initiatives Support Corporation (LISC) MA Alliance of Portuguese Speakers (MAPS) MA AFL CIO MA Commission for the Blind MA Restaurant Association	Mass Ed Co Mass Rehab Commission Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA) Massachusetts Life Sciences Center Massachusetts Workforce Alliance Match Beyond Mayor's Office of Financial Empowerment Mayor's Office of Returning Citizens Mayor's Office of Workforce Development Mayor's Office of Black Male Empowerment Mayor's Office of Immigrant Advancement (Boston) MassHire Metro North Middlesex Community College Middlesex Human Services Agency More than Words Moroccan American Connections in Revere (MACIR) Mount Olive Community Center NECAT Neighborhood Jobs Trust Neighborhood Villages New England United for Justice Newmarket Business Improvement District Notre Dame Education Center NYATEP Office of Workforce Development, City of Cambridge Operation ABLE Partnership Phoenix Houses of New England Pine Street Inn Pine Street Inn - iCater program Project Citizenship Project HOPE Project Place Prophetic Resistance Boston Prospect Hill Academy	Quincy College Ragon Institute Rapid Response Refugee and Immigrant Assistance Center (RIAC) ReServe Greater Boston Re-vision RIAC Boston Rian Immigrant Center ROCA Rosies' Place Roxbury Community College SCSD MA Send Relief Silver Lining Mentoring SkillWorks: Partners for a Productive Workforce Social Finance Sojourner House Somerville Office of Immigrant Advancement South Shore Career Center St. Francis House St. Mary's Center for Women & Children State Vet STRIVE Boston/Justice Resource Institute Suffolk County Sheriff's Department Suits & Smiles Tech Goes Home The Bridgespan Group, Inc. Commonwealth of MA True Alliance / Pastor Keke UMass Extension Unitarian Universalist Urban Ministry - Believe in Success (domestic violence survivor program) United Way of Massachusetts Bay Urban Edge URBAN League of E. MA USCIS, Community Liason Services Vet Business Rep, State of MA	Veterans Inc. Victory Programs Vinfen West End House Webster House William James College Winn Residences Women's Money Matters WORK, Inc. Workforce Solutions Group Year Up YMCA of Greater Boston 1199 SEIU
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# THANK YOU TO OUR CORPORATE SPONSORS

In an evolving job market, the partnerships we have with corporate entities help JVS to provide job seekers across Greater Boston with the training and services they need to secure quality jobs that lead to promising careers.

## Trail Blazer Level

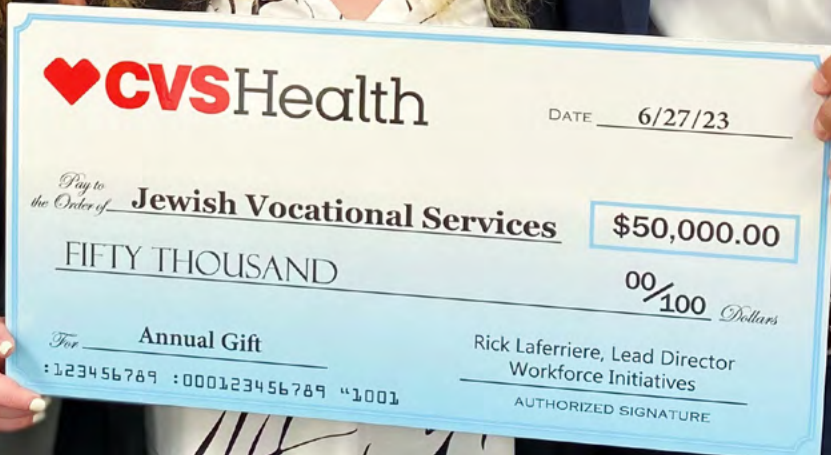
CVS Health is a long-time partner of JVS Boston. In the summer of 2023, we celebrated the 15th anniversary of CVS Health's Workforce Innovation and Talent Center (WITC) in our headquarters. The WITC offers a dynamic career training center with comprehensive skills training and job placement that includes a CVS Pharmacy mock store, simulated pharmacy environment and authentic, hands-on career skills training, available for use by community partners throughout the Boston market. Over the course of the partnership, JVS's Transitions to Work, Pharmacy Technician, and Customer Service programs have all utilized the WITC space for hands-on training.

Pictured (L to R): **McKenzie Schiavone**, Workforce Innovation Talent Center Manager, CVS Health; **Kira Khazatsky**, President & CEO, JVS Boston; **Rick Laferriere**, Lead Director, Workforce Initiatives, CVS Health



*“We are thrilled that the WITC is 15 years old. I am incredibly grateful to CVS for their hard work, their support, and their belief in us. This relationship has not only lasted but evolved and thrived. Their success is our clients’ success, which is our success.”*

KIRA KHAZATSKY



## Pioneer Level

Over the years, JPMorgan Chase and the JPMorgan Chase Foundation have helped fund JVS's Bridges to College & Careers program, as well as our talent pipeline and job quality work. Additionally, JPMorgan Chase is a valued employer partner in our Bank Career Training program.



Santander has been a consistent funder of our Financial Opportunity Center and is a valued employer partner in the agency's Bank Career Training program.



# THANK YOU EMPLOYER PARTNERS

We are so thankful to the employers around the Commonwealth who partner with us to match job seekers with quality jobs. Here's a list of the employers we partnered with in FY23.

- A Faith that Does Justice

Aspire Developmental Services

Early Education Center

Bank of America

Bayada Home Health Care

Baycove Human Services

Benchmark Senior Living

Beth Israel Lahey Health

Boloco

Bon Me

Boston Children's Hospital

Boston Chinatown Neighborhood Center

Boston Medical Center

Brigham and Women's Hospital

Cambridge Pre-School of the Arts

Campus Childcare

Chelsea Jewish/Leonard Florence Children's Village

Children's Services of Roxbury

Citizens Bank

Courtyard Nursing Care

Crispus Attucks Children's Center

Cytiva

Dana-Farber Cancer Institute

Discover Me Schoolhouse

East Boston Neighborhood Health Center
- East Boston Social Centers

Ellis Early Learning

Emerson University

Encore Boston Harbor

Epiphany School

Everbrook Academy

Federal Reserve Bank of Boston

Gibbs Software Solutions

Hebrew Senior Life

Hollister Group

Horizons for Homeless Children

Home Depot

JCC Greater Boston

John Nagle Co.

JP Morgan Chase / Chase Bank

Kids & Company (formerly Pine Village)

LabCentral

Little Amigos

Little Sprouts

Mariposa Child Center

Mass General Brigham

Massachusetts Eye & Ear Institute

Massachusetts General Hospital

Needham Bank

Needham Community Council

Newton-Wellesley Hospital

Newly Weds Foods
- Northbridge Companies

Northeastern University

Nova Biomedical

Nurtury

NYATEP

Our Future Learning Center

Ragon Institute

Rockland Trust

Shattuck Childcare

South Shore Conservatory

South Shore Health

Spaulding Rehabilitation Hospital

TD Bank

Temple Beth Shalom

The Boston Home

The Croft School

Thermo Fisher Scientific

Tiny Hand's Enrichment Center

Torigan Family YMCA

UMass Memorial Health

Victory Human Services

Village Preschool

Visciarello Catering Group

Wash Cycle

Wee Care JP

Winn Companies

Yal-Day New Day Care Center

YMCA



PHILANTHROPIC  
SUPPORT

\$250,000 or more

Anonymous  
Combined Jewish Philanthropies  
Eastern Bank Foundation  
ECMC Foundation  
Focusing Philanthropy  
JPMorgan Chase Foundation  
The Klarman Family Foundation  
Linde Family Foundation  
Mellen Charitable Fund  
Michael & Barbara Eisenson  
One8 Foundation  
SkillWorks: Partners for a Productive  
Workforce  
Wellington Management Foundation

\$100,000 to \$249,999

Amy & David Abrams  
BNY Mellon  
Clipper Ship Foundation, Inc.  
Commonwealth Children’s Fund  
Chris Gaffney & Karen Kames  
Joseph & Lynne Goodman  
Liberty Mutual Foundation  
Local Initiatives Support Corporation  
(LISC)  
United Way of Massachusetts Bay  
WES Mariam Assefa Fund

\$50,000 to \$99,999

AARP Foundation  
CVS Health  
Ellen & Steven Segal\*  
Ira & Eileen Ingerman Family  
Foundation  
Jessica & Chuck Myers  
Lesley & Ben Inker  
Santander Bank, N.A.  
The Davis Family Charitable  
Foundation  
Will & Ami Danoff

\$25,000 to \$49,999

Carl & Ruth Shapiro Family  
Foundation  
Gordon & Lorri Owades\*  
Lawrence & Beth Greenberg  
The Lincoln & Therese Filene  
Foundation, Inc

Paul & Phyllis Fireman Charitable  
Foundation  
Robert & Toni Strassler  
Steven & Nancy Fischman

\$10,000 to \$24,999

A.C. Ratshesky Foundation  
Anne Welch  
Arthur & Nicole Papas  
Barbara Field  
Brian & Stephanie Spector  
Campe & Amanda Goodman\*  
Capitol One Services, LLC  
Claudia Davidoff & Joseph Kahan  
David & Ellen Gibbs\*  
Ilana Braun & Jed Weiss  
Jacob Rosenfeld & Anita Raman\*  
Jennifer Rosenbaum\*  
John H. & H. Naomi Tomfohrde  
Foundation  
Lisa & Neil Wallack  
Lisa Y Rourke  
Michael & Linda Frieze  
Rockland Trust Charitable Foundation  
State Street Foundation, Inc.  
TD Charitable Foundation  
The Doug Flutie, Jr. Foundation  
for Autism  
The Lassar & Fanny Agoos Charity  
Fund

\$5,000 to \$9,999

Anonymous  
Brookline Bank  
Dana-Farber Cancer Institute  
Marjorie Glazer  
Mark & Janet Gottesman  
Mark Stein & Rosa Hallowell  
Michael & Naomi Rosenfeld  
Michael & Sara Bernstein  
Michael Grill & Hillary Brown\*  
Susan & Julian Houston\*  
The Tzedek Fund

\$2,500 to \$4,999

Abby Flam\*  
Boston Children’s Hospital  
Carol Kaplan & Rick Cohn Family Fund  
Catherine & Hillel Bromberg

David Fleishman  
Douglas & Suzanne Newman\*  
Dr. Eve Rittenberg  
Dr. James Tulsy & Ilana Saraf  
Ellen Semonoff & Daniel Meltzer  
Jane Matlaw\*  
Jordana Mirel\*  
Kristofer Wilson  
Marsha Cohen  
Nova Biomedical  
Richard Heller\*  
Richard & Susan Yanofsky\*  
Robert & Toni Strassler

\$1,000 to \$2,499

Anonymous  
Anonymous  
Anonymous  
Aron & Susan Ain Charitable  
Family Fund  
Debra Yanofsky & Steven Shulman  
Donald Estberg  
Dr. Cecile Levy  
Elyssa Back  
Eric & Reva Fischman  
Frank Dunau & Amy Davis  
Janet Steinmayer  
Jeff Alexander & Jocylyn Bailin  
Jennifer Perry\*  
John Rutledge  
Michelle & Aaron Rhodes\*  
Patricia Mechan  
Paul & Dorothy Burstein  
Penny & Richard Garver  
Rebecca Kucera & Peter Hartline  
Richard & Beth Fentin  
Risa Shames & Neil Silverston  
Scott Goffstein  
Wendy Landman, Joel Weissman  
& Friends

\$500 to \$999

Alan Grossman  
Andrew Higgins & Anne McDermott  
Col. Laurence & Mrs. Caren Peters  
Darren Goldman  
David & Mildred Katzman  
Denver Gibbs  
Dr. Charles Schulman

Dr. Jonathan & Monique Bamel  
Dr. Marna Dolinger & Steven Gold  
Elaine Kwiecien  
Ellen Lande-Suderow & Detlev  
Suderow  
Franklin & Bonnie Gold  
Joan Sapir  
Joel & Robin Abrams  
John Leonard Employment  
Jonathan Katz  
Judith & Albert Zabin  
Karen & Cam Pappas  
Lisa & James Valone  
Maria Champa  
Martha Matlaw & Michael Weinstein  
Mauri Rosenthal & Nancy Taubenslag  
Michele Somerville  
Neil & Mrs. Valarie Rosen  
Pavel Zlatin  
Peggy Lowenstein  
Peter & Annette Wilson  
Renata & Edward Selig  
Sara Rubin & David Montanari  
Scott Friedman  
Sheldon & Ellen Schwartz  
Sylvia Hammer  
Tedd & Ella Saunders  
Timothy Galvin

Up to \$499

Adam & Jen Hocherman  
Adina Astor & Kevin Bolan  
Adrian M Hartline  
Alan Cohen  
Alan Rosenfeld  
Alyssa Gocinski  
Anastazyia Vareschi  
Andrea & Mr. Carl Axelrod  
Andrew & Deborah Becker  
Ann Silverman & Israel Fridman  
Anonymous  
Anonymous  
Anthony Giarrusso  
Aryelle Murrell  
Avi Levine  
Barbara Goodman  
Bernard & Nancy Berkman  
Bright Funds  
Charles Homer  
Christine Abrams  
Citizens Bank  
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Claudia Gilman Eisenbaum\*

Colleen Moran  
Craig Miller  
Daniel Kahn  
Danielle & Dr. David Wachs  
David & Janet Goldberg  
David Lieb  
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Debbie & Shaul Berechman  
Deborah Kadish & Mr. Jan Rivkin  
Donald & Jill Shulman  
Dr. Debra Lerner  
Dr. Dongwoo & Ms. Haekyung Kim  
Dr. Elizabeth Kass  
Dr. Jane Rabb  
Dr. Lynne Layton & Mr. Oliver Buckley  
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José Varón & Phyllis Greene  
Joseph Marcus  
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Joseph Tarkoff & Jocelyn Segal  
Joshua Roth  
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Kate Sorkin  
Kelly Dougherty  
Kelly Levy  
Kyle Hastings  
Laurie Cohen  
Lawrence & Sara Berman

Lloyd & Sharon Mintz  
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Rachel Kalikow  
Rachel West  
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Rebecca Nalesnik  
Richard & Judy Mirel  
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Sarah Singer  
Sean May  
Shari Berman-Dicker  
Sharon Hessney  
Sidney Kushner  
Stacy Goodman  
Steven Surowitz  
Susan & Jim Sidel  
Susan & Robert Kaim  
Susan Black  
Susan Brill  
Suzanne Shahan  
The Blackbaud Giving Fund  
The U.S. Charitable Gift Trust  
Thomas & Kathy Powers  
Thomas Wilson  
Trina Rostron  
Yamileth Lopez\*

\*Member of the JVS Boston Board of Directors  
in FY23  
  
This listing acknowledges gifts received between  
October 1, 2022, and September 30, 2023. We  
made every effort to list all the names accurately  
and regret any omissions or errors. If an error has  
been made, please contact the Development  
office at giving@jvs-boston.org

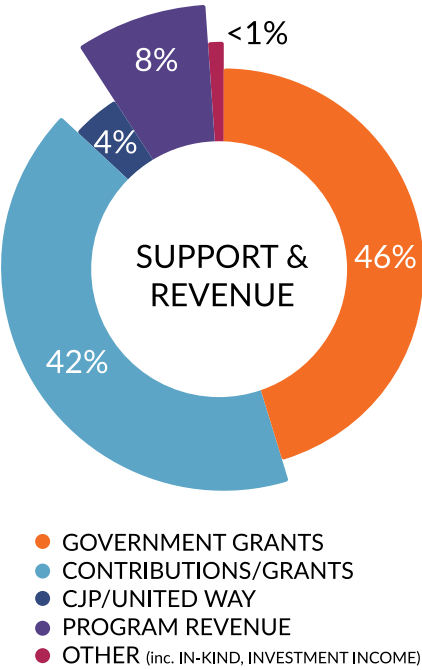


# FISCAL YEAR 2023

## FINANCIAL INFORMATION

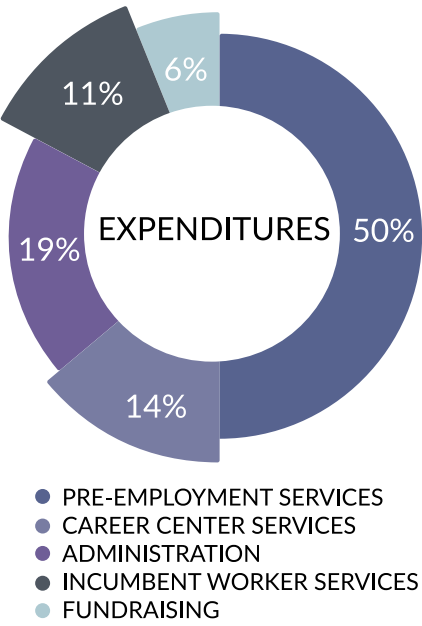
### Statement of Activities

	FY2023	FY2022
<strong>Operating Support and Revenue</strong>		
Government Grants	12,537,056	9,895,540
Contributions/Grants	11,269,784	6,154,292
Combined Jewish Philanthropies/United Way	987,035	2,024,200
Program revenue / Fee for Service	2,113,739	1,886,507
Other (inc. In-Kind, Investment Income)	131,792	56,806
<strong>Total Operating Support &amp; Revenue</strong>	<strong>27,039,406</strong>	<strong>20,017,345</strong>
<strong>Operating Expenditures</strong>		
Pre-Employment Services	12,894,663	10,480,538
Career Center Services	3,542,555	2,795,142
Administration	4,970,731	4,197,585
Incumbent Worker Services (Business Services)	2,742,601	1,986,263
Fundraising	1,597,817	1,628,825
<strong>Total Operating Expenditures</strong>	<strong>25,748,367</strong>	<strong>21,088,353</strong>
Change in Net Assets (Operating)	1,291,039	(1,071,008)
Change in Net Assets (Non-Operating)	3,572,237	(473,115)
<strong>Total Change in Net Assets</strong>	<strong><u>4,863,276</u></strong>	<strong><u>(1,544,123)</u></strong>
Beginning Fund Balance (Without Donor Restrictions)	8,454,144	10,113,484
Board Designated Fund Balance (Asset Transfer from BCAE)		
Ending Fund Balance (Without Donor Restrictions)	16,713,617	8,454,144



### Statement of Financial Position

	FY 2023	FY 2022
<strong>Assets</strong>		
Cash and Equivalents	10,374,878	6,569,149
Investments	5,846,935	5,205,659
Receivables (gov't, pledges, and notes)	4,661,139	5,690,984
Deposits, Prepays, and Right of Use Assets	3,552,757	352,788
Property and Equipment (net)	5,283,677	1,328,380
<strong>Total Assets</strong>	<strong>29,719,386</strong>	<strong>19,146,960</strong>
<strong>Liabilities and Net Assets</strong>		
Liabilities		
Payables	1,090,997	602,763
Accrued Expenses and Other	1,009,255	823,199
Lease and Loan Obligations	3,819,060	91,231
Deferred Rent	-	599,402
Deferred Compensation	724,984	565,196
Deferred Revenue	1,944,042	197,397
<strong>Total Liabilities</strong>	<strong>8,588,338</strong>	<strong>2,879,188</strong>
Net Assets		
Without Donor Restrictions	13,989,082	5,585,609
Without Donor Restrictions (Board Designated)	2,724,535	2,868,535
With Donor Restrictions	4,417,431	7,813,628
<strong>Total Net Assets</strong>	<strong>21,131,048</strong>	<strong>16,267,772</strong>
<strong>Total Liabilities and Net Assets</strong>	<strong>29,719,386</strong>	<strong>19,146,960</strong>



# JVS

## 2023

## BOARD OF DIRECTORS

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VICE-CHAIR	Jacob Rosenfeld
TREASURER	Jay D. Rosenbaum
SECRETARY	Claudia J. Gilman Eisenbaum
CHAIR EMERITUS	Joe Zeff*

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Catherine S. Bromberg	Jordana Mirel
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Dwight Clarke	Judith Obermayer*
Molly Galler	Gordon Owades
David Gibbs	Jennifer Perry
Marjorie Glazer	Michelle Rhodes-Volpe
Campe Goodman	Jennifer Rosenbaum
Michael S. Grill*	Jake Rosenfeld
Dean T. Hara	Ellen Segal*
Richard Heller	Eric Simas
Susan Houston	Jon Simon
Ben Inker	Mark Stein*
Yamileth Lopez	Richard Yanofsky
Jane Matlaw*	

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CHIEF DEVELOPMENT OFFICER	Jonathan Nierman
CHIEF FINANCIAL OFFICER	Jennifer Jewell
CHIEF INFORMATION OFFICE	Jim Santiago
CHIEF PEOPLE & CULTURE OFFICER	Kadesh Simms
CHIEF PROGRAM OFFICER	Sher Omerovic
SENIOR VICE PRESIDENT, EMPLOYER ENGAGEMENT	Mandy Townsend
SENIOR VICE PRESIDENT OF STRATEGY	Amy Nishman
VICE PRESIDENT, CAREER & ACADEMIC SERVICES	Elizabeth Hogan
VICE PRESIDENT, CAREER SERVICES	Doreen Treacy
VICE PRESIDENT, POLICY & ADVANCEMENT	Kelly Tessitore
VICE PRESIDENT, REFUGEE & DISABILITY SERVICES	Mirjana Kulenovic
MAJOR GIFTS OFFICER	Dawn Hayes

\* Classification of Net Assets changed in FY19 from Unrestricted, Temp Restricted, and Perm Restricted to Net Assets With Donor Restrictions and Without Donor Restrictions

\* Past Board Chair





JVS  
SKILLS JOBS CAREERS



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JVS Center for Economic Opportunity  
75 Federal Street, 3rd Floor  
Boston, MA 02110  
(617) 399-3131  
[www.jvs-boston.org](http://www.jvs-boston.org)

