



2025 **IMPACT REPORT**

A Year of Impact, Growth, and Resilience





Our Impact by the Numbers

Fiscal Year July 1, 2024 - June 30, 2025

5,416

people served across all programs and services

2,904

people received individualized services

1,007

refugees served

126

trainings took place

107

people received job-related credentialing

210

people were placed in new jobs

A Year of Impact, Growth and Resilience

Our last fiscal year, ending June 30, 2025, marked a pivotal chapter in the evolution of JVS. With the development of a comprehensive strategic plan, we laid the groundwork to realize our vision of becoming the preeminent workforce development agency in northern New Jersey. We've expanded our geographic reach, now serving over 5,000 clients across all seven northern counties. We've created innovative training programs, forged meaningful partnerships with employers, and significantly increased both the number of people we serve and the depth of our impact.

At the same time, we've faced significant challenges. Federal funding reductions have impacted several of our programs, including our Citizenship Services, English as a Second Language, and Adult Basic Education courses. Our refugee clients, many of whom have spent their life savings and endured incredible hardships coming to America, are navigating uncertain futures. Other clients, living with disabilities or struggling to survive while unemployed, face the prospect of even fewer resources and less support.

In the communities we serve, these challenges are amplified. One in five residents live below the poverty line. One in three is foreign-born. The per capita income is half the state average, while New Jersey ranks among the top five most expensive states to live in. For too many, simply surviving has become an uphill battle.

At JVS, we believe that employment is the key to overcoming poverty. Our work begins with understanding each client's barriers to employment. Then, through personalized guidance, job training, and wraparound services, we help people become truly "job-ready," equipped not just to land a job, but to build a career with fair wages, benefits, and real opportunities for advancement. Our employer partners play a vital role as well, collaborating with us on customized training initiatives, new hire pipelines, and upskilling opportunities that benefit both workers and businesses alike.

Throughout our history, we've adapted to changing conditions with resilience, determination, and creativity. This year was no exception. We remain deeply committed to supporting the most vulnerable members of our community, helping them build skills, gain confidence, and secure the opportunities they need to thrive.

With the continued support of our partners, funders, and community, we are building a stronger, more equitable future, one job at a time. **We thank you for your support.**

Sincerely,

A handwritten signature in black ink, appearing to read 'David A. Picon'.

David Picon
President, Board of Trustees

A handwritten signature in black ink, appearing to read 'Michael Andreas'.

Michael Andreas
Chief Executive Officer

Impact

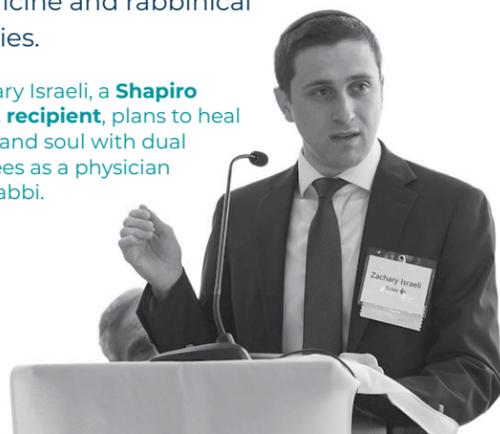
- Our impact is made possible thanks to the dedication of JVS staff across all our program and service areas.
- “Impact” means something different for every JVS client. For some, it’s earning a job-related credential or their GED, learning English, or gaining the confidence they need to ace a job interview. As one client told us, “the programs provide students with not only academic resources, but real-life pathways into careers.”



Pharmacy technician students earn **immunization certifications**, making them more employable upon graduation.

- For some people, JVS’s impact relates to the high cost of education. Through our Perlmutter Student Loan and Shapiro Grant programs, JVS helped 10 Jewish undergraduates fund their college education and 4 graduate students pay for advanced degrees in medicine and rabbinical studies.

Zachary Israeli, a **Shapiro grant recipient**, plans to heal body and soul with dual degrees as a physician and rabbi.



Jim Abbott shared the challenges he overcame to become an MLB pitcher.

- Our annual *Taste & Toast: Challenge Accepted!* gala vividly demonstrated JVS’s impact to more than 300 supporters. Current and former JVS clients shared their employment journeys highlighting the transformative role JVS played in their lives. Our keynote speaker was Jim Abbott, former MLB pitcher born with one arm, whose story of perseverance captivated the audience.

Growth

- Board and staff joined together to plot a strategic course for JVS’s future growth.
- The state awarded the Fund My Future grant to JVS, expanding our reach into the seven northern counties in New Jersey. JVS provided case management and career skills training to the individuals, along with job-skills training if our programs aligned with their goals.
- JVS received funding from the Healthcare Foundation of New Jersey to expand our healthcare training to include a Certified Nursing Assistant program.

- JVS launched the STAR Program for individuals with disabilities who want to work in community-based employment. A 27-week, highly-individualized approach to employment, the program focuses on developing social skills, job seeking skills, travel training, workforce readiness, and hands-on employment experiences.



STAR Program participants explore job skills at the Community Food Bank of New Jersey.

- Working in partnership with Temple B’nai Jeshurun, we created TBJ Connect, a new program designed to create networking and professional development opportunities for its congregation. JVS plans to replicate this model with other MetroWest synagogues.

Resilience

- 2025 was a year of uncertainty for non-profits, with state and federal funding reduced, temporarily suspended, or eliminated. JVS responded quickly to each challenge, pivoting to reduce the impact of the funding cuts on our clients.



Though funding was eliminated for our **Citizenship classes**, JVS supporters stepped up and helped fund the program.

- When funding was cut for our Citizenship program, JVS reached out to past donors to fund four additional courses. Thanks to your support, we were able to help 75 Legal Permanent Residents along the path to becoming US citizens.
- With the closure of many brick-and-mortar pharmacies, JVS adapted our Pharmacy Technician program, establishing employer partnerships with healthcare facilities and mail order pharmacies and adding components (e.g., compounding) to the curriculum.
- In the prior fiscal year, JVS helped more than 1,000 refugees find stability in their new homeland. We were on track to serve even more this fiscal year, when the political climate changed. JVS established protocols and continued to help enrolled clients navigate their new reality.
- JVS streamlined our intake process across all our services, creating a single point of entry. This change helps us assist clients faster and identify JVS services that best meet their employment goals. It also enables us to gather more accurate data, allowing us to rapidly respond and adapt programs based on service demand.

Paths to Employment

Every person who walks through our doors goes through an intake process to determine their immediate and long-term needs to meet their employment goals. We assess their barriers, background, and skills before referring them to one or more of JVS's many programs and services. No program or department stands alone at JVS. We hope our clients take advantage of any program that can help them customize a pathway to employment and financial stability.

Like JVS, our clients are the epitome of resilience and growth. Read on to learn about some of our clients' successes and how they have transformed their own lives, their families, and their communities.

Stepping Stones

Some students enrolled in our **Certified Home Health Aide program** love the idea of providing hands-on care to people in need. Others, like Umar and his wife Sade see it as a stepping stone.

Raising a family in Nigeria, Umar and Sade had fulfilling careers. With a graduate degree in information technology, Umar served as a computer science lecturer at a polytechnic institute and was on track to pursue a PhD and continue advancing his academic career. Sade had a degree in economics.

In Nigeria, says Umar, "Ongoing security challenges created an environment where many people felt unsafe. Over time, the lack of response to violent incidents led to a normalization of such events and growing sense that human life was not fully valued." He and his family relocated to the United States -- a choice driven by the need for greater safety.

Upon their arrival, while Umar looked for work to pay the bills, Sade enrolled in the JVS Home Health Aide program and quickly found employment. Seeing her success, Umar enrolled in the same program.

Sade used the JVS program as a stepping stone. "She is passionate about healthcare and the JVS program started her on a new career path." She has since earned her phlebotomy and EKG certification and is employed at Atlantic Health Services in Morristown. Umar chose the program as a strategic stepping stone as well. He is adding more relevant certifications to his resume, working toward his career goal is to work in the IT sector of the healthcare sector.

Photo: Umar is using his JVS training as part of a multi-pronged effort to achieve his career goals in America.

Please note: While their stories are real, some of our clients' names have been changed to protect their privacy.



With a Little Help from My Friends

Starting a first job is nerve-racking, especially for someone with disabilities. For Emily that first day was more than 13 years ago; for Rose it was 2025. With JVS support, both are thriving in **community-based employment**, working retail.

After Emily graduated from high school, she came to JVS for guidance, job readiness training, and to learn new skills. After two years, she landed a job at ShopRite as a bagger, where she has worked for 13 years. For Emily, getting the job marked a shift from childhood to adulthood. Learning the ins and outs of the new role was a challenge, but she grew to appreciate the unpredictable nature of the work. "I was there when plastic bags were taken away, when the store was remodeled, and during COVID," she says. "I spent hours wiping down carts and keeping count of how many people were entering the store." To this day, JVS job coaches visit her on the job, give her guidance, advocate for her, and speak to her supervisors to find a solution if she runs into a challenge at work.

When Rose came to JVS, she explored different jobs and work environments, practiced interviewing, created a resume, completed job applications, and networked. Several months later, she got a job at a Dollar Tree. Like Emily, her JVS job coach visits regularly to help her over any bumps in the road. Today, she's confident on the job and works quickly and independently. Says her job coach, "She walks with her head held high and has a spring in her step." For Rose, working in the community, getting out of the house, contributing to society, and earning a paycheck have been transformative.

Photo: At last year's Taste & Taste gala, long-time ShopRite employee Emily proudly shared her experiences.

Career Services

Certified Job Skills Training

Citizenship Classes • Disability Services

Adult Basic Education • STAR Program

English as a Second Language

Refuge and Immigrant Services



Embarking on New Horizons

Regardless of which program brings clients to JVS, they will likely work with a **Career Specialist** who will help them identify meaningful employment opportunities by defining their professional and financial goals, explore careers that can help them achieve those goals, help with job searches, and prepare for interviews. As clients settle into their new roles, Career Specialists keep in touch to ensure satisfaction and success.

Take Roberto. Although his background and education pointed to a career in IT, he was having a hard time landing a job. With the guidance and support of a Career Specialist, he found a job as a School Agent. Not exactly what he'd hoped for, but a foot in the door. Within two months, his company recognized his potential, increased his salary by 9%, and promoted him to IT Consultant -- the position he originally wanted. He's also been asked to teach an online AI course -- at more than double his starting salary!

And Jenny. She had been unemployed for several months because of an injury and anxiety. Determined to get back to work, Jenny worked closely with a Career Specialist networking, prepping, and ultimately landing a job designing on-line learning modules with a starting salary of \$95,000. Because of her long commute, she also worked with our Career Specialist to wordsmith a request to work remotely. Her employer agreed, recognizing her value to the company.

Photo: Career Specialists help clients find their futures.

Just the Beginning

Angeline and her family immigrated from Haiti in 2007, seeking security, stability, and opportunity. She began working as a Home Health Aide. Her mother first discovered JVS through our **citizenship classes**. Seeing her mom's success, Angeline took the class, passed the exam, and became a citizen.

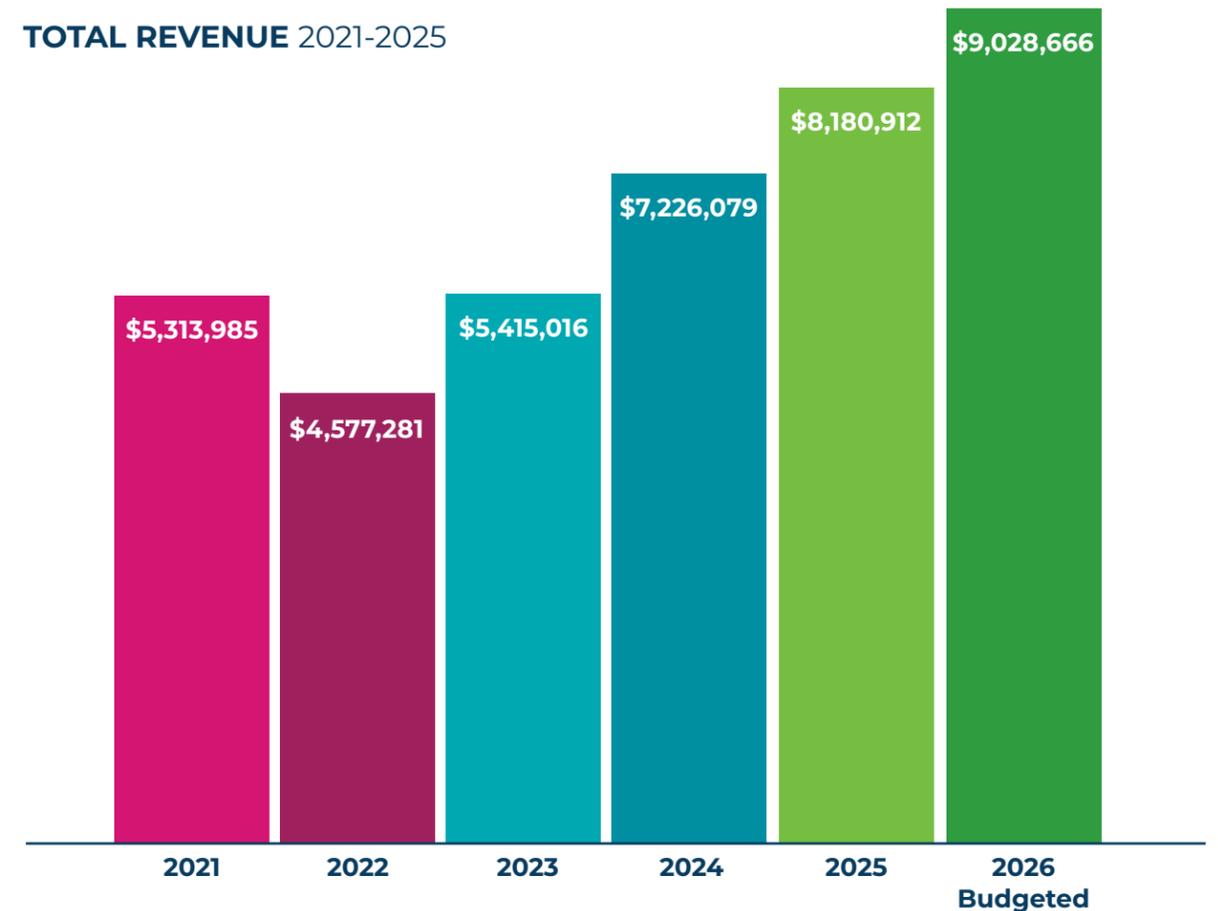


While at JVS, Angeline heard about our **Pharmacy Technician program**, which provides job skills training with an intensive **English as a Second Language** component. "It was a great opportunity for me," she says. "The program not only gave me new skills, but also the ability to make more money to support myself and my family."

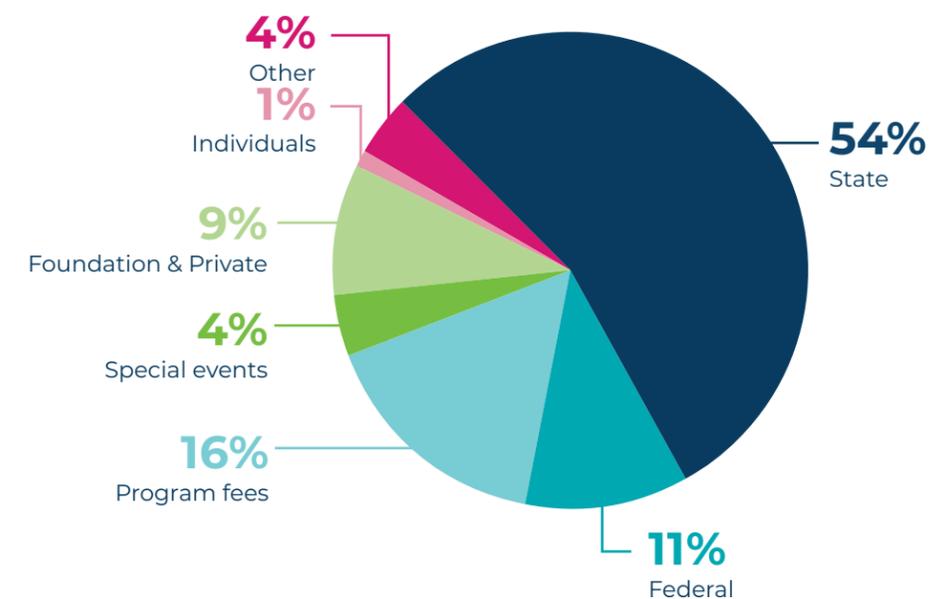
At an externship at Walgreens, she gained on-the-job experience that solidified her desire to work in the field. Reflecting on her journey through the programs, Angeline remarks, "I met amazing people who never judged me and who saw greatness in me." For Angeline, this is just the beginning. With her first-hand knowledge of the healthcare field as a caregiver and in pharmacy, she recently began taking college classes toward a degree in public health.

Photo: Angeline on graduation day at JVS.

TOTAL REVENUE 2021-2025



REVENUE SOURCE PERCENTAGES FY2025



Thank you.

As a recent Pharmacy Technician graduate said, “Across this country, and especially in underserved communities, there are countless young minds who just need a chance. They don’t need a miracle. They need mentorship, access, opportunity, and yes, funding.” On behalf of the 5,000+ people JVS helps annually, we thank the donors who supported our work in the last fiscal year.

\$250,000+

NJ Department of Labor and Workforce Development
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\$100,000 to \$249,000

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This listing acknowledges gifts received between July 1, 2024 and June 30, 2025. We made every effort to list all names accurately and regret any omissions or errors. If an error has been made, please contact our Development Department at 862-704-2281.

Photo credits: Kate Albright Photography and Barbora Hindson Photography

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