

***When Is  
Job Training***

***Not Just  
Job Training?***

# When It's a New Model for a New Economy

**JOB'S HAVE CHANGED.** The economy has changed. People's lives and what they need to succeed have changed. But most job training systems haven't. They still assume a classroom is enough. That a certificate equals stability. That if we build one path, everyone can walk it.

At JobTrain, we know that's not true because we've spent 60 years listening, learning, and evolving.

We've learned that job training isn't just about skills. It's about people. It's about where they live, what they've lived through, and what they dream of. It's about what stands in their way, and what will finally move them forward.

**We're redesigning workforce development from the ground up.**

## **This year's report is a story of reinvention.**

It's about how we're redesigning workforce development from the ground up — building a people-centered, place-based model that brings opportunity directly into neighborhoods.

You'll see how our Economic Advancement Centers reflect the real needs of each community, and how we are creating services and systems specific for them. And that is leading us to question and reinvent the economic mobility model.

It takes money and it takes time. But this isn't just JobTrain's evolution. It's a blueprint for what's next in workforce development.

Thank you for being part of this journey.

With deep appreciation,



A blue ink signature of Barrie R. Hathaway.

Barrie R. Hathaway



## **When is a pencil not just a pencil?**

**When it's someone's first step toward rewriting their story.**

At JobTrain, a pencil isn't just for taking notes — it's for sketching out futures. New skills, career plans, and confidence begin here.

## **When is a backpack not just a backpack?**

**When it's carrying the weight of a lifetime carried into a classroom.**

Many of our students come carrying more than supplies. They have trauma, debt, and language barriers. At JobTrain, we lighten that load through compassionate support for the whole person.



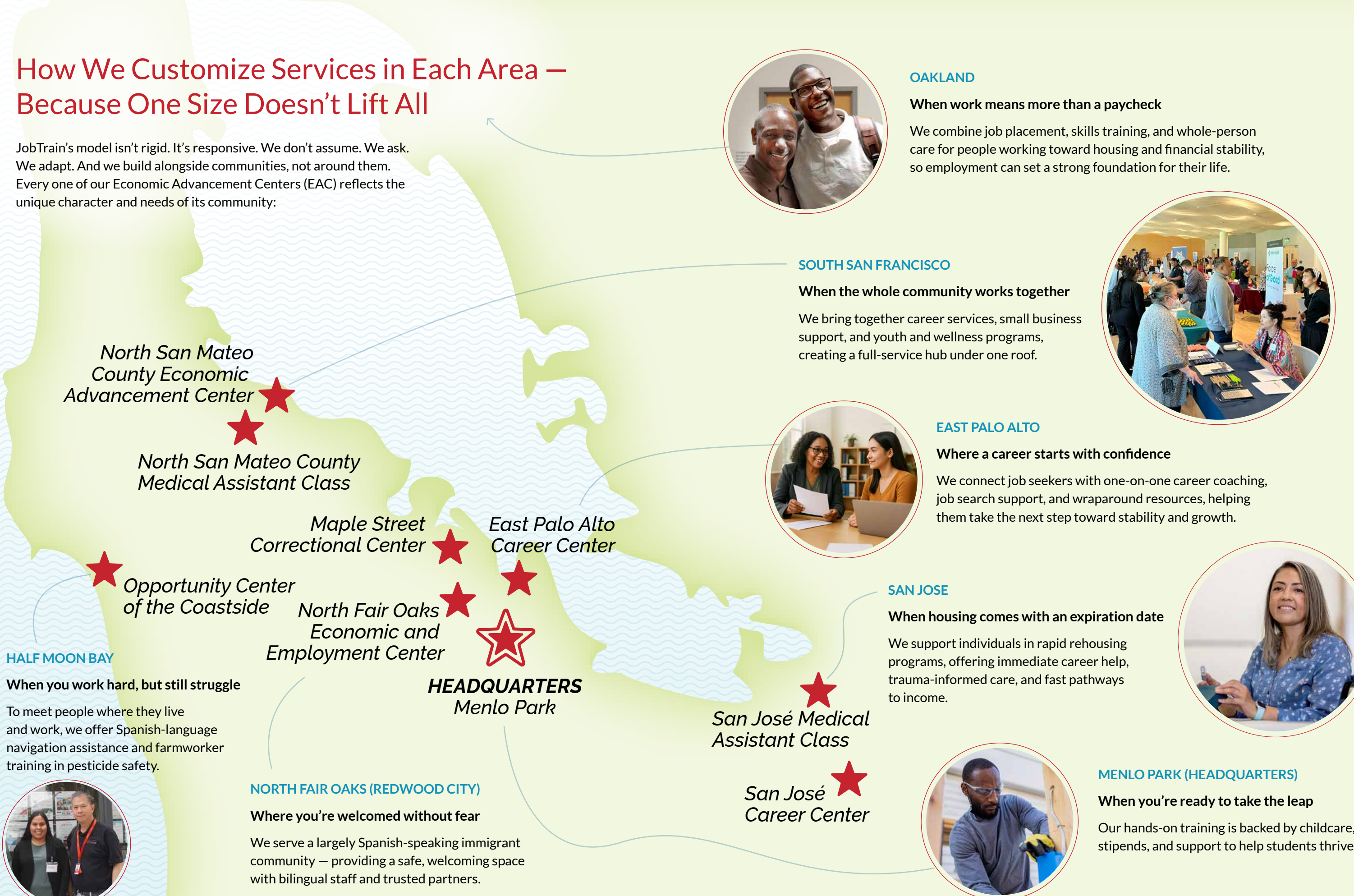
## **When is a door not just a door?**

**When it opens into a future someone never thought possible.**

Sometimes it's the door to a training lab. Sometimes it's the door to a job interview. Always, it's the start of something bigger.

# How We Customize Services in Each Area — Because One Size Doesn't Lift All

JobTrain's model isn't rigid. It's responsive. We don't assume. We ask. We adapt. And we build alongside communities, not around them. Every one of our Economic Advancement Centers (EAC) reflects the unique character and needs of its community:







## What Each Community Needs, Where They Need It

Every community faces different barriers to economic mobility. That's why we tailor our services to meet local challenges head-on, with solutions that work.

### San José

#### When time is running out and options are few

In San José, many clients come to us through “rapid rehousing” programs. These offer short-term rent subsidies. But once the subsidies end, the clock starts ticking. Without stable income, clients risk falling into homelessness.

##### What the community needed:

- Rapid, hands-on job support — no long delays.
- Layered services for people emerging from crisis.
- Flexible access to careers that offer real income quickly.

##### How JobTrain responded:

- We embedded wraparound support right at the point of entry. Clients access housing referrals, transportation vouchers, résumé help, and interview prep immediately — while our career staff connect them to industries with fast hiring timelines, like healthcare support and facilities services.
- This Center helped more than 600 people secure jobs last year — many within weeks of walking through the door.

“The clock was ticking.  
JobTrain helped me beat it.”

### Half Moon Bay

#### When hard work still leaves you behind

This coastal farming community is home to many immigrant agricultural workers — people who work long hours, but still struggle to make ends meet. Most speak Spanish, some lack documentation, and access to training is limited by geography and trust.

##### What the community needed:

- Programs tailored to farmworker realities.
- Spanish-language services and labor safety education.
- Local access to upskilling and new career paths.



##### How JobTrain responded:

- We offered pesticide safety training in Spanish, connected clients to green job initiatives, and collaborated with the local Chamber of Commerce to open new opportunities in agriculture-adjacent industries.
- Our Half Moon Bay Center ensures that even in rural communities, people aren't left behind by the Bay Area's economy — they're supported, seen, and ready to grow.

“JobTrain didn't ask me to come  
to them. They came to us.”



### South San Francisco

#### When it takes a community to build a career

This site serves a diverse immigrant population including Hispanic, Asian, and Pacific Islander communities. Many clients come seeking stability. Some dream of starting their own business. All want a better future.

##### What the community needed:

- Multilingual navigation and culturally responsive care.
- A blend of services: employment, entrepreneurship, wellness.
- A system that works like a team, focused on collaboration and results.

##### How JobTrain responded:

- We built a collaborative hub. Renaissance Entrepreneurship Center supports small business dreams. The YMCA offers wellness and family services. And our Promotores — trained peer navigators from the community — help clients connect to it all.
- We helped clients like Ivan, newly released from jail, to thrive. He discovered our construction training program, completed it with pride, and rebuilt his life with his son.

“I didn't just find a program. I found  
people who believed in me.”





## North Fair Oaks (Redwood City)

### When the first step is feeling safe

In North Fair Oaks, a largely Spanish-speaking immigrant neighborhood, fear and mistrust often keep people from seeking help. Concerns about ICE, language barriers, and cultural disconnects make it hard to access the support they deserve.

#### What the community needed:

- A safe, culturally affirming space.
- Spanish-speaking staff who reflect the community.
- Immediate connections to stabilization services.

#### How JobTrain responded:

- We hired a bilingual, bicultural team and partnered with trusted local groups to offer legal assistance, housing help, and job readiness support. At this Center, even a brief visit can turn into a long-term connection to services.
- One client — a trained chef who arrived homeless and hopeless after a divorce — found both housing and a new job within weeks. More importantly, he found people who believed in his potential when he no longer did.

## Oakland

### When survival feels like a full-time job

In Oakland, many people arrive at JobTrain unsure of where they'll sleep next week. They're not always on the street, but they're not secure — living in shelters, couch surfing, or one bill away from being unhoused.

#### What the community needed:

- A starting place that didn't require stability as a prerequisite.
- Programs built around real-life instability, not ideal circumstances.
- Access to housing, mental health support, and tech resources.

#### How JobTrain responded:

- We modeled this center on our proven San José site, then tailored it to Oakland's unique realities. We brought in local partners to offer housing, trauma support, and emergency navigation. Through the Center, clients move from survival mode into our system, accessing job placement, training opportunities, and the resources they need to stay on track.
- It's not just about helping someone find a job. It's about helping them build a life.

**"I didn't need a classroom.  
I needed someone who  
wouldn't give up on me."**

**"They didn't ask for papers.  
They asked how they could help."**





# Menlo Park (Headquarters)

## When you're ready to leap, we're ready to launch you

At JobTrain's flagship campus, clients come ready to move forward, often with families to support, goals in mind, and big dreams. But they need the right training, and support to complete it.

### What the community needed:

- Industry-aligned training with real career pathways.
- Stipends, childcare, and case management.
- A space to pilot and scale innovation in workforce development.

### How JobTrain responded:

- By offering free career training in medical assisting, culinary arts, carpentry, HVAC, IT, property management, and other areas, students earn credentials, complete externships, and walk into living-wage careers, often starting at \$27/hour or more.
- By offering childcare on-site, housing support, and an alumni advancement program in development, we're not just launching careers — we're changing lives and building a model for the future.

“JobTrain gave me more than skills — they gave me the confidence to dream big.”

## When Is a Model Not a Model?

### When it's a movement in motion.

What we're building isn't finished — and that's the point. It's a living, learning system that grows with each community we serve. It's rooted in dignity, guided by data, and shaped by real people's needs.

We've piloted the approach. We've seen the early wins. And now we're refining it — together with partners who believe that opportunity should be local, personal, and within reach for everyone. This is a bold step forward, and we invite you to help us shape what comes next.



### CLIENT SUCCESS STORY

## From the Streets to the Chef's Table

### Chef Gilly's Journey

BEFORE 2016, Gilberto was navigating a life without direction, caught in a cycle that left little room for hope. At a young age, he became a father, and, in that moment, he realized something powerful: if he wanted his child to have a brighter future, he would need to create it.

“I didn't have any prospects,” he recalls. “I wanted to be there for my child, to give them a better life. But I didn't know where to start.”

That turning point came when he found Free At Last, a program in East Palo Alto for formerly incarcerated individuals, which connected him to JobTrain. There, in the Culinary Arts program, he discovered far more than recipes and techniques. He found a community that believed in him. His chef instructor offered steady guidance, honest encouragement, and the push he needed to keep going when life felt heavy.

“JobTrain gave me hope,” Chef Gilly says. “It showed me my past

didn't have to define my future. I could create something better.”

Today, Chef Gilly is the proud owner of Chef Gilly's Catering, a thriving business serving flavorful, soulful dishes at events across the Bay Area. His business is growing, and he's now preparing to hire more staff, thus creating opportunities for others, just as JobTrain once created one for him.

His connection to JobTrain remains strong. Whether he's inspiring current students with his story or, most recently, catering JobTrain's all-staff summit (where his food was met with rave reviews), Chef Gilly stands as living proof of the transformational impact

that begins with one act of generosity. This year's impact report reflects what our 60 years have taught us: “Training isn't just about skills — it's about people,” says JobTrain President & CEO, Barrie Hathaway. “It's about where they live, what they've lived through, and what they dream of. It's about removing barriers and creating real pathways forward.”

“JobTrain gave me hope. It showed me my past didn't have to define my future. I could create something better.”

For Chef Gilly, JobTrain wasn't just a program, it was the bridge from surviving to thriving. His story is proof that when someone with the will to change meets someone with the heart to give, second chances become lasting success.★

JobTrain is an engine of opportunity, helping people move from economic hardship to stability and upward mobility.

Through job training programs with supportive services and a network of Economic Advancement Centers offering job search and employment assistance, JobTrain propels people toward meaningful, sustainable careers.

5,498 CLIENTS SERVED

9,900 SERVICES PROVIDED

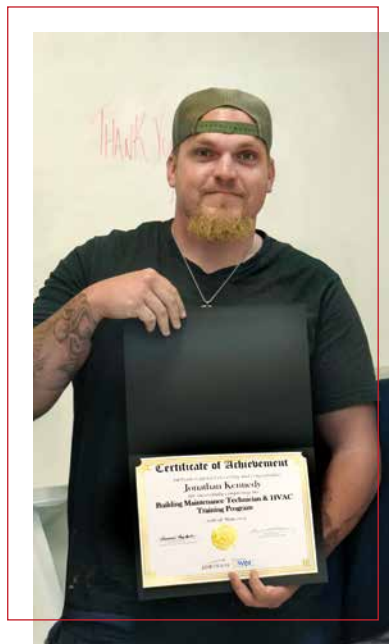


## CLIENT SUCCESS STORY

### From a Fresh Start to \$32/hour Jonathan's Journey

AFTER SERVING SEVEN YEARS in prison, Hayden Kennedy — who goes by Jonathan — was released in February with nothing but a construction background and a willingness to work. Originally from the Valley, the judge sent him to a transitional living program in East Palo Alto, hoping a new environment would help him build a different kind of future.

That's where everything changed. The executive director of the program connected Jonathan to JobTrain.



Though he had doubts about school and about himself, Jonathan enrolled in the Building Maintenance/HVAC program. He showed up, worked hard, and graduated with renewed purpose.

Today, Jonathan is earning \$32 per hour. He's supporting himself, rebuilding his life, and inspiring others at his housing program and in the classroom. He reminds people that it's never too late to take the first step and proves what's possible when you have the right support at the right time. ★

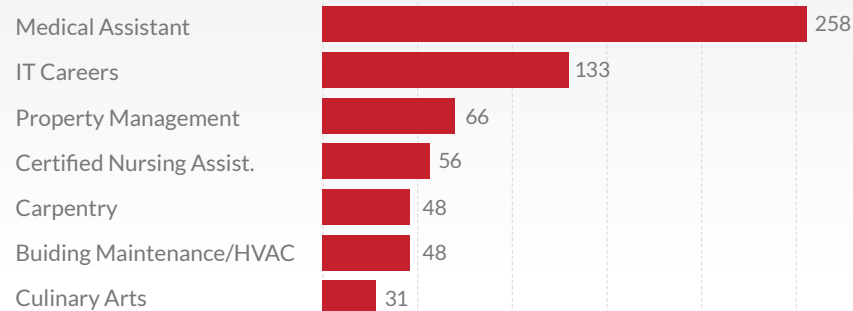
## JOB TRAINING

640  
clients enrolled in Job Training

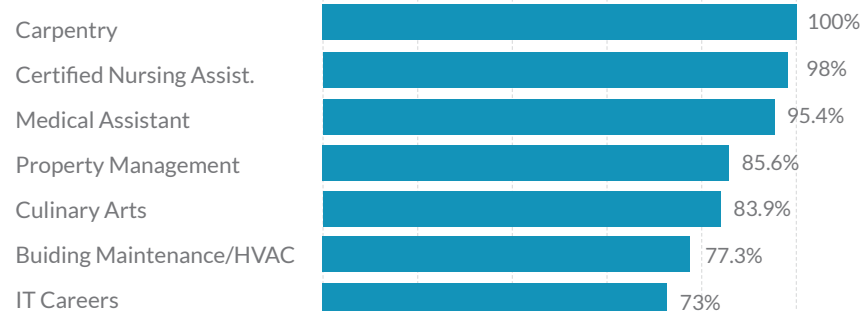
87% completion rate    73% placement rate

\$27.21  
average hourly wage

### Number of Students in Each Program



### Completion Rates



## ECONOMIC ADVANCEMENT CENTERS

1,966  
clients received  
Career Center services

885  
resumés created

214  
attended workshops

5,800  
supportive services  
delivered\*

823  
attended skills upgrade classes

580  
received a job placement



\$22.47  
average hourly wage

\*Clients may receive more than one service.



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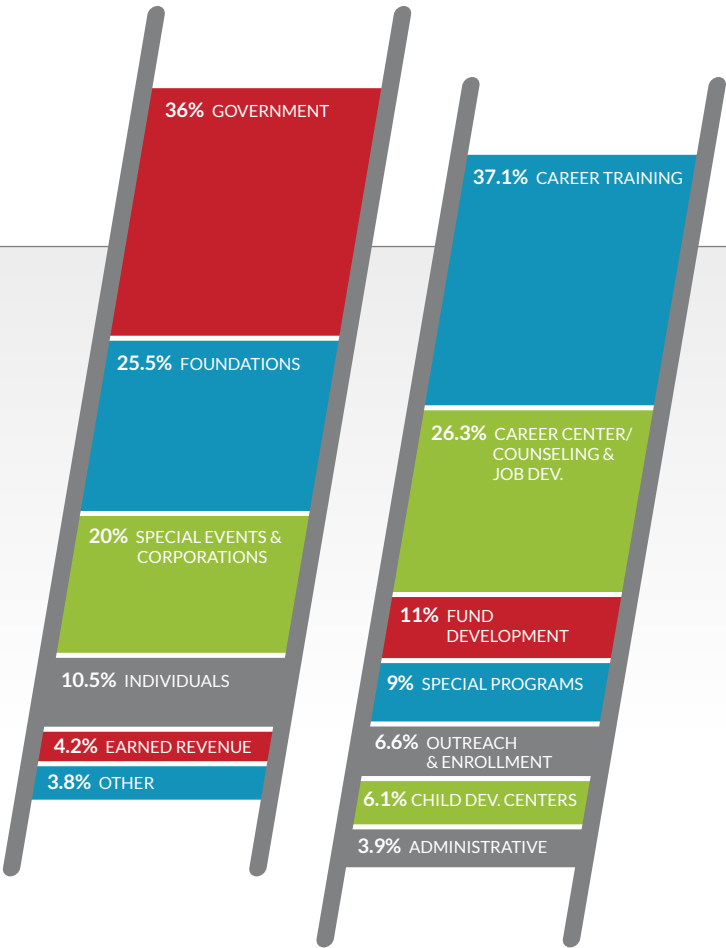
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Katherine B. Chappellear<sup>19</sup>  
Desikan Chari  
Leah Clougherty  
Walter Cook  
Juanita Croft  
M. William Daley and Karen Shea-Daley  
Esther Dechow and Jon Dechow<sup>5</sup>  
Michael DiMartino and Lisa Henriksen  
Bart Dolmatch  
Stuart and Marjorie Dufour  
Charitable Account<sup>1</sup>  
Brad & Pam Ehikian  
Michele Enriquez  
The Eric and Sonali Fain Charitable Fund<sup>18</sup>  
Sally and Craig Falkenhagen  
Bambi Fernandez  
Fidler Family Fund<sup>4</sup>  
Alan Fisher and Barbara R. Sommer  
Susan Foley  
Jeff and Samantha Gleiberman  
Virginia Glockner  
Michael and Anne Green  
Steven and Susan Hailey  
Stephen Halprin and Doris Smith  
Anthony and Mary Louise Hanley  
Thomas and Carolyn Harder  
Aileen Hessel  
Matt Hood  
Jennifer Hyland  
James and Rosemary Jepson  
Cynthia Jose  
LaShonda Kennedy  
Edward Klotz  
Barry Kramer<sup>5</sup>  
Kenneth Krings and Craig Giraudo  
Charitable Legacy Fund<sup>6</sup>  
James Little and Linda Persson  
Lisa and Michael Liu<sup>5</sup>  
Kim Lopez  
Scott and Mary MacGregor  
Ellen and Neil MacNeale  
Ivan Martinez  
Alan and Nancy McGee  
Stepheny McGraw<sup>5</sup>  
Ash McNeely  
Lynn McRae  
Clem and Jane Molony  
Larry and Lisa Moody, Baby Basics  
Dr. Carol Munch-Taylor  
Kristin M. and Robert F. Forbes<sup>1</sup>  
Karen Myers  
New Creation Home Ministries  
Linda Norton  
Operating Engineers Local Union<sup>3</sup>  
David Oppenheimer & Elaine Sulzberger<sup>5</sup>  
Gary Payne and Elizabeth Wenzel  
Eric and Rachel Powell  
Gertrude Reagan  
Carol and Jon Richards  
Thomas Rindfleisch and A. Carlisle Scott  
Melissa RioFrio<sup>5</sup>  
Martha and Lawrence Rippere  
Randy and Debra Robinson Family Fund<sup>1</sup>  
Samaritan House

San Mateo County-Office of  
Community Affairs  
Mr. and Mrs. W. Ferrell Sanders  
Steven Shladover  
John Shott  
Margaret A. Sloan  
America and Carlos Sosa  
Jacqueline Speier  
The Stauffer Family Fund<sup>3</sup>  
Marilyn Sutorius  
Megan Swezey Fogarty  
Eliot and Christine Terborgh  
Joseph and Anne Terhar  
Family Foundation<sup>23</sup>  
Jerry Tinney and Carla Bliss  
Timothy Tomlinson  
Brett Tucker and Flora Wu  
Alejandra Valle  
Anthony Viecei  
Donna Wagner  
Roger and Joan Warnke  
Robert and Lisa Wheatley  
Sharifa Wilson  
Bradford Woolley III and Gail Woolley  
Susan Zweig



Up to \$249

Curtis and Maryvonne Abbott  
Jeff Ablang  
Adobe Systems, Inc  
Agilent Technologies Employee  
Giving Campaign  
Sylvia Alderman  
Rosemary Alvarez  
Bill Anderson  
Anonymous (11)  
Anonymous<sup>1</sup>  
Anonymous<sup>5</sup> (2)  
James W. & Nancy E. Baer<sup>5</sup>  
Jo Anne Bailey  
Sandra Bardas  
Kriss and Maria Barr  
Laurie Bassin  
Kelly Bathgate  
Erin Beattie McDearman  
and Eric McDearman  
Mia Bernardino  
BlackRock Matching Gift Program  
Sara & Nathan Blankenship  
Dr. Martha Bond  
Jane Bond  
Mark and Lori Bonino Charitable Fund<sup>1</sup>  
Laura and Peter Brewer<sup>5</sup>  
Richard and Anita Brown  
Anna Brugge  
Carl Buck  
Janice Buckley

Toby Burgelin  
Pat Burt  
Donald and Sheila Caddes  
Gail Cannis  
Canopy Trees for Palo Alto  
Margaret Carney  
Carson Charitable Account<sup>1</sup>  
Cheresh Casinelli  
Gregory and Julie Celotti  
Chi-Lung Chang Fund<sup>5</sup>  
Andrew Shou-I Chang  
City Year San José/Silicon Valley  
Clark Family Charitable Fund<sup>27</sup>  
Keith and Linda Clarke  
Drew Combs  
Theresa Condon  
Shawn Cooksey  
Nicolas Coons  
Robert Cooper  
Laureen Cortez  
Monique Cummings  
David Daggett  
John R. & Patricia P. Davis  
Charitable Fund<sup>5</sup>  
John DeBell  
The Dehnert-Worthington  
Charitable Account<sup>5</sup>  
Dustin & Heather Denning Family  
Alyce Desrosiers, LCSW  
Catherine Dilts  
Trish Dorsey  
Mia Doster  
Carolyn Downey  
Richard Duda  
William and Nancy Ellsworth  
Mary Ericsson  
Jerald Evans  
Judith Font  
Janis Frakes and Michael Lee Matthews  
Cheryl Franklin  
Donald Frazier  
Hal & Hilda Friedman Charitable  
Family Fund<sup>5</sup>  
Joyce and Jay Friedrichs<sup>1</sup>  
Linda Gass  
Marguerite Gerstner and Alan Bruce  
Glendinning  
Denise Gilbert  
Megan Gosch  
Anonymous (11)  
Thomas Greene  
David and Karen Gregory  
Paul and Martha Gregory  
Nicola Grist  
Joseph Guiriba  
David Gunter  
The Gustavson Family Charitable  
Account<sup>1</sup>  
K. Farish Haydel and Aaron Strauch  
Gary and Patricia Hedden  
Bruce L. Heflinger<sup>5</sup>  
James Herndon  
The Herzig Family Foundation<sup>3</sup>  
Penelope Huang  
Herbert Huber  
James Isaacs and Page Mailliard  
Tyler Issadore  
Rose Jacobs Gibson  
Robert Johnstone and Kristina Smith  
Andrea Julian  
Chirag Kadiwar  
Sarah Kelsey and William Forrest

Khanh Appliance Repair  
Ajay Khosla  
Dana Kleiman  
Kelly Kline  
Robert and Cynthia Kodweis  
Karl Konnerth and Julie Ambrosia  
Gladys Kosobayashi  
Dean Kudlick  
Pamela Kurtzman  
K. Patricia Landman-Herriot  
Nancy Lau  
Edward and May Lipinsky  
Peter and Sonja Lobban  
Timothy Long  
Anne and Brent Lucas  
Gwen and Doug Mac Gregor  
Peter and Heather Macdonald  
Roberto Manchia  
Gary Mandelstam  
Nick Marinaro  
Justin Mates  
John McDowell  
Michael and Patricia McGuire  
Graig and Janet McHendrie  
Brittany Mello  
Janette Mello  
Martin Mendibles  
Jane Meyers and The Meyers Family  
Dr. William Michaelis and Dinah Verby  
Michael and Marietta Migliore  
Theodore and Janice Mill  
Kevin Moore  
Elizabeth and Mark Moragne  
Brid Morton  
Robert and Harriet Moss  
Donald and Lillian Munakata  
Monique Nakagawa  
Janice Neal  
NetApp  
Alicia Newman  
Newmeyer-Rundorff Giving Fund<sup>1</sup>  
Lela Garner Noble<sup>27</sup>  
Nomitz Fund<sup>1</sup>  
Shay Noonan  
Barbara Noparstak and Duane Bay  
Mary Jo Norling  
Deborah & Kenneth Novack  
Patrick Oberly  
Mauri Okamoto-Kearney  
Carol and John O'Neill  
Charles Perrault and Elizabeth Trueman  
Paul Perret  
Alan Petersen and Janis Stevenson  
Susan Petro  
PG&E Corporation  
Ann Poulson  
Reshma Prasad-Putnam and Cory Putnam  
Barbara Preuss  
Nuchada Prypiroonrojn  
Melina Rageah Koonja  
Dr. James and Elaine Raitt  
S. David Ramsey, Jr.  
Vishwas Rao  
Gordon Readey  
William and Ann Regan  
Laura Reinitz  
Daniel Rich  
Angela Robbiano  
Robert Half International  
Carol Roberts  
Roblox  
Ron and Judith Romines  
Steven and Karen Ross

Karen Rossetto and Team Balanced  
Physique  
Karen Routt  
Juan Salazar  
John and Catherine Salera  
San Mateo County Board of Supervisors  
Harmanbir Sandhu  
Bruce Sandys  
Frank Satterwhite  
Dorothy Saxe  
Joanne and Michael Schott  
Janice Schreckengost  
Roberta B. and Martin Schwartz  
Shirley Schwoerer  
Stephanie Shipe  
Lois and Ronald Shore  
The Jeremy & Carolyn Siegel Family Fund<sup>5</sup>  
Dr. Court Skinner  
Gail Slocum  
Gregory Smith  
Fred and Patricia Smith  
Lyle Smith  
Brenda Smith  
Pavitra Srinivasan  
Stanford University  
Barbara and Charles Stevens Fund<sup>5</sup>  
Harlan and Melissa Suits  
Nathan Suppes  
Chef Jacques Swart  
Art Taylor and Will Charlton  
Suzan and David Thietje  
Ed and Gail Thompson<sup>5</sup>  
Paul and Norma Uenaka  
William Viray  
Voler Strategic Advisors  
Henry and Donna Wada  
Melissa Wagner  
Natalie Walker  
Buz and Marianne Walters  
J. Arthur and Charleen White  
Lyn Wilbur  
Bianca Wilczoch  
Sharon and Will Williams  
Jeffrey Wilson  
Jonathan and Barbara Windham  
Charitable Gift Fund<sup>1</sup>  
Todd Windisch  
Carol Windsor  
Chris Witzel and Mary Jo Ottman  
Julie and Alan Wong  
Ken and Wendy Woodrow  
Marzette Woods  
Rose Mary Wright  
Peter Yessne and Gail Bates Yessne  
Richard and Susan Zare Fund<sup>3</sup>



In-Kind Gifts

Gachina Landscape Management  
Google  
Michael Hodos, Tom Smith and Friends  
J&J Air Conditioning, Inc.  
La Familia  
META  
Deborah and Olivier Miranda  
TE Connectivity

<sup>1</sup> Donor-advised fund of Fidelity Charitable Gift Fund  
<sup>2</sup> Donor-advised fund of the Jewish Community Endowment Fund of the Jewish Community Federation of San Francisco, the Peninsula, Marin, and Sonoma Counties  
<sup>3</sup> Donor-advised fund of Silicon Valley Community Foundation  
<sup>4</sup> Donor advised fund of Vanguard Charitable Endowment Program  
<sup>5</sup> Charitable Gift Account at Schwab Charitable Fund  
<sup>6</sup> Donor advised fund of Morgan Stanley Global Impact Funding Trust Inc.  
<sup>7</sup> Donor advised fund of Benevity Community Impact Fund  
<sup>8</sup> Donor advised fund of the Los Altos Mt. View Community Foundation  
<sup>9</sup> UBS donor advised fund of National Philanthropic Trust  
<sup>10</sup> Donor advised fund of Goldman Sachs Philanthropy Fund  
<sup>11</sup> Donor advised fund of Impact Assets, Inc.  
<sup>12</sup> Donor advised fund of The T. Rowe Price Program for Charitable Giving  
<sup>13</sup> JP Morgan Charitable Giving Program administered by National Philanthropic Trust  
<sup>14</sup> Donor advised fund of Wells Fargo Philanthropy Fund, program sponsored by the Renaissance Charitable Foundation Inc.  
<sup>15</sup> Donor advised fund of the Fowey Light Fund  
<sup>16</sup> Donor advised fund of California Community Foundation  
<sup>17</sup> Donor advised fund of the American Endowment Foundation  
<sup>18</sup> Donor advised fund at the Renaissance Charitable Foundation Inc. of the Franklin Charitable Giving Program  
<sup>19</sup> Donor advised fund of the SEI Giving Fund, a program of Renaissance Charitable Foundation Inc.  
<sup>20</sup> Donor advised fund of the Philanthropic Ventures Foundation.  
<sup>21</sup> Donor advised fund of Bank of America Charitable Gift Fund  
<sup>22</sup> Donor advised fund of Rockefeller Philanthropy Advisors  
<sup>23</sup> Donor advised fund of National Philanthropic Trust  
<sup>24</sup> Donor advised fund of the American Gift Fund  
<sup>25</sup> Donor advised fund through Daffy Charitable Fund  
<sup>26</sup> Donor advised fund through the San Francisco Foundation  
<sup>27</sup> Donor advised fund through DAFgiving360  
<sup>28</sup> Donor advised fund through the GiveClear Foundation  
<sup>29</sup> Donor advised fund through UI Charitable Advisors

We regret any errors in this list. Please let us know, so we can update our records: kfinnigan@jobtrainworks.org or 650-330-6521.



## Mission

JobTrain is committed to helping those who are most in need to succeed. Our purpose is to improve the lives of people in our community through assessment, attitude and job skills training, and high potential career placement.

## Support Us

