



SKILLS . JOBS . CAREERS

TALES OF REBRANDING: HONORING THE “J” IN JVS

POWERNET 2023: MISSION POSSIBLE



JVS Boston History & Mission

- Today, JVS is among the oldest and largest providers of adult education and workforce development services in Greater Boston, serving a diverse clientele.
- JVS assists people to remove barriers to financial independence by providing them with the skills needed to secure a quality job with a family-sustaining wage.
- Our mission is to empower individuals from diverse communities to find employment and build careers, while partnering with employers to hire, develop, and retain productive workforces.



1938

JVS was founded during the Great Depression to assist Jewish immigrants struggling to enter the American workforce and support their families.



Post WWII

JVS assisted refugees from across Europe and helped defense workers re-integrate back into the civilian workforce.



1950s and 1960s

JVS provided services to Jewish refugees from Hungary and Cuba and began providing training and employment services to individuals with disabilities.



1970s

JVS began to build a reputation for high-quality English for Speakers of Other Languages (ESOL) classes, by serving newly re-settled Soviet Émigrés, and war refugees from Vietnam.



1980s and 1990s

JVS expanded services to immigrants from more than 25 nations, and individuals with education, skills, and employment challenges from the broader- and Jewish communities.

Who We Serve

JVS targets most services to low-income individuals who are unemployed or underemployed and to low-wage workers in need of career advancement services.

68% of clients are not working when they arrive at JVS, and individuals who are working earn a median wage of \$13/hour for 30 hours/week.

More than 23% of JVS clients receive SNAP or TANF benefits when they begin working with the agency.

Many have multiple support needs ranging from limited English proficiency and lack of education to disabilities, criminal records, and lack of childcare and transportation.

Most JVS clients reside in the Greater Boston area, with nearly half residing in Boston neighborhoods and the remaining living in neighboring communities.

Our diverse clientele represents 100 nations and speaks more than 60 languages, with the majority being non-native English speakers.

JVS clients are highly diverse, with three-quarters identifying as persons of color. More than half are female (63%), and 37% of those served are parenting children under the age of 18.



Bringing Core Jewish Values to Life @ JVS

In 1938, as the Holocaust was unfolding in Europe, the Vocational Service of the Associated Jewish Philanthropies of Boston (now CJP) was founded to assist Jewish refugees fleeing Nazi persecution in Germany. The Vocational Service helped refugees gain skills, find employment, continue careers, and begin to build new lives here in America.

For over 80 years, JVS has been guided by a set of core values of social justice, the dignity of each person, and the value of work. **JVS Tzedek in Action demonstrates how JVS's Jewish values inspire and inform our services to people of all backgrounds and identities. We welcome you to become involved.**

The stranger who resides with you shall be to you as one of your citizens; you shall love him as yourself, for you were strangers in the land of Egypt

Leviticus 19:34

One of Judaism's most fundamental projects is to convert memory into moral responsibility. Appealing over and over to the early days of the Jewish people as downtrodden, defenseless slaves in Egypt, the Torah calls upon all Jews to remember what it feels like to be vulnerable. By keeping the collective memory alive, we are better equipped to cultivate compassion and act with alacrity to elevate the immigrant, refugee and powerless person in our midst.

Throughout our history, JVS has been serving refugees from over 100 countries in comprehensive education, training and job placement services

How You Can Help: Check out some of our volunteer opportunities within our **Refugee Services Division:**

- **ESOL Classroom Assistance** (in-person and remote options)

Assist the instructor in class and lead a small group of students during breakout activities to help build English skills to interview and secure a job.

- **Resume & Job Search Assistance** (in-person and remote options)

Assist clients with job search techniques, resume writing/editing, online applications, uploading documents to email and job search sites and help prepare clients for interviews.

- **Vocational Training Classroom Assistance** (in-person only)

Assist the instructor in a vocational training class and lead a small group of students during breakout activities. Vocational Trainings include Bank Career, Hospitality & Food Service, and Healthcare Customer Service.

You shall not take advantage of a needy and destitute worker...but you must pay him his wages on the same day, for he is vulnerable and urgently depends on it.

Deuteronomy 24:14-15

ENSURING THE DIGNITY OF EMPLOYEES



Judaism places responsibility to protect workers' rights not just on managers and bosses but on all of society. We are expected to ensure that all sorts of laborers, from restaurant employees to nurses--are treated honorably by receiving their fair pay in a timely fashion and by being spoken to in a relational, humanizing manner. Workplace culture is where many abuses of power transpire and is therefore the place that we are called upon to monitor and protect with value driven vigilance.

At JVS we are passionate advocates for workers, and we listen to the concerns and priorities of our clients in the workplace. We developed our **Job Quality Benchmarking Index** by which employers can demonstrate how their job stacks up against competitors on 5 key elements:

- Wages
- Benefits
- Scheduling
- Access to Career Ladders
- Supportive Environment

Changes made by employers on one or more of these elements affect hundreds of job seekers as well as their families and local communities.

How You Can Help: Check our website to learn more: https://bit.ly/JVS_JQI

If you are part of a company that wants to take the survey, here is the link:
https://bit.ly/JVS_JQS

The highest level - and there's nothing higher than this - is strengthening the hand of a person who has fallen into poverty and giving him a gift or a loan, or entering into a partnership with him, or finding work for him to do, in order to strengthen his hand, so that he doesn't need to go to others for assistance.

Maimonides, Laws of Charity 10:7

The famed creation story in Genesis posits that fundamental to human dignity is the capacity to work hard and support ones' self. The process of economic independence begins with study and skill building, and continues with the empowerment provided by mentors and coaches. These opportunities directly unlock human potential and facilitate human flourishing, ennobling more of God's creations to live lives of purpose, meaning and joy.

JVS offers a menu of **Skills Training Programs** that enable our participants to gain the skills they need to prepare for a new career. We have an ever-growing number of state-of-the art skills training programs including:

- Animal Care Technician
- Bank Career
- Central Sterile Processing
- CNA and Nurse Aid
- Early Childhood Education
- Healthcare Customer Service
- Hospitality
- Pharmacy Tech
- Substance Addiction Recovery Training

ENSURING THE DIGNITY OF EMPLOYEES



How You Can Help: Check out some of our volunteer opportunities within our Skills Training Division:

- **Reading & Writing Classroom Assistance** (in-person and remote options)

Assist adult learners in a Reading & Writing class to build their English skills to work in a healthcare setting.

- **Resume & Job Search Classroom Assistance** (in-person and remote options)

Assist students in class with job search techniques, resume writing/editing, online applications, uploading documents to email and job search sites and help prepare clients for interviews.

- **Computer Classroom Assistance** (in-person and remote options)

Assist students individually in class to help build their computer and internet skills.

- **Mock Interviews** (in-person and remote options)

Interview clients to prepare for their upcoming job interviews. The goal is practice, confidence building, and constructive feedback.