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opportunities for a better tomorrow

**2024**  
**Impact and Growth**



## Letter from the Board Chair



Vincent Chirico, ESQ  
Chairperson

As we reflect on the past year, I am filled with immense pride and optimism for the future of OBT. As Board Chair, I have witnessed firsthand the resilience, dedication, and innovation that fuel OBT's success.

Under the dedicated leadership of our Co-CEOs, OBT has made strategic shifts and investments to ensure its long-term sustainability and maximize its impact on the populations we serve. The organization has reinforced its operational leadership, expanded program offerings in response to employer needs, and positioned itself as a key player in emerging industries.

This first-ever Annual Impact Report serves as a testament to the progress we have made and the exciting trajectory ahead. The road before us is filled with opportunity, and with your continued support, we are confident that OBT will continue its forty-year legacy of empowering individuals, strengthening communities, and leading the way in workforce development.





# Letter from the Co-CEO Team



Evelyn Ortiz  
Co-Chief Executive Officer  
*Mission Advancement*



Greg Rideout  
Co-Chief Executive Officer  
*Organizational Advancement*

2025 marks two years as Co-CEOs of this remarkable organization, defined by renewal and innovation.

We've spent this past year rebuilding and reimagining what's possible. Building on OBT's 40-year legacy, we've taken bold steps to strengthen our internal foundation and expand the pathways we offer to those we serve. From enhancing our Operations and HR leadership to modernizing our systems, every move has been made with purpose. We've grown our programs to meet industry demand by launching new clinical credentials in healthcare, expanding access to technology certifications, and scaling up our construction training to connect more New Yorkers to the city's growing infrastructure and clean energy sectors.

We are deeply grateful for your support and belief in our mission. The journey ahead is filled with promise, and we look forward to achieving even greater impact together.





# Two Years of Growth, Change, and Impact

## NEW FUNDING RECEIVED

Major grants from the NYS Governor's Office of Strategic Workforce Development, the NYS Department of Labor, NYC Department of Youth & Community Development (DYCD), the Mother Cabrini Foundation, and New York Community Trust fueled the expansion of OBT's training programs in construction, healthcare, and technology. A new five-year grant from DYCD enabled us to scale our adult literacy services, reaching nearly 1,000 adults annually through daily English language and GED classes at our Bushwick site.

## PARTNERSHIP DEVELOPMENT



In 2024, OBT was awarded Direct Entry Pre-Apprenticeship status, giving graduates faster access to union careers with strong wages and benefits. We also introduced Patient Care and Pharmacy Technician tracks to meet demand in the healthcare sector. These milestones reflect our commitment to unlocking life-changing career pathways for New Yorkers.



## ADVANCING ACCESS AND OPPORTUNITY



This year, we strengthened ties with industry leaders like District Council 9, Con Edison, National Grid, Vineyard Offshore, the Haugland Group, and NYU Langone, along with education partner Kingsborough Community College. These relationships have shaped our training programs, offered real-world experience, and connect participants to meaningful employment.



# OBT Program Model

OBT creates sustainable pathways to economic mobility through comprehensive workforce development that spans foundational skills to career placement. Our four community hubs in Brooklyn and Queens strategically address employment barriers while bridging NYC's competitive job market skills gap.



OBT's integrated approach combines multiple evidence-based components

## CORE TRAINING COMPONENTS

- Educational Preparation: integrating literacy, numeracy, and essential career skills
- In-Demand Sector Training across Healthcare, Technology, Hospitality, and Renewable Energy & Construction
- College Access Support through exploration workshops, application assistance, and institutional partnerships
- Applied Learning & Work Readiness, including industry exchanges, interview preparation, service learning, and public speaking development

## WRAPAROUND SUPPORT SYSTEMS

- Comprehensive Case Management with one-on-one counseling and barrier removal services
- Essential supports including childcare assistance and basic needs stipends
- Paid Internships providing both valuable work experience and income stability during training



## INNOVATION THROUGH RESTORATIVE JUSTICE INTEGRATION

OBT embeds evidence-based restorative justice practices throughout our curriculum through strategic partnerships and staff with deep community expertise. This trauma-informed approach recognizes that accountability, community building, and healing are fundamental to workplace success.

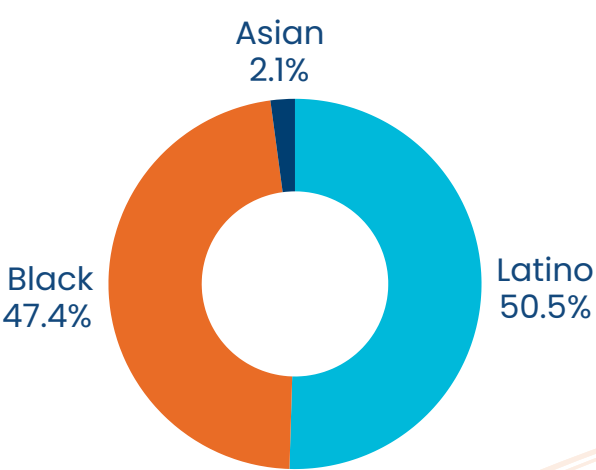


# Who We Serve

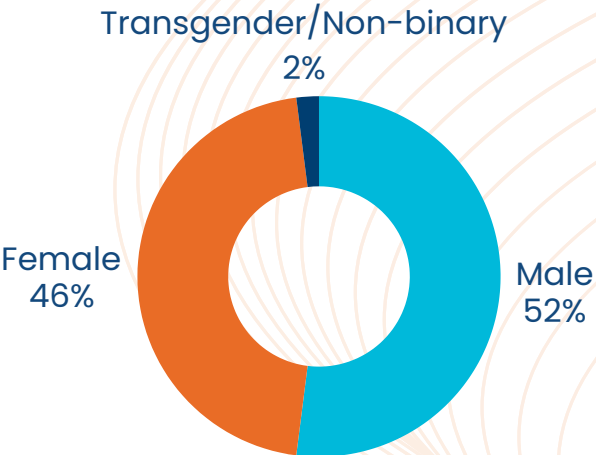
Our participants represent a vast pool of untapped talent from NYC's most vibrant yet underserved communities, young adults and immigrants with tremendous potential who are actively seeking pathways to economic stability. They bring rich life experiences, diverse perspectives, and strong work ethics, yet need bridges to connect their potential with the career opportunities available in today's economy

## Youth Participant Demographics Ages 17–24

### Race/Ethnic Background

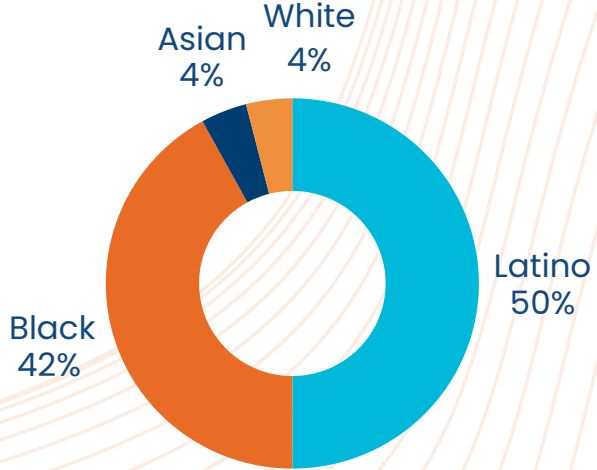


### Gender

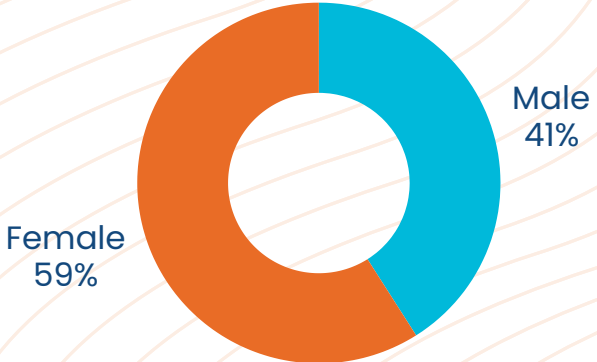


## Adult Participant Demographics Ages 21+

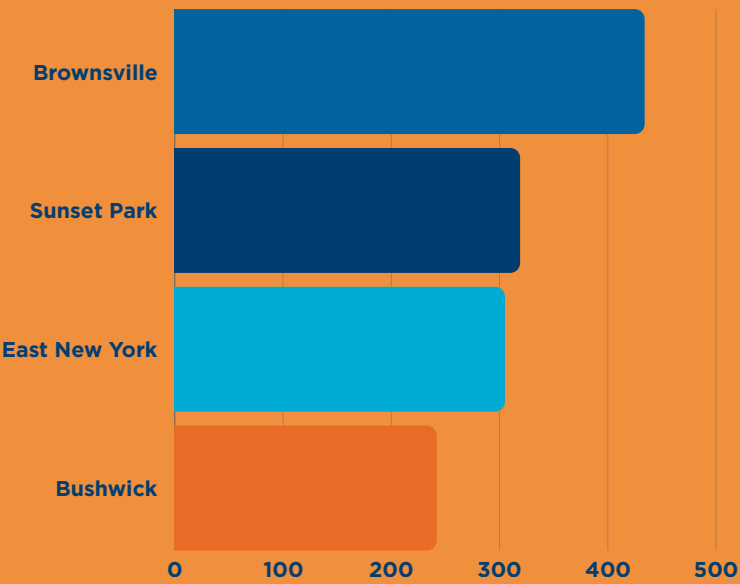
### Race/Ethnic Background



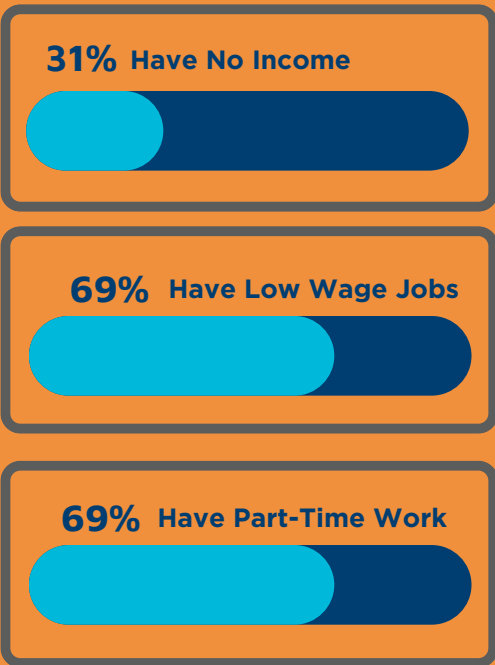
### Gender



## Top Communities Served



## Economic Profile of Adult Participants





# Building Careers Through Recognized Certifications

Year after year, Opportunities for a Better Tomorrow expands its reach, empowering hundreds of individuals through industry-recognized certifications, direct job placements, and accelerated career advancement.

From pre-apprenticeships to technology training, our programs consistently drive economic mobility and transform lives. Each success story reinforces our mission: building brighter futures and stronger communities.

**60,000**

Total Number Served  
since 1983

**335**

Credentials in Calendar  
Year 2024

**85%**

Program Completion Rate  
in Calendar Year 2024

## Industry-Recognized Credentials Earned

### Healthcare

- Certified Nurse Aide (CNA)
- Patient Care Technician (PCT)
- Phlebotomy
- Electrocardiogram (EKG)
- Certified Medical Administrative Assistant (CMAA)

### Construction

- Occupational Safety & Health Administration 30-Hour Training (OSHA-30)
- Site Safety Training 10-Hour (SST 10)
- Flagger Safety Certification
- Bridges to Offshore Wind (OSW)

### Technology

- Amazon Web Services Certified Cloud Practitioner (AWS)
- CompTIA ITF+
- Google Analytics





# Pathways to Success: From Training to Triumph

## Jarae Braggs

Jarae joined OBT's Cloud Support Engineer Program with big ambitions: earning CompTIA ITF+ and AWS Cloud Practitioner certifications and launching his tech career.

From the start, Jarae stood out as a dedicated student:

- Excelling in his coursework and certifications
- Assisting peers during study sessions
- Taking every challenge as a growth opportunity

His hard work paid off with an internship at Kinetxco as a Tech Support Associate, where he gained hands-on experience in systems like Office 365 and Google Workspace—a major milestone for someone entering the workforce for the first time.

But Jarae didn't stop there. After completing the internship, he continued to skill up with OBT's support and recently accepted a Software Engineer position at Cockroach Labs, earning over \$100k annually with excellent benefits. This role enables him to support himself and his family while pursuing his passion for tech.

Jarae's story is proof of the transformative power of education, training, and persistence. Your support helps create more success stories like his!





## Hawa Camara

The second oldest of 10 siblings, was born and raised in the Bronx with deep African roots. She joined the Medical Administrative Assistant Program in the spring, quickly excelling through dedication and critical thinking.

During her internship at Medrite Urgent Care, Marble Hill, she mastered front-end operations, built patient rapport, and gained hands-on triage experience. Since completing the MAA Program, she has worked as a Medical Assistant and is now enrolled in a sonographer program, and working as a Case Manager at a local community shelter, passionately serving her community.



## Jason Campos

Jason joined the ConstructForward program last fall, eager to gain hands-on construction experience. He earned certifications like OSHA 30, SST 10, Flagging, and Bridges to Offshore Wind through CUNY Kingsborough Community College. In January, he interned with Habitat for Humanity NYC and Westchester, discovering a passion for renovation, carpentry, and painting. With guidance from Mr. Tiebout and support from job placement workshops, mock interviews, and resume help, Jason remained proactive and committed. He recently gained acceptance into DC 9's four-year union apprenticeship program, launching his career as a professional painter with the International Union of Painters and Allied Trades.



# Building on Our Foundation & Looking Ahead

As we develop our comprehensive strategic plan within the next year, these eight priorities will guide our immediate work to strengthen programs, deepen partnerships, and enhance organizational capacity

## Program Excellence

### *Program Design & Enrichment*

Align training with high-growth sectors; enhance curriculum for better job placement rates and higher starting wages.

### *Staff & Leadership Development*

Invest in team expertise and accountability frameworks to strengthen service delivery and organizational capacity.

## Organizational Excellence

### *Strategic & Organizational Planning*

Build scalable systems and operational readiness for sustainable expansion without compromising quality

### *Company Culture*

Reinforce shared values and excellence expectations for consistent, high-quality participant experiences.

## Strategic Growth

### *Employer Engagement & Development*

Expand partnerships across healthcare, technology, and construction to create direct employment pipelines.

### *Community & External Engagement*

Deepen stakeholder relationships to broaden participant recruitment and enhance support networks.

## Infrastructure & Sustainability

### *Operations & Space Renewal*

Create welcoming, modern facilities that support learning and optimize program delivery across all hub locations.

### *Fundraising & Development*

Diversify funding sources and strengthen financial sustainability to secure long-term community impact.

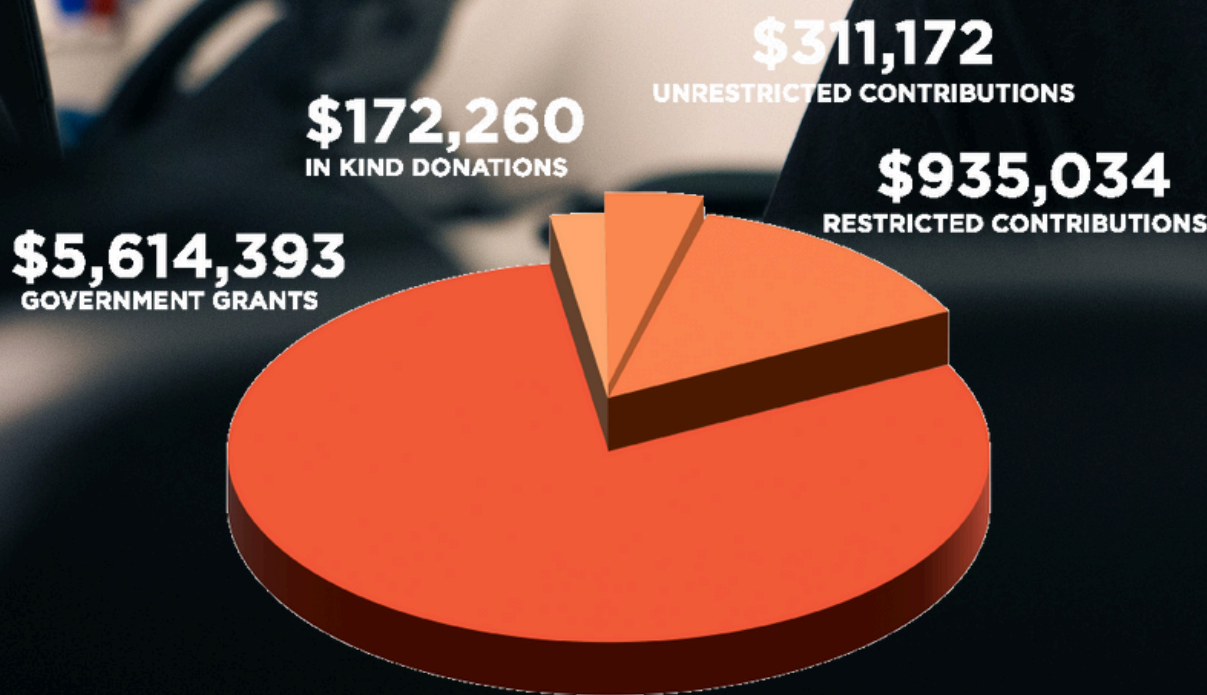


# Agency Financials

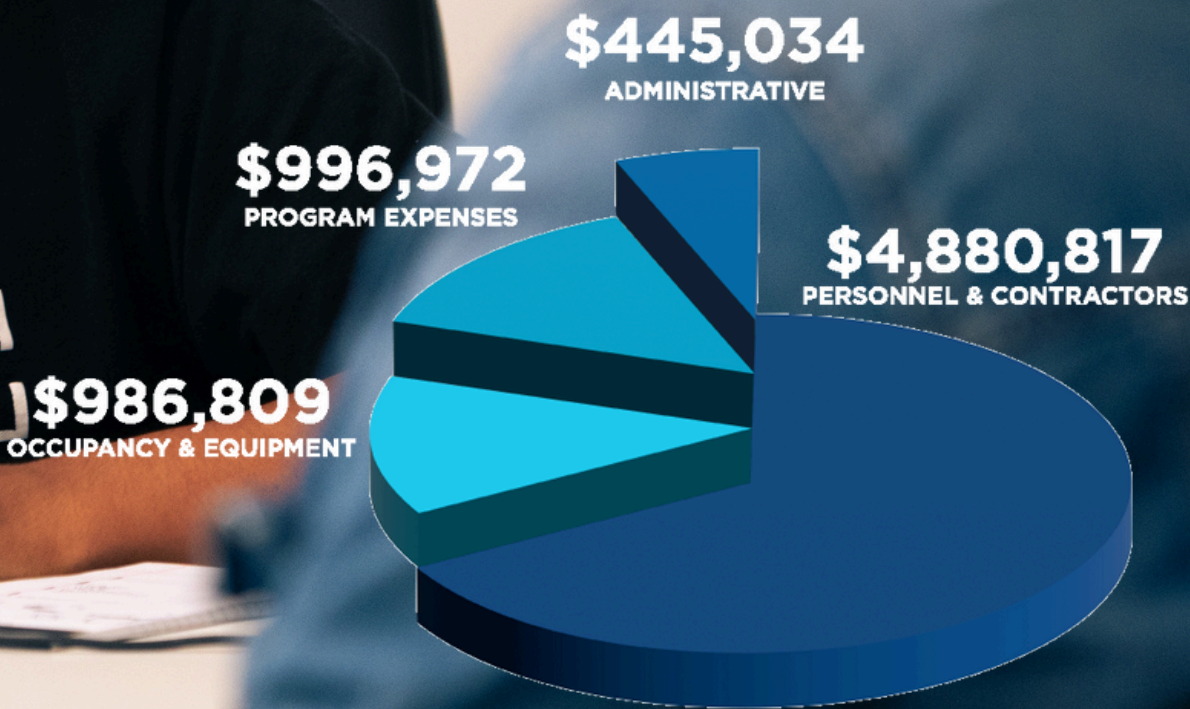
Over the past two years, OBT leadership, in close partnership with our Board of Directors and BDO International, has worked tirelessly to strengthen our operational and financial infrastructure, while continuing to meet the urgent needs of the communities we serve.

As a result of this work, individual contributions have increased more than 100% and private foundation support is on the rise. OBT is proud to invest almost 70% of its revenue on program staff and credential training partners and another 15% on participant supplies and stipends.

## FY 2024 REVENUE



## FY 2024 EXPENDITURES





# THANK YOU TO OUR SUPPORTERS

Behind every certification earned, every job secured, and every life transformed stands a network of committed partners who believe in possibility. Your support has empowered 1,500 individuals this year to unlock their potential and build sustainable careers. Thank you for making transformation possible.

- Citizens Philanthropic Foundation
- Community Offshore Wind
- Con Edison
- Consortium for Workers Education (CWE)
- Haugland Group
- Hispanic Federation
- Hyde & Watson Foundation
- LinkedIn
- Montefiore Health System
- Mother Cabrini Foundation
- National Grid
- New York City Community Trust
- New York City Council

- New York City Department of Youth & Community Development
- New York State Department of Labor
- New York State Legislature
- New York State Office Strategic Workforce Development
- NYU Langone Medical Center
- Pinkerton Foundation
- Robin Hood Foundation
- United Way
- Vinyard Offshore
- Warner Music
- Weinberg Foundation