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605 SOUTH AVENUE NEW YORK, NY 10022
The Rinehall Group of New York

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**MAKING IT EASIER
FOR EVERYONE
TO MAKE IT**

A LETTER FROM
JAMIE DIMON

Founding Chair,
New York Jobs CEO Council
Chairman & CEO,
JPMorgan Chase & Co.



I am pleased to report that the Jobs Council has made a real impact on the lives and well-being of tens of thousands of New Yorkers. Since its founding in 2020, private leaders from across sectors have helped align employers, public systems, and educators around the skills and jobs that provide economic mobility. Our 27 member companies have hired 65,000 low-income New Yorkers into living-wage jobs over five years and consistently increased the representation of local talent in their workforces – even in years when overall hiring slowed. Continued progress will take time, long-term partnership, and institutions that can endure.

To ensure the Council's important work continues for decades to come, we recently established an Executive Committee designed to strengthen the organization through leadership transitions, economic cycles, and changes in government. As part of that evolution, I'm proud that Julie Sweet, Chair and CEO of Accenture, will serve as the Council's next Chair. Julie brings an extraordinary perspective on how technology and AI are reshaping work across industries, and there is no better leader to help guide the Council into its next chapter.

I remain deeply committed to the Jobs Council as Founding Chair and as a member of the Executive Committee. I am passionate about this work because at the root of many challenges New Yorkers face – from housing insecurity to educational inequity – is access to stable, well-paying work. I look forward to continuing to work with our partners to create stability, mobility, and long-term economic opportunities for New York families and communities.



“

As companies reinvent with new technologies and new ways of working, we must also reinvent how we create opportunity—by building pathways that connect education to careers and break down barriers to access. Our CEO Council members are committed to helping thousands of more low-income New Yorkers secure well-paying jobs. Five years and more than halfway to our goal of 100,000 jobs, I am energized by what is ahead, as we work together to ensure that the age of AI benefits all New Yorkers, no matter where they start.”



JULIE SWEET

Chair,
New York Jobs CEO Council
Chair & CEO, Accenture



A LETTER FROM
KIERSTEN BARNET

Executive Director,
New York Jobs CEO Council



Every day, headlines raise new questions about AI, automation, layoffs, and whether entry-level jobs will exist in the future. But headlines rarely tell the full story.

At the Jobs Council, our work is grounded in data. And the data tells us that opportunity still exists. In 2025, our 27 member companies hired more than 17,000 New Yorkers into entry-level roles – an increase over the prior year. One in three of those hires was a low-income New Yorker.

The data also reinforces the value of the Jobs Council network. CUNY students that have connected with the Council even just once – whether visiting an employer office or attending a resume-review session – are 33% more likely to secure an internship or full-time role than their peers. That likelihood increases with every interaction. Sometimes, the differentiating factor in securing a job is simply knowing when internship applications open, how to prepare for an interview, or the importance of following up afterward.

We don't know if that number will rise or fall as the labor market evolves. What we do know is that New Yorkers will not access those opportunities unless they are exposed, prepared, and connected to the workforce onramps that lead to them. The challenge ahead is not simply identifying the jobs that will exist tomorrow but building durable networks that offer access to the information, guidance and opportunities that shape career outcomes. We're committed to continuing to work with our partners to do just that.



LOOKING FORWARD

The next five years will be defined by AI's impact, and that is precisely why this Council's mission matters more than ever. AI is rewriting every single job description, including the entry-level roles that have always been the first rung of economic mobility. And while the headlines would beg to differ, the resulting opportunity is enormous.

For workforce development, AI is a powerful new tool: personalizing learning pathways, matching talent to opportunity faster and more equitably, and democratizing an entry-level job search long-shaped by who you knew, not what you could do. And it can also give us real-time visibility regarding where employer demand is heading next, so we are preparing people for the jobs that exist tomorrow and next week, not just the ones that exist today.

For entry-level employees, AI is a force multiplier, lifting what someone with the right skills and drive can do, from day one, while compressing the learning curve. It will put professional capability in the hands of people who, a generation ago, would have had to spend years earning that right. That is the kind of catalyst that Jobs Council was built to deliver.



JOBS COUNCIL MEMBERS



Jamie Dimon
Founding Chair,
New York Jobs
CEO Council,
Chairman & CEO,
JPMorganChase&Co.



Julie Sweet
Chair,
New York
Jobs CEO Council,
Chair & CEO,
Accenture

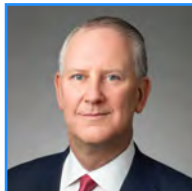


Arvind Krishna
Vice Chair,
New York Jobs
CEO Council,
Chairman & CEO,
IBM



Janet Truncale
Audit Committee Chair,
New York Jobs
CEO Council,
Global Chair & CEO,
EY

EXECUTIVE COMMITTEE



Peter Zaffino
Chairman & CEO,
AIG



Andy Jassy
President & CEO,
Amazon



Steve Squeri
Chairman & CEO,
American Express



Greg Case
President & CEO,
Aon



Brian Moynihan
Chair & CEO,
Bank of America



Larry Fink
Chairman & CEO,
BlackRock



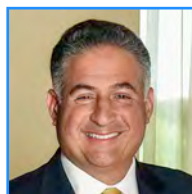
Vlad Kliatchko
CEO,
Bloomberg L.P.



Jane Fraser
CEO,
Citi



Tim Cawley
Chairman, President &
CEO, Con Edison



Joseph B. Ucuzoglu
Global CEO,
Deloitte



Sundar Pichai
CEO,
Google



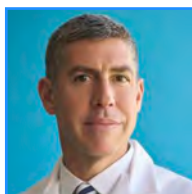
Timothy J. Walsh
Chairman & CEO,
KPMG, U.S.



Michael Miebach
CEO,
MasterCard



**Selwyn M. Vickers,
M.D., FACS**
President & CEO,
Memorial Sloan Kettering
Cancer Center



Brendan Carr, M.D
CEO,
Mount Sinai



Brian G. Donley, M.D.
President & CEO,
NewYork-Presbyterian



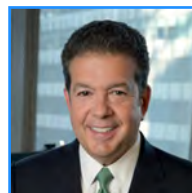
John D'Angelo, M.D.
Chairman & CEO,
Northwell Health



Paul Griggs
U.S. Senior Partner,
PwC



Patrice Louvet
President & CEO,
Ralph Lauren



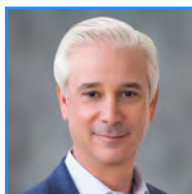
Leo Salom
President & CEO,
TD Bank



Rob Speyer
CEO,
Tishman Speyer



Alan Schnitzer
Chairman & CEO,
Travelers



Charles Scharf
President & CEO,
Wells Fargo



Technology is transforming industries and jobs. The Jobs Council is ensuring that transformation benefits all New Yorkers. It equips people with the skills and access they need to thrive in the digital economy.”



ARVIND KRISHA
Chairman & CEO, IBM



UNITING THE





ECOSYSTEM





PUBLIC-PRIVATE PARTNERSHIPS

The Jobs Council builds cross-sector partnerships that center employers' insights at the heart of New York City workforce decisions. Alongside a growing city-wide network of partners, the Council is on a mission to make it easier for all New Yorkers to make it. This includes working with education providers to ensure today's students will be competitive for tomorrow's jobs.



NYCPS, CUNY, Ecosystem Partners



Supporting NYCPS's innovative FutureReadyNYC model to ensure high school learning is career-connected, industry-aligned, and data-driven.



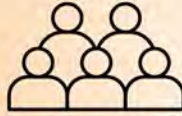
Partnering with campuses to bring industry insights directly into curriculum and create tangible pathways to living wage careers.



Partnering with PFNYC, NYC Talent, and other key agencies to optimize the city's WIOA funding and support partners' effort to support New Yorkers access well-paying career pathways.

NYC Public Schools

the largest public school system in the United States



900,000
Students



1,600
Districts

70%

of students reside in households classified as economically disadvantaged

~10%

of graduates earn a living wage within one year of entering the workforce after high school or college.

**FUTURE >>>
READYNYC**

179 High Schools
15,000 students participating in career pathways

CUNY THE CITY UNIVERSITY OF NEW YORK

the nation's largest public urban university system

250,000

degree-seeking students across 26 colleges



~60%

of CUNY students come from families earning less than \$30,000 a year



80%

of CUNY graduates stay in NYC



56%

of graduates are employed and earning a living-wage jobs within 1-year of graduation



PARTNERSHIP WITH NEW YORK CITY PUBLIC SCHOOLS

Now in its fourth year, FutureReadyNYC (FRNYC) is a large-scale effort led by NYCPS to connect high school students to careers in high-growth industries like technology, healthcare, business, and education. Core components of the model include career-connected learning, early college credit, and personalized advising. The approach is backed by data: students with access to multiple career exploration opportunities earn an average of \$7,000 more per year.

The Jobs Council supports FRNYC by endorsing the schools that set standards for delivering high-quality, career-connected learning and engaging their students in work-based learning experiences valued by industry. Our members also share collective industry insights into the skills and jobs of the future and offer exposure opportunities for students and educators to connect directly with employers.

FutureReadyNYC Student Pathway

9th Grade**10th Grade****11th Grade****12th Grade****1 on 1 Sessions with a career advisor to develop a personal career plan****Industry validated courses to build skills and knowledge
in high-wage, high-growth pathways****Experiences to build financial acumen****Career
Exploration****Workplace
Challenges****Internships &
Apprenticeships****College
Visits****3+ College credits focused on specific industry,
industry-recognized credential**

In partnership with NYCPS and the youth apprenticeship provider CareerWiseNY, Jobs Council employers have hired nearly 300 students into earn-and-learn apprenticeships for in-demand careers. In 2025, the Jobs Council collaborated with CareerWiseNY, LaGuardia Community College, and our healthcare members to expand LaGuardia's two-year associate degree program. This initiative creates a pathway for high school students to become certified radiology technicians, free of student debt, with job opportunities at employers such as Memorial Sloan Kettering and New York-Presbyterian. The chance to expand these pathways in the healthcare industry is particularly exciting given the increasing demand for nurses and allied health workers.

600

Students and Educators
welcomed into our members
offices as part of their commitment
to **insights** and **exposure**

“Internships and apprenticeships are great, you get to see what kind of company you’re working for, and if it is someplace where you can grow and learn.”



STEVE SQUERI

Chairman & CEO,
American Express

CareerWiseNY RADTECH PATHWAY



15

PUBLIC-PRIVATE
PARTNERSHIPS

- **High School Senior Year**
Train and begin working as a Radiology Aide
~\$40,500 annual salary
- **Year 1 Associate Degree**
Work as Radiology Aide while taking Radiology Tech Pre-Requisite courses
- **Year 2 Associate Degree**
Work as Radiology Aide while pursuing Radiology Tech degree
- **Year 3 Associate Degree**
Work as Radiology Aide while pursuing Radiology Tech degree
- **Begin working as a Radiology Technician**
~\$73,000+ annual salary





PARTNERSHIP WITH THE CITY UNIVERSITY OF NEW YORK

Many of CUNY's over 34,000 annual (undergrad) graduates lack access to the networks and career readiness support needed to launch well-paying careers. For five years, Jobs Council has partnered with CUNY to expand student access to information, skills, and on-ramps into in-demand entry-level jobs. While this work supports students seeking jobs across the city, Jobs Council employers alone have hired over 11,000 recent CUNY graduates into living-wage roles since 2021, showing how business and education can work together to drive this work forward.

CUNY Beyond at a Glance

EXPLORE



**Career
Exposure
& Exploration**



**Integrated
Academic &
Career
Advising**

BUILD



**Career-
Connected
Learning**

APPLY



**Paid
Work-Based
Learning**



**Employer
Engagement**

In October, CUNY launched a university-wide initiative to further embed career-connected learning into every undergraduate pathway. This system-wide approach incorporates many of the lessons learned through the Council's partnership with CUNY – as well as the shared belief that every student should have access to the information, experiences, and opportunities necessary to compete for high-quality jobs. With ambitious plans for scaling, CUNY Beyond is a bold opportunity to transform the CUNY student experience system wide.





“Partnering with employers is a critical part of CUNY’s strategy to expand opportunity and boost student outcomes, and the work we do with the Jobs Council is essential. We are proud of what we have accomplished together and excited about what lies ahead.”



FÉLIX V. MATOS RODRÍGUEZ
Chancellor, CUNY

The focus of our partnership with CUNY is aligned to the CUNY Beyond pillars. Together with members, we’re leveraging our existing knowledge, networks and expertise to concentrate on three known drivers of success for CUNY students and graduates:

Standardizing career services

We work with CUNY Central to ensure that career services are aligned with industries’ most in-demand career pathways, including employer-endorsed career preparation resources.

Industry insights informing curricula

We connect faculty with employers to integrate industry insights directly into their coursework. This includes our work reviewing sixteen applied associate degrees to embed credit-bearing, paid-work experience.

Building strong, accessible networks

We provide opportunities for students to connect directly with employers and CUNY alumni.

These drivers are critical to accelerating progress towards the Council’s goal of hiring 25,000 CUNY students into living wage careers at our member companies by 2030. Five years in, we’re 45% of the way there.



CONNECTING STUDENTS TO OPPORTUNITY

In partnership with our employers we expanded our career-readiness programming to address critical components of early career success.



Recruiter-in-Residence

Embedded recruiters held dedicated sessions on CUNY campuses, giving students direct, personalized access to top employers. The program ran February through April as part of the broader 2024-2025 academic year.

1,018
Students

PILOT



Generative AI Series

Built a Gen AI literacy curriculum designed specifically for non-tech students to establish fundamental knowledge and ability in using Gen AI.

300
Students

PILOT



CUNY Career Discovery Week

The Jobs Council's first ever CUNY Career Discovery Week was launched in partnership with Partnership for New York City to bridge the gap between the early exposure students receive in high school via Career Discovery Week and the career opportunities available in college. We connected students across the CUNY system with 30 employers over five days.

740
Students

18
CUNY Campuses

30
Companies

PILOT



CEO Speaker Series

CEOs shared their career journeys and insights directly with students on campus. Two events were held in Spring 2025, and one in Fall 2025 bringing executive voices to CUNY campuses.



310
Students

Industry Treks

Students visited leading firms across law, finance, consulting, and professional services for an inside look at workplace culture and career pathways. Treks ran February through April across seven host companies.



333
Students

Virtual Professional Development Events

We hosted a variety of virtual events for students in partnership with our members that gave students access to employer-led skill building.



412
Students

6,600

Students engaged since 2021

Students who engage one or more times with the Jobs Council are

33%

more likely to land a full-time job or internship than those who did not

Students who attended three or more events with the Jobs Council are

55%

Students who completed one Jobs Council skill-based program are

77%



2025 PILOTS

Recruiter in Residence

Many CUNY students, career services teams, and student advisors struggle to access reliable information about employer hiring timelines, recruiting processes, and workplace expectations. To help close that gap, we partnered with Queens College to create a rotating recruiter-in-residence model, where member companies each committed to sending recruiters to campus once a week for one month. By distributing the responsibility across our collective of employers, we were able to provide students and career services staff with consistent, year-round access to real recruiters and current hiring insights. The program resulted in direct engagement with more than 1,000 students and strengthened the broader career services and advising teams.

1,018

Students



CUNY Career Discovery Week

Inspired by the success of our Industry Treks and NYC’s high school Career Discovery Week, the Jobs Council launched the first-ever CUNY Career Discovery Week in Fall 2025. With support from the Partnership for New York City, thirty employers opened their doors to first- and second-year CUNY students for immersive half-day visits designed to provide early exposure to careers, workplace culture, and professional pathways. The initiative connected students directly with employers committed to hiring local talent, including 220 students from CUNY community colleges.

740
Students

18
Campuses

30
Employers





AI Fundamentals

In 2024, the Jobs Council built and piloted a series on Generative AI (GenAI) to address a clear problem: too few CUNY students were being exposed to the technology due to either a lack of access or fear. In 2025, we expanded the program by bringing it to additional locations and recognizing course completion with a Jobs Council-backed credential, all while engaging more students and members in the process. To date, 300 students from more than 15 CUNY campuses have participated in the course and benefitted from content delivered by AIG, Amazon, ConEd, EY, Google, JPMorganChase, and PwC.



“AI will not replace our jobs, but someone who knows AI will. My encouragement is to use it, play around with it, but don’t rely on it.”



PAUL GRIGGS

U.S. Senior Partner, PwC



CELEBRATING





OUTCOMES





OUR PROGRESS TOWARD

We are on a mission to hire 100,000 low-income

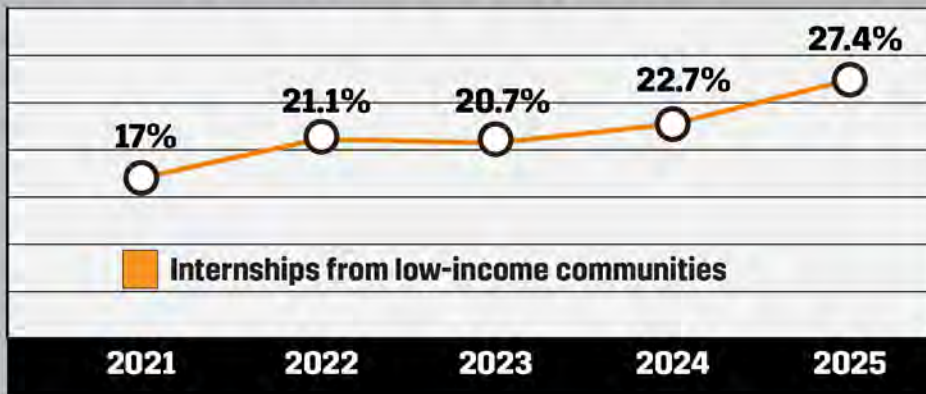
66% PROGRESS

45% PROGRESS

11,206 CUNY
HIRES SINCE
2021

LOW-INCOME INTERNS

Internships are more than just valuable experience—they're proven on-ramps to full-time roles. Many of our members use their interns to build pipelines for entry-level roles.



100K LOW-INCOME HIRES

New Yorkers into well-paying careers by 2030

65,643 HIRES SINCE 2021

CUNY INTERNS



HIRED SINCE 2021

3,700



PERCENTAGE
INCREASE SINCE 2021

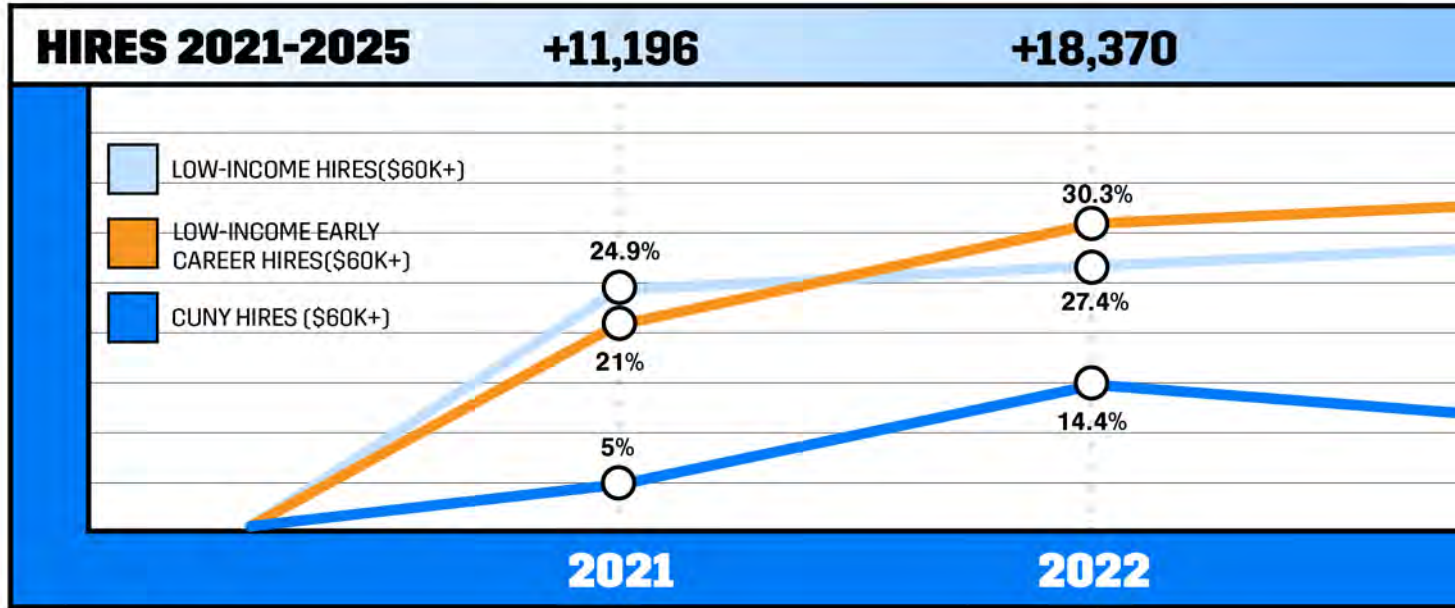
+54%



SINCE 2024 THEY
RECEIVED FULL-TIME
OFFERS AT HIGHER
RATES THAN
THEIR PEERS



LIVING WAGE AND CUNY



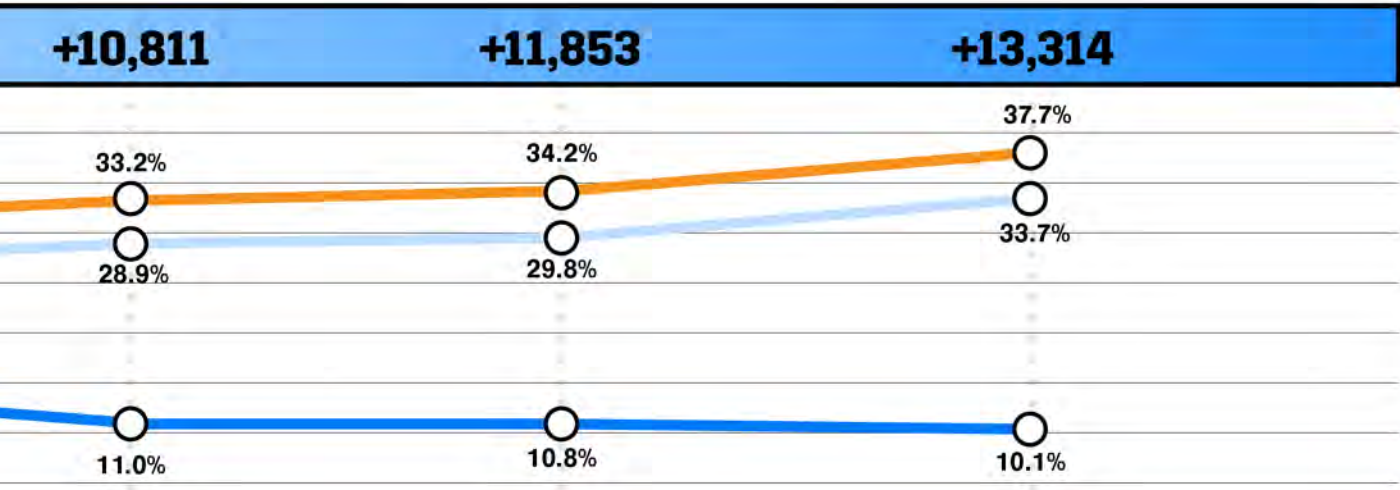
**OUR
MEMBERS...**

HIRED **1,900**
CUNY GRADS

DOUBLED
CUNY HIRES
TO **4,000**

UNITING A FRAGMENTED SYSTEM

REPRESENTATION GROWTH



2023

DOUBLED CUNY
INTERN HIRES
SINCE LAUNCH
TO **919**

2024

FULL-TIME OFFER
RATE FOR CUNY
INTERNS WAS
22% HIGHER
THAN NON-CUNY
INTERNS

2025

HIRED **33%**
OF THEIR
WORKFORCE
FROM
LOW-INCOME
COMMUNITIES

EMBEDDING STRUCTURAL CHANGE

CLOSING THE GAP



“The Software Engineering Micro-Credential bootcamp I participated in through the Jobs Council gave me my first real-world application of what I was learning in college, and those skills directly shaped the internships I landed afterward. The Jobs Council’s resume review and mock interview event opened my eyes to how much networking and behavioral interviewing matter—not just technical skills. I left able to connect with recruiters from companies like Bloomberg, and the tips I picked up genuinely changed how I approached every opportunity afterward. Jobs Council programming is what pushed me to learn outside the classroom — and it’s a big part of why I’m working as an engineer at Bloomberg today.”

**SPOTLIGHT****ANTHONY POON**

Software Engineer,
Bloomberg

“This program gave me the opportunity to do what I have always wanted to do, which is help people, while also working at one of the best cancer hospitals in the world at just 18 years old. This journey, while not always easy, gave me valuable experience, professional growth, and the comfort of knowing I have a strong career path, and a well-paying job waiting for me at the end of this apprenticeship. The experience also opened my eyes to many more opportunities for growth within the healthcare field, which makes me even more grateful for this opportunity.

**SPOTLIGHT****ISTIAK ROHAN**

Interventional Radiology
Technologist Candidate ('26),
Memorial Sloan Kettering
Cancer Center



“I never thought tech was my world, I was studying organizational psychology and didn’t think I had a creative bone in my body. But the UX design micro-credential through the Jobs Council changed everything. My instructor helped me see how psychology connected directly to user design, and suddenly I believed I **COULD** have a career in tech. The intern events, leadership Q&As, and networking opportunities gave me access I wouldn’t have had on my own. It was through Jobs Council programming that I learned about internships with their member companies, and that’s how I landed at Accenture, my number one choice. Four years later, I’m still here, building a career I love.”



SPOTLIGHT

JESSICA DELGADO

Innovation Consulting Analyst,
Accenture



**JESSICA'S
JOURNEY TO
ANALYST**

BMCC 2021

Accenture UX
Internship 2022

Accenture Consulting analyst
Intern 2023-2024

Graduated Baruch -
May 2024

Management Consulting
Analyst - Sept 2024 to
Dec 2025

Innovation Consulting Analyst
- December 2025 to Current

MIT – Micromasters in
Supply Chain Management
(fast tracks to full Masters
program)

MIT - anticipated date is May
2027 for Master of Applied
Science in Supply Chain
Management (MASc-SCM)



29

CELEBRATING
OUTCOMES



30

ANNUAL
REPORT 2025

“When I started the Mastercard Apprenticeship Program, I saw it as a chance to gain experience, but it quickly became the foundation of my career journey. Through hands-on experience, mentorship, and real-world cybersecurity work, I gained confidence not only in my technical abilities, but also in my voice and problem-solving skills. Working alongside talented teams showed me what it truly means to protect systems at scale and contribute to something bigger than myself. The program challenged me, supported me, and opened doors I once only hoped for. Looking back, the Mastercard Apprenticeship Program didn’t just help me start my career, it helped shape the professional I am today.”



SPOTLIGHT

GHIZLANE EL HADDAD

Vulnerability Analyst II,
Mastercard



A black and white photograph of a train car. The number '5' is illuminated in a glowing circle on the front of the car. The train is moving, as indicated by the blurred background.

5

“I am passionate about this work because at the root of many challenges New Yorkers face – from housing insecurity to educational inequity – is access to stable, well-paying work.

JAMIE DIMON

Founding Chair,
New York Jobs CEO Council,
Chairman & CEO, JPMorganChase&Co.



**NEW YORK JOBS
CEO COUNCIL**