



Impact Report 2025

“ JVS helped
me turn
uncertainty into
opportunity.”

About JVS

JVS is a nonprofit working to close opportunity gaps in employment by supporting jobseekers with gaining the skills and connections to secure quality careers with family-sustaining wages in healthcare, tech, and skilled trades.

Every day, we invest in skills training, employer engagement, and systems-level change across California, and we believe that everyone deserves access to quality jobs and economic mobility.



Rising to the Moment

NOV

Dear Friends and Partners,

As we reflect on 2025, the urgency of our mission has never been clearer. Across California, families face rising costs, employers confront persistent shortages, and rapid technological change is reshaping industries. Political and economic uncertainty only heightens these pressures.

Through it all, JVS is meeting the moment with resilience, creativity, and a steadfast commitment to building a stronger, more inclusive, and just workforce. The initiatives in this report show how, throughout 2025 and beyond, we are turning challenges into opportunities for lasting change.

This year, we expanded programs and partnerships to meet urgent needs in healthcare, skilled trades, and beyond. We extended proven programs across California, co-developed innovative approaches to prepare workers and organizations for an AI-driven economy, and relaunched training that helps skilled professionals—including nurses through our Nursing Refresher Program—re-enter the workforce.

The stories in this report bring these efforts to life. From jobseekers transforming their futures with new skills, to regional strategies for addressing workforce shortages, the impact

is clear: career advancement changes lives, strengthens families, and fuels community well-being.

Looking ahead, we remain steadfast in our belief that even in turbulent times, opportunity and justice can advance when we work together toward a shared goal—ensuring every person has access to a stable career and secure future. By investing in people, strengthening partnerships, and advocating for meaningful policy change, JVS is helping build a future of work that delivers lasting opportunity, fairness, and stability for all Californians.

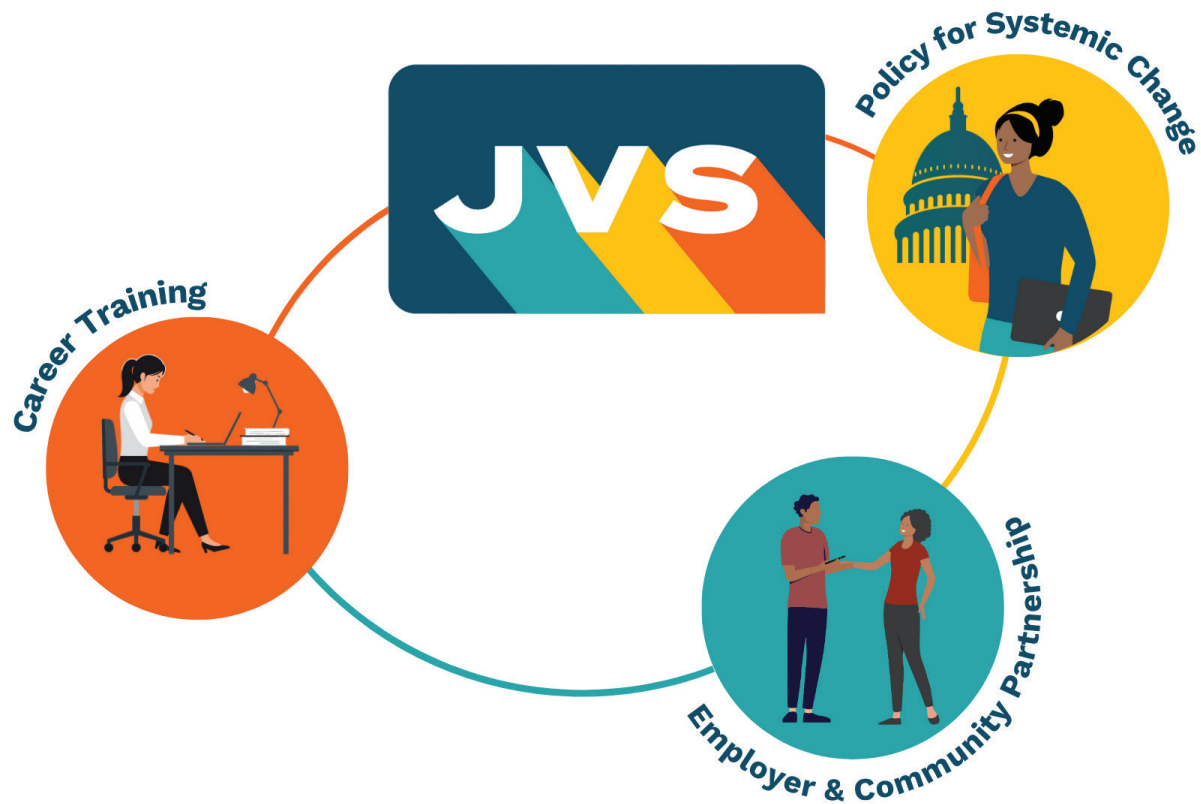
With gratitude for your continued partnership,



Lisa Countryman-Quiroz

Lisa Countryman-Quiroz
Chief Executive Officer

At a Glance: Fiscal Year 2025



CAREER TRAINING

We provide free, high-impact training across California in high-growth sectors including healthcare, technology, utilities, and skilled trades. Our hybrid programs blend online and in-person learning, paid internships, AI-readiness, and job placement support.

EMPLOYER & COMMUNITY PARTNERSHIPS

We partner with employers statewide to foster inclusive hiring and create advancement opportunities for all Californians. Our strong partnerships enable us to deliver customized training aligned with industry demand and participant goals.

POLICY FOR SYSTEMIC CHANGE

We invest in transforming systems and policies to remove barriers and expand just access to good jobs and economic mobility. Our work drives lasting, systemic change that strengthens communities and regional economies across California.

Support for one person can lift an entire household

JVS's career pathways programs help families achieve lasting economic mobility.



Each person JVS trains & supports helps transform the lives of an average of 2 additional household members.

+790

people trained & supported by JVS



2,370

estimated household members reached

Estimate based on average household size of 3.

Gaining skills to secure thriving careers



\$30.57



AVERAGE STARTING HOURLY WAGE

550+



EMPLOYER PARTNERS

Fast Pathways to Work

23 Days

Average Time to
Placement

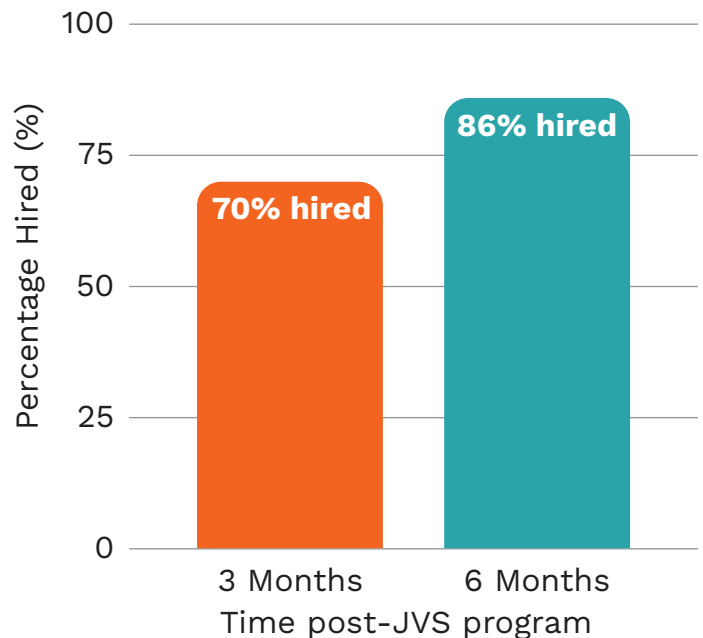
71%

of participants began their JVS journey
unemployed or underemployed

91%

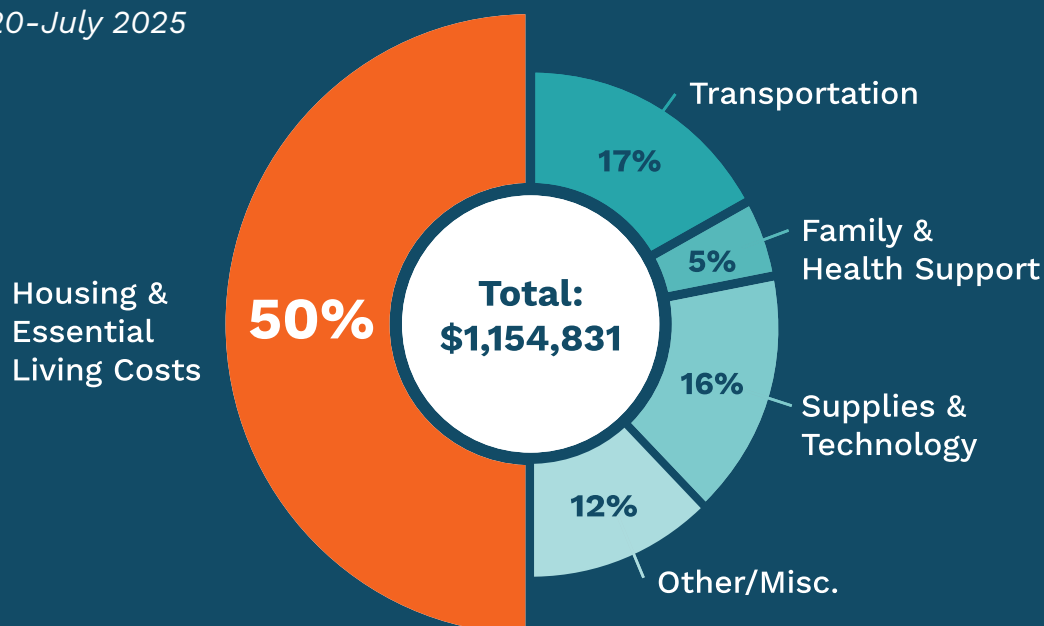
of jobseekers we served came from
low-income households

GRADUATE HIRING RATE POST JVS PROGRAM



Emergency Jobseeker Cash Assistance

March 2020–July 2025





Jobseekers Creating Pathways Forward

JVS makes it possible for jobseekers to turn challenges into opportunity. In 2025, participants across California built the skills and confidence to launch careers that offer stability and growth, even as high turnover, rising living costs, and rapid technological change reshaped entire industries.

From earning professional certifications to stepping into quality jobs with benefits, alumni showed that despite economic and political uncertainty, career advancement remains one of the most powerful paths to transform lives. The stories in this section highlight the determination of jobseekers who, with JVS at their side, are securing brighter futures for themselves, their families, and their communities.

Pursuing a Career in Healthcare in San Diego

Jonathan's Story



When Jonathan began his career in San Diego, healthcare wasn't on his radar. He worked outdoors as a theme park mechanic, but the long days in the sun pushed him to explore new opportunities. That decision eventually led him to UC San Diego Health and toward a future in healthcare.

Jonathan first entered the hospital environment as an environmental services contractor. "I thought I was applying for maintenance," he remembers. "But their idea of maintenance was cleaning. It wasn't what I expected, but I took it. That role got me in the door."

While working, Jonathan returned to school. He earned his associate's degree, completed a pharmacy program, and soon after discovered the Sterile Processing Technician (SPT) program run by JVS and UCSD Health. At first, he hesitated. "They sent the email to over 500 people," he recalls. "I thought, 'What are the chances?' But I applied anyway."

To his surprise, Jonathan was accepted. The program led to a full-time role in sterile processing at UCSD Health, where he now ensures surgical instruments are safe and ready for patient care. "SPT is fast paced," he says. "You have to be

efficient and accurate. It's hands-on, every day."

Now as a SPT at UCSD Health, Jonathan prefers working the overnight shift because of the lack of commuting traffic and the flexibility it gives him during the day. As a lifelong learner, he's now pursuing a bachelor's degree in biochemistry and is considering medical school in the future. "I want to relax a little first, but my next step after I finish my degree is preparing for the MCAT. I know I want to stay in healthcare," Jonathan shares.

For anyone considering the SPT program, his advice is clear. "If this is what you really want to do, be ready. It's fast, it's busy, but it's rewarding. You need to balance speed with quality. Once you find that rhythm, you'll see how important the work really is."



From cleaning hospital floors to joining a surgical team, I'm proud of how far I've come.

– Jonathan, Sterile Processing Technician



Serving Her Community through Nursing

Sarah's Story



The JVS Nursing Refresher program gave me the confidence to step back into the hospital.

– Sarah, Registered Nurse



For Sarah, nursing isn't just a career, it's part of her identity. A third-generation nurse, she followed her mother and grandmother into the profession, beginning in the neonatal intensive care unit before moving into pediatric intensive care. For five years, she excelled in that role, caring for some of the hospital's most vulnerable patients and supporting families through critical moments.

When Sarah started her own family, she stepped away from the hospital. "I wanted to be fully present for my kids during those early years," she shares. Sarah served on nonprofit boards, led a Girl Scout troop, and coached new parents as a way to continue supporting families in her community. "Caregiving has always been at the center of who I am," she reflects.

As her children grew, Sarah felt called back to nursing. Returning, however, meant updating her skills and rebuilding confidence in a rapidly evolving healthcare field. In early 2025, she enrolled in JVS's Nursing Refresher program, the first cohort offered since the COVID-19 pandemic.

The program, designed to help experienced nurses re-enter the workforce, offered Sarah exactly what she needed: classroom instruction, clinical practice, and career development support.

"I was amazed by how comprehensive it was," she says. "I not only refreshed my technical skills but also learned how to present myself to employers. The career coaching was just as valuable as the clinical training."

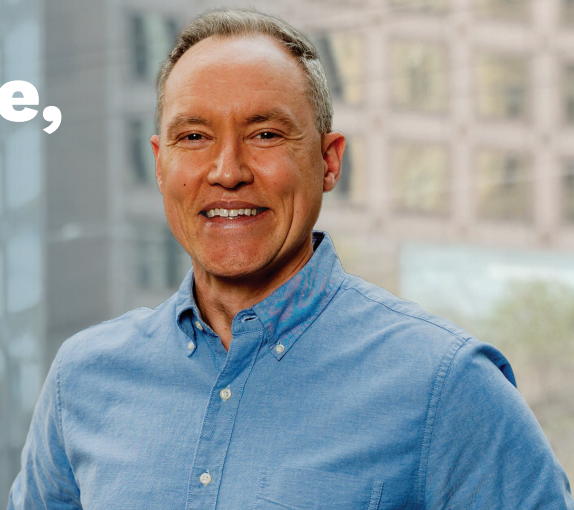
Today, Sarah is completing her clinical hours at California Pacific Medical Center in pediatric acute care, rediscovering the fast-paced hospital setting that first inspired her career. "Working with children and families has always been my passion," she says. "Kids are resilient, and nursing them back to health means building trust and caring for the whole family."

Looking ahead, Sarah hopes to mentor new nurses, continue her education, and eventually pursue an advanced practice role. "The Nursing Refresher program gave me the bridge back to the bedside," Sarah says. "Now, I'm ready for the next chapter of my career."



Finding Confidence, Community, and A Fresh Start

Dana's Story



When Dana joined JVS's Job Search Accelerator (JSA) program in January, he was six months into a long, draining job search. Despite years of senior healthcare marketing, he kept running into the same wall: plenty of effort, little return.

"I thought I was doing the right things," Dana recalls. "But there seemed to be a gap between the effort and the outcomes. I was feeling alone and wasn't sure what to do differently."

A friend recommended JVS. From day one in JSA, Dana found value not only in the tools and techniques, but also in the supportive cohort. "Even when I thought I had things down, like my resume or LinkedIn profile, I learned more. Being around people who were encouraging made all the difference."

By the end of the program, Dana was advancing for final interviews and soon landed a role as Senior Director of Product Marketing at Lantern. The skills he practiced in JSA helped him stand out and rebuild confidence.

Now Dana is thriving in a culture he describes as collaborative and respectful, and the shift has transformed more than his career.

"Being employed and happy means I'm less stressed, more optimistic, and more present for my family," he says.

Looking ahead, Dana is eager to grow with Lantern as the company expands. Where he once equated success with reaching the C-suite, he now values balance and fulfillment. "Success is about being challenged at work and being able to shut down at the end of the day and be fully present at home."

Reflecting on JSA, Dana is grateful for the empathy of the staff and peers who supported him. "I felt alone and scared—and they made a difference. I'm so grateful I had the opportunity to participate, and I recommend JVS to anyone navigating a tough job search."



The support of the JVS cohort lifted my confidence when I needed it most.

– Dana, Senior Director, Product Marketing





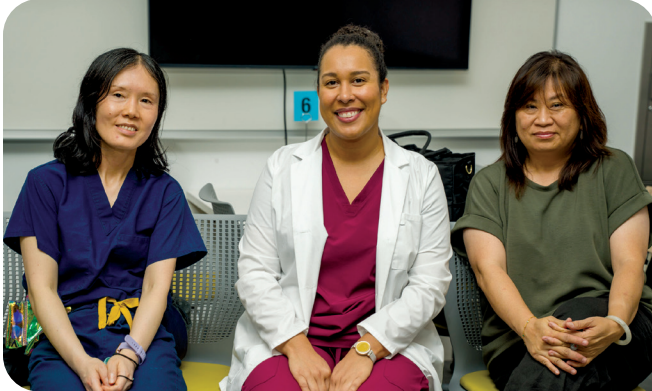
Power in Collaboration: Building Workforce Solutions Together

Amid economic and political turbulence, employers and workforce systems are under immense pressure. Turnover remains high, industries are evolving with unprecedented speed, and workers risk being left behind without access to new skills and opportunities. In 2025, JVS deepened partnerships that tackle these challenges head-on, relaunching critical training, expanding career pathways into new regions, introducing innovation in technology, and shaping strategies to stabilize key industries.

These collaborations prove that, even in difficult times, cross-sector alliances can create practical, lasting solutions that strengthen career pathways, support employers, and build a more resilient future of work for all Californians.



Nursing Refresher Program Relaunches with SFSU



Since 2012, JVS has offered 18 cohorts of our Nursing Refresher Program, helping licensed nurses reignite their calling, hone their skills, and re-enter the profession after time away. Following a pause during the COVID-19 pandemic, the program relaunched in May 2025 through a new partnership with San Francisco State University's College of Professional & Global Education—marking the university's first-ever Nursing Refresher Program.

Offered free of charge, the program provides registered nurses with a guided pathway back into practice: 12 weeks of online coursework, a 120-hour hospital practicum, and tailored job search support from JVS. Sixteen nurses joined this inaugural SFSU cohort, completing clinical rotations at California Pacific Medical Center in medical-surgical units and specialty departments.

The program culminated on September 24, 2025, with a ceremony celebrating

graduates as they stepped back into the workforce with refreshed clinical skills, honed expertise, renewed confidence, and a deepened sense of purpose.

Graduates' paths reflect the program's impact. Sarah, whose story appears earlier in this report, used the refresher to update her skills and return to pediatric acute care, showing how JVS helps experienced nurses reclaim their calling.

Together, JVS and SFSU are supporting experienced nurses in resuming their careers, revitalizing their talents, and strengthening the Bay Area's healthcare system so patients across the region can count on skilled, compassionate care.



Our partnership with JVS reflects a shared commitment to preparing and empowering nurses as they return to the workforce with confidence and competence. We are proud to collaborate on a program that supports nurses' growth and strengthens the health of our communities.

*– Elaine Musselman,
Professor and Director of the
School of Nursing, SFSU*



Building a Stronger Care Workforce with SFCJL

In 2025, JVS partnered with the San Francisco Campus for Jewish Living, (SFCJL) to strengthen recruitment, retention, and career pathways in long-term care. Our six-month engagement reflects a shared commitment to improving job quality and supporting the frontline healthcare workforce.

JVS provided targeted technical assistance focused on three priorities: aligning candidates with the right roles, streamlining hiring and onboarding processes, and designing internal career pathways to expand professional development. Over the course of the project, the JVS team facilitated staff engagement sessions, conducted onsite observations, and introduced a nationally recognized job quality framework.

These efforts resulted in clear, actionable recommendations to support workforce stability and long-term success for the organization.



By centering practical, measurable interventions, JVS and SFCJL are laying the groundwork for a stronger, more inclusive care workforce. This collaboration demonstrates how employers can invest in their teams to improve stability and outcomes for both staff and the communities they serve.

Employers interested in strengthening their own workforce strategies can connect with JVS to learn more about how we partner with organizations to improve retention, recruitment, and career pathways.



JVS's assessment gave us a valuable external lens on our hiring, onboarding, and retention practices. We now have an action plan to recruit and retain exceptional staff. The older adults who entrust their care to us deserve nothing less.

– Adrienne Green, MD, CEO, S.F. Campus for Jewish Living





BAYWORK: Opening Doors to Good Jobs in the Skilled Trades

BAYWORK is a regional consortium of 44 public water and wastewater utilities that work together to ensure essential services remain strong by developing a skilled and diverse workforce throughout Northern California. Established in 2009 and in partnership with JVS since 2015, BAYWORK focuses on outreach, training, and career pathways that prepare people for high-demand jobs that keep water systems safe and reliable.

In 2025, BAYWORK and JVS partnered to help more residents enter these stable and well-paid roles. Together we offered hands-on workshops, operator certification preparation, mentorships, and internships that create clear routes to good jobs and long-term economic mobility.



At our 2025 Envision event, Diego shared how JVS training and a BAYWORK internship transformed his future. After completing a JVS career pathway program, he joined a BAYWORK internship where he gained the skills and confidence to thrive as part of a utility operations team at East Bay Municipal Utility District (EBMUD). His story highlights how access to hands-on training, industry partnerships like BAYWORK, and a supportive community helped him build confidence and a future in the trades.

“I’m not just earning a paycheck,” Diego shared. “I’m building a future and keeping our community’s water safe.”

BAYWORK’s partnership with JVS shows how collective investment in workforce reliability strengthens public infrastructure and creates opportunity for workers across the Bay Area.

In 2025, BAYWORK and JVS supported 344 learners from 44 utility agencies, delivering 1,100+ hours of training through webinars, workshops, and apprenticeships.



Scan to Watch
Diego’s Journey:
From Training to
Transformation



AI Accelerator: Preparing Workforce Organizations for the Future

In 2025, JVS began laying the groundwork for the Economic Mobility AI Accelerator, an initiative designed to help workforce organizations adapt to the rapid rise of artificial intelligence. Developed in partnership with Leading Educators and Playlab, the accelerator will launch in early 2026 and bring together California nonprofits focused on economic mobility.

Over three months, participating organizations will learn the fundamentals of AI, explore labor market trends, and co-develop practical AI tools that address their most pressing challenges, from streamlining case management to enhancing program impact. Each organization will leave with new technical

capacity, customized AI solutions, and a roadmap for implementation.

AI is advancing at a pace that far outstrips current workforce systems. If organizations do not take action now, workers in vulnerable roles will be left behind. By building capacity and shared solutions today, JVS is helping the workforce sector and the jobseekers we serve prepare for a future of work transformed by AI.

Interested in learning more or getting involved? Contact Nikkol Kinoshita, JVS's Assistant Director of Executive Operations at nkinoshita@jvs.org.





Championing Jobseekers Through Policy & Advocacy

In 2025, JVS strengthened its role as a champion for jobseekers and nonprofit training providers, advancing systemic change through policy and advocacy. With California facing its largest budget deficit in more than a decade, rising living costs, and looming federal cuts to workforce programs, thousands of jobseekers were at risk of losing access to training and career pathways.

JVS responded by putting jobseekers and frontline providers at the center of state and local decision-making. We elevated worker voices, forged partnerships with policymakers, and secured critical resources so that training programs can continue to connect people with skills, stability, and careers.

Defending Vital Workforce Programs

Facing California's severe budget deficit, JVS and our partners worked to protect funding for workforce training and career pathways.

State level: In partnership with the Coalition for the Employment Training Panel (ETP), JVS successfully advocated for the restoration of \$50 million in the ETP reserve fund. This investment helps employers upskill workers, supports jobseekers in gaining in-demand skills, and keeps businesses competitive in a changing economy.

City level: Despite widespread cuts, the San Francisco Office of Economic and Workforce Development increased JVS's sector partnership funding for the first time in several years, strengthening local training and employer connections.



JVS has helped so many people break out of the cycle of poverty. Your mission is not just about workforce development. It's about building a California where everyone has an opportunity and a chance to provide and survive.

– Congresswoman
Lateefah Simon



These victories ensured that, even in a challenging year, programs preparing jobseekers for family-sustaining wages were preserved and grew stronger.



Centering Workers in Policy

JVS CEO Lisa Countryman-Quiroz was appointed as the first workforce development representative to California's **Cradle-to-Career Community Engagement Advisory Board**. This statewide body is building a data system to track education and job outcomes, and her appointment ensures that the experiences of jobseekers balancing multiple jobs, pursuing career pathways, and striving for economic mobility are part of this critical conversation.

Lisa also joined the **Eligible Training Provider List (ETPL) Working Group**, where her leadership is helping improve access to training programs for both workers and nonprofit providers.



We sincerely appreciate our deep, long-standing partnership with JVS. Together, we are advocating for expanded access to workforce development programs and addressing the systemic obstacles that hinder economic opportunity.

*– Barrie Hathaway,
President & CEO, JobTrain*



Shaping the Public Conversation

At a time when policymakers weighed cuts that would have closed doors for workers, JVS leaders and alumni spoke out in the media, reminding the public what was at stake. Op-eds in major outlets reached tens of thousands of readers across California and beyond.

Through these platforms, JVS amplified the experiences of workers and made a powerful case for continued public investment in workforce development.



**San Francisco
Chronicle**

S.F. job training programs are life-changing. So why does the mayor want to cut their funding?



CAL MATTERS

California faces a variety of workforce shortages. It can't afford to cut training programs



CAPITOL WEEKLY
COVERING CALIFORNIA GOVERNMENT AND POLITICS

As AI and federal cuts threaten jobs, California must invest in workers



Examiner
SAN FRANCISCO SINCE 1855

Why SF can't afford to cut workforce funding

2025 Donors & Funding Partners

From July 1, 2024-June 30, 2025

CORPORATIONS, FOUNDATIONS & GOVERNMENT

\$200,000+

Anonymous
California Workforce
Development Board
Crankstart Foundation
The Harry & Jeanette
Weinberg Foundation, Inc.
Hellman Foundation
The James Irvine Foundation
Kaiser Permanente
LinkedIn
Salesforce Foundation
San Francisco Office of
Economic & Workforce
Development
State of California,
Employment Development
Department
State of California,
Employment Training Panel
Tipping Point Community

\$100,000+

Office of Senator Dianne
Feinstein
Sobrato Philanthropies
State of California,
Governor's Office of
Planning & Research
Stupski Foundation
U.S. Bank
Workday
Younger Family Fund

\$50,000+

Bank of America
Bank of Montreal
The Kimball Foundation
Mount Zion Health Fund
Sierra Health Foundation

\$25,000+

Anonymous
Alexander M. & June L. Maisin
Foundation of the Jewish
Community Federation &
Endowment Fund
The Bernard Osher Jewish
Philanthropies Foundation
of the Jewish Community
Federation & Endowment
Fund
Charles Schwab Foundation
Morris Stulsaf Foundation
Okta
UCSF Health

\$10,000+

The Capital Group
Companies Charitable
Foundation
Citi
City National Bank
The Faultline Foundation
Frank A. Campini Foundation
The Koret Foundation
The Sahana Fund

\$5,000+

Baker Tilly
ELM Advisors, LLC
Palo Alto Networks
Foundation
The Swig Company

\$1,000+

Eli & Mae Rosen Foundation
EMC Communications
Esther D. Kahn College
Intern of the Jewish
Community Federation &
Endowment Fund
The Giving Block
The Handlery Foundation
J. the Jewish News Weekly
of Northern California
Primark Benefits
RMLow Foundation
San Francisco Giants
Suzi Boyle Giving
Visa Inc.



Scan to
Help Build
Brighter
Futures

INDIVIDUALS

\$200,000+

Anonymous (2)

\$100,000+

Arthur & Toni Rembe Rock

Max Simkoff & Jennifer Saslaw

\$50,000+

Marcia & John Goldman

Lisa Stone Pritzker

Kirsten Wolberg

\$25,000+

Barbara & Gerson Bakar Foundation

Jeffrey B. Rosichan & Mardi Dier

Seiger Family Donor Advised Fund

\$10,000+

Anonymous (1)

Ben Barclay & Lena Tjosvold

Lilli I. Alberga & Larry Bardoff

Anjana Berde

Erran Berger & Johanna Carney

Lynn Feintech & Anthony Bernhardt

Deborah & Terry Houlihan

Bill Jackson & Jackie Holen

Cathy & Jim Koshland

Esther & Gerry Levandoski

Abby Snay & Edward Yelin

Roselyne C. Swig

Toole Family Foundation

Ben Tulchin & Laurie Beijen

The Meera & Ashok

Vasudevan Foundation

Carrie Varoquiers & Steve Crystal

\$5,000+

Evelyn & Norman Feintech Family Foundation

Patricia Hellman Gibbs & Richard Gibbs

Jerry Hurwitz & Susan Borkin

Lauder Family Venture

Philanthropy Fund

Susan Marsch

Chuck Ramanujam

Harry & Karen Rosenbluth

Mark & Tobi Rubin

\$2,500+

Jeffrey Chiu

Lisa Countryman-Quiroz & Rafael Quiroz

Kim & Chris Drew

The Kaplan Family

Allen & Hannah King

Michael & Jane Luckoff

Fran & David Meckler

The Purple Lady/Barbara Meislin

Eleanor & Laurence Myers Foundation

Hakeem Oseni, II

John S. Osterweis

Eric Racusin

Natalie Roesler

Marcia & Stephen Ruben

Amy E & Eric Sahn

Lynn Tsoflias

Micki Turner

Marilyn Waldman

\$1,000+

Anonymous (2)

Brian & Tamara Anderson

Sharyn Bahn

Eddy Bedock

Lynn B. Bunim & Alexander L. Fetter

Bonnie Burt & Mark Liss

Gary Caine & Lori Feldman

Joseph Catalano & Joan Varrone

Kathleen Chaikin & Gerald Bernstein

Avi Cieplinski & Jenny Yelin

David Feltman

The Hollingsworth Family

Sonya & Steve Hurst

Kiren & Zahid Jafry

Tom & Kendra Kasten

Kristine Kern

Nikkol Kinoshita & Nathan Palmore

Vivian Kremer

Elaine & Ward Lindenmayer

Lipsett Family

Olga & Adrian Lozovskaya

Todd Maibach

Gioia McCarthy

Gladys Monroy & Larry Marks

Michael & Ashley Pollack

Paul & Sheri Robbins

Eleanor Saslaw

Jim & Emily Scheinman

Mark Sugarman

Diane & Bob Wagner

The Wolfe Foundation

Susan Zetzer & Bruce Thom

The Arthur & Charlotte Zitrin Foundation

\$500+

Anonymous (4)

Sonya Q. Abrams

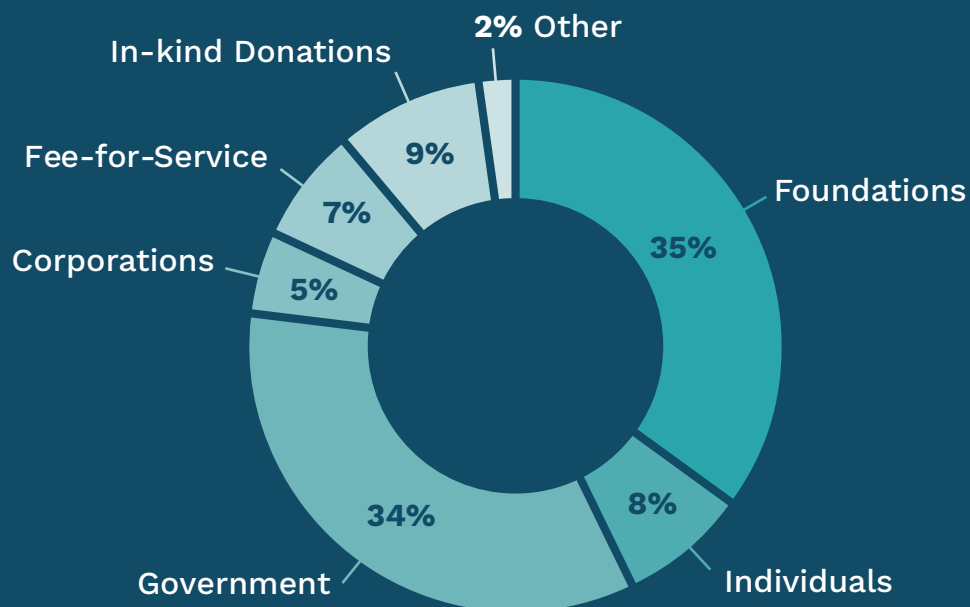
Joseph & Joyce Behar

Joanna Berg & Dan Finkelstein
Jack Bernstein
Sarah Charukesnant & Ruchir Shah
Kevin & Christine Chesson
Stephanie Choy
Howard & Carol Fine
Janet Gallin Kelter
Michael Gordon
Michael Gordon & Sharon Chen
Michael J. Gothelf
Marsha & Ralph Guggenheim
Paolo Guttadauro
Sahra Halpern
Mimi Heft
Phyllis C. Helfand
Allan & Nancy Herzog
Elaine A. Hilp
Ellen & Robert Jasper
Carla Javits & Margaret Cecchetti
Alex Justman
Irene F. Krohn
Mark Leno
Jessica Ly
Carla McKay & Martha Ehrenfeld
Nancy Neyer-Kinoshita
Ellen Rothmann
Dorothy R. Saxe
Evan Schneider
Martin & Roberta Schwartz
Stephen Schwarz
Paige Scott
Sally Sexton & Hal Meggison
Robyn & Loren Shalinsky
Steven Sherr & Karen Hall
Mitchell & Harriet Sollod
Marcie & Artie Storch

Suzanne E. Sullivan & Frederic N. Johnson
Deidre Triplett
Marc Weisman
Matthew Wolden
Mike Wong
\$250+
Anonymous (7)
Judy & Robert G. Aptekar
Nick Arevalo
Madison Barton
Janet Beach
Carol & Leslie Benet
Susan & Ron Berman
Michael & Nancy Borah
Christopher Boyd
Guy Chicoine
Henrietta Cohen & Lee Trucker
Julie Cohn
Erica N. Fono & Morry J. Katz
Bertrand Ginsberg
Stella & David Goodwin
Marc & Diane Gordon
Jocelyn Gottlieb & Matt Reining
Shelly D. Guyer
Xenia & Gary Hammer
Raza Handan
Leonard Hellman & Sarah Dang Hellman
Yuriko Hirohashi
Mark Horne
Helen Hubert
Eileen L. Kahaner
David Levitin & Elana Rosenbaum
Donald Maisel
Vivian & Steve McClure
Alfredo Medina
Jeanne Miller

David & Jan Mishel
Peter & Sara Ogilvie
David Pendrake
Margaret Prowitt
Samantha Ray
Ann Rosen
Caitlin Safradin
Marlene & Jon Sakol
Cheryl Salem & Elisabeth Ochs
John C. Schaaf & Michael R. Weaver
Rebekah Schechtman
Gene & Abby Schnair
Mike & Teddi Silverman
Keith Stattenfield & Loretta Beavers
Ann Swidler & Claude S. Fischer
Christina Tai
Lisa Trogdon
C. Henry & Susan Veit
Nina Weil
John Weinstein & Heidi Stewart
Caroline K. Werboff
Molly Trinh Wiebe
Lauren Wilson
Ben Yelin & Gretchen Nettle
Amy S. Yen
Jonathan Yolles & Stacey Silver
Norman & Lucille Zilber

Financials



REVENUE \$15,902,052

Foundations	35%
Individuals	8%
Government	34%
Corporations	5%
Fee-for-Service	7%
Other	2%

EXPENSES \$15,441,563

Program Delivery	37%
Program Support	27%
Management & General	19%
Development	15%
Policy	2%



Scan to See All
Financials

This statement does not conform to GAAP.

Board of Directors

EXECUTIVE COMMITTEE

President, Erran Berger

Vice President, Product Engineering,
LinkedIn

Vice President, Jeffrey Rosichan

Retired Investment Banker

Vice President, Max Simkoff

Founder and CEO, Doma Holdings

Treasurer, Chuck Ramanujam

Wholesale Banking Executive, F&M Bank

Secretary, Anjana Berde

EVP, Chief People & Culture Officer,
Pathward

President Emeritus, Kirsten Wolberg

Public, Private and Nonprofit Board Director



As JVS Board Chair, I see every day how essential our community of supporters are to our impact. At a moment when political and economic uncertainty threaten opportunities for workers, your partnership ensures we can safeguard pathways to stability and open doors for people who might otherwise be left behind.

– Erran Berger, JVS Board President, VP of Product Engineering at LinkedIn



BOARD MEMBERS

Ben Barclay

SVP, Strategy & Corporate Development,
Zendesk

Yasmeen Gonzales

Practice Manager, UCSF Health, Department
of Neurology

Sahra Halpern

President & CEO, Business Consortium Fund

Nancy Kirshner-Rodriguez

Senior Director of Policy & Outreach,
Oceanic Network

Anoop Lalla

Chief Data & Analytics Officer, F5

Susan Marsch

Former C-Suite Executive and General
Counsel

Hakeem Oseni II

Director SecOps, Salesforce

Eric Racusin

Senior VP, Business Banking Regional
Executive, U.S. Bank

Natalie Roesler

Associate Chief Administrative Officer,
Kaiser Permanente

Ben Tulchin

Founder & President, Tulchin Research

Lynn Tsoflias

CEO, CustomerGuru

Carrie Varoquiers

Chief Philanthropy Officer, Workday

JVS Leadership

Lisa Countryman-Quiroz

Chief Executive Officer

Teresa Betancourt

Director of Contract Compliance

Sarah Charukesnart

Chief Development Officer

Ashlyn Clark

Director of Learning

Jim Dowling

Director of Job Search & Placement

Sarah Gordon

Director of Individual Giving & Special Events

Paolo Guttadauro

Director of Human Resources

Gabriela Jiménez

Director of Government & Community Affairs

Nikkol Kinoshita

Assistant Director of Executive Operations

Yana Kusayeva

Director of Evaluation & Impact

Dorit Leavitt

Director of Program Strategy & Design

Doug Mihok

Director of Finance

Karen Rice

Controller

Arathi Rivier

Interim Chief Strategy Officer

Dylan Ruggles

VP of Program Delivery

Richa Sharma

Director of Technology

Danielle Scheper

Director of Participant Success

Kelcie Wong

Chief Program Officer

Luba Yusim

Senior Director of Strategic
Communications & Marketing

JVS Staff

Imue Aiguwurhuo

Karen Alarcon

Erin Ahlich

Julie Barton

Tierney Berlinski

Mel Biendara

Vannesa Blanco

Shument Cheng

Rosy Corado-Biggs

Hong Dang

Ally Darling

Eliyana Regmi Dhakal

Amy Preut Duncan

Crystal Duong

Jasmine Ebrahim

Nikki Freadhoff

Andrew Giese

Mark Guterman

Amy Howard

Macy Huang

Tashae H-Kodjale

David Johnson

Jinny Jung

Irina Leyzerovich

Danny Liao

Peter Lipatov

Kate Lorch

Pauline Madriaga

Mike Madayag

Jan Magat

Aaliyah Martin

Pablo Ngo

Daniel O'Brien

Julissa Ontiveros

Sesa Pabalan

Sabrina Paynter

Dina Plotkin

Amy Rivera

Claire Rivera

Steven Sanford

Jeff Suslow

Henry Smith

Dominique Stean

Brittany Stewart

Khang Tran

Elizabeth Touns

Wenya Tan

Carolyn Tsai

Alicia Velez-Rivers

Tia Walme

Cecilia Young

Amy Zhao





Check out the digital version of this report.



impact2025.jvs.org



Jewish Vocational Service
548 Market Street, PMB 37733
San Francisco, CA 94104
415.391.3600
jvs.org

[@jvsbayarea](https://twitter.com/jvsbayarea)

