

JVS

Work Transforms Lives

40

years

2013 ANNUAL REPORT



40 JVS YEARS

WORK TRANSFORMS LIVES



More than the way to meet our day-to-day needs, work helps us define ourselves, build skills and change our community. **Work transforms lives.**

Despite the Bay Area's successes, the number of low-income households is increasing. Too many people are unemployed or underemployed. Good jobs at decent wages exist but people lack the skills and education to obtain them. Bridging the gulf between our struggling neighbors and our economy's need for a strong workforce has never been more critical.

Over the past 40 years and through five recessions, JVS has helped nearly 75,000 clients develop in-demand skills, make connections and get good jobs. Along the way, we've embraced four tenets to guide our success:

1. **Focus for greater impact.**
2. **Be nimble. Seize opportunities.**
3. **Break the cycle of poverty.**
4. **Work smarter.**

Our leadership in this field is based on these principles and with this strong foundation, we're going deeper and wider with new industries, locations and services. The challenges are great, but not insurmountable. With the right training, the right connections and supporters, like you, many more people will find work, worth and well-being.

Mark Kelsey

Mark Kelsey
President

Abby Snay

Abby Snay
Executive Director

2012 — 2013 RESULTS

4,800
CLIENTS SERVED
BY JVS



97% 
CLIENT SATISFACTION
RATE FOR WORKSHOPS

\$11 Million
WAGES EARNED

943 
JOBS FOUND

1993
PROGRAMS
BEGIN FOR YOUTH
WITH DISABILITIES

1997
JVS JOINS THE
CITY'S WELFARE
REFORM EFFORTS
WITH NEW TRAINING

1998
TECHNOLOGY ACCESS
CENTER OPENS
TO BRIDGE THE
DIGITAL DIVIDE



2002
RETRAINING OF GARMENT WORKERS
FOR SKILLED POSITIONS IN HEALTHCARE

2003
MOVE TO
FINANCIAL DISTRICT

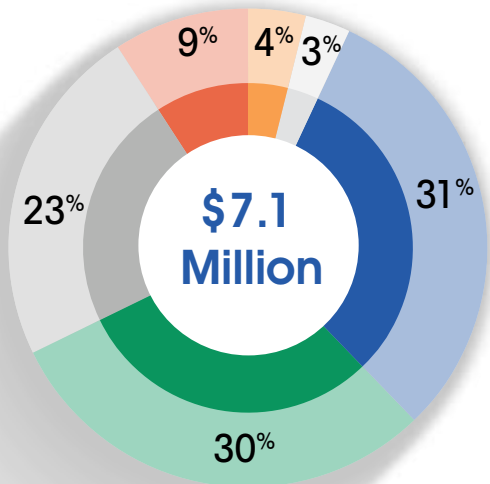


2008
RECESSION: NEW
CLIENTS NEARLY
DOUBLE TO 3,300;
WORKSHOP COUNT
INCREASES BY 5X



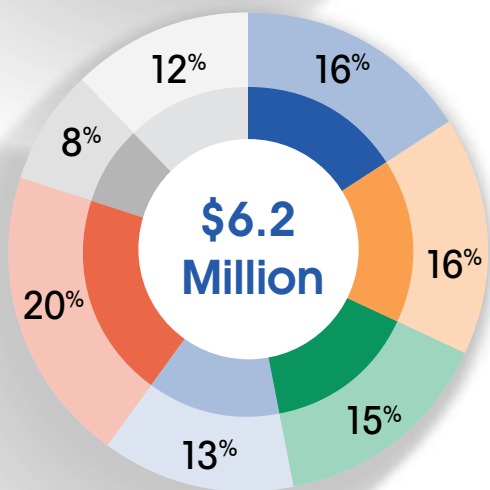
2009
JVS LAUNCHES
THE CITY OF SAN
FRANCISCO'S
HEALTHCARE
ACADEMY

fiscal year in review



Revenue

- GOVERNMENT
- FOUNDATIONS
- DONATIONS
- JEWISH COMMUNITY FEDERATION
- JEWISH COMMUNITY ENDOWMENT FUND
- FEES & OTHER



Expenses

PROGRAMS & SERVICES

- YOUTH (14-24)
- HEALTHCARE
- BUSINESS
- CURRICULUM & WORKSHOPS
- CROSS-PROGRAM SUPPORT
- FUNDRAISING
- MANAGEMENT & OPERATIONS

These figures represent unaudited agency expenses and revenue for Fiscal Year 12-13.

U.S. UNEMPLOYMENT RATE*

1973 - 2013

1973

JVS IS FORMED AS A 2-YEAR PILOT PROGRAM

1977

MASS EMIGRATION OF SOVIET JEWS BEGINS

1985

EXPANSION TO THE PENINSULA



1992

ÉMIGRÉ NURSE RETRAINING PROGRAM

*Source: United States Department of Labor, Bureau of Labor Statistics.

40 Years – 4 Lessons

1 focus for greater impact

We help people find jobs in stable industries with opportunities for long-term careers.

SINCE 1992

4,180

TRAINED FOR JOBS
IN HEALTHCARE



154

TRAINED IN EAST BAY

In 1992, JVS and City College of San Francisco collaborated to provide the Nursing Refresher – a program that trained foreign nurses for jobs in the U.S. The success of this endeavor led to the launch of additional healthcare programs. Since 2010, JVS has led the City’s Healthcare Academy, which has trained nearly 900 people for a variety of jobs – from personal caregivers to medical assistants. With an aging population and healthcare reform underway, we expect the need for skilled and trained healthcare workers will continue to rise.

Targeting industries remains a key part of our strategy. We align our core strengths in job search and career planning with educational partners that provide training, and employers who offer internships and jobs. We’ve successfully worked with companies in legal, retail, healthcare and financial services, and are developing programs for public utilities and the technology sector.



Connecting training to opportunity

Mamoudou Bary arrived in San Francisco from his native Burkina Faso in 2007 with one goal – pursue an advanced career in nursing. With the recent death of his father, he needed to support his family and hoped the U.S. would offer better opportunities. Mamoudou found JVS quickly, and we guided him through every step to learn English, study for his nursing licensure exams and get a job. He juggled JVS’s Nursing Refresher at City College of San Francisco while working part-time as an aide with Telecare, a mental health agency.

Several years and one recession later, Mamoudou is a registered nurse in Kaiser’s telemetry unit. He continues to dream big – with plans to work in the operating room and pursue his Master of Science in Nursing.



It was so motivating to know that JVS was there to help me. The Refresher gave me confidence, connections and crucial hospital experience.



— Mamoudou Bary, RN, Kaiser Permanente

2 be nimble seize opportunities

We respond quickly to changes in the economy, public policy and technology that constantly reshape the job market.

IN 2012-13

575

EMPLOYERS HIRED
OUR CLIENTS



Beginning in 1977 with the lifting of Soviet emigration restrictions, 40,000 Jews flocked to the Bay Area. The Jewish community sprang into action with a comprehensive resettlement effort. Though highly educated, these job seekers lacked critical language and technical skills. For example, Soviet engineers had worked with manual drawings – not computers. JVS launched programs tailored to meet their needs with courses such as English and Computer Assisted Design and Drafting. We forged connections with engineering firms and helped the new arrivals conduct effective job searches.

This period sparked huge growth for JVS – programmatically and geographically with our first expansion to the Peninsula. Thousands were retrained, found work and began successful lives in America. We continue to find ways to respond to our community’s needs. For example, we provide courses on job search tools such as LinkedIn, social media and strategic networking. We’re also developing programs to train people for jobs in quality assurance testing within the technology sector.



Paying it forward

Twenty years ago, JVS helped Galina Kramer’s parents resettle in the Bay Area – particularly her mother, Margarita Rabinovich, who took nursing and English classes that helped her secure her first job at the Jewish Home. They built a new life in America.

Today, Galina works at Zynga as a quality assurance director and is thrilled to be giving back by helping to design new technology training for JVS. She is also looking forward to giving JVS clients work experience at Zynga.



JVS helped my mom train for her first job at the Jewish Home — it was a golden opportunity.

— Galina Kramer, QA Director, Zynga



3 break the cycle of poverty

Preparing disadvantaged youth for jobs gives them a chance to build better lives.

SINCE 1993

4,600

YOUTH PLACED IN INTERNSHIPS WITH

3,600

LOCAL EMPLOYERS

In 1993, JVS began a partnership with the San Francisco Unified School District. We helped young people with disabilities develop job skills, and exposed them to the working world. Over the next 20 years we would work with youth with a range of challenges – an upbringing in foster care, learning and physical disabilities, and poor academic performance.

This year, we will expand one of our most successful programs that over three years has resulted in a nearly 50% increase in helping high school students graduate. The program partners Downtown High School and San Francisco Recreation and Parks to provide academic coaching, job training, internships and support with college transition. Students connect on-the-job experience to classroom work while earning credits needed for graduation and skills they'll need for the rest of their lives. With increased funding from the Department of Children, Youth and their Families, we're expanding the program to two new sectors and schools: building trades and culinary/hospitality in partnership with John O'Connell and Ida B. Wells high schools.



A new leader in special education

JVS began working with Sam Rubin nine years ago through computer classes designed for youth with disabilities. Over the next few years, we would help Sam navigate City College, transfer to a school he never thought possible – UC Berkeley, and build a strong foundation of job search skills. Sam discovered his leadership abilities in part through serving on the San Francisco Youth Commission as well as the Board of Directors of the Independent Living Resource Center, an advocacy organization for people with disabilities.

Today, Sam is a graduate student studying Special Education at San Francisco State University, and works as a paraprofessional with disabled youth at Balboa High School. His job is stressful, but rewarding, and he couldn't be more grateful to JVS for helping him define his path.



It's important to be there for youth, particularly those with disabilities. I can support them the way JVS supported me in becoming an adult.



— Sam Rubin, *Graduate Student*, San Francisco State University

4 work smarter

Over 40 years and five recessions, JVS has kept an eye on efficiency and impact.

IN 2012-13

613

WORKSHOPS,
COURSES AND
STRATEGY GROUPS

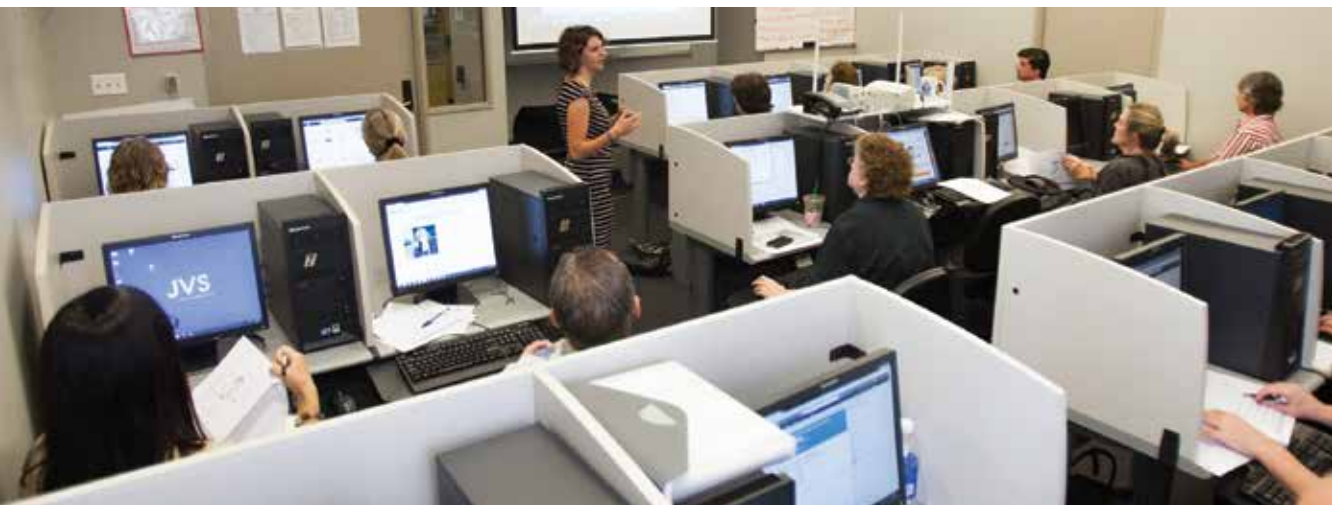


When thousands of people lost their jobs in 2008, we remained efficient by increasing our monthly workshops – from 14 to 67 over six months – and began experimenting with ways to foster collaborative learning through small group resume reviews. Clients built confidence, skills and made connections by being both teachers and students. Workshops remain the entry point for most JVS clients with a range of topics covering resumes, basic computer skills, identifying marketable skills and leveraging social media in a job search.

Nothing isolates a person quite like unemployment. For most people, a job provides their identity (the answer to the “What do you do?” question) and, of course, income. Coupled with low confidence and depression, a downward spiral can be hard to avoid. By working in groups, clients gain multiple, layered benefits: shared strategies, camaraderie and networking opportunities, to name a few. We frequently witness clients referring each other for jobs, celebrating one another’s successes and supporting each other on their road to self-sufficiency. It’s all part of our strategy to transform lives.

“ In the midst of my uncertainty, JVS is helping me hold on to **HOPE**. JVS’s professionalism is helping me — a mature worker — maintain my dignity and self-respect. ”

— Lenora Hamilton, *JVS Client*



thank you

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