





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

AL  
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T 2024

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

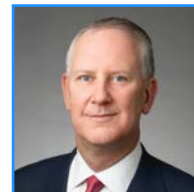


**Arvind Krishna**  
Vice Chair,  
New York Jobs  
CEO Council,  
Chairman & CEO,  
IBM



**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



**Michael Miebach**  
CEO,  
MasterCard



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



**Rob Speyer**  
CEO,  
Tishman Speyer



**Joseph B. Ucuzoglu**  
Global CEO,  
Deloitte



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



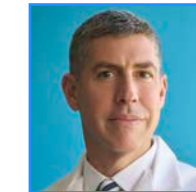
**Paul Griggs**  
U.S. Senior Partner,  
PwC



**Alan Schnitzer**  
Chairman & CEO,  
Travelers



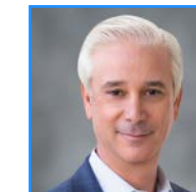
**Sundar Pichai**  
CEO,  
Google



**Brendan Carr, M.D**  
CEO,  
Mount Sinai



**Patrice Louvet**  
President & CEO,  
Ralph Lauren



**Charles Scharf**  
President & CEO,  
Wells Fargo



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



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



**Leo Salom**  
President & CEO,  
TD Bank

“  
**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 KRISHNA**  
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.



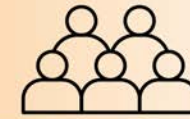
Partnering with campuses to bring industry insights directly into curriculum and create tangible pathways to living wage careers.



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%**

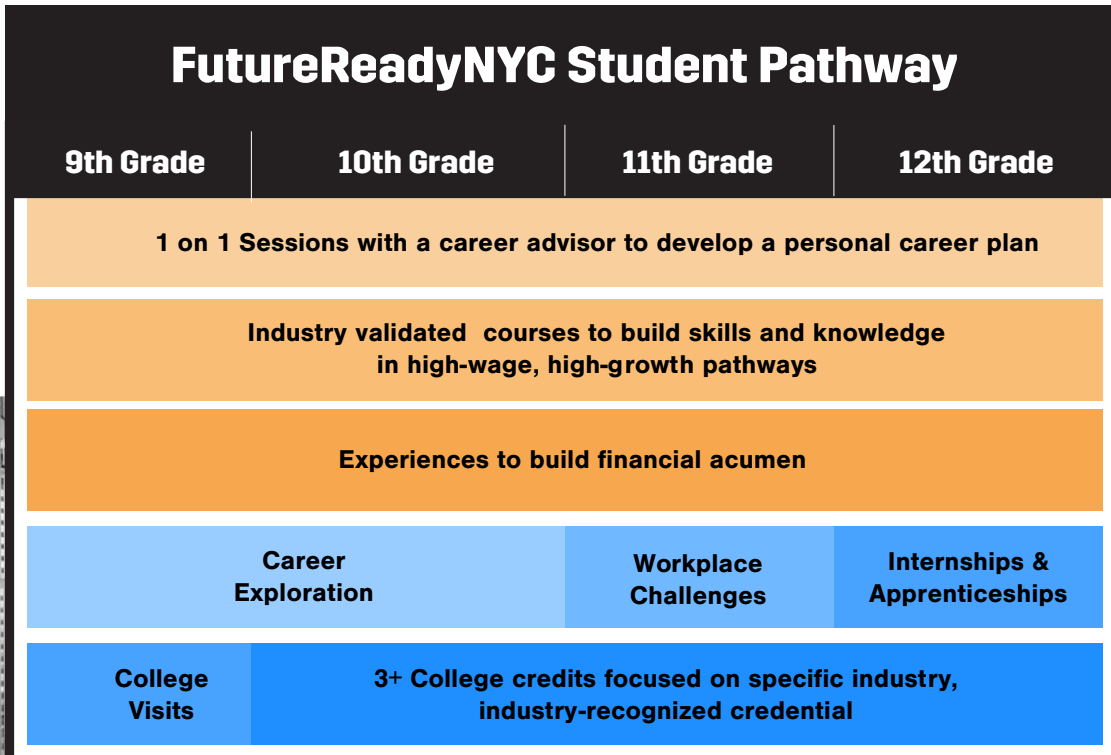
of graduates are employed and earning a living-wage jobs within 1-year of graduation



# 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.



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

- 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**

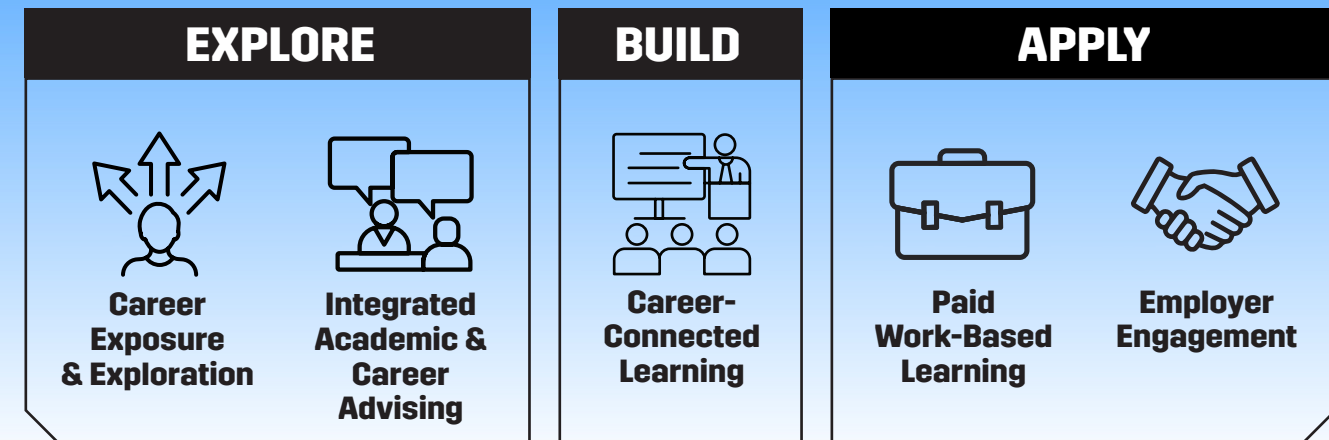




# PARTNERSHIP WITH THE CITY UNIVERSITY OF NEW YORK

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



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.

**300** Students | **15** Campuses



**“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

FULTON



# CELEBRATING OUTCOMES





# OUR PROGRESS TOWARD

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

# 100K LOW-INCOME HIRES

New Yorkers into well-paying careers by 2030

**66% PROGRESS**

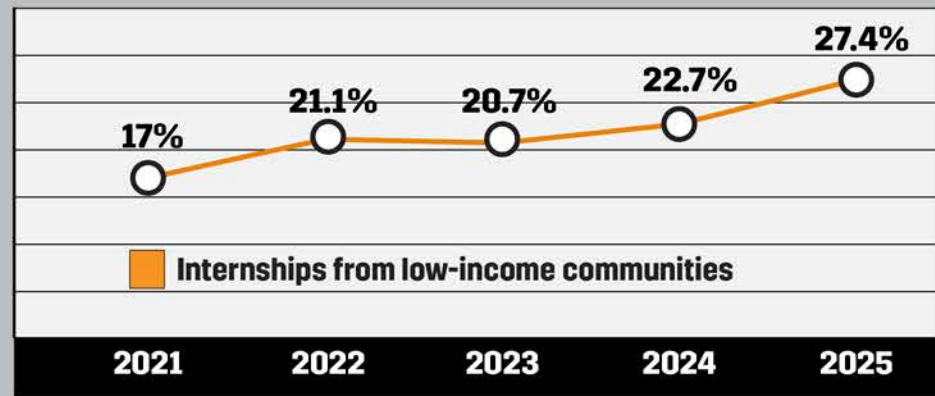
65,643 HIRES SINCE 2021

**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.



## CUNY INTERNS



HIRED SINCE 2021  
**3,700**



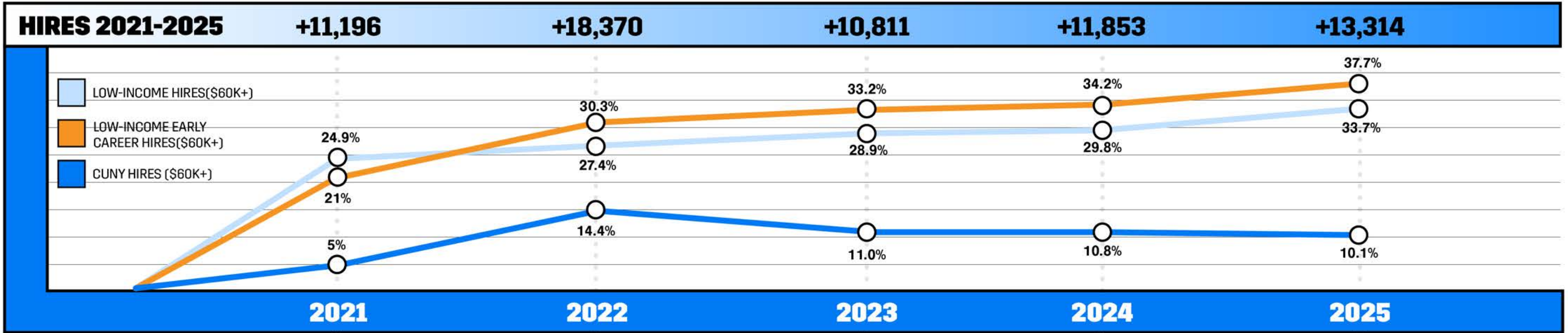
PERCENTAGE INCREASE SINCE 2021  
**+54%**



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



# LIVING WAGE AND CUNY REPRESENTATION GROWTH



## OUR MEMBERS...

- HIRED **1,900** CUNY GRADS
- DOUBLED CUNY HIRES TO **4,000**
- DOUBLED CUNY INTERN HIRES SINCE LAUNCH TO **919**
- FULL-TIME OFFER RATE FOR CUNY INTERNS WAS **22% HIGHER** THAN NON-CUNY INTERNS
- HIRED **33%** OF THEIR WORKFORCE FROM LOW-INCOME COMMUNITIES

UNITING A FRAGMENTED SYSTEM      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

ISTIYAK 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)





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ANNUAL  
REPORT 2025

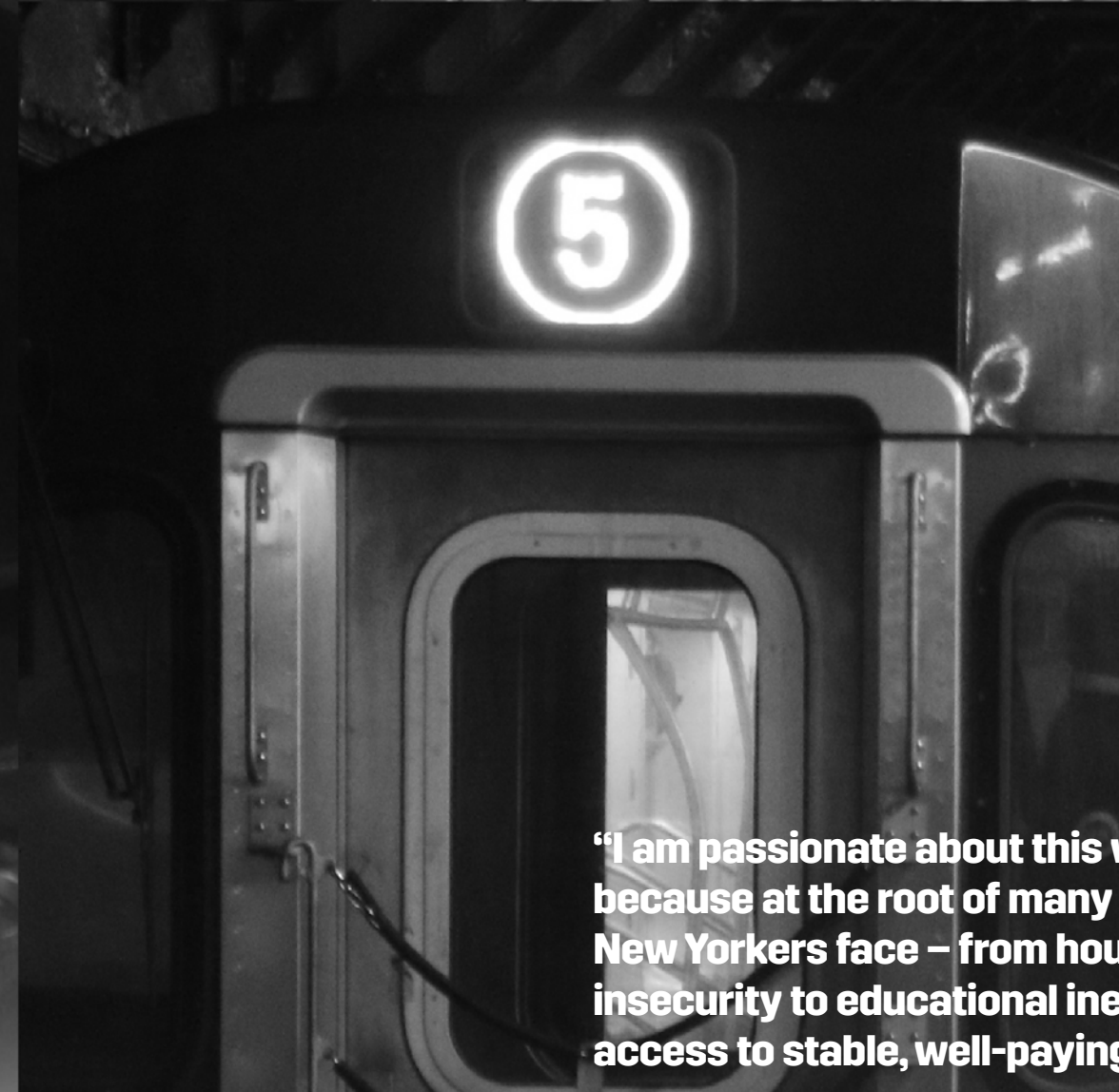
“When I started the Mastercard Apprenticeship Program, I saw it as a chance to gain experience, but it quickly became the foundation of my career journey. Through hands-on experience, mentorship, and real-world cybersecurity work, I gained confidence not only in my technical abilities, but also in my 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



“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**