



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.

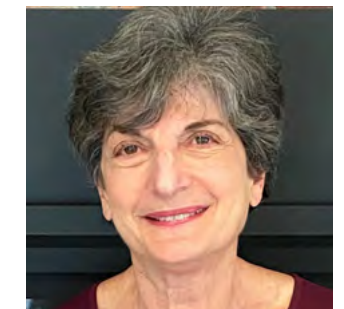
In addition to leaning into high-growth sectors that have potential for quality jobs, we adapted to the ever-changing labor market by scaling up programs, launching new initiatives, and better supporting key populations and communities. We increased enrollments by an average of 30% across career pathway 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,



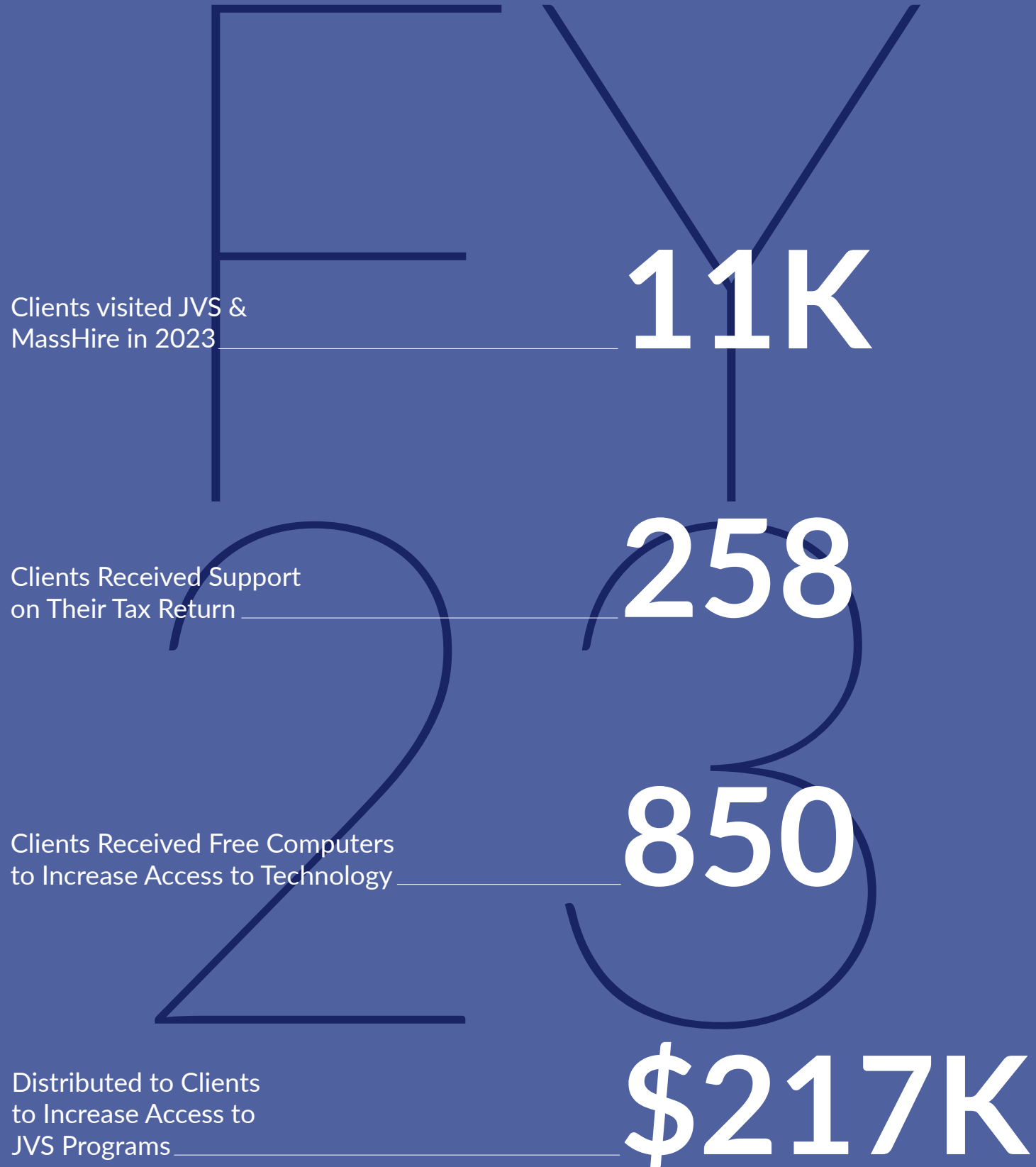
Kira Khazatsky
President & CEO
JVS Boston



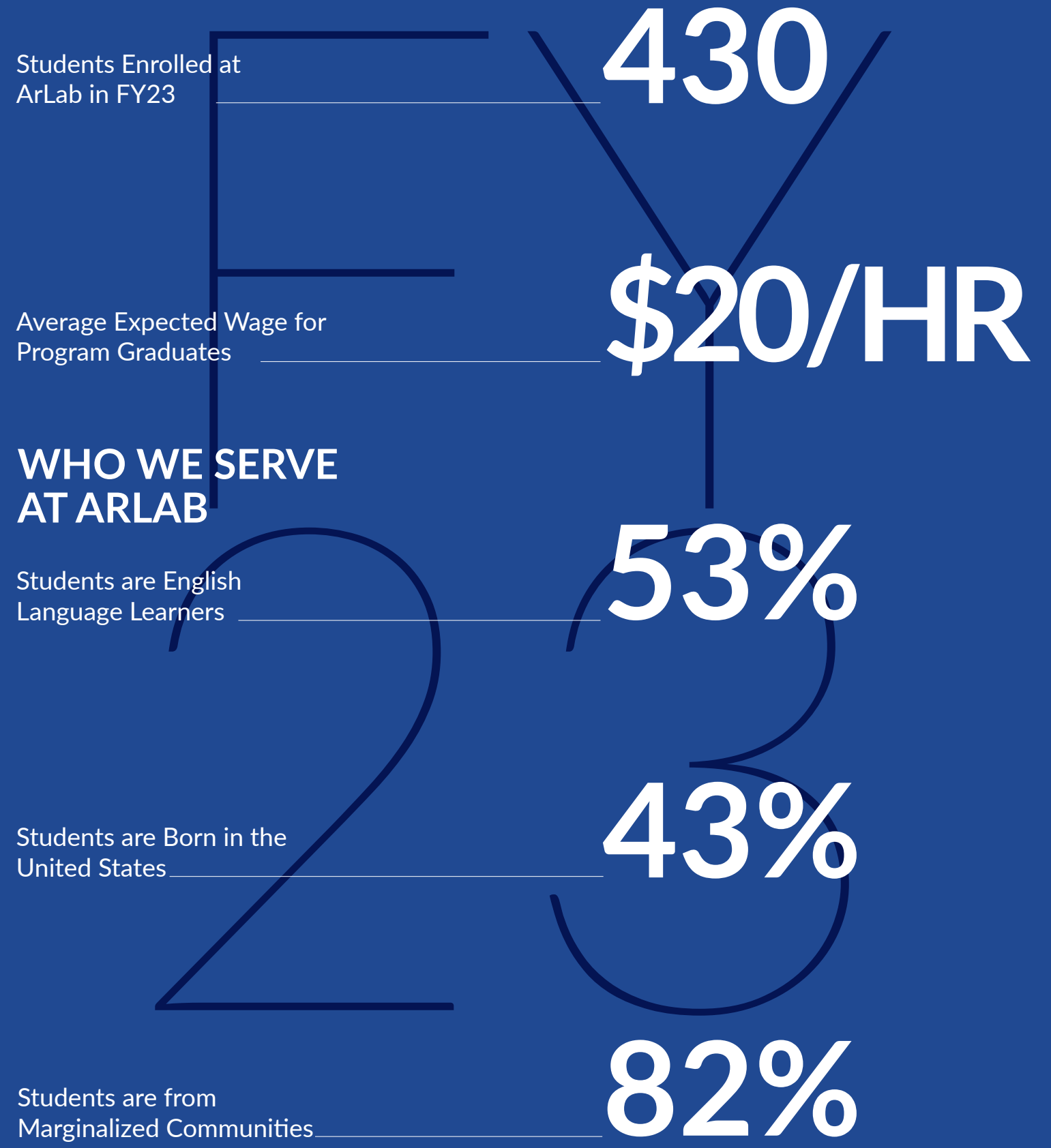
Abby Flam
Chair of the Board of Directors
JVS Boston

IMPACT NUMBERS

JVS CLIENTS



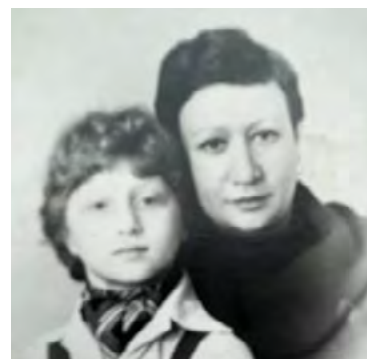
ArLab OUR IMPACT SO FAR



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

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



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

“ 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



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
 Massachusetts Life Sciences Center
 Michael & Barbara Eisenson
 One8 Foundation
 SkillWorks: Partners for a Productive Workforce
 TF Foundation, Inc.
 The Mellen Charitable Foundation, Inc.
 Wellington Management Foundation

\$100,000 to \$249,999

Barr Foundation
 BNY Mellon
 Clipper Ship Foundation, Inc.
 Commonwealth Children's Fund
 Karen Kames
 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
 Santander Bank, N.A.
 The Boston 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

\$10,000 to \$24,999

A.C. Ratshesky Foundation
 Anne Welch
 Barbara Field
 Brian & Stephanie Spector
 Campe & Beata Goodman*
 Capitol One Services, LLC
 David & Ellen Gibbs*
 Ilana Braun & Mr. Jed Weiss
 Jacob Rosenfeld & Anita Raman*
 John H. & H. Naomi Tomfohrde Foundation
 Lisa & Neil Wallack
 Lisa Y Rourke
 Mark Gottesman
 Michael & Linda Frieze
 Rockland Trust Charitable Foundation
 State Street Foundation, Inc.
 TD Charitable Foundation
 The Davis Family Charitable Foundation
 The Doug Flutie, Jr. Foundation for Autism
 The Harry & Jeanette Weinberg Foundation
 The Lassar & Fanny Agoos Charity Fund

\$5,000 to \$9,999

Anonymous
 Boston Trust Walden
 Brookline Bank
 Dana-Farber Cancer Institute
 Michael & Naomi Rosenfeld
 Michael & Sara Bernstein
 Michael Grill & Hillary Brown*
 The Tzedek Fund

\$2500 to \$4999

Abby Flam*
 Boston Children's Hospital
 Carol Kaplan & Rick Cohn Family Fund
 David Fleishman
 Douglas & Suzanne Newman*
 Dr. Eve Rittenberg
 Dr. James Tulskey & Ilana Saraf
 Ellen Semonoff & Daniel Meltzer
 Jane Matlaw*
 Jordana Mirel*

Kristofer Wilson
 Marsha Cohen
 Nova Biomedical
 Richard Heller*
 Robert & Toni Strassler
 Susan & Julian Houston*

\$1000 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 & Jocelyn 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 & Mrs. Monique Bamel
 Dr. Marna Dolinger & Mr. Steven Gold
 Elaine Kwiecien
 Ellen Lande-Suderow & Mr. Detlev Suderow
 Franklin & Bonnie Gold

Jennifer Rosenbaum*
 Joan Sapir
 Joel & Robin Abrams
 John Leonard Employment
 Jonathan Katz
 Judith & Mr. Albert Zabin
 Karen & Cam Pappas
 Lisa & James Valone & Friends
 Maria Champa
 Mark Stein & Rosa Hallowell
 Martha Matlaw & Mr. 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 Hoeherman
 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
 Campe Goodman*
 Catherine & Hillel Bromberg
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 Clarissa Nigro
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Craig Miller
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 Danielle & Dr. David Wachs
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 Dr. Debra Lerner
 Dr. Dongwoo & Ms. Haekyung Kim
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 Dr. Lynne Layton & Mr. Oliver Buckley
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 Evan Foley
 Frances & Robert Osten
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 Kelly Levy
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 Richard & Judy Mirel
 Richard & Susan Yanofsky*
 Robert & Joan Weinstein
 Robert Burn
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 Roslyn & Mr. Stuart Orkin
 Sahadeb Malo
 Sarah Singer
 Sean May
 Shari Berman-Dicker
 Sharon Hessney
 Sidney Kushner
 Stacy Goodman
 Steven Surowitz
 Susan & Jim Sidel
 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
Operating Support and Revenue		
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
Total Operating Support & Revenue	27,039,406	20,017,345

Operating Expenditures

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

Total Operating Expenditures **25,748,367** **21,088,353**

Change in Net Assets (Operating)	1,291,039	(1,071,008)
Change in Net Assets (Non-Operating)	3,572,237	(473,115)
Total Change in Net Assets	4,863,276	(1,544,123)

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
Assets		
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

Total Assets **29,719,386** **19,146,960**

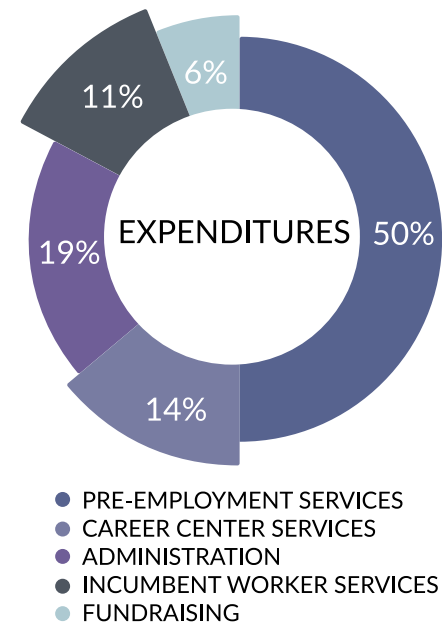
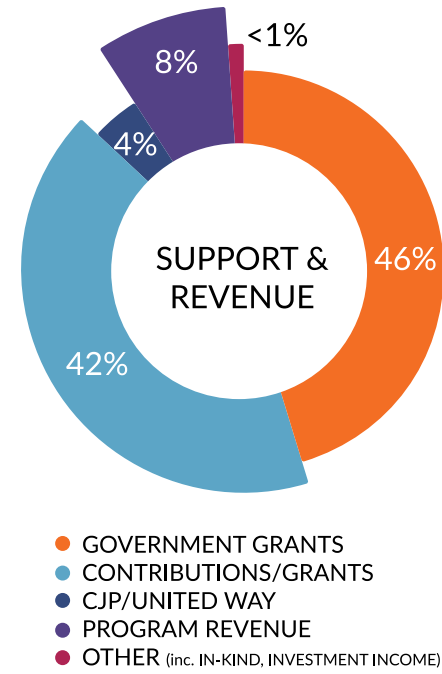
Liabilities and Net Assets

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
Total Liabilities	8,588,338	2,879,188

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

Total Net Assets **21,131,048** **16,267,772**

Total Liabilities and Net Assets **29,719,386** **19,146,960**



JVS 2023

BOARD OF DIRECTORS

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Susan Houston	Jon Simon
Ben Inker	Mark Stein*
Yamileth Lopez	Richard Yanofsky
Jane Matlaw*	

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CHIEF PROGRAM OFFICER	Sher Omerovic
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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



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Boston, MA 02110
(617) 399-3131
www.jvs-boston.org

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