

2019 Impact Report

BUILDING ON SUCCESS



SKILLS . JOBS . CAREERS

Pathways to Economic Advancement

Over the past three years, JVS implemented the first-in-the-nation Pay For Success project focused on workforce development. Through this work we expanded our footprint scaling our proven models to new communities.



4
Pathways to Economic Advancement



1,899
participants

43%
average wage gain



1,829
jobs



192,442
cumulative attendance hours



16
partners

8 sites



66
staff involved

171
volunteers involved



Letter From Our CEO And Chair

Dear JVS Friends and Supporters,

We were working on this report in March 2020, when the COVID-19 pandemic began in Massachusetts and we shifted all of our energy to crisis response and remote operations. It seems impossible to publish this report without acknowledging the profound changes we have seen since then. But as we turn to the vitally important work of economic recovery, we can look to our record of success and our proven models for helping people find jobs and build careers, as we strive every day to meet the needs of the Boston community through projects and partnerships with both local and national organizations.

In 2019, The Boston Foundation called JVS the “most prominent workforce development nonprofit in Boston.” In this report you’ll read about our highlights of 2019. For instance, we were pleased to introduce the animal care technician training program in partnership with Boston Children’s Hospital, as well as host the JVS Economic Opportunity Forum: Building Better Workplaces with guest speakers Aron Ain and David Weil. We proudly saw the launch of The Boston Foundation’s Project Catapult, an initiative investing in next-generation workforce solutions and the publication of four papers in partnership with SkillWorks and JVS. These papers focused on best practices that next-generation workforce development organizations are using to connect employers and jobseekers. Capping off our fiscal year, we officially completed enrollments in our multi-year Pay for Success project. The project is being evaluated using rigorous evaluation standards, including a randomized control trial, which ensures that government funds are being used effectively. Early outcomes for job placements and earnings are very promising, with the full report expected in Spring 2022.

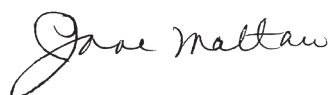
None of this would be possible without you: our employees, Board, friends, supporters, donors, volunteers, collaborators and colleagues throughout the communities we serve. To all of you, we offer our sincere thanks, and our recognition of your knowledge, efforts, generosity and ongoing participation in these pages. Your role in helping others across Boston and beyond to build new skills, achieve career advancement, and grow economic opportunities is both essential and valued.

Thank you for your continued support!

Sincerely,



Jerry Rubin, JVS President and CEO



Jane Matlaw, Chair, JVS Board of Directors



Building on Success

Pay for Success reaches major milestone

In 2016, JVS launched the first Pay for Success project in the United States to focus exclusively on workforce development. This project, known as *Pathways to Economic Advancement* sought to increase employment opportunities for limited English speakers and help them progress up the economic ladder. Success would be measured solely by the increase in participants' annual earnings.

Pathways' ambitious goal was to enroll 2,000 participants in 3 years. While this goal would be a stretch in the best of conditions, recruitment for Pathways faced additional economic and systemic hurdles. Launched during the tightest job market in a generation, Pathways found that less people were seeking supports to enter the workforce. The continued strength of the job market impacted workforce development and adult education programs across the board, as job postings outnumbered job seekers.



From left to right: Sunnary Mom and Nuha Hamimi, English for Advancement graduates, celebrating their accomplishments at the Pay for Success Lynn Celebration of Achievement event. The event brought together over 100 community partners, elected officials, students, and local families.



Ana Sandoval, English for Advancement graduate, celebrated with her family at the Pay for Success Lynn Celebration of Achievement event. Ana and her fellow students were cheered on by their families, JVS staff, and Governor Charlie Baker and Lynn Mayor Tom McGee.

Simultaneously, the policies implemented under the Trump Administration effectively ended new refugee arrivals and created an environment where immigrants, regardless of their legal status, were less likely to seek community services. As Pathways exclusively served limited English speakers, the combination of a strong job market and weakened federal supports for immigrants presented compounding obstacles for recruitment.

Yet, the scale of this project provided an opportunity for success. Instead of recruiting and operating programming exclusively from the JVS Center of Economic Opportunity in Downtown Boston, Pathways expanded service delivery to key neighborhoods in Boston, including Roxbury and East Boston, where unemployment rates are consistently higher than the city's average.

Jodel Maxis, EFA student at the Downtown Boston class.



Additionally, Pathways scaled services to the cities of Lynn, Lawrence and Lowell, all of which are designated “Gateway Cities” due to their loss of manufacturing jobs, sustained infrastructure, and large immigrant communities. This geographic expansion was supported through key community partnerships that provided classroom space, as well as recruitment supports. As a result of new communities to serve, strong community partnerships, and creative recruitment strategies, Pathways met its 2,000 participant enrollment goal in September 2019.

Successfully reaching the enrollment milestone indicates that Pathways services are in-demand, and ensures that the project has a robust dataset for evaluation. Once enrolled, a Pathways participant completes one of four programs – based on their interests and skill level. All participants receive classroom instruction, as well as one-on-one coaching supports. Program completion and job placement performance is exceeding expectations. Participants



JVS Staff came together for lunch after a successful day of English for Advancement outreach in East Boston. The Pay for Success program was able to reach the 2,000 participants enrollment goal through a variety of outreach tactics including many in-person outreach events in neighborhoods in the Greater Boston area and Gateway Cities.



From left to right: Ana Barrenquy, Joseph Willer Desir, Antonio Tatis, Jorgaq Bardhi, Jean Auguste and Aida Hailu (Instructor), taking a quick break at the English for Advancement Lynn location.

placed in jobs who were unemployed have, on average, increased their annual earnings by \$24,000. Of those participants who were working and have been placed into new jobs, their average annual earnings have increased by 56%¹. These interim outcomes are strong, and have tangible effects on the lives of our participants and their families.

The Pathways project is being independently evaluated and the final impact report is due to be released in Spring 2022.



On Dr. Martin Luther King Jr. Day, JVS staff volunteered to walk the city of Lynn, MA for a city-wide marketing campaign called Learn to Earn. The goal was to spread the word about our English for Advancement services to as many Lynn residents. The event paid off with 51 people showing up at the follow-up information session.

1 Based on JVS Boston's internal data collected from participants.

2018–19 Highlights



1. In November, JVS welcomed 25 visitors from Haifa, Israel who were visiting Boston for a week of study sessions and social events. These guests were part of the **CJP Boston Haifa Connection**, a partnership between our two cities which recently celebrated its 30th anniversary. The various sister agencies of CJP have close partnership programs around education, health and social services. The partnership at JVS centered around the Ethiopian Jewish community in Haifa. Additionally, JVS participated in an initiative called KURAT, a program that provided training that allowed Ethiopian adults to go beyond entry level positions, and assisted entrepreneurs to build successful businesses.



2. After a year of studying to complete their goals, **the Hi-Set class** at The Boston Home received their certificates of completion. Pictured from left to right: Laura Krauss, JVS Instructor; Keon Austin (bottom), Martine Leonard, Gina Horatius, Antina Thomas, Ingrid Marc-Celestin, Madga Alfred-Isme, Renee Barosy, Natashaia Dillon, Fausto Perez, Tiana Dossantos.



3. This year, JVS introduced the **Animal Care Technician Training Program**. The first cohort from this program earned \$16.50 per hour in training and have gone on to work in full-time permanent positions at Boston Children's Hospital with a starting pay rate of \$17.35 per hour as Animal Care Technicians in the ARCH department. Pictured from left to right: Jerry Rubin, JVS President & CEO, Hamza El Oumami, Jean Rillio Joseph, Seyedeh Maryam Arab, Edy Restrepo, Evandra Ramos, and Devi Shiwnath, Director of Business Development.

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5. In March, The Boston Foundation hosted a forum about their new initiative - **Project Catapult** - and how we can accelerate change in policy around workforce training. Jerry Rubin, JVS President & CEO, joined other panelists to discuss the challenges and opportunities that come with the current tight labor market. Through Project Catapult, JVS has been recognized as a model NextGen workforce development organization. Over 300 people attended the forum, and many others joined in via live stream.

4. We appreciate our volunteers every day, but **National Volunteer Appreciation Week** gave us the opportunity to show our volunteers how grateful we are for all the work they do. Throughout the week, we provided snacks and special activities at JVS for our volunteers as a token of our gratitude. We capped off the week by hosting a Volunteer Appreciation Night at Scholars Bistro. Over 90 JVS volunteers and staff members joined together to celebrate the JVS community and our wonderful volunteers.

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6. In May, we host our semi-annual **Economic Opportunity Forum: Building Better Workplaces**. The forum featured guest speakers, Aron Ain, CEO of Kronos, and David Weil, Dean of the Heller School at Brandeis University. The live-streamed event was moderated by Keila Barros, JVS' VP of People and Culture and opening remarks were provided by Justin Kang, Vice President of Economic Growth at the Greater Boston Chamber of Commerce. The hour-long forum focused on how employers can create better workplaces to the benefit of workers and employers. Pictured from left to right: Aron Ain, Justin Kang, Keila Barros, David Weil and Jerry Rubin.

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Our Supporters

We are grateful to the many individuals, foundations, corporations, and organizations who supported our work in 2018–2019. Thank you for working together with us to provide opportunities for thousands of people, including immigrants, refugees, people with disabilities, members of the Jewish community, and older workers.

\$250,000 +

Combined Jewish
Philanthropies
JPMorgan Chase Foundation
The Klarman Family Foundation
The Linde Family Foundation
The Michael and Susan Dell
Foundation
The Shapiro Foundation
United Way of Massachusetts
Bay and Merrimack Valley

\$100,000 to \$249,999

Amy and David Abrams
Barr Foundation
Edward Fein Foundation
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Corporation (LISC)
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Marek
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Leyla Negalgn was born in Ethiopia and lived in Egypt for 6 years. In February 2019, Leyla, her husband, Yohanes and their two children came to the United States and resettled in Boston. After struggling to find work on their own, Leyla and Yohanes came to JVS for job assistance. We helped them arrange childcare using a voucher from DTA, access transportation, improve their English skills, and search for work. Leyla and Yohanes both found full-time jobs at Bonapita and were able to practice their English skills at work. In June 2019, Leyla spoke about her journey at DTA's Client Celebration at the State House. Pictured above from left to right: DTA Associate Commissioner Amy Kershaw, Leyla Negalgn, JVS Career Coach Abdel Razak Kawaf, and DTA Commissioner Jeff McCue.



In June, we celebrated with 51 students as they completed our Bridges to College and English for Academic Success programs. The Bridges to College students all continued to Bunker Hill Community College or Quincy College to continue their education and receive a post-secondary certificate or degree. Representative Denise Provost addressed the students at the graduation, and we thank her for inspiring our students and her support of this program.

James and Amy Golov
Campe and Amanda Goodman
Janet and Mark Gottesman
Larry and Beth Greenberg
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MP Boston
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Judith Obermayer
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JVS Opportunity Circle

\$5,000 to \$9,999

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The Paul and Edith Babson Foundation
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Lisa and Neil Wallack

\$1,000 to \$4,999

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Anonymous
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Boloco
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Boston Children's Hospital
Boston Private Bank & Trust
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Catherine and Hillel Shahan Bromberg
Bunker Hill Community College
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Dana Farber Cancer Institute
Marna Dolinger, MD
Janice McKeown and Gregory Dumas
The Eastern Bank Charitable Foundation
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Penny and Richard Garver
Claudia Gilman Eisenbaum and Harry Eisenbaum
Scott Goffstein

JVS's **Opportunity Circle** is a special group of donors who supported our mission and our clients with gifts of \$1,000 up to \$10,000. These donors create a base of support that makes it possible for JVS to create genuine opportunity for so many and sustain our operations. Members of the Opportunity Circle receive exclusive quarterly updates and invitations to our graduations and special events.



Tsering Dolma emigrated to the United States in 2017 to join her husband. She had worked as a registered nurse in India and was eager to continue working in healthcare in the U.S. When she came to the U.S., she learned about the Bunker Hill Community College Welcome Back Center. There she was encouraged to enroll in the JVS Caring for Our Seniors: A Nurse's Aide Training Program to improve her skills and find a job in the healthcare field. Tsering excelled in her coursework, graduated in October 2018, and began working as a Patient Care Associate at Spaulding Rehabilitation Hospital in Cambridge. She returned to the BHCC Welcome Back Center, and they helped her study for and pass her professional equivalency exam for nursing. She is now a registered nurse working in the oncology department at Spaulding. In May, Tsering joined us at the JVS Gala as a client ambassador and shared her story with guests at the event.

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 Richard and Susan Yanofsky
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\$500 to \$999

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Community Support and Partners

ABCD Adult ESOL Program at
South Side

Academy for Healthcare Training
BEST Hospitality Training
Boston Chinatown
Neighborhood Center
Boston Private Industry Council
Boston Public Library – Hyde
Park Branch
Boston Public Schools
BrookView House
Bunker Hill Community College
Cambodian Mutual
Assistance Association
Casa Nueva Vida
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Combined Jewish Philanthropies
Cross Roads Housing
East Boston Adult Education Coalition
East Boston Neighborhood
Health Center – Education and
Training Institute
Economic Mobility Corporation
English for New Bostonians
FamilyAid Boston
Fenway Health
Greater Boston
Manufacturing Partnership
Heading Home
Hildenbrand
HomeStart Inc.
Hyde Park Community Center
Immigrant Learning Center
International Institute of New England
Jewish Community Relations Council
Jewish Family Services
Jobs for the Future
Lawrence Community Works

Lawrence Working
Families Initiative
Local Initiatives Support
Corporation (LISC)
Lynn Housing Authority and
Neighborhood Development
Mayor's Office of
Financial Empowerment
Mayor's Office of
Workforce Development
Mayor's Office of Returning
Citizens
Middlesex Human Services Agency
Neighborhood Jobs Trust
Phoenix Houses of New England
Project Hope
Quincy College
Re-vision
SkillWorks: Partners for a
Productive Workforce
Social Finance
Sojourner House
St. Francis House
St. Mary's Center for Women &
Children
The Bridgespan Group, Inc.
United Way of Massachusetts Bay
and Merrimack Valley
Victory Programs
WORK, Inc.
YMCA (316 Huntington Ave)

This listing acknowledges gifts received between October 1, 2018 and September 30, 2019. We made every effort to list all names accurately and regret any omissions or errors. If an error has been made, please contact our Development office at (617) 399-3272.



This past tax season, 40 JVS volunteers helped over 575 people file their tax returns and improve their financial health. In total, we helped our clients file for \$725,000 in tax refunds, including \$225,000 in Earned Income Tax Credit. Over 50% of people who used the tax site also signed up for a financial health checkup with one of our financial empowerment coaches. Thank you to all of the volunteers who make our tax site possible every year and to our Financial Opportunity Center funders: Santander Bank, N.A., Capital One, TD Charitable Foundation, and United Way of Massachusetts Bay and Merrimack Valley.



“I work with great people and I help make a difference in the students’ lives. I wish I had known about JVS when I immigrated to the US as it was very challenging.”

– Sheila Barbosa, JVS Volunteer (left)
with Thuria Alsirafi, ESOL Student

JVS Volunteers

Last year over 350 people volunteered at JVS. Together, they spent nearly 29,000 hours volunteering, and their efforts made a true impact in the lives of thousands of people throughout Massachusetts. Thank you!

100+ Hour Volunteers

Ann Ambiel	Sharon Hessney
Sheila Barbosa	Linda Hirsch
Carla Carletti	Kirk Kinder
Jiaying Chen	Craig Miller
Jean-Pierre Angel	Bernie Plovnick
Nick Breitstein	Fran Price
Chi-Nien (Wilson) Chen	Aletta Smith
Paula Dickerman	Arlene Stevens
Judy Ehrlich	Samidha Vartak
Kathleen Erwin	Rita Vogel
Wayne Everett	Julie Whelan
Gregory Fain	
Deborah Fogel	
Barbara Goodman	
Janet Gottesman	

Employer Partners

JVS fosters partnerships with local employers to design and implement training programs that achieve measurable business and workforce development goals. These programs include, but are not limited to: workplace English courses, adult basic education, college readiness classes, customer service training, professional communication, supervisory training, computer courses, and one-on-one academic and career coaching.

Thank you to our 2018–2019 employer partners:

A Faith that Does Justice
AmeriCorps
Beth Israel Deaconess Medical Center
Boloco
Bon Me
Boston Children’s Hospital
The Boston Home
Boston Medical Center
Brigham and Women’s Hospital
Brigham and Women’s Faulkner Hospital
Dana-Farber Cancer Institute
East Boston Neighborhood Health Center
Healthcare Financial, Inc. (HFI)
Hebrew SeniorLife
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Massachusetts General Hospital
Millennium Boston
New Balance
New England Baptist Hospital
Newton-Wellesley Hospital
Partners Healthcare
Polkadog Bakery
South Shore Health
Spaulding Rehabilitation Hospital
Stavis Seafoods
Sweetgreen
Tufts Medical Center
Vantage Builders
Whole Foods

Elevate: The JVS Gala

An inspiring evening benefiting JVS programs

This past May, we joined together with 400 supporters to celebrate the success of JVS and our incredible clients. Together, we raised over \$460,000 to benefit JVS programs and clients.

We were proud to honor Doris and Bob Gordon for their work in Boston, in Israel, and in Dnipro, Ukraine, which has helped so many to achieve economic independence. We recognized State Street Corporation for their long-standing commitment to opening educational opportunities for Boston residents, and their decade-long support of our Bridges to College and Careers initiative. We were also honored to be joined by Treasurer Deb Goldberg and State Representative Aaron Michlewitz.



JVS Client Ambassadors: Keith Kalungi, Stephanie Henderson, and Lydia Tumwesige with her family members

JVS client Lydia Tumwesige inspired us with the story of her journey. Growing up in Uganda, Lydia couldn't attend school regularly because of chronic malaria. When her family was forced to flee Uganda and seek political asylum in the U.S., Lydia got the chance to complete her education. With JVS's help, Lydia earned a certificate in Biotechnology and Good Manufacturing Practice from Quincy College and is working in the biotechnology field.



Left to right: Jane R. Matlaw, JVS Board Chair; Lydia Tumwesige, Client Ambassador, Jacob Rosenfeld, JVS Board Member; and Jerry Rubin, JVS President & CEO



Client Speaker Lydia hugs her mother after sharing her success story



JVS Board Members Ilana Braun, Michael Winter and Joe Goodman

Financial Information

Fiscal Year 2019

Operating Support and Revenue

	FY2018	FY 2017
Government Grants	\$6,007,425	\$5,559,192
Pay for Success	2,900,676	3,283,426
Contributions/Grants	3,866,264	3,647,408
Combined Jewish Philanthropies/United Way	2,171,233	2,100,637
Program revenue	1,654,329	1,431,245
Other (inc. In-Kind, Investment Income)	164,764	155,834
Total Operating Support & Revenue	16,764,691	16,177,742

Operating Expenditures

Pre-Employment Services	8,498,120	7,727,374
Career Center Services	2,761,891	2,741,071
Administration	2,455,392	2,274,036
Incumbent Worker Services (Business Services)	1,295,123	1,352,323
Fundraising	998,327	1,001,813
Total Operating Expenditures	16,008,853	15,096,617
Change in Net Assets (Operating)	755,838	1,081,125
Change in Net Assets (Non-Operating)	7,066	49,912
Total Change in Net Assets	762,904	1,131,037
Beginning Unrestricted Fund Balance	2,802,538	2,460,631
Ending Unrestricted Fund Balance	3,130,181	2,802,538

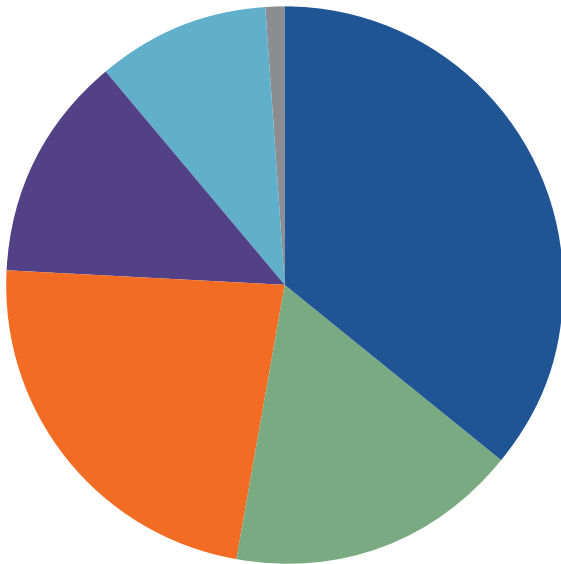
Full financial information is available on our website at www.jvs-boston.org/financials.

Honoring the Past, Building the Future

Lassor and Fanny Agoos

In the late 1870s, Lassor Agoos immigrated to Boston from Krynki (then Russia), and after settling in Newburyport and working as a peddler, he sent for his wife, Fanny, and his two young children to join him. As the Agoos family grew to seven children, Lassor founded a leather company and built it into a prosperous enterprise.



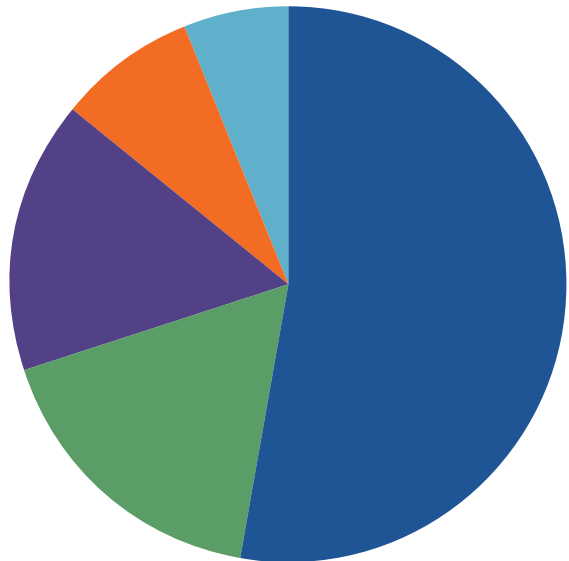


FY 2019 SUPPORT AND REVENUE

36%	Government Grants
17%	Pay for Success
23%	Contributions/Grants
13%	Combined Jewish Philanthropies/United Way
10%	Program Revenue
1%	Other (inc. In-Kind, Investment Income)

FY 2019 EXPENDITURES

Pre-Employment Services	53%
MassHire Downtown Boston	17%
Administration	16%
Business Services	8%
Fundraising	6%



In 1919, Lassar and Fanny established a Charity Fund with an initial sum of \$100,000. At that time, few foundations in the United States were created while the grantors were living, yet Lassar and Fanny were eager to witness the impact of their donations. And in an age when women were not included in most business matters, it is notable that Fanny was a Trustee of the Fund.

While deeply committed to the Jewish community, the Fund was established to

support worthy causes regardless of race or religious affiliation. Members of the Agoos family remain committed to the original philanthropic vision and gather each year to make pledges to exemplary non-profit organizations. In 2019, to mark the centennial of the foundation, trustees designated a gift of \$100,000 to JVS's Refugee Services, supporting opportunities for individuals who, like Lassar and Fanny, seek to build successful lives in this country.



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JVS Center for Economic Opportunity
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(617) 399-3131
www.jvs-boston.org



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