Over the past few years, JVS shifted its focus to career pathways as our way of transforming lives, families and our entire community. We’re thrilled to report that in the past year, 452 people participated in JVS career pathway programs, an increase of nearly 20%, and 7 out of 10 graduates secured employment. JVS Career Pathway programs combine employer-driven classroom training with job search skills and paid work experience. As you’ll read in this year’s Annual Report, these programs are truly transforming lives and increasing equality in the Bay Area.

Industry leaders are seeing this impact and investing in our work. Last year, Accenture completed two pro bono projects to better connect our JVS job seekers to employers, and LinkedIn chose us to be a Connected Nonprofit Partner. The James Irvine Foundation awarded JVS one of the foundation’s first multimillion, multi-year grants as part of its new focus on increasing economic opportunity for Californians who are working but struggling with poverty. Our expertise and program evidence on youth employment also contributed to a new report by The Aspen Institute.

We expanded our geographic footprint and are paving new opportunities for low-income communities. We brought healthcare, banking and business administration programs to high-need areas of the East Bay, including San Pablo and Hayward. In partnership with BAYWORK, a consortium of 30 Bay Area water and wastewater utilities, we studied retirement projections and hiring needs for skilled trades jobs in these industries, which provide the critical infrastructure for all Bay Area residents. Over the next 3-5 years, approximately 50% of positions in these industries will turn over due to retirements, offering opportunities for low-income job seekers to train for these stable and well-paying career positions. In the coming year, JVS will be a key player in developing these training programs and candidate pipelines.

As we reflect on the last year, we’re proud of our new directions and innovations, but the road ahead requires our continued focus on jobs and skills that can move people out of poverty and on the pathway to middle-class lives. Thank you for joining us with your financial support, your time and by telling your network about the difference JVS is making in our community.

Sincerely,

[Signatures]

ABBY SNAY
Chief Executive Officer

MICHAEL WALKER
Board President

EXPANDING OUR IMPACT

The average starting wage for adults rose to $29/hour - a more than 25% increase over the last five years.

7 in 10 career pathway graduates found work.

$29/hour hourly wage

FINANCIALS

REVENUE $12,139,715
- Government 33%
- Foundations 23%
- Corporations 22%
- Individuals 14%
- Jewish Community Federation 5%
- Fees and Other 4%

EXPENSES $11,608,124
- Youth Programs 24%
- Healthcare Programs 21%
- Tech Programs 16%
- Banking Programs 3%
- Job Search & Client Support Services 14%
- Operations 12%
- Fundraising 10%

These figures represent unaudited agency expenses and revenue for Fiscal Year 16-17.
RAUL’S BACKGROUND in marketing and merchandising brought him short-term contracts, but he eventually found himself out of work. Seven months passed quickly as his confidence sank. Anxiety took over and depression settled in. He knew he needed to update his skills, but he wasn’t sure how to move forward. JVS’s Digital Marketing program offered the right next step. Raul was familiar with digital marketing, but he didn’t have formal training. The program broadened his technical skillset with email marketing, paid search and other in-demand skills. As a more qualified candidate, he also learned how to go after a level of jobs that were previously out of reach. He landed a job at eBay and is proud to be working in a position that aligns his career goals with his new skills in digital marketing.

TRANSFORMING LIVES

RAUL MORALES
Assistant Merchandising Manager for Latin America, eBay

“I wasn’t at the level I needed to be. With this training, I felt more empowered to claim a spot in the economy.”

JVS JOB SEEKERS REFLECT THE RICH DIVERSITY OF OUR BAY AREA COMMUNITY.

2,600 SERVED including 800 young adults

African American Latino Asian White

Middle Eastern Other Multi-Racial

STEPHANIE RIVERA
Substitute Teacher, Wu Yee Child Development Center

AFTER TRYING an unsuccessful mix of community college and long retail hours, Stephanie, age 23, was caring for her son and daughter (pictured below) while living with her mother to reduce expenses. She discovered JVS’s program while volunteering at her daughter’s daycare, Wu Yee Child Development Center and thought it might be her shot at starting a career. Though nervous at first, she applied her experience as a mother to her early childhood education classes at City College (earning As and Bs) and in her internship with Wu Yee. Just one year later, she received her Associate Teacher Permit and recently started a job with Wu Yee – her first paid position on this new career pathway. While working, she is also investing time in school to earn a bachelor’s degree, which will enable her to become a Lead Teacher.

“At first, I was very quiet. I didn’t ask for help or stand up for myself. But I’ve learned to be more assertive. This training has made me a better student, teacher and mother.”

At first, I was very quiet. I didn’t ask for help or stand up for myself. But I’ve learned to be more assertive. This training has made me a better student, teacher and mother.”
STRATEGIC SOLUTIONS

I need Medical Assistants who understand what is important to us – the patient experience, great customer service skills, workflows that reflect the Sutter way. We chose to collaborate with JVS because of their expertise in adult training and long history in healthcare.

PAM ROMOLI
Human Resources Director
Sutter Health
Sutter Pacific Medical Foundation

CHALLENGE
Despite a high demand for the position, many certified Medical Assistants are struggling to find work. With the industry’s shift toward team-based primary care, healthcare providers expect skills that most applicants lack – excellent customer service, communication skills with patients and doctors – skills that reach beyond a certificate.

SOLUTION
To address this gap in skills, JVS designed a pilot with Sutter Pacific Medical Foundation, which employs 250+ Medical Assistants from San Francisco to Santa Rosa. JVS designed a curriculum around Sutter’s hiring needs and then selected out-of-work certified Medical Assistants for the 5-week training program.

RESULTS
Close to 90% of the program graduates were hired immediately. A few JVS graduates performed so well that they were chosen to be mentors for the next group of JVS trainees.

I became so well rounded and confident. JVS taught us skills that guided me directly into my position – policies, people skills, clinical skills. I use these skills every day.

Le Shanda Smith
Medical Assistant, Sutter Pacific Medical Foundation

AFTER A FEW YEARS away from the healthcare industry, Le Shanda struggled to find a good job in the medical field. This wasn’t easy; her Medical Assistant certification was a few years old and her clinical skills were rusty. She strung together temporary positions and retail jobs to get by. JVS’s refresher program for Medical Assistants gave her the “in” she needed. JVS taught her how to be part of an effective primary care team, and provided skills to set her apart from other candidates, such as communication, customer service and problem solving. Key leadership at Sutter Health – from HR directors to the CEO – taught the participants exactly what Sutter expects from Medical Assistants. As a result, Le Shanda updated her professional and clinical skills, made connections and secured a job as a Medical Assistant in one of Sutter’s internal medicine clinics in San Francisco.

EXPANSION
The demand for Medical Assistants continues to rise and JVS has expanded this program regionally by designing custom curriculum for 6 large healthcare providers and community health centers.

I became so well rounded and confident. JVS taught us skills that guided me directly into my position – policies, people skills, clinical skills. I use these skills every day.

Le Shanda Smith
Medical Assistant, Sutter Pacific Medical Foundation

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R E S U L T S

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The program was challenging but quite rewarding. This job is a good opportunity and I’m grateful for it. I have a career now and I have stability. It’s definitely transformed my life.

DAVID AMER
Personal Banker, Bank of America

DAVID CAME TO THE U.S. as an immigrant seeking better opportunities. Though he had a background in finance, he was unable to break into the industry without U.S. experience. He longed for stability, but was driving for Lyft and losing hope. With JVS’s BankWork$ program, David met industry professionals during the first week and learned the fundamentals of Bay Area retail banking. The program ended with a hiring fair, and David zeroed in on Bank of America as his top choice. With renewed confidence, skills and connections he made during the program, he secured a position as a Personal Banker and is now paving his path forward in the financial services industry.

NEW START IN A NEW COUNTRY

SUPPORT as of June 30, 2017

CORPORATIONS

$100,000+
Google
JP Morgan Chase Foundation
Visa Inc.
Wells Fargo

$50,000+
Accenture
Bank of America
Bank of the West
Charles Schwab
U.S. Bank

$20,000+
City National Bank
Kaiser Permanente
Sutter Health

$10,000+
Byer California
The Capital Group Companies
Charitable Foundation
Fairweather
Shorenstein Companies
Union Bank

$5,000+
Comcast
CVS Health Workforce Initiatives
ELM Advisors, LLC
Felson Companies
Gallivan Services, LLC
John Muir Health
KPMG LLP
Lawyers
Morgan Stanley
Mortenson & Fosler LLP
Palo Alto
Seiler LLP
SKS Partners, LLC
Sterling Bank & Trust / Seligman
Family Foundation
The Swig Company
UCSF
UCSF Health
Westfield
Wilkes Bashford
Workday
Zynga

$2,500+
Jewish Home of San Francisco
Jones Day
Provident Credit Union
Telecare Corporation
TMG Partners

$1,000+
Congregation Emanu-El
MMJ Management Group
Nobili Brothers General Contractors
Northern Trust
Oak
Rabin Worldwide, Inc.

$500+
Chevron Corporation
McLean Berger Design

$250+
Institute on Aging
Mercer
Pati’s Pizza
San Francisco SPCA
UnitedHealth Group

INDIVIDUALS & FOUNDATIONS

$100,000+
Anonymous
Phyllis Friedman
Marcia & John Goldman
Mary & Stephen Grand
Walter & Elise Haas Fund
Hellman Foundation
The James Irvine Foundation
Jewish Community Federation & Endowment Fund
Eve Heller Kohl Fund of the Jewish Community Federation & Endowment Fund
Cathy & Jim Koehl
Newhouse Fund of the Jewish Community Federation & Endowment Fund
Lisa & John Pritzker Family Fund
Lisa Stone Pritzker
The San Francisco Foundation
Sander Foundation
The Seiger Family Foundation
May & Stanley Smith Charitable Trust
Sobrato Family Foundation

$50,000+
Estelle & Ralph Bardoff Memorial Fund
The Battery Foundation
Mandied Foundation
Meta Fund
Mount Zion Health Fund
Arthur & Toni Rembe Rock
The Harry & Jeanette Weinberg Foundation, Inc.

$20,000+
Anonymous
Association of Jewish Family & Children’s Agencies
Gerson Bakar & Barbara Biss Bakar
Frank A. Campini Foundation
Mard Diet
Alexandra M. & June L. Maisin Foundation of the Jewish Community Federation & Endowment Fund

75% of working JVS graduates are earning at least $40k annually
JVS (Jewish Vocational Service) is the Bay Area’s leading job training agency. Aligned with employer needs, our programs train people for career pathways in education, healthcare, financial services, skilled trades, technology and more to come. Grounded in Jewish values, we’re transforming lives by helping people to build in-demand skills, secure good, living wage jobs and find their place on a career pathway.

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