Apprentices enjoy a moment together at the MSPCA.
Our Program

Apprentice Learning provides real-world work experiences for middle school students in Boston’s 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 for our city’s youth that lead to success in high school, college and career. At Apprentice Learning, experience ignites purpose.

“I loved every single day I was there because you guys taught me a lot about something I love.”
— Cameron, Mission Hill School, apprentice at Ferris Wheels Bike Shop

Cover:
Kenya and Jaylin viewing a strand of their DNA at Vertex Learning Lab.
Letter from the Board

Middle school can be a time of great discovery for students. As they take their first tentative steps into the adult world, young people learn about their strengths, expand their interests, and begin to explore possibilities for the future. Eager for more independence, students at this age are ready to take on new responsibilities. That’s where Apprentice Learning comes in. When work experience happens at the right time in a young person’s life, passions emerge, opportunities arise, and newfound purpose propels students forward.

During their apprenticeships, students master new skills and make meaningful contributions in the workplace. Apprentice Learning helps young people imagine themselves as professionals and gives them the tools to land that first job. Together, these experiences ignite purpose and passions, helping young people transition successfully to high school because they have a firsthand understanding of the connection between academic and career success. We are proud that our program is having a real impact, particularly on students from underserved communities.

We invite your interest and support as educators, business partners, parents, donors, and interested citizens.

— Justin E. McLean
Board Chair
Teach to the Demands of Real Life

Apprentice Learning’s career education programs for Boston’s middle school students teach essential work skills and habits, expose students to a variety of careers, and engage students in planning for their futures. Working alongside adults who are passionate about their professions, our apprentices make a clear connection between success in school and a satisfying, productive work life.

Goals

- Narrow the opportunity gap for Boston middle school students by teaching career skills and building awareness of the range of possible career pathways.
- Provide real-world opportunities in professional settings that allow students to practice and perfect work skills that underpin academic and career success.
- Prepare students to successfully obtain job experiences that advance their skills and interests early in their high school years.
- Engage the business community in preparing students for success in the workplace.

“There is a crying need to support career awareness activities for middle school students. Aspiration precedes motivation for most students. The PIC looks forward to collaborating with Apprentice Learning to fill this gap.”
— Neil Sullivan, Executive Director, Boston Private Industry Council
Mirellys and Greg program the 3D printer at Roxbury Innovation Center.
2017 Accomplishments

- **Grew by 40%:** 303 students served
- **Engaged** 51 Worksite Partners
- **Expanded** board capacity for FY17
- **Grew by 20%:** City Summer Internship
- **Expanded** to a fourth partner school: Gardner Pilot Academy
- **Connected** 48% of apprentices to a summer job
Growth of Summer Jobs

- 2012-2013: 15 (33%)
- 2013-2014: 48 (48%)
- 2014-2015: 44 (43%)
- 2015-2016: 96 (48%)
- 2016-2017: 103 (48%)

Paid Summer Jobs/Internships

- Apprenticeships

Yearly Growth:

2012-2013: 15 (33%)
2013-2014: 48 (48%)
2014-2015: 44 (43%)
2015-2016: 96 (48%)
2016-2017: 103 (48%)

Graph shows an increase in apprenticeships and paid summer jobs/internships from 2012-2013 to 2016-2017.
Neighborhoods Served

Brighton/Allston 23%
Dorchester/Mattapan 30%
Roslindale/Jamaica Plain 20%
Roxbury 17%
Charlestown/South Boston/ Hyde Park/West Roxbury 10%

2017 total participants: 303

Racial Demographics

Black 33%
Latino 42%
White 6%
Other 9%
Asian 10%
**Program Description**

**Workplace Explorations.** One-day workplace visits introduce seventh graders to our program with insights into local careers, as well as opportunities to meet and learn alongside engaging adults in a professional setting.

**Apprenticeships.** Eighth graders become apprentices in a variety of businesses, working alongside adult mentors. They spend six weeks preparing for the experience, and six weeks in the workplace where they perform actual work, build skills, and learn about potential career paths. This transformative experience launches young people into summer employment and high school with confidence.

**Launch.** Upon completion of an apprenticeship, AL staff connects apprentices to our network of program partners and helps them apply for paid jobs, enrichment programs, and internships designed to prepare 13-15 year-olds for greater independence and responsibility. Over 45% of apprentices land summer jobs!

**City Summer Internship.** Rising ninth grade girls participate in a paid summer internship program offering a deeper dive into careers, focusing on women-owned businesses and fields where women are underrepresented.

“In our short sessions with the brilliant kids we have hosted, we help them gain a glimpse of the interior workings of an office and professions that directly attempt to make the city more responsive through residential development. In this small way, we think the city might become a little more transparent, comprehensible, translucent, and a little less intimidating for kids in this age range.”

— Tim Smith, Vice President, Design and Construction, Trinity Financial
Joxcel learns how to assemble a bike at Adi’s Bike World.
Participating School Partners

- Mission Hill K-8 School, Jamaica Plain
- Boston Teachers Union K-8 School, Jamaica Plain
- Jackson/Mann K-8 School, Brighton
- Gardner Pilot Academy, Brighton

“I get to spend more one on one time with a younger version of myself and to dispel myths about being an engineer and how I got where I am now.”
— Netia McCray, FabLab Manager, Roxbury Innovation Center

“I told my friends how fun it is to get to go out and work to have a job experience. Without Apprentice Learning, I wouldn’t have much to put on my resume under job experiences and I might not have gotten a summer job.”
— Ella, Mission Hill School, apprentice at Horizons For Homeless Youth.

“The youth program at Center for Community Health and Health Equity at BWH hires rising 9th graders over the summer to work at the hospital. Over the past six years, students that apply from Apprentice Learning come to us prepared, ready for work, and eager to learn. At 14 years old, the students already have a foundation of workplace expectations and a good work ethic.”
— Pam Audeh, Youth Development Manager, Brigham and Women’s Hospital Center for Community Health and Health Equity
2017 Worksite Partners

40 South Street
ACE Hardware Roslindale
Adi’s Bike World
Allen & Gerristen (W)
APAC
Apple Computer (W)
AWOL Clothing
Barbara Lynch Gruppo (W)
Benjamin Franklin Institute of Technology (W)
Birch Street House & Garden
Boing! Toy Shop
Boston Community Capital
Boston University Center for Professional Education
Brighton Locksmith and Hardware
City Feed & Supply
Commonwealth Circus
CommonWealth Kitchen (W)
Community Servings
Cradles to Crayons
Emera Energy (W)

Ferris Wheels Bike Shop
First Republic Bank (W)
Flour Bakery (W)
Free Software Foundation
Fresh Hair
General Assembly
Hollister Staffing (W)
Horizons for Homeless Children
Jewish Vocational Services
JP Comics
JP Knit & Stitch
Looney Tunes
Mass Apparel
Mass Association for the Blind
Mass Society for the Prevention of Cruelty to Animals (MSCPA)
Maxwell Health (W)
Mike’s Fitness JP
Model ACE Hardware
Nazareth Child Care Center

New England Baptist Hospital
New Leaf Flores
NorthStar Asset Management
Pet Cabaret
Polka Dog Bakery
Roxbury Innovation Center
Sandcastle
Shire Pharmaceuticals (W)
Station 8 Salon
Sugar Labs
Symantec (W)
The Harvard Ed Portal
The Thrift Shop of Boston
Tony’s Market
Trinity Financial
Urban Improv
Vertex Pharmaceuticals (W)
Vivant Vintage
Warrior Ice Arena
West End House
WGBH

**STEM Sites**

Sites are located in Jamaica Plain, Roslindale, Downtown, Fenway, and Brighton
(W) = Workplace Exploration Host
# Financials: FY17 & FY16


<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$284,986</td>
<td>$203,517</td>
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<td><strong>LIABILITIES AND NET ASSETS</strong></td>
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<td><strong>Total Net Assets</strong></td>
<td>$286,648</td>
<td>$204,396</td>
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<td><strong>STATEMENT OF ACTIVITIES</strong></td>
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<td><strong>Total Support and Revenue</strong></td>
<td>$369,727</td>
<td>$239,705</td>
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<td><strong>Expenses</strong></td>
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<td>Program Services</td>
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<td>$156,671</td>
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<td>General &amp; Administration</td>
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<td><strong>Total Expenses</strong></td>
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<td>$181,298</td>
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<td><strong>Net Assets - Beginning of Year</strong></td>
<td>$201,282</td>
<td>$142,875</td>
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<tr>
<td><strong>Net Assets - End of Year</strong></td>
<td>$270,162</td>
<td>$201,282</td>
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Calculating the cost of dog treats at the MSPCA.
2017 Supporters

**Career Angels**
Anonymous (2)

**Career Champions**
The Philanthropic Initiative – Cradle to Career

**Apprentice Advocates**
Anna B. Stearns Charitable Foundation
Eastern Bank Foundation
George Garretson Wade Charitable Trust #2
Lenny Zakim Fund

**Barrier Breakers**
Fish Family Foundation
Orville W. Forté Charitable Foundation
Vanderbilt Charitable Trust

**Opportunity Creators**
Anonymous (2)
Boston Community Capital
Sand County Charitable Trust
City of Boston Summer Youth Fund
Ina Lindenschmidt
Mintz Levin Cohn Ferris Glovsky & Popeo PC
NorthStar Asset Management

**Skill Boosters**
Janet & Phil Hallaway
Mathilda McGee-Tubb & Peter Grieco
Carol Pine
Justin McLean
Helen & Jenny Russell
Jane Scarborough & Louise Wylan
Chris Shultz

**Advisors**
Camilla Bennett
Cinqué Dunham-Carson
Nina Fish
Stephan McCauley
Deborah Meier
Mary Moore & Joe Nold
Jermaine Reid
Deb Rivkin & Bruce Haggarty

**Friends & Mentors**
Jeremy Angoff
John Babcock
Sharyn Bahn
John Beck

Lisa Beck
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Mary Chatfield
Lindsay Chaves
Laura Cohen
Celia Congdon
Jadi Christi Conkling
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Brendan Morris
Jane Panicucci
Anne Pride
Hema Ramachandran
Nelson Repenning
Blair Rinne
Ann Ruggiero
Veronica Serrato
Sebastian Stuart
Nina Thayer
Rosalind Thomas-Clark

Mercedes Tompkins
Toni Troop
Ellen Weiner
David Weinstein
Erin Wert
Alethea White
Laura Wulf

In-Kind
Birch Benders
Birch Street Home & Garden
Blanchards Liquors
City Feed & Supply
Commonwealth Circus
Flat Black Coffee
J.P. Licks
Ten Tables

THANKS

We are grateful for the generous support we receive from our friends and philanthropic organizations. We could not do it without you!

This list reflects gifts received from July 1, 2016 – December 31, 2017. If your name was mistakenly omitted, please contact us at (617) 221-3912.

“I had a wonderful experience at NorthStar Asset Management. We learned about budgeting and the process of the stock market in the real life world. These concepts are important for my work because one day in the future I would like to own a small part of a company.”

— Marta, City Summer Internship Participant
Joann and Kaylah in the kitchen at Menton Restaurant.
Our Team

**Board Members**
Justin McLean, Chair  
Mathilda McGee-Tubb, Vice-Chair  
Mercedes Tompkins, Treasurer  
Bonnie Ricci, Clerk  
Cinqué Dunham-Carson  
Elizabeth Walczak

**Staff**
Helen Russell, Executive Director  
Andrew Frederick, Program Coordinator  
Taylor Norman, Program Coordinator  
Ellen Weiner, Development Manager  
Meaghan Carroll-Rateau, Program Director

**Volunteers**
Sharyn Bahn, Volunteer  
Albert Lui, Northeastern University  
Chris Shultz, Volunteer  
Marla Andrews, MSPCA Volunteer & Apprentice Mentor
“I enjoyed going to Vertex Pharmaceuticals because I got to be a scientist. The new concepts I learned are important as I prepare for work and high school because I want my job and part of my high school work to involve this type of science.”
— Joann, City Summer Internship Participant

Contact Info
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