Apprentice Learning
Skills that matter. For life.
FY2016 Annual Report
Cover: Mkhai works with Marzuq, Project Manager, to calculate area and estimate carpet purchases for a new building at Trinity Financial, Boston.
Our Program

Apprentice Learning provides real-world work experiences for eighth graders in the Boston public schools. At such a critical period in a young person’s life, these are the opportunities that ignite growth and change: sparking passions and interests, giving purpose to the present, and more importantly, to a young person’s future.

Our aim is to launch dreams and plans for our city’s youth that lead to success in high school, college and career. At Apprentice Learning, experience ignites purpose.

Opposite Page:
“Thank you for teaching me how to be a valued work member and how to use science to change the world.”
—Gigi, apprentice at The Wyss Institute for Biologically Inspired Engineering at Harvard University
Letter from the Board

As so many of society’s greatest challenges link to economic disparity, there is increasing attention on the role of formal education in solving these issues. Apprentice Learning, now in its fifth year, is positively influencing the career trajectories of Boston urban youth as it incorporates career exploration via classroom and professional instruction.

The apprentices are eighth graders, a critical yet overlooked population, who gain necessary skills and workplace experiences; these skills are especially useful during a time when their employment prospects are threatened by many factors. One key challenge that students encounter is a set of school curricula that too often insufficiently prepares them for fulfilling work lives. While youth employment garners more support, the focus is often on high school and college-aged students, though studies show the pertinence of developing young people at even earlier stages. Apprentice Learning exposes youth to the bright futures they deserve.

An amazing year of successes have yielded stronger programs that supported double the number of students over the previous year. New curriculum activities provided key learnings and opportunities to better serve alumni and current students. The affirmative program results are opening doors to more funding opportunities, which directly support our capacity-building and visibility efforts.
In addition to financial growth, Apprentice Learning is experiencing a boon in “people power” that is carrying over from this past fiscal year into the present. Increasing our staffing support, enlisting a branding agency, and recruiting more board members are just a few examples of how Apprentice Learning is strengthening its program and broadening its reach. Strategy and sustainability are critical components of long-term growth and we’re excited to leverage the expertise of our new team members.

The Board is committed to guiding Apprentice Learning as it grows within the Boston Public School system and deepens its roots in the community. We aim to raise Apprentice Learning’s profile within Boston and invite you to join us as friends of Apprentice Learning by sharing your talents, passions, and resources to help more of Boston’s youth actualize their career aspirations.

— Cinqué Dunham-Carson
Board Treasurer
“Thank you for all the knowledge that you gave me about having a job and the responsibilities it takes to actually be successful in a working environment. I have learned to take initiative by doing things without being asked. I have also gained a personality that is not shy anymore and excited to do things ahead of time. I have gained more trust in other people and I also believe in myself more.”
—Nick, apprentice at Mike’s Fitness JP (pictured in photo)
Our Innovative Approach

- Begin career education early as an integral part of middle school.
- Create partnerships with organizations and businesses that teach students about jobs and local career opportunities available to them in their own communities.
- Launch students into high school with a summer job or enriching program to further their experience and interests.

Program Description

**Apprenticeships.** Six preparatory classes help students identify their strengths and build a toolkit of communication and self-presentation techniques. An apprenticeship of six once-a-week sessions follows, in which students perform real work guided by a mentor at the company.

**Workplace Explorations.** One-day workplace visits offer seventh and eighth graders insights to local careers as well as opportunities to meet and learn alongside engaging adults in a professional setting.

**Launch.** Upon completion of an apprenticeship, apprentices tap into a network of program partners and our support to apply for paid jobs, enrichment programs and internships designed to prepare 13-15 year olds for more independence and responsibility.

**City Summer Internship.** A paid internship program for rising ninth grade girls that offers a deeper dive into careers with our STEM (Science, Technology, Engineering, Math) worksite partners during the summer. The internship is open to girls in our partner schools who have completed an apprenticeship.
2016 Accomplishments

- Grew by 40%: 303 students served
- Engaged 51 Worksite Partners

- Expanded board capacity for FY17
- Piloted City Summer Internship

- Expanded to a third partner school: Jackson/Mann K-8
- Connected 41% of apprentices to a summer job.
Impressive First Summer Job Placement Rates

- Apprentices Trained
- Apprenticeships Completed
- First Summer Jobs

Year:
- 2012-2013: 5
- 2013-2014: 15
- 2014-2015: 48
- 2015-2016: 98
- 2016-2017 (projected): 125

Note: The projected data for 2016-2017 is an estimate and may vary.
Participating School Partners

- Mission Hill K-8 School, Jamaica Plain (2012)
- Boston Teachers Union K-8 School, Jamaica Plain (2013)
- Jackson/Mann K-8 School, Brighton (2015)

“Apprentice Learning is a good experience at this critical time in eighth graders’ lives and something they will remember about middle school long after they have forgotten the Pythagorean Theorem. And it can make all the difference for their future.”
— David Weinstein, Math Teacher Boston Teachers Union School

“Apprentice Learning affords a scaffolding experience to young people at a time when they are most receptive – as learners and as career focused individuals. The work is about prepping kids internally so they are more confident, they understand they have a right to learn, to find things out, and ask questions. Even in eighth grade.”
— Site Partner
Cameron was an apprentice at the Wyss Institute as an eighth grader. He returned as a rising senior to work in the 3D printing lab as a paid summer intern.
Financials: FY16 & FY15


<table>
<thead>
<tr>
<th>Assets</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$103,517</td>
<td>$148,288</td>
</tr>
<tr>
<td>Pledges Receivable</td>
<td>$100,000</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$203,517</strong></td>
<td><strong>$148,288</strong></td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td><strong>$879</strong></td>
<td><strong>$43</strong></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$204,396</strong></td>
<td><strong>$148,331</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities &amp; Net Assets</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Current Liabilities</td>
<td>$3,114</td>
<td>$5,456</td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>$101,282</td>
<td>$142,875</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>$100,000</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$201,282</strong></td>
<td><strong>$148,331</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>$204,396</strong></td>
<td><strong>$148,331</strong></td>
</tr>
</tbody>
</table>
### Income

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and Contributions</td>
<td>$227,955</td>
<td>$234,746</td>
</tr>
<tr>
<td>Program Revenue</td>
<td>$11,750</td>
<td>$6,700</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td><strong>$239,705</strong></td>
<td><strong>$241,446</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$156,671</td>
<td>$104,593</td>
</tr>
<tr>
<td>General and Administrative</td>
<td>$15,542</td>
<td>$15,216</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$9,085</td>
<td>$6,688</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$181,298</strong></td>
<td><strong>$126,497</strong></td>
</tr>
</tbody>
</table>

### Change in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td><strong>$58,407</strong></td>
<td><strong>$114,949</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS – BEGINNING OF YEAR</strong></td>
<td><strong>$142,875</strong></td>
<td><strong>$27,926</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS – END OF YEAR</strong></td>
<td><strong>$101,282</strong></td>
<td><strong>$142,875</strong></td>
</tr>
</tbody>
</table>
2016 Worksite Partners

ACE Hardware Roslindale
Allen & Gerristen (W)
Apple Computer (W)
Benjamin Franklin Institute of Technology (W)
Besito Restaurant (W)
Birch Street House & Garden
Boing! Toy Shop
Boston Fire Department (W)
Brooks Brothers Clothing (W)
Caramel Clothing Company
City Feed
Community Servings
Copper Beech Montessori School
Cradles to Crayons
Enstron (W)
Ferris Wheels Bike Shop
First Literacy
First Republic Bank (W)
Fresh Hair

Game Engagement Lab @ Emerson College
Gillette (W)
Grub Street
Hill Holliday (W)
Horizons for Homeless Children
JP Comics
JP Knit & Stitch
Kitchen Central
Microsoft
Mike’s Fitness JP
Nazareth Child Care Center
New England Baptist Hospital
NorthStar Asset Management
Olin College (W)
Pet Cabaret
Polka Dog Bakery
Project Citizenship
Ray Dunetz Landscape
Architects

Salmagundi
Simons Properties @ Chestnut Hill (W)
Station8 Salon
Saffiyah Botanicals
Symantec
Tech Goes Home
Tony’s Market
Trinity Financial
Ultra Beauty Salon
Urban Improv
Wegmans Market (W)
WGBH
Whole Foods
Wyss Institute for Biologically Inspired Engineering at Harvard

STEM Sites
Sites are located in Jamaica Plain, Roslindale, Downtown, Fenway, and Brighton (W) = Workplace Exploration Host
Looking Forward to 2017

Reach more eighth graders in Boston schools with Apprentice Learning

- Initiate one new partnership with a school in Boston within the next year
- Increase apprenticeships by 25% to 125 in 2017
- Broaden program offerings to accommodate the diverse needs of schools
- Require all participating schools to add career skills as a graduation expectation.

Strategically engage the business community to support early career awareness

- Add 10 new worksite partners with a focus on STEM career opportunities where students of color are underrepresented
- Expand ways Apprentice Learning engages with the business community.

Measure long-term program impact for alumni

- Track progress toward high school graduation
- Track summer and part-time employment history
- Develop strategic supports and outreach for over 200 apprentice alums.
Elvis masters the cash register at ACE Hardware in Roslindale.
Donors

$0 - $499
Kristen Achtmeyer
Sharyn Bahn
Celia Cogndon
Cinqué Dunham-Carson
Nina and Ed Fish
Patricia Glynn
Susan Heath
Susan Leavey
Deborah Meier
Ed Miller and Teresa Parker
Joe Nold and Mary Moore
Anne and Ned Pride
Bonnie and Rich Ricci
Jamyn Sheff
Peri Smilow
Mercedes Tompkins
Ellen Weiner

$500 - $999
Anonymous
Jermaine Reid
Helen and Jenny Russell

$1,000 - $4,999
Eastern Bank Charitable Foundation
Mill River Foundation

$5,000 - $9,999
Fish Family Foundation
Orville Forté Charitable Trust
Vanderbilt Family Foundation

$10,000 - $25,000
Anonymous
Cabot Family Charitable Trust
George Garretson Wade Charitable Trust #2

$50,000+
Anonymous (2)

Thanks
Special thanks to Matt Thayer and Andy Fadous at American Provisions, Flat Black, Kitchen Central, Andrew Will Winery, our school partners, and to all of our worksite mentors who donate their time so generously.
Our Team

Board Members
Helen Russell, Executive Council
Cinqué Dunham-Carson, Treasurer
Bonnie Ricci, Clerk
Mathilda McGee-Tubb *
Justin McLean *
Fran Rivkin, Executive Council *
Mercedes Tompkins, Executive Council
Jane Scarborough, Emeritus
Jermaine Reid °

* Incoming Board Members: December 2016
° Outgoing Board Member: December 2016

Staff
Helen Russell, Executive Director
Nina Fish, Director of External Affairs
Andrew Frederick, Program Coordinator
Taylor Norman, Program Coordinator
Lucas Mulder, Photographer / Videographer / Web Master

Volunteers
Charles Starrett, SoulCo, Leadership and Strategy Advisor
Isana learns the secrets of Italian food with Tony at Tony’s Market in Roslindale.
“I learned a lot about the behind the scenes of Urban Improv. Before I didn’t think much about it but now I know how you raise money, how you get donations, how hard you work on setting up fundraisers and charity events, and how you get big companies to sponsor you. The work you do is very important to the success of Urban Improv. Thank you for allowing me to have the opportunity to work with you.”
—Wilmary, apprentice at Urban Improv

Contact Info
Mission Hill School
20 Child Street
Jamaica Plain, MA 02130
(617) 221-3912

http://apprenticelearning.org
Twitter: @app_learn
info@apprenticelearning.org