



SKILLS . JOBS . CAREERS

FY24

IMPACT
REPORT



TABLE OF CONTENTS

Letter from our President & Chair 1

Distinctive Coaching Model..... 2

 Coaching for All Ages: Launching Work Early, Expect Success

Success Story: Cash O. 4

Impact Numbers: Career Coaching 6

Barriers to Employment..... 7

 Breaking Barriers with English for Advancement

Success Story: Geraldynne 8

Impact Numbers: Countries of Origin10

Who We Serve12

High Growth Sectors & Quality Jobs14

 Expanding into the World of Biotechnology: Launching BioMAP

Success Story: Arian K.16

Impact Numbers: ArLab18

Education & Training Partnerships.....19

 ArLab: Our Partnership with Quincy College

Success Story: Mackendy S.20

Impact Numbers: Community & Employer Partners22

Advocating for Change24

 Launch of Public Policy Action Alerts

Impact Numbers: Public Policy.....25

Volunteer Feature: Barbara S.26

Elevate Breakfast28

Philanthropic Support30

Financials32

JVS Board & Leadership33

FY24

LETTER FROM OUR PRESIDENT & CHAIR

2024 was a pivotal year of strategy, innovation, and preparation for JVS Boston. In a rapidly evolving labor market, JVS is uniquely positioned to address the dynamic needs and challenges facing the Massachusetts workforce. Guided by a bold vision of Boston’s employment landscape in 2027, our three-year strategic plan outlines how, with our support, the region’s unemployed and underemployed populations will secure jobs to sustain their families, local employers will thrive, and communities across Greater Boston will benefit.

To achieve this vision, we identified five key strategic priorities that drive our work forward:

We are **elevating our distinctive coaching model** by codifying “The JVS Way” and expanding our career coaching services to ensure that every job seeker receives personalized, high-quality support. More than a decade of innovation has resulted in a scalable, comprehensive model for matching job seekers to high-quality jobs that set them up for success: what we call The JVS Way.

We continue to **target barriers to employment** by broadening our ESOL program offerings for immigrants and refugees and widening our Disability Services offerings to include 14- to 16-year-old students with disabilities. As a result, we increased enrollments by 33% across our career pathway training programs.

We are launching career pathway programs that equip job seekers with the skills and qualifications necessary for **quality jobs in high-growth sectors**, such as healthcare, biotechnology, and clean energy. One example is the new Biotechnology Manufacturing Program (BioMAP), which takes place at ArLab, our state-of-the-art healthcare and biotechnology career institute. We marked one full year of training on-site at ArLab in September. Since we opened the institute, 418 participants graduated from an ArLab training program and landed a job in their field.

We are **strengthening relationships with education and training partners** to create greater opportunities for job seekers. Through collaboration with key partners, we ensure that individuals have access to industry specific training and credentials that pave the way to long-term success. We take pride in **advocating for the people we serve** by focusing on

improving access to training, enhancing job quality, and shaping policies that support economic stability for families. As an active member of five policy-driven coalitions, we aim to amplify the voices of those we serve and influence meaningful change.

As we look ahead, JVS Boston remains steadfast in its commitment to supporting job seekers, fostering thriving communities, and driving innovation in workforce development. None of this would be possible without the ongoing support and generosity of our incredible community. Together, we are re-imagining what is possible for Boston’s employment landscape, developing lasting partnerships that benefit our economy, and creating life-changing impact on this generation and future generations to come.

Thank you for being an integral part of this journey.



Kira Khazatsky

Kira Khazatsky
President & CEO
JVS Boston



Abby Flam

Abby Flam
Chair of the Board of Directors
JVS Boston

DISTINCTIVE COACHING MODEL

JVS’s distinctive coaching model supports workers who face the greatest barriers to advancement. Through this model, our career coaches support individuals with disabilities, older workers, immigrants and refugees, members of the Jewish community, and others facing barriers to employment. We work closely with job seekers to help them identify their personal and career goals, and we provide longitudinal coaching and skills training to help place job seekers in entry-level roles and launch rewarding careers.

COACHING FOR ALL AGES: LAUNCHING WORK EARLY, EXPECT SUCCESS

The JVS Coaching Model is a pivotal aspect of the services we provide to job seekers. In 2024, our Disability Services team focused specifically on serving more young adults with disabilities by piloting innovative career development programs, expanding to the Greater Brockton area, and building new partnerships. According to our research, paid employment before graduating high school is a key indicator of long-term employment for people with disabilities; it’s critical to provide workforce development services for students while they are still in high school. There is a big need for expanded services for this population, so that young people with disabilities can close the gap between education and employment.

With an understanding of this need, JVS piloted the Work Early, Expect Success (WEES) program with Everett High School to provide coaching, hands-on industry exploration, and connections to paid summer employment for 14- to 16-year-old students with disabilities. Not only does this program provide coaching for the young people enrolled in the program, but it also offers coaching for parents. Parent coaching gives parents increased support by focusing on their children’s strengths, providing initial education about common barriers to employment, and supporting families’ high expectations of their students’ success.

In support of this initiative, JVS received funding from Everett Public Schools and research funding from the Deborah Munroe Noonan Memorial Research Fund. Through programs like WEES, we can provide employment opportunities, career coaching, and additional supports so students with disabilities can succeed as they graduate high school and enter the workforce.



21%

**Parental Expectations
of Employment**

Young adults whose parents expected them to work were 21% more likely to find employment

19%

**Paid Work Experience
During High School**

Young adults who had paid work experience during high school were 19% more likely to be employed 5 years after graduation

CASH O.

Current Occupation:

Materials Management Associate

Cash O. worked in a retail job for four years before being laid off because of the COVID-19 pandemic. After two years of unemployment, Cash was referred to JVS Boston and got connected with a career coach. His coach suggested Transitions to Work, a program serving individuals with disabilities to support them as they prepare for and secure employment. Throughout the program, Cash gained valuable skills that set him up for success. When he graduated, he began working at Spaulding Brighton as a receptionist. After just six months in the role, Cash was referred for a new job in the materials management department at Spaulding. Now, he is thriving in his new role and feels grateful for the support he continues to receive from the staff at both JVS and Spaulding.

What was your life like before you arrived at JVS?

Pre-pandemic I had worked a retail job for a nonprofit for about 4.5 years, but then the pandemic happened and that wasn't a sustainable job anymore. Once I got set up with a career coach at JVS, I put off applying for jobs because I had a lot of employment anxiety. When I found out about Transitions to Work, I really opened myself up to what that could be for me. I really, really thrived in that experience.

How has career coaching supported you in your employment journey?

After Transitions to Work, I worked with my coach to apply for a receptionist position at Spaulding Brighton. I live in Brighton, so I didn't have to deal with public transit, and it gave me a better chance to be on time for work, which is a thing that I've struggled with a lot in the past. I was a receptionist there for six months.

Then, my JVS coach told me there was a position opening in the materials management department. Richard, the head of the department, encouraged me to move into the position. He's been in this job for 16 years and has mentored many people with disabilities before me. My coach and Richard really made that happen for me, which was great.

Has anything in your life changed since you started coming to JVS?

I wasn't expecting to suddenly be able to get to work on time, or early in fact, and be working in a position that I was not familiar with before. First, I shadowed the fire sprinkler inspector at Newbridge on the Charles, and there were several things that I found myself doing again or for the first time. It was nice to see that I could do it and it helped me rebuild the confidence that I had lost over the previous three years.

Also, I've been lucky to be asked by JVS to speak at two different events. That's been a cool opportunity and I've been very grateful to have a good relationship with people and get to do those things.

What have you learned while at JVS? What did you enjoy about your program?

The nurturing kind of personalities of the people around me really made a massive difference. It felt like a safe place to fail, so I was able to try new things. I relearned the confidence that I could do all these things. I got a lot more experience talking to new people every day. I have a fair amount of anxiety, and it affected me a lot before Transitions to Work. While that hasn't melted away, I've gotten better at talking to people I've never met and connecting with them.



JVS CAREER COACHING

Clients who Received Financial Coaching in FY24

409

People who Received Career Coaching (general)

2860

Career Coaches

54

Programs that Utilize Career Coaching

100%

BARRIERS TO EMPLOYMENT

At JVS, we partner with people from all backgrounds, and we tailor our approach to create opportunities for those facing the greatest barriers to employment. These populations include workers of color, foreign born workers, older workers, young adults, caregivers, justice-involved individuals, and those with disabilities. Through coaching, training, and wraparound services, job seekers secure quality employment, grow their income, create stability for themselves and for their families, and will, over time, advance in their careers.

I came to Boston from Indonesia to help my mom when she got sick. Before Boston, I worked in a rice factory, as a driver, and did housekeeping. I couldn't speak much English, but I signed up for JVS classes. I started in Beginner's English in July 2023. JVS has helped my English and taught me about hotel work through VTP training.

AGUS S.
English for Advancement



TRAINING TO BREAK BARRIERS WITH ENGLISH FOR ADVANCEMENT

JVS Boston was founded by and for immigrants and refugees. Throughout our 86-year history, JVS has always supported of immigrants and refugees as they sought new opportunities. Since early 2023, Massachusetts witnessed a dramatic influx of immigrants and refugees, many of whom arrive with amazing talents and skills yet face tremendous barriers to employment, such as speaking English, cultural differences, and qualifications. When we all come together to support this population as they search for new jobs and careers, our economy will flourish.

JVS offers English for Advancement (EfA), which is designed to support job seekers who are learning to speak English in a workplace setting. With the increase in new arrivals, our EfA program saw a record number of enrollments, with our waitlist growing steadily. Thanks to a generous gift from the Cummings Foundation — the longest lasting gift in JVS Boston's history — our EfA program will receive regular funding over the next 10 years.

Additionally, JVS Boston was selected by the Massachusetts Office for Refugees and Immigrants to provide ESOL services at shelter sites. Equipped with this infusion of resources, we will be able to help more low- and intermediate-English speakers learn English and find new or better jobs through the program's customized one-on-one job coaching.

As the need for immigrant and refugee support services persists, JVS Boston is prepared to continue supporting individuals as they pursue financial wellbeing for themselves, their families, and their communities.

GERALDYNE S.

Current Occupation:
Certified Nursing Assistant

Geraldynes came to Boston from Haiti, where she studied anthropology and sociology, and worked as a teacher. When Geraldynes, her husband, and son arrived, she was pregnant and in search of a way to learn English. She enrolled in an English language training at JVS and the Certified Nursing Assistant training program at ArLab. Geraldynes successfully completed both the English classes and CNA training program. Since September 2024, shes been employed as a CNA at Massachusetts General Hospital Brigham. Geraldynes and her husband are now saving for a long-term housing solution for their young family of four.

What was your life like before you arrived at JVS?

Before I came to the U.S., I was a teacher in my home country. I studied anthropology and sociology, and I spent nine years teaching when I was at the university. This period was hard for me, but Im here now, and Im trying to start this new career as a nursing assistant. Im so grateful to have found JVS and to do this path with JVS.

Has anything in your life changed since you started coming to JVS? Ive had a lot of changes in my life since I started class with JVS. Now I can speak English. But not fluently, I do make mistakes...but I try to do my best. I did this CNA training...It was a pleasure for me as a teacher, because I know what I must do to learn...dealing with children and studying at the same time is a little bit difficult but Ive had a lot of change. Now I can speak, I can hold a conversation without an interpreter... I used to have an interpreter when I went to hospital, and when I had to speak about my children at school. And now I can hold the conversation for a long time.

What have you learned while at JVS? What did you enjoy about your program? Like I said before, I really enjoyed this time. I learned a lot, I can speak...And I love the way the JVS staff work with us. They are there for us. They help us every time. If you need something, they are here...I really appreciate that. The way JVS helps other people, other people like me, there are many, many – it is not only me, but my classmates also really appreciate that from JVS.

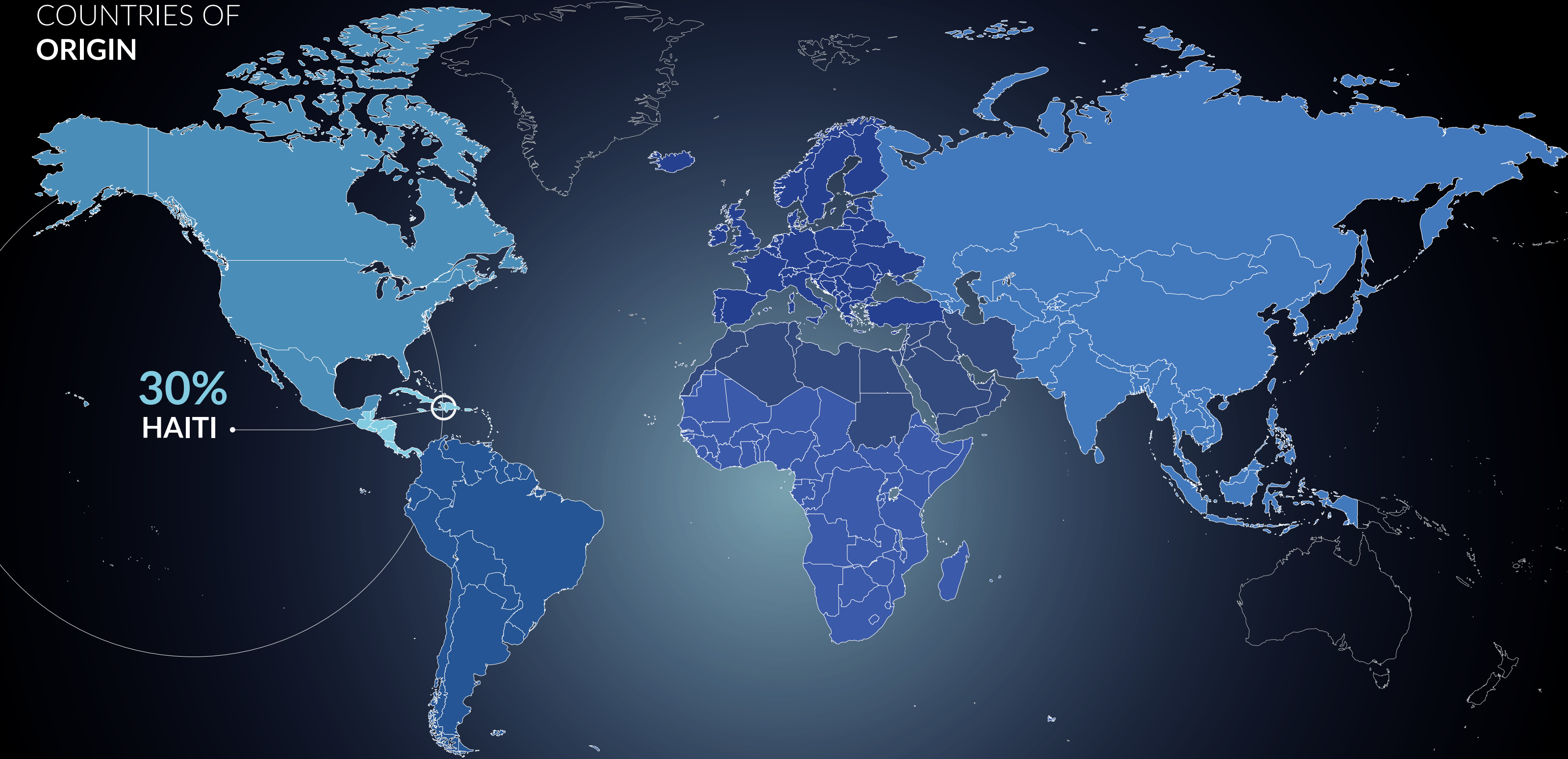
Explain the job you currently have and the career goals you have for the future. In the CNA program I found a place to grow up and help people. As a teacher I was always in this assistant role. And then, the flexibility I found in this position helps me a lot with the needs of my family...I am excited to start working. When we came to this country we lived with relatives. Now, my husband and I work. We hope in October, we can have our own place to live.

In the future, I want to go to nursing school...But before that, Im going to work and continue my English class. I am going to try to do my best to be present in the class and improve my English, and after that, go to nursing school.

I am grateful for this opportunity I got from JVS. This opportunity was not only for me, it was for my two kids and my husband also. I wish that I can help other people to try to do their best and to know there are many organizations like JVS who are here to help people like me, people who need it. And I want also to say thank you to the donors who support JVS. I really appreciate it and Im grateful to have this opportunity. I hope that I can be a motivation for other people who live in a similar situation in their life.



COUNTRIES OF
ORIGIN



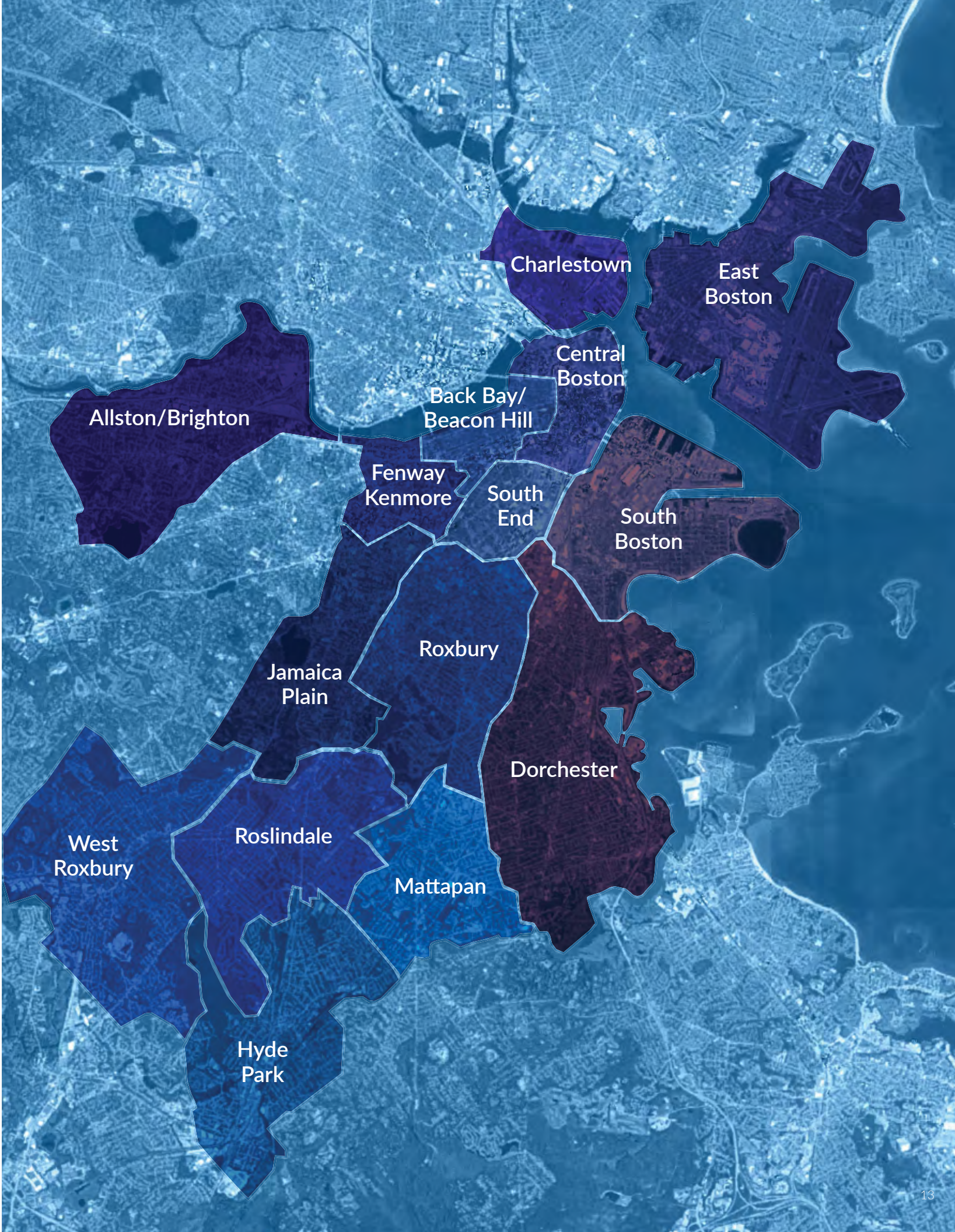
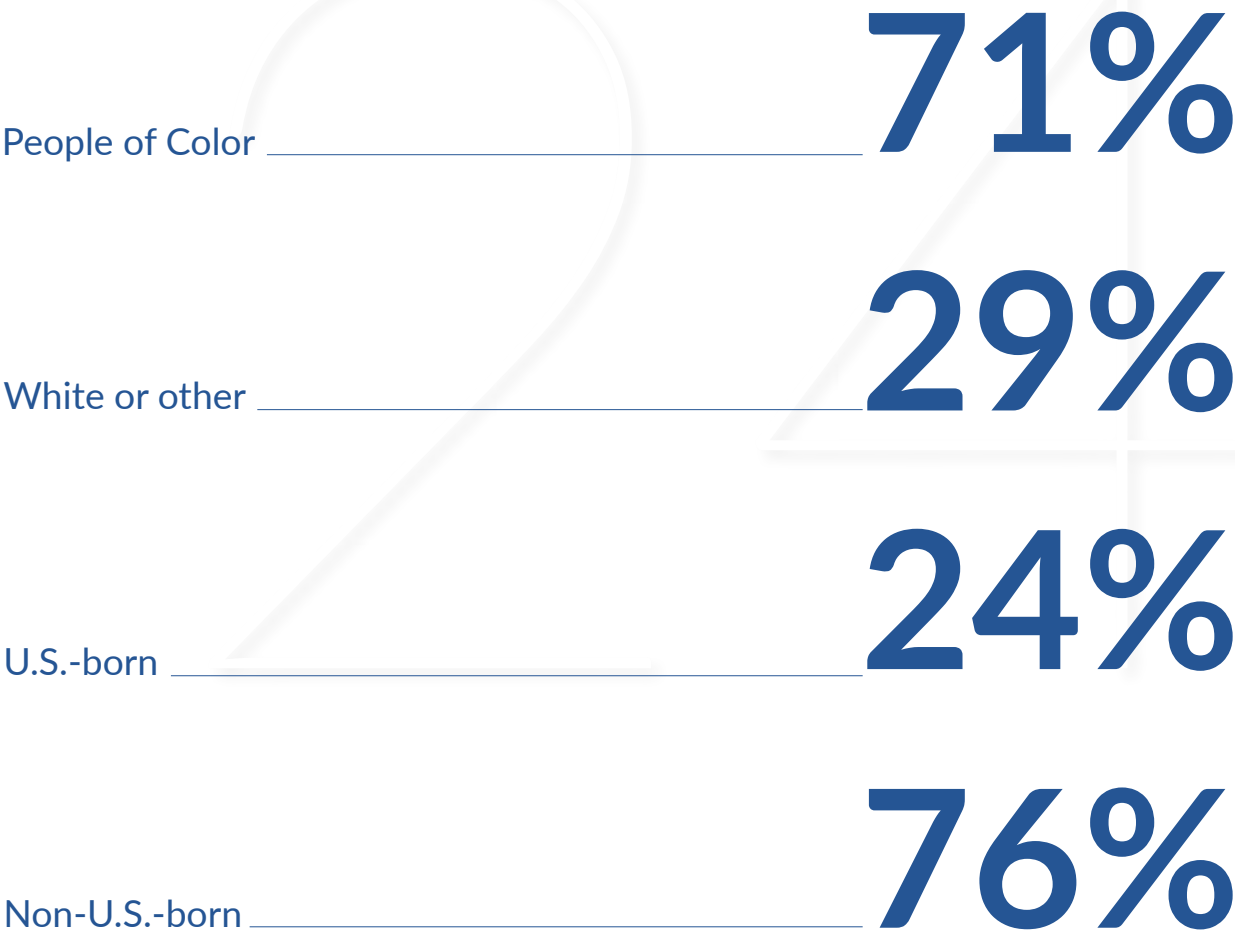
At JVS Boston, we partner with job seekers from all over the world. In total, 71% of people we served in 2024 were foreign-born individuals from 108 countries, with 30% coming from Haiti. This map represents where our 2024 program participants are from.

Central America & Caribbean	North America	Asia	Sub-Saharan Africa	South America	Middle East & North Africa	Europe
41%	23%	8%	6%	6%	5%	4%

WHO WE SERVE

Just as we serve people from all around the world, we also serve people across the city of Boston. This map shows the main areas in the city where our clients live and work. 71% of our job seekers identify as People of Color and nearly 24% of people we serve are U.S.-born Bostonians.

<u>Dorchester</u>	25.6%	<u>South End</u>	2.7%
<u>Roxbury</u>	19.5%	<u>West Roxbury</u>	< 2%
<u>Hyde Park</u>	13.7%	<u>Fenway/Kenmore</u>	< 2%
<u>Mattapan</u>	9.5%	<u>South Boston</u>	< 2%
<u>Allston/Brighton</u>	5.8%	<u>Central Boston</u>	< 2%
<u>East Boston</u>	5.7%	<u>Back Bay/Beacon Hill</u>	< 2%
<u>Jamaica Plain</u>	4.4%	<u>Charlestown</u>	< 2%
<u>Roslindale</u>	4.1%		



HIGH GROWTH SECTORS & QUALITY JOBS

By focusing on strong pipelines and high-quality jobs, we can build a more effective system that benefits everyone and creates lasting change. JVS has expanded partnerships with employers in high-growth sectors, including those in areas outside of Boston that have high concentrations of jobs and workers. When workers secure jobs that align with their skills and offer ample opportunities for advancement, everyone benefits.

EXPANDING OUR IMPACT IN BIOTECHNOLOGY: LAUNCHING BIOMAP

In 2024, the Healey-Driscoll Administration and the Massachusetts Life Sciences Center (MLSC) announced that they would put \$1.82 million into life science workforce training partnerships through the MLSC’s Pathmaker program. Equipped with our training facilities at ArLab, we had the infrastructure to develop a biotechnology job training program that could quickly produce high quality trainees to fit the needs of Boston area biotechnology companies and job seekers.

After receiving a Pathmaker grant from MLSC, we launched the Biotechnology Manufacturing Associate Training Program (BioMAP), an eight-week training program designed to train Massachusetts residents for biotechnology jobs and careers in a laboratory setting.

Our unique partnership with Quincy College (see more: p. 19) enables us to combine the soft skills of financial literacy, networking, and workplace communication with the hard skills of laboratory safety, centrifugation, and protein electrophoresis. Participants gain all the skills they need over the course of the program, which is tailored to fit the schedules of program participants.

By partnering with local biotechnology manufacturers like Takeda Pharmaceutical Company and Bristol Myers Squibb, we’ve been able to place our participants in quality jobs throughout Greater Boston. Graduates of the BioMAP program work as logistics coordinators, lab support technicians, and quality control technicians, often making \$25/hour or more.

Sunny Uchendu, one of our employer partners from Takeda Pharmaceuticals, said: “The skills and experience ArLab instilled in the students are evident and crucial to excelling in this rapidly evolving field...Not all biotechnology programs are created the same — the students are very knowledgeable on the basics, which is a testament to ArLab.”



“The skills and experience ArLab instilled in the students are evident and crucial to excelling in this rapidly evolving field...Not all biotechnology programs are created the same — the students are very knowledgeable on the basics, which is a testament to ArLab.”

SUNNY UCHENDU
Employer Partner
Takeda Pharmaceuticals

ARIAN K.

Current Occupation:

Senior Clinical Research Coordinator

Arian moved to the United States from Iran. Before finding JVS, Arian was unsure of her career, and didn't know how to take the next step toward a long-term career path. She received career coaching, and even enrolled in the Bank Career Training Program. However, after networking and exploring other career opportunities, Arian discovered her love of research and healthcare. Now, Arian works as a Senior Clinical Research Coordinator at Beth Israel Deaconess Medical Center.

What was your life like before you arrived at JVS?

As I began my search for a new position in Boston, I felt a mix of excitement and uncertainty. Navigating the job market can be daunting, but my experience with JVS was transformative. Their dedicated team provided not just practical guidance through the interview process but also invaluable emotional support. From personalized resume workshops to mock interviews, JVS helped me refine my skills and boosted my confidence. They understood the challenges I faced and offered encouragement every step of the way. With their resources and support, I felt more prepared and empowered to present my best self to potential employers.

Has anything in your life changed since coming to JVS?

Since I started coming to JVS, my life has changed significantly. The support and resources provided have not only helped me in my job search but have also boosted my overall confidence and direction. Before JVS, I often felt overwhelmed and unsure about my career path. The workshops and training sessions equipped me with practical knowledge that I could apply immediately, making me feel more competent and prepared for interviews. Additionally, the emotional support and encouragement from the staff and fellow participants created a sense of community. I no longer felt alone in my journey.

What have you learned while at JVS? What did you enjoy about your program?

The support from JVS throughout this experience was exceptional; they not only equipped me with the tools I needed but also offered encouragement and guidance. While at JVS, I learned a wealth of skills and insights that have greatly enriched my professional journey. What I

enjoyed most about my program was the collaborative atmosphere. The group workshops fostered a sense of community, allowing me to connect with others who were on similar paths. Sharing experiences and challenges made the process feel less isolating, and the encouragement from both the staff and my peers was incredibly motivating.

Explain your current job and your career goals.

As a Senior Clinical Research Coordinator, I manage and oversee clinical trials, ensuring they run smoothly and in compliance with regulatory standards. Looking to the future, my career goals include advancing to a leadership position within clinical research, such as a Clinical Research Manager or Director.

I aim to deepen my expertise in study design and regulatory compliance while also mentoring junior staff to foster a collaborative team environment. I'm interested in contributing to innovative research methodologies and exploring opportunities in patient advocacy within clinical trials. Ultimately, I hope to be part of groundbreaking research that improves patient outcomes and contributes to the advancement of medical science.



ArLab:

OUR IMPACT SO FAR

Students Enrolled in ArLab Programs in Two Years

823

Average Class Size

13.7

Average Hourly Wage for Program Graduates

\$20.46

WHO WE SERVE AT ArLab

New Career Pathways Launched

4

ArLab Students Speak a Language other than English

51%

ArLab Students Identify as Female

74%

ArLab Students are from Outside the United States

59%

EDUCATION & TRAINING PARTNERSHIPS

We believe that building intentional and strategic relationships with education and training partners will create even greater opportunities for our clients to advance along their career pathway. With strong education and training partnerships, job seekers receive the necessary training to secure promising entry-level jobs in high-demand industries, and workers can take advantage of continuing education opportunities to advance their careers over time.

ARLAB: OUR PARTNERSHIP WITH QUINCY COLLEGE

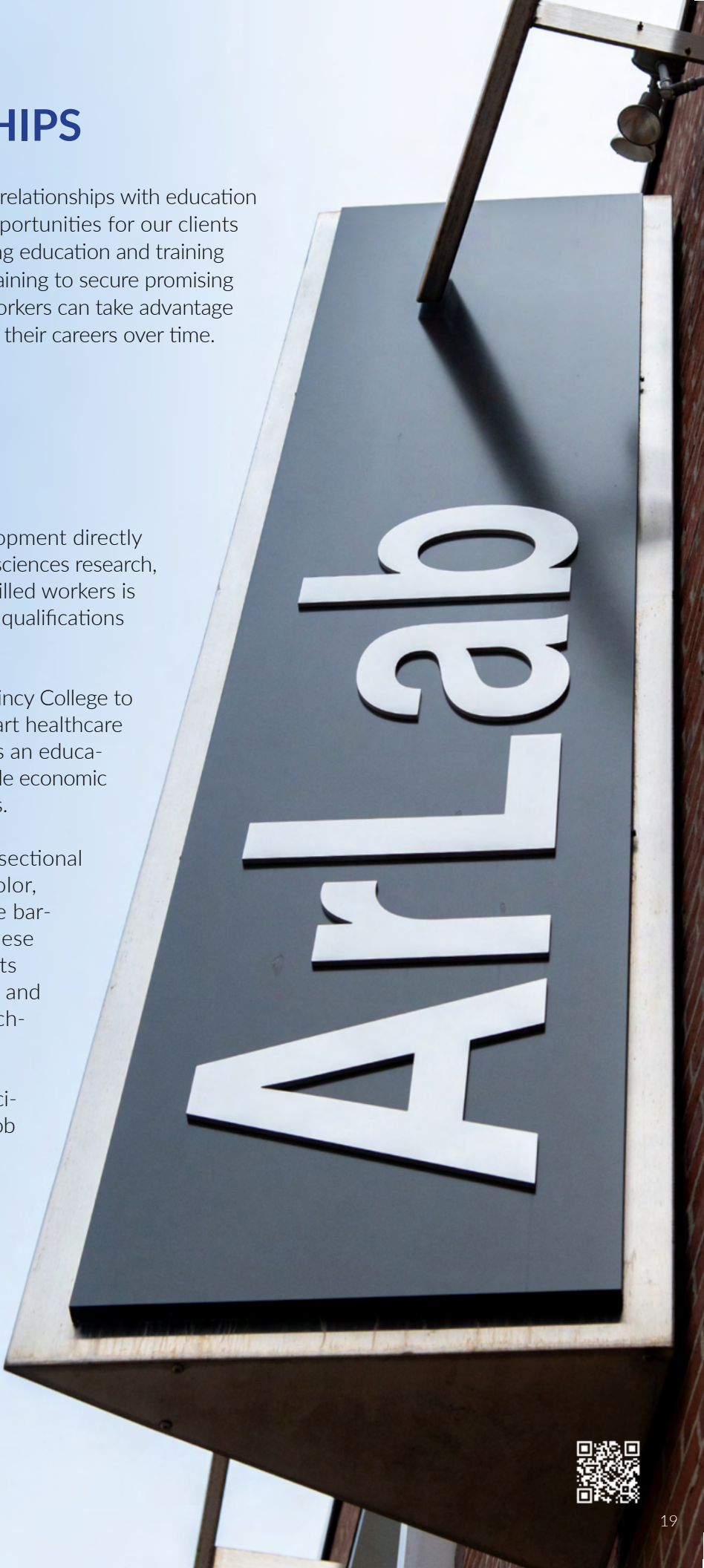
In Massachusetts, the need for workforce development directly reflects the high growth in industries such as life sciences research, healthcare, and clean energy. The demand for skilled workers is growing, yet many job seekers lack the skills and qualifications necessary to fill open positions.

To bridge this gap, JVS Boston partnered with Quincy College to create career pathways at ArLab, a state-of-the-art healthcare and biotechnology career institute. ArLab creates an education-to-employment ecosystem that fuels equitable economic mobility and community prosperity for job seekers.

At ArLab, we serve people who face many intersectional barriers to employment, including People of Color, immigrants, and refugees. We hope to lower the barriers that affect accessibility to quality jobs in these competitive sectors. By doing so, Massachusetts employers can confidently hire ArLab graduates and increase representation in healthcare and biotechnology careers.

Programs target in-demand jobs, and place participants on a career pathway that makes sense for job seekers, employers, and the labor market. We collaborate with key employers and training partners to design programs that ensure students learn the necessary skills and complete the required education and certification processes, so graduates can step directly into a career.

ArLab's success depends on strong partnerships between education, workforce development, and local employers. By partnering across sectors, we can utilize ArLab as an innovative one-stop shop for both job seekers and employers for many years to come.





MACKENDY S.

Current Occupation:

Early Childhood Educator

As a refugee from Haiti, Mackendy wanted to start a new career in Boston so he could support his wife and children. He held a director-level role with Child Protective Services in Haiti and wanted to remain in this field. After working with a career coach, he enrolled in the Early Childhood Education program. Our staff connected Mackendy with an internship, where he gained valuable experience in the classroom. Through the ECE program, he also received a scholarship from Urban College to enroll in a Child Growth and Development class. Now, Mackendy works as a certified Lead Teacher at Little Sprouts, and dreams of continuing his career as a child protection officer here in the States.

“JVS is like a big family that knows every need of its members and recognizes their strengths and weaknesses in order to strengthen them.”

What was your life like before you arrived at JVS?

I am an immigrant who left everything in his country of origin because of a political crisis like no other, to come and start over in another country whose culture and language I do not know, and I had no one to count on for this new beginning. I only felt uncertainty, anxiety, and a lot of apprehension. However, with my faith and God, I lived with this glimmer of hope that He can transform this circumstance of uncertainty into a secure future.

Has anything in your life changed since coming to JVS?

The first virtual meeting I had with JVS through Sonja... was an answer to my prayer, since I wanted to find a scholarship in a field to make a career out of it, and to find a job where my already acquired skills could be useful. Indeed, JVS really knows how to go about it, it is like a big family that knows every need of its members and recognizes their strengths and weaknesses in order to strengthen them. Today I'm a certified teacher, and I received my certificate in Lead Teacher, all this after receiving the JVS scholarship in Child Growth and Development from Urban College. And in addition, I work in an internationally renowned institution.

What have you learned while at JVS? What did you enjoy about your program?

What I have learned from JVS is invaluable, the way the staff values each human, the way they take care of you, sensitive to the smallest detail, they offer you support every step of the way and in fact it is as if the staff is living your daily reality with you.

Explain your current job and your career goals.

First and foremost, as an educator, I continue to satisfy my intellectual curiosity with solid and relevant training to have a better impact on the development, not only of academic skills, but also of social, emotional, and physical skills of my students. And finally, to seek the path that leads me to the position that I have dreamed of so much, that of a child protection officer who puts children first, because they are the future of a better world if we offer them a safe, social, inclusive, cognitive, stimulating environment and to define policies for comprehensive and integrated care.

COMMUNITY & EMPLOYER PARTNERS

We are so thankful to the organizations and employers 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 FY24 community and employer partners:

A Faith that Does Justice
A Home 4 Everyone
ABCD
Adelante Project (BIDMC)
Agencia Alpha
Bay Cove Fuller Mental CCS
BAY-CASH
Baycove Human Services
BCWP
Benchmark Senior Living
Beth Israel Lahey Health
BMC NICU Partnership
BMC/Healthy Baby, Healthy Child
Bon Me
Boston Adult Technical Academy
Boston Children’s Hospital
Boston Community Pediatrics
Boston Green Academy
Boston Housing Authority (BHA)
Boston International High School
Boston Medical Center
Boston Medical Farmers Market
Boston Prep High School
Boston Private Industry Council
Boston Public Health Commission (BPHC)
Boston Public Schools
Boys & Girls Clubs of Dorchester
BPS Guidance
Brigham & Women’s Hospital
Brookview House
Cambridge Community Learning Center
Cambridge Health Alliance
Cambridge Housing Authority
Cambridge Pre-School of the Arts
Camp Hale - USES | Camp Hale
Campus Childcare
Caritas Communitites
Casa Espseranza
Casa Myrna
Casa Nueva Vida
Castle Square Tenants Organization (CSTO)

Centro Presente
Cambridge Health Alliance (CHA)
Charlestown High School
Chelsea Housing Authority
ChildCare Choices
Children’s Law Center of Massachusetts
Children’s Services of Roxbury
Children’s Village
Citizens for Citizens, Inc.
City of Boston – Returning Citizen
City of Cambridge
Combined Jewish Philanthropies
Commonwealth Corporation
Community Development, City of Lynn
Criminal Resources for Justice
Crispus Attucks Children’s Center
CVS Health
Dana-Farber Cancer Institute
Davis Family Childcare
Denovo - Community Legal Services & Counseling Center
Department of Housing Community Development (DHCD)
Dimock Center
Discover Me Schoolhouse
Dove, Inc.
Dress for Success
DUET
East Boston Social Centers
Eco Sober Homes Boston
Edgerly Family South Boston Boys & Girls Club
Ellis Early Learning
Encore Boston Harbor
English for New Bostonians
Enroot
Epiphany ELC
Epiphany School
Everbrook Academy
Everett Public Schools
FamilyAid
Father Bill’s and Main Spring

Faulkner Hospital
Furnishing Hope
Genunity
Gibbs Software Solutions
Greater Boston Legal Services
Greater Boston Nazarene
Compassionate Center (GBNCC)
Harvard Legal Aid Bureau
Harvard Street Neighborhood Health Center
Health Law Advocates
Hebrew Senior Life
Hill House Boston
Horizons for Homeless Children
Housing Corporation of Arlington
Housing Families
House of Possibilities (HOPe)
ICNA Relief – Amal Women’s Center
IFSI
Immigrant Learning Center
Jamaica Plain Community Center
Adult Learning Program
JCC Greater Boston
John F Kennedy Family Service Center
John Nagle Co.
Justice 4 Housing
KIPP Academy
LabCentral
Lawyer’s Clearing House
Lesley University Threshold Program
LIHEAP - Home Energy Assistance
Little Amigos
Little Sprouts
Local Initiatives Support Corporation (LISC)
Lovin Spoonfuls
MA Good Neighbor Fund: Salvation Army
MAPS- Massachusetts Alliance of Portuguese Speakers
Margaret Fuller House
Mariposa Child Center
Marjeli Day Care, Inc.

Mass General Brigham
Mass GOV
Massachusetts Affordable Housing Alliance
Massachusetts AFL-CIO
Massachusetts Clean Energy Center
Massachusetts Eye & Ear Institute
Massachusetts General Hospital
Massachusetts Life Sciences Center
Massachusetts Office for Refugees & Immigrants
Mayor Michelle Wu’s Cabinet of Community Engagement
Mayor’s Office of Workforce Development
McLean Hospital
Medford Before/After School Office
Metropolitan Mediation Services
MIRA (Massachusetts Immigrant & Refugee Advocacy Coalition)
Mission of Deeds
Mission Safe18 John Eliot Sq, Boston, MA
MOIA
Mujeres Unidas Avanzando (MUA)
My Brothers Keeper
My Little Rainbow Playhouse
Neighborhood Health
Neighborhood Jobs Trust
New England United 4 Justice (NEU4J)
New Life Furniture Bank
Newton Youth Services
Newton-Wellesley Hospital
North Suffolk Mental Health Associations (NSMHA)
Northbridge Companies
Northeast Arc
Northeastern University
Nurtury
NYATEP
Office of Boston City Councilor Julia Mejia
Old Colony YMCA
On the Rise
On the Road to Success Day Care
Our Future Learning Center
PACE Childcare Works
Panera Bread
Panlyfe Project 333- Voice of Tabernacle Multiservice Center
Parent/Professional Advocacy League
Pine Street Inn
Project Bread FoodSource Hotline

Project Hope Boston
Project Just Because
Project Place
Rian Immigration Center
Rosie’s Place
Roxbury YMCA of Greater Boston
Saheli
Salem Hospital
Salem YMCA
Self Help Inc
Shattuck Childcare
Sitters for Scholars
Sitters without Borders
SkillWorks: Partners for a Productive Workforce
Sojourner House
South Shore Health
Southern Jamaica Plain Health Center
Southshore Community Action Council
Spaulding Rehabilitation Hospital
St. Mark Community Education Program
Stone House
Tailored for Success
The Boston Home
The Haitian-Americans United, Inc. (H.A.U.)
The Network/LaRed
The STEM Van
ThermoFisher
Tiny Hand’s Enrichment Center
Torigan Family YMCA
True Alliance Center, Inc
UMass Memorial Health
United Way of Mass Bay & Merrimack Valley
United Way of Massachusetts Bay
Visciarello Catering Group
Walgreens
West End House
Women Encouraging Empowerment
Wulf’s Fish
Yal-Day New Day Care Center
Yawkey Center for Early Childhood & Care
YMCA

ADVOCATING FOR CHANGE

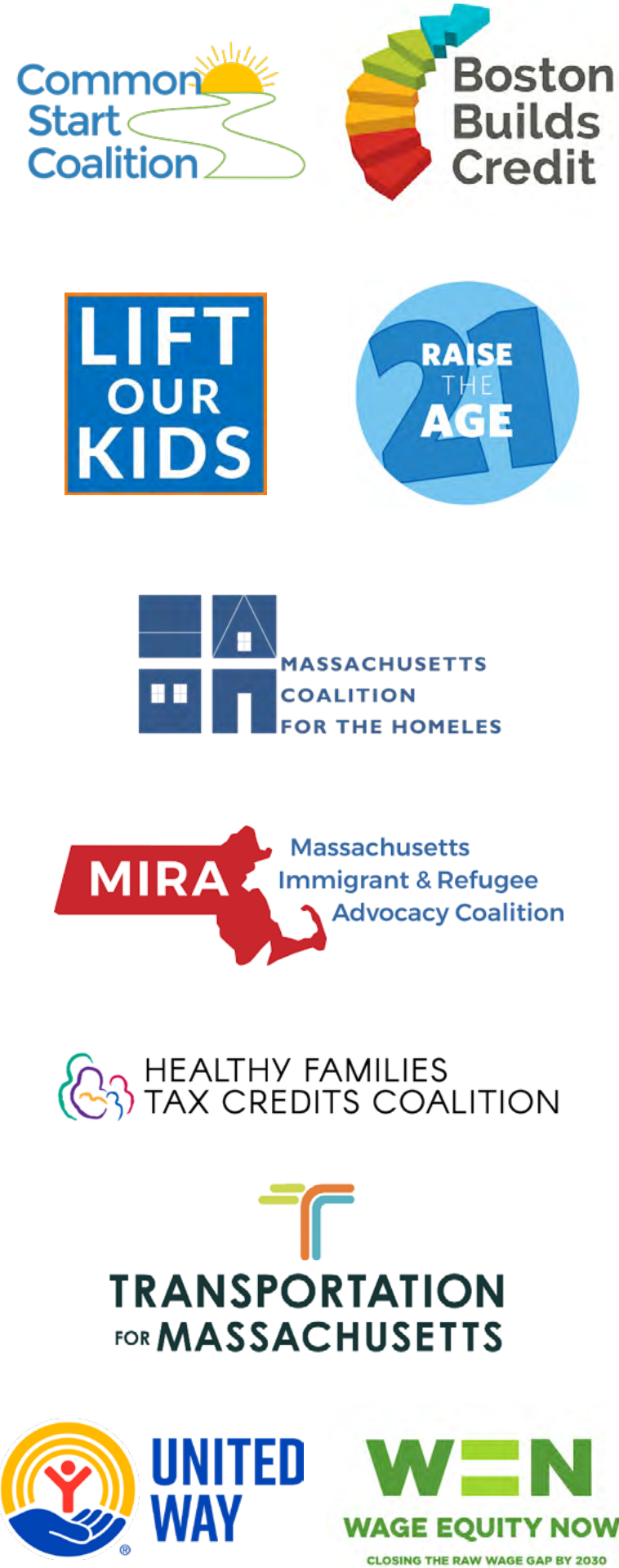
As job seekers transform their lives through economic advancement, we recognize the systemic challenges that impact families, communities, and the workforce. We have expanded our advocacy for funding and public policy changes that will benefit the people we serve now and in the future. We plan to grow these efforts over the next three years by focusing on policy areas that have the biggest impact on the lives of our clients.

LAUNCH OF PUBLIC POLICY ACTION ALERTS

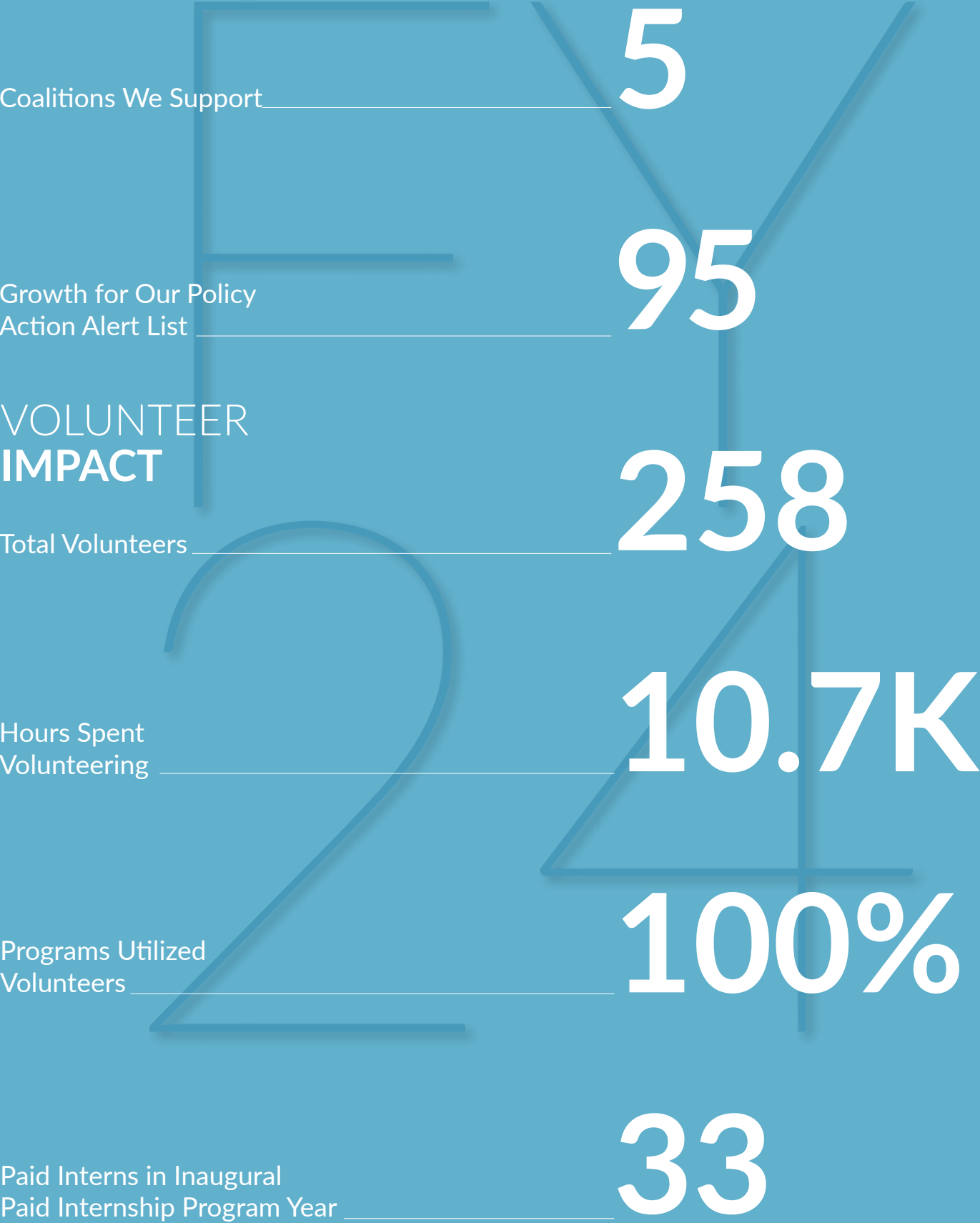
The JVS Public Policy Committee partners with coalitions and organizations who advocate for positive changes that have a direct impact on our clients' ability to find and grow meaningful careers. JVS does not lead efforts, but instead contributes our unique workforce development perspective to key issues led by experts and amplifies those efforts through our community. Based on the lived experiences of our clients, we've identified childcare, income support, and transportation as areas of particular importance for ensuring access to work.

In 2024, the committee launched Action Alerts, which present a network of JVS community members with opportunities to take action in support of our clients. By vetting requests from coalitions and partner organizations, we curate tailored Action Alert emails that provide simple opportunities for our community to support issues like Raise the Age, the Physician Pathway, transportation costs, and more. Action Alerts cut through the noise to ensure advocacy is amplified and to maximize the benefit to the people we serve.

Interested in joining this community and making a difference? Scan here:



PUBLIC POLICY



VOLUNTEER SPOTLIGHT

BARBARA S. VOLUNTEER SINCE 2018

After moving from Connecticut to Boston, Barbara was looking for a volunteering opportunity to get involved in her new community. Barbara volunteers in the ESOL program as a classroom assistant. She diligently shows up to class each week to support students as they learn English for the workplace. Originally from South Africa, Barbara resonates with the lived experience of many individuals enrolled in these programs and provides much-needed classroom support for our teachers and students alike.

How did you get involved with JVS? When I first got to Boston, I was overwhelmed by the move. I've done volunteering for many years...my parents were always involved in volunteer activities. That was the model for us, and it's what we modeled for our children. So, when I came [to Boston] I got connected to JVS through a family friend.

What do you enjoy about volunteering? Walking into any new classroom can be overwhelming and scary, but I love seeing the students gain their confidence, gradually find their voice, and become part of the classroom community. I enjoy watching that progress and the transition to who they become as they connect with other students and ultimately learn enough English to find a job.

Sometimes, when students leave the program because they find a job, I have a sort of tug in my heart, because I'll miss them. But then I remind myself of the mission of JVS, which I really believe in. When someone graduates from the class, I have to say, "If they found a job, then we have done our job!"

What have you learned during your experience as a volunteer with JVS? We immigrated here in 1976. I spoke English but...I still struggled as an immigrant. And then I see these students coming here under different circumstances – many are fleeing – and we certainly didn't flee. Yet despite their language struggles, trying to understand American culture, and having to aspire to jobs that are so different from what they've come from, they show courage and maintain their own dignity, no matter if they're a lawyer or a nurse in their home country and they must start out perhaps as a dishwasher, a truck driver, or a hotel housekeeper. They work so hard to make a new life for themselves, and yet they haven't lost sight of their dreams. I admire them so much, and it's a privilege to work with them.

There's so much turmoil in this country and the world; most of the time I feel so helpless. And then, sometimes I leave JVS and say to myself, "Maybe, just maybe I made a difference in somebody's life today." And that's a good feeling - I'm doing something that might make a difference.

What would you say to anyone who's thinking about volunteering at JVS? That it's an incredible organization - the mission, the partnerships that you've established with various companies, and the English learning program is a very good one. Volunteers are appreciated and well used, and the students are amazing. It's a very rewarding and enjoyable experience. I look forward to Wednesday mornings... It's totally worth it from a volunteer perspective.

“Maybe, just maybe I made a difference in somebody's life today.”

elevate: JVS BREAKFAST
MAY 2024

We had such a great time with so many of our supporters, partners, and community members at *elevate: The JVS Breakfast*. Thank you to all our event sponsors, specifically our presenting sponsor, CVS Health.

Yvonne Hao, Secretary of Economic Development, spoke of the challenges facing employers in our workforce, and shared about work she’s doing with the Healey-Driscoll administration to mitigate these challenges. She shared, “When I started in this role, I talked to [someone] who told me I had to get to know JVS. So that’s exactly what I did.”

Thank you to our panelists, Steven, Janae, and Reham, who shared about overcoming obstacles to employment through JVS services and programs. It was amazing to hear how their hard work has led each of them to quality jobs in strong career pathways where they can continue to grow professionally.

“Never has there been the need for JVS that there is today—and never this opportunity to change the trajectory of thousands of lives...None of what you have seen and heard about today would be possible without people like you investing in this work. Whether it is helping migrants find their first job in this country, helping an individual living with a disability find competitive employment, or helping a family recovering from homelessness find a quality job, the problems are big and complex, but they are solvable.”

KIRA KHAZATSKY
JVS President & CEO



PHILANTHROPIC SUPPORT

We are deeply grateful for the generosity of our donors, whose support makes it possible for JVS to change the lives of job seekers, their families, and future generations.

\$250,000+

Anonymous
Combined Jewish Philanthropies
Cummings Foundation
ECMC Foundation
Barbara & Michael Eisenson
Focusing Philanthropy
Linde Family Foundation
Melvyn B. Krauss Trust
One8 Foundation
SkillWorks: Partners for a Productive Workforce
The Klarman Family Foundation
The Mellen Charitable Fund
Wellington Management Foundation

\$100,000 to \$249,999

BNY Mellon
Clipper Ship Foundation, Inc.
Deborah Munroe Noonan Memorial Research Fund, Bank of America, N.A., Trustee
Eastern Bank Foundation
Karen Kames & Chris Gaffney
Lynne & Joseph Goodman
Liberty Mutual Foundation
Local Initiatives Support Corporation (LISC)
Ellen & Steven Segal
United Way of Massachusetts Bay
WES Mariam Assefa Fund

\$50,000 to \$99,999

Capital One Services, LLC
CVS Health
Davis Family Charitable Foundation
Lesley & Ben Inker
Ira & Eileen Ingerman Family Foundation
Santander Bank, N.A.

\$25,000 to \$49,999

Carl and Ruth Shapiro Family Foundation
Nancy & Steven Fischman
Jessica & Chuck Myers
Lorri & Gordon* Owades
Alyssa & Jay* Rosenbaum

Toni & Robert Strassler
The Lincoln & Therese Filene Foundation, Inc.

\$10,000 to \$24,999

A.C. Ratshesky Foundation
Ami & Will Danoff
Linda & Michael Frieze
Ellen & David* Gibbs
Amanda & Campe* Goodman
Beth & Larry Greenberg
Hillary Brown & Michael* Grill
JPMorgan Chase
Life Science Cares Boston
Jane R. Matlaw*
Nicole & Art Papas
Judith Obermayer*
Anita Raman & Jacob* Rosenfeld
Rockland Trust Charitable Foundation
TD Charitable Foundation
The Boston Foundation
The Lassar & Fanny Agoos Charity Fund
Lisa & Neil Wallack
Ilana Braun & Jed Weiss
Anne Welch

\$5,000 to \$9,999

Bank of America
Boston Medical Center
Boston Trust Walden
Brookline Bank
Sara & Michael Bernstein
Catherine* & Hillel Bromberg
Dana Farber Cancer Institute
Abby Flam*
Janet & Mark Gottesman
Liz & Jake* Grossman
Kira Khazatsky
Elizabeth Letvin & Kris Wilson*
Jennifer Perry*
Jennifer Rosenbaum*
Naomi & Michael Rosenfeld
Lisa Rourke
Karen Schoch
State Street Foundation, Inc
Rosa Hallowell & Mark Stein
The Tzedek Fund

Tiny Tiger Foundation, Inc.

\$2,500 to \$4,999

Boston Children's Hospital
Carol Kaplan & Rick Cohn Family Fund
East Boston Neighborhood Health Center
Claudia Gilman Eisenbaum* & Harry Eisenbaum
Susan Gladstone & David DeLong
Scott Goffstein
Rick Heller*
Lee Kennedy Co., Inc.
Jordana Mirel*
Dr. Eve Rittenberg & Jeffrey Liebman
Dr. Ilana Saraf & James Tulskey
Ellen Semonoff & Daniel Meltzer
Frances P. Sullivan
The Benevity Community Impact Fund
Norah Wylie & Jonathan Katz
Susan & Richard* Yanofsky

\$1,000 to \$2,499

AAFCPAs
Susan & Aron Ain
Anonymous
Jocelyn Bailin & Jeff Alexander
Olesya Baker & Gabriel Lopez-Calva
Dorothy & Paul Burstein
Jill Smilow & Howard Brick*
Marsha R. Cohen
Sophie Rosen & Jared Cohen
Amy Davis & Frank Dunau
Beth & Richard Fentin
Lisa & Barry Fireman
Louise Ford & Nancy Lincoln
Melissa & Scott Friedman
Molly Galler*
Penny & Richard Garver
Marjorie Glazer
Gail & Matthew Hoffman
Susan Levin Houston* & Julian Houston
Pamela Katz
Barbara Silber Lamont
Wendy Landman & Joel Weissman
Yamileth* & Simon Lopez
Trine & Tedd Lustig
Faiz Melhem
Evvajean Mintz
Nancy Pepper
Michelle* & Aaron Rhodes
Julie Rosen & Gary Belowich
Renata & Edward Selig
Susan & Eric* Simas
Debra Yanofsky & Steven Shulman

\$500 to \$999

Robin & Joel Abrams
Joanne Andrews
Monique & Jonathan Bamel
Victor Berman
Deborah Brief

Susan Brill
Casper & Sarah Grosberg Family Fund
Congregation Beth El Tzedakah Hevra
Ronnie Dane, Esq.
Gail & Alan Fields
Kevin Francfort
Lewis Gack
Zelda & Elkan Gamzu
Doris & Robert Gordon
Alan D. Grossman
Jeffrey N. Grossman
HarbourVest Boston
Elaine Kwiecien
Dilip Mathur
Suzanne & Douglas* Newman
Diane & Barry Portnoy
Sara Rubin & David Montanari
Joan Sapir & Joel Ristuccia
Ella & Tedd Saunders
Dr. Charles Schulman
Ellen & Sheldon Schwartz
Judith Semonoff & Rabbi Alan Flam
Carol Steinberg & Jerry Rubin
Janet Steinmayer
Carol Weinrib
Martha Matlaw & Michael Weinstein
Annette & Peter Wilson
Karen Wise & George Langer
Judith & Albert Zabin

Up to \$499

Anonymous
Andrea & Carl Axelrod
Au Pair Weekend
Elyse Banak
Shelley & Michael Barker
Bernard G. Berkman & Nancy J. Berkman Foundation
Dave Bechtel
Deborah & Alan Beck
Deborah & Andrew Becker
Debbie & Shaul Berechman
Sara Mae & Lawrence Berman
Adina Astor & Kevin Bolan
Juan Bonilla Santiago
Nan Borod
Arlene & Haldon Bryer
Susan Buckley
Lynne Layton & Oliver Buckley
Caitlin Callahan
Jan Carpman
Sarah & Rabbi Noah* Cheses
Citizens Bank
Kennedy Clark
Natascha & Alex Cohen
Brian Cohen

Laurie Cohen
Linda Cohen
Dr. Ralph Cohn
Harvey Creem
Marcy Davidson
Denterlein
Sheila & Edward Doctoroff
Marna Dolinger & Steven Gold
Doug Flutie, Jr. Foundation for Autism
Kristin Driscoll
Jonathan Feigenbaum, Esq.
Len Fishman
Jordana Fremed Pleat
Myrna & Paul Fruitt
Lauren & Bill Gabovitch
Scott Galin
Aaron Ganz
Prabhat Gautam
Denver Gibbs*
Janet & David Goldberg
Maxine & Donald Goldberg
Gaby Goldstein
Phyllis Greene & José Varón
Dean Hara
Trevor Hardy
Dr. Carol Harris-Shapiro
Adrian Hartline
Carol B. Hillman
Marie-Louise Jackson-Miller
Jewish Alliance for Law & Social Action
Judy Hall & Frederick Gordon Friedman-Wexler Fund
Deborah Kadish & Jan Rivkin
Susan & Daniel Kahn
Susan & Robert Kaim
Elaine & Herbert Kamowitz
Dr. Elizabeth Kass
Melissa Katz
Mildred & David Katzman
Jaya Mathur & Nathan Kaufman
Victoria Kearney
Dr. Dongwoo & Haekyung Kim
Kathy Kuhn
Jennifer Leavitt
Patricia McSheffrey & Jeffrey Lehman
Marcia Leavitt & Andrew Cohn
Debra Lerner
Cecile Levy
Give Lively
Margaret Lourie
Robert Mansfield
Joseph Marcus
Carol & Jay Marlin
Tara Mathur & Adith Venkiteshwaran
Sandra & Mark Mazur
Anne McDermott & Andrew Higgins
Craig Miller
Sharon & Lloyd Mintz

Judy & Richard Mirel
Ilya Miropolsky
Michael Monroe
Carla Monteiro
Colleen & Tim Moran
Roslyn & Stuart Orkin
Frances & Robert Osten, Jr.
Ann Peck & David Reisen
Shira Pemstein
Lindsay Pike & Jeff Sussman
PriceWaterhouseCoopers
Melinda & James Rabb
Dr. Jane M. Rabb
Rebecca Redner
Leon Rice
Susanne Richman
Nancy Taubenslag & Mauri Rosenthal
Rochelle & Stuart Rossman
Jeff Rubin
Joseph Rubinstein
John Rutledge
Judy Sacks
Dr. Yves Salomon-Fernandez
Robert Saltzman
David Sandell
Mia Schneider
Michelle Schulberg
Lori Seller
Eleanor & Barry Shrage
Jill & Donald Shulman
Joan L. Shulman
Susan & Jim Sidel
Phyllis & Alan Silver
Ann Silverman & Israel Fridman
Sandy Simpson
Judith & George Small
Steven Snyder
Haesong Spiller
Arlene Stevens
Katherine & Joe Terino
The Blackbaud Giving Fund
The Landman Family Charitable Foundation
Cindy Tsai
Melissa & Howard Tuttman
Susan & Carl Valenstein
Joan & Robert Weinstein
Donna Williams
Amy & Kenneth Willis
Thomas Wilson
Candace & Howard Wolk
Pam & Milton Yanofsky
Dr. Leila Yassa & David Mendels
Ann & Mitchell Yelin
Miria & David Zarchan
Debra & Joe* Zeff
Pavel Zlatin

*Member of the JVS Boston Board of Directors in FY24 .
This listing acknowledges gifts received between October 1, 2023, & September 30, 2024. We made every effort to list all the names accurately & regret any omissions or errors. If an error has been made, please contact the Advancement office at giving@jvs-boston.org.



FISCAL YEAR 2024

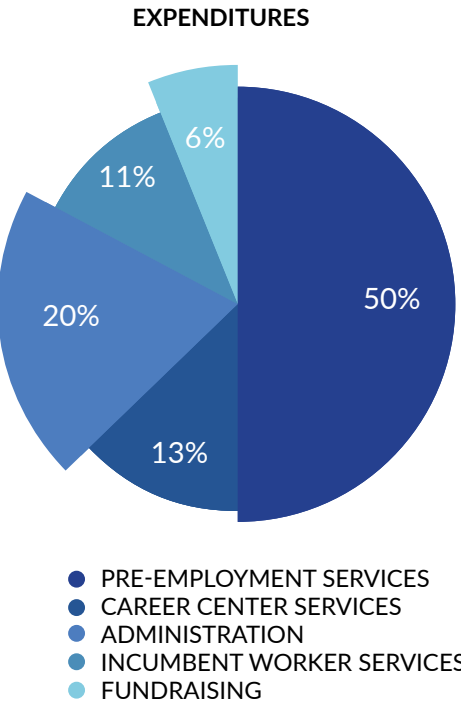
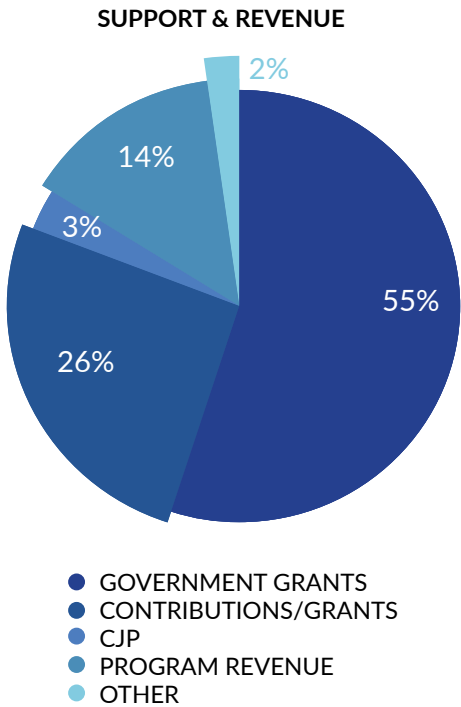
FINANCIAL INFORMATION

Statement of Activities

	FY2024	FY2023
Operating Support and Revenue		
Government Grants	14,980,861	12,537,056
Contributions/Grants	6,942,448	11,269,784
Combined Jewish Philanthropies	807,856	987,035
Program revenue / Fee for Service	3,897,502	2,113,739
Other (inc. In-Kind, Investment Income)	473,316	131,792
Total Operating Support & Revenue	27,101,983	27,039,406
Operating Expenditures		
Pre-Employment Services	14,240,983	12,894,663
Career Center Services	3,780,122	3,542,555
Administration	5,828,669	4,970,731
Incumbent Worker Services (Business Services)	3,130,804	2,742,601
Fundraising	1,595,392	1,597,817
Total Operating Expenditures	28,575,970	25,748,367
Change in Net Assets (Operating)	(1,473,987)	1,291,039
Change in Net Assets (Non-Operating)	1,781,435	3,572,237
Total Change in Net Assets	307,448	4,863,276
Beginning Fund Balance (Without Donor Restrictions)	16,051,082	8,454,144
Board Designated Fund Balance (Asset Transfer from BCAE)		
Ending Fund Balance (Without Donor Restrictions)	16,913,196	16,713,617

Statement of Financial Position

	FY 2024	FY 2023
Assets		
Cash and Equivalents	10,826,166	10,374,878
Investments	6,690,299	5,846,935
Receivables (gov't, pledges, and notes)	5,592,822	4,661,139
Deposits, Prepaids, and Right of Use Assets	2,061,168	3,552,757
Property and Equipment (net)	4,653,166	5,283,677
Total Assets	29,823,621	29,719,386
Liabilities and Net Assets		
Liabilities		
Payables	546,565	1,090,997
Accrued Expenses and Other	1,155,821	1,009,255
Lease and Loan Obligations	1,893,531	3,819,060
Deferred Rent	-	-
Deferred Compensation	634,541	724,984
Deferred Revenue	4,154,667	1,944,042
Total Liabilities	8,385,125	8,588,338
Net Assets		
Without Donor Restrictions	14,159,661	13,989,082
Without Donor Restrictions (Board Designated)	2,753,535	2,724,535
With Donor Restrictions	4,525,300	4,417,431
Total Net Assets	21,438,496	21,131,048
Total Liabilities and Net Assets	29,823,621	29,719,386



JVS

2024

BOARD OF DIRECTORS

Chair
First Vice-Chair
Treasurer
Secretary
Chair Emeritus

Abby Flam
Jacob Rosenfeld
Jay D. Rosenbaum
Claudia J. Gilman Eisenbaum
Joe Zeff*

Howard A. Brick
Catherine S. Bromberg
Rabbi Noah Cheses
Dwight Clarke
Molly Galler
David Gibbs
Denver Gibbs
Campe Goodman*
Michael Grill*
Jake Grossman
Richard Heller
Susan Houston
Yamileth Lopez
Jane R. Matlaw*

Jordana Mirel
Douglas Newman
Judith Obermayer*
Gordan Owades
Jennifer Perry
Michelle Rhodes Volpe
Jennifer Rosenbaum
Eric Simas
Jon Simon
Mark Stein*
Kris Wilson
Richard Yanofsky
Joe Zeff*

* Former Board Chair

JVS LEADERSHIP TEAM

EXECUTIVE TEAM

President & Chief Executive Officer
Chief Financial Officer
Chief Advancement Officer
Chief Program Officer
Chief Information Office
Chief People & Culture Officer

Kira Khazatsky
Jennifer Jewell
Trine Lustig
Sher Omerovic
Jim Santiago
Kadesh Simms

LEADERSHIP TEAM

Senior VP of Programs
Senior VP of Strategy
Senior VP Policy & Advancement
Senior VP Employer Engagement
VP of Philanthropy
VP Career & Academic Services
VP Refugee & Disability Services
VP Career Services, MassHire

Julian Cure
Amy Nishman
Kelly Tessitore
Mandy Townsend
Dawn Hayes
Elizabeth Hogan
Lily Sonis
Doreen Treacy

FY24

The logo consists of the letters "JVS" in a bold, sans-serif font, enclosed within a white circle. The background of the entire page is a collage of various photographs of diverse people, mostly of African descent, smiling and working in different settings. The collage is overlaid with a blue gradient and curved lines.

JVS

SKILLS JOBS CAREERS



SKILLS . JOBS . CAREERS

JVS Boston
75 Federal Street, 3rd Floor
Boston, MA 02110
(617) 399-3131
www.jvs-boston.org

