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# FY2020

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# ANNUAL REPORT

JULY 1, 2019 - JUNE 30, 2020

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**Apprentice Learning**  
Ignite Purpose

A photograph of two young women sitting at a table in a workshop, looking at a large sheet of paper. The woman on the left has long brown hair and wears glasses and a dark jacket. The woman on the right has dark hair tied back and wears a grey zip-up hoodie with the 'Apprentice Learning' logo. The background features a pegboard with spools of thread and various posters, including one with silhouettes of dancers. The text 'IGNITE PURPOSE' is overlaid in large white letters.

# IGNITE PURPOSE

## ABOUT US

### **At Apprentice Learning, experience ignites purpose**

Apprentice Learning (AL) provides real world work experiences for eighth grade students. We leverage career exploration to teach skills and nurture dreams for young people. Our vision is to be the launch point for a pipeline of career supports and partnerships that activate early pathways for youth to pursue satisfying jobs and careers. We are a small organization with a proven career program for middle school students and are seeking supporters who can invest in and champion our organizational growth so that we can provide more youth with early career development opportunities. We aim to have a greater impact on the futures of underserved youth by preparing them for success in the workplace, beginning with early engagement and aligning with partners who are committed to following youth through high school and beyond to the workplace.

## GOALS

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

# OUR YOUTH

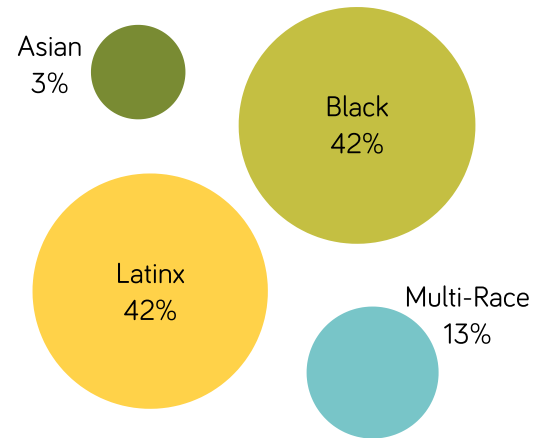
174 Unique  
Students Served

150\* Apprenticeships

37 City Summer Internships

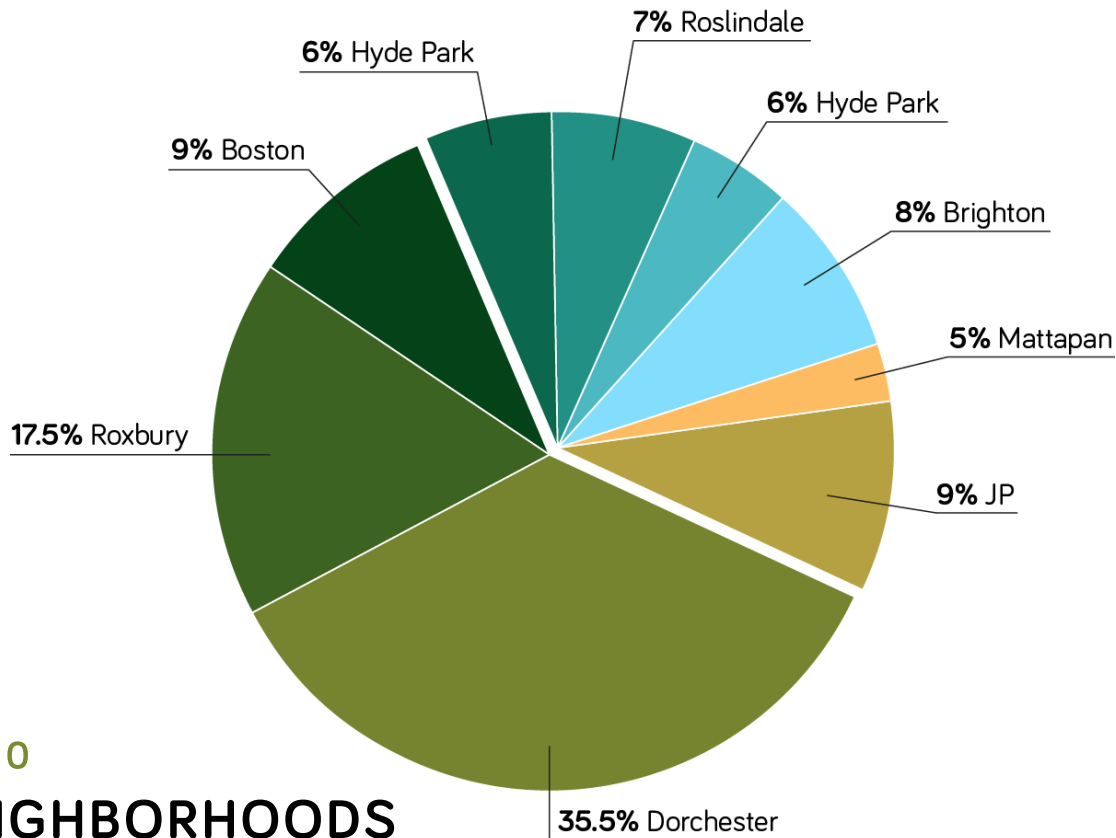
22\* Workplace Explorations

\*Spring programming was cancelled in March due to COVID-19



2020

ETHNIC  
BACKGROUNDS



2020

NEIGHBORHOODS  
SERVED

2020

STATISTICS



# IMPACT

## 100% OF PARTICIPANTS AGREE THAT:

- ★ I have improved skills that will help me get a virtual job and be successful at it.
- ★ I understand why it is important to be on time for work.
- ★ I learned how to present myself professionally in a virtual Zoom meeting.
- ★ I am better able to take feedback to help me improve my work.

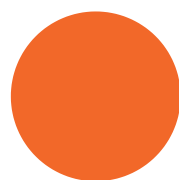
## 93% OF PARTICIPANTS AGREE THAT:

- ★ I would recommend this program to friends.

2020

## POST PROGRAM SURVEY RESULTS

"I would like to thank you for giving me this opportunity to explore the career of architecture and what it means to help build a space useful to people. I loved the building exercise because it gave me a small insight into what goes into creating memorials and monuments". - Caitlin, Boston Society of Architects



Students with  
83% attendance  
16%



Students with  
67% attendance  
12%

Students with  
100% attendance  
72%

"Apprenticing taught me how to approach people and be more respectful. In the future, I will walk up to them happily and shake their hand firmly. You never know who you can meet just by saying, 'Hi'".  
- CJ, Community Servings

2020

## APPRENTICESHIP ATTENDANCE

2020

## STATISTICS

# OUR PROGRAMS



## WORKPLACE EXPLORATIONS

Seventh graders are introduced to our program with opportunities to meet with professionals and gain insights into local careers.



## APPRENTICESHIPS

Eighth graders participate in six skills-based classes that teach self-presentation, communication, and self-advocacy skills. They select and are matched to one of our worksite partners where they apprentice for six weekly two hour sessions alongside of a professional and learn the culture and purpose of the business while putting their professional skills into practice.



## 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.



## CITY SUMMER INTERNSHIP

Rising ninth grade girls participate in a paid summer internship that offers a deeper dive into careers in business and fields where women are underrepresented.

# PARTNERS

## PARTICIPATING WORKSITE PARTNERS

### ALLSTON/BRIGHTON BROOKLINE

Allston Brighton APAC  
Artful Edge Framing  
Awol Boutique  
Brookline Booksmith  
Clear Flour Bread  
Cradles to Crayons  
Daily Stroll LLC  
Healthworks Fitness  
Jackson/Mann Community Center  
Otto Pizza  
Vivant Vintage  
Warrior Ice Arena  
West End House  
WGBH  
Yal Day New Daycare

### BACK BAY/INNOVATION /FINANCIAL DISTRICT

ACIS  
Boston Society of Architects  
Brown Rudnick  
Ellis Memorial  
Federal Home Loan Bank Boston  
First Republic Bank  
Foley Hoag LLP  
General Assembly  
Hollister Institute  
Massachusetts State House  
Massachusetts Supreme Judicial Court  
PWC  
Slalom  
State Street Financial  
Suffolk County District Attorney  
Trinity Financial  
Vertex Pharmaceuticals

### CAMBRIDGE

HubSpot  
Novartis

### JAMAICA PLAIN

826 Boston  
Blue Frog Bakery  
Boing! Toy Shop  
Boomerangs  
City Feed & Supply  
Community Servings  
Ferris Wheels Bike Shop  
Fomu  
Fresh Hair  
J.C. Fruit Store  
J.P. Licks  
J.P. Rose Consignment  
Kitchen Witch  
Little Brothers  
Mike's Fitness JP/Kate McNally  
NorthStar Asset Management  
On Centre  
Papercuts  
Polkadog Bakery Jamaica Plain  
Pondside Petcare  
Scanion PT  
Station & Salon  
Urban Improv  
We Are Hair  
When Pigs Fly

### ROXBURY/SOUTH END

BlueHub Capital  
Boston Ballet  
Boston Neighborhood Network  
Cityscapes Boston  
Clubhouse Network  
Everything is Real Barbershop  
Frugal Books  
Gallery EyeCare  
Hair Station  
Haley House  
Little Brothers/Friends of the Elderly  
Polkadog Bakery South End  
Soleil  
South End Technology Center  
The Kroc Center

### ROSINDALE

Adi's Bike Shop  
Birch Street House & Garden  
Busted Knuckle Bike Shop  
Patch Realty  
Pet Cabaret  
The Thrift Shop of Boston  
Tony's Market



# OUR SUPPORTERS

## CAREER ANGELS

Anonymous (2)

## CAREER CHAMPIONS

American Student Assistance  
Cabot Family Charitable Trust

## APPRENTICE ADVOCATES

Liberty Mutual Foundation  
Virginia Wellington Cabot Charitable Trust  
Women4Progress Charitable Trust

## BARRIER BREAKERS

BlueHub Capital  
Boston Centers for Youth and Families  
Eugene F. Fay Trust  
Federal Home Loan Bank  
Fish Family Foundation  
Foley Hoag Charitable Foundation  
HubSpot  
Stephen and Rebecca Milliken  
Mill River Foundation Fund DAF  
Orville W. Forté Charitable Foundation  
Vanderbilt Family Charitable Trust  
Wild Geese Foundation

## OPPORTUNITY CREATORS

Sharyn Bahn  
Laurie Burt  
City of Boston  
Cummings Foundation  
Kristina Dakos  
Nina and Ed Fish  
Janet & Phil Hallaway  
The Hamilton Company Charitable Foundation  
Brenda Kirouac  
Josie Merck  
St. Paul's Church  
Sand County Charitable Trust  
Jane Scarborough & Louise Wylan  
Chris & Jen Schultz  
Trinity Financial

## CAREER CREATOR

Lisa Beck  
John Beck  
Cinque & Alethea Dunham-Carson  
Patty Jacobson  
Molly Lanzarotta & Tim Smith  
Justin Mclean & Julianna Gonzalez  
Northeastern Office of City &  
Community Service  
Helen & Jenny Russell  
Elizabeth Santiago  
Ann Wallace  
Dan Wasserman & Chris Chinlund

## CAREER MENTORS

AMC Charitable Fund  
John Beck  
Ginny Dorne  
Betsy Drinan  
Lesli Gordon  
Jean Hammond  
Amy Jonak  
Kathleen Kachijan  
Susan Leavey  
Deborah Meier  
Carol Pine  
Bill Polk  
Fran Rivkin  
Mark Smith  
Zach Stanley  
Tina Stern in honor of Carol Pine  
Ryan Traeger  
Elizabeth Walczak & Kirk Carapezza

## IN-KIND SUPPORTERS

American Provisions  
Ashmont Grill  
Boston Society for Architects  
Stellwagen Brewery  
Urban College  
Warrior Ice Arena

## SKILL BOOSTERS

Polly Carpenter  
Marilyn Carson  
Donald Coleman  
David Eppstein  
Gerry Campos & Tricia Glynn  
Dennis and Joanna Hannon  
Alicia Horwitz  
Amy Kohut  
Susan Leavey  
Melinda Leyden  
Amanda McDonough  
Mary Moore  
Kristin Naylor  
Dianna Puleo  
Bonnie Ricci  
Ann Ruggiero  
Cynthia & Herb Russell  
Jake Russell  
Mercedes Tompkins  
Ellen Weiner

**WE ARE  
ENORMOUSLY  
GRATEFUL FOR  
THE SUPPORT  
YOU PROVIDE  
FOR CAREER  
EXPERIENCES  
THAT IGNITE  
PURPOSE IN  
YOUNG PEOPLE  
AND NURTURE  
THEIR CAREER  
DREAMS AND  
PLANS**

# FY20 & FY19 FINANCIALS

## LIABILITIES AND NET ASSETS

### Total Net Assets

2020

\$465,472

2019

\$364,297

## STATEMENT OF ACTIVITIES

### Total Support and Revenue

\$428,534

\$441,039

## Expenses

Program Services

\$316,392

\$323,172

General & Administration

\$25,490

\$24,106

Fundraising

\$34,478

\$31,992

### Total Expenses

\$376,360

\$379,270

Net Assets - Beginning of Year

\$343,205

\$281,436

Net Assets - End of Year

\$395,379

\$343,205





# SCHOOL PARTNERS

1. Dearborn STEM Academy (61)
2. Jackson/Mann School (34)
3. Boston Teachers Union (25)
4. Rafael Hernández School (16)
5. Mission Hill School (14)

"The fact that majority of the workers there were women made me so happy because the more women working with a strong and powerful title would inspire so many younger women like me".

- Lee'El, Suffolk County District Attorney's Office

"Apprenticing at Frugal Bookstore helped me learn work ethic and taught me to work smarter. Being on time, working hard and not complaining are important".

- Aneshia, Community Servings

"At Community Servings, my social skills were tested. I am usually shy to start conversations even though I feel like I am approachable. Now, I know more ways to start a conversation and to introduce myself. This is a good skill in interviews or on my first day of a job. I don't know what I want to do yet, but I know this skill will be helpful".

- Edgar, Community Servings

"We need more doctors, dentists and clinics in our area because some people can't travel a long way. it's good for the neighborhood to have Black people own their own stuff".

- Myshyelle, Gallery Eyecare

## OUR TEAM

### STAFF

Helen Russell, Executive Director

Letta Neely, Program Director

Samantha Cruz, Program Specialist

Paige Whalen, Program Coordinator

Annie Hayes, Grant Writer

### BOARD OF DIRECTORS

Justin McLean, President

Christopher Schultz, Treasurer

Timothy Smith, Clerk

Cinqué Dunham-Carson

Brenda Kirouac

Elizabeth Santiago

Elizabeth Walczak

Helen Russell, Executive Director

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 @app\_learn

# LETTER FROM THE BOARD

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An annual report is a comprehensive report on a company's activities throughout the preceding year. Annual reports are intended to give shareholders and other interested people information about the company's activities and financial performance. They may be considered as grey literature. Most jurisdictions require companies to prepare and disclose annual reports, and many require the annual report to be filed at the company's registry. Companies listed on a stock exchange are also required to report at more frequent intervals (depending upon the rules of the stock exchange involved).

Other information deemed relevant to stakeholders may be included, such as a report on operations for manufacturing firms or corporate social responsibility reports for companies with environmentally or socially sensitive operations. In the case of larger companies, it is usually a sleek, colorful, high-gloss publication.

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## Helen Russell



Image caption