



# 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.







# Apprentice Learning

Skills that matter. For life.

## 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.

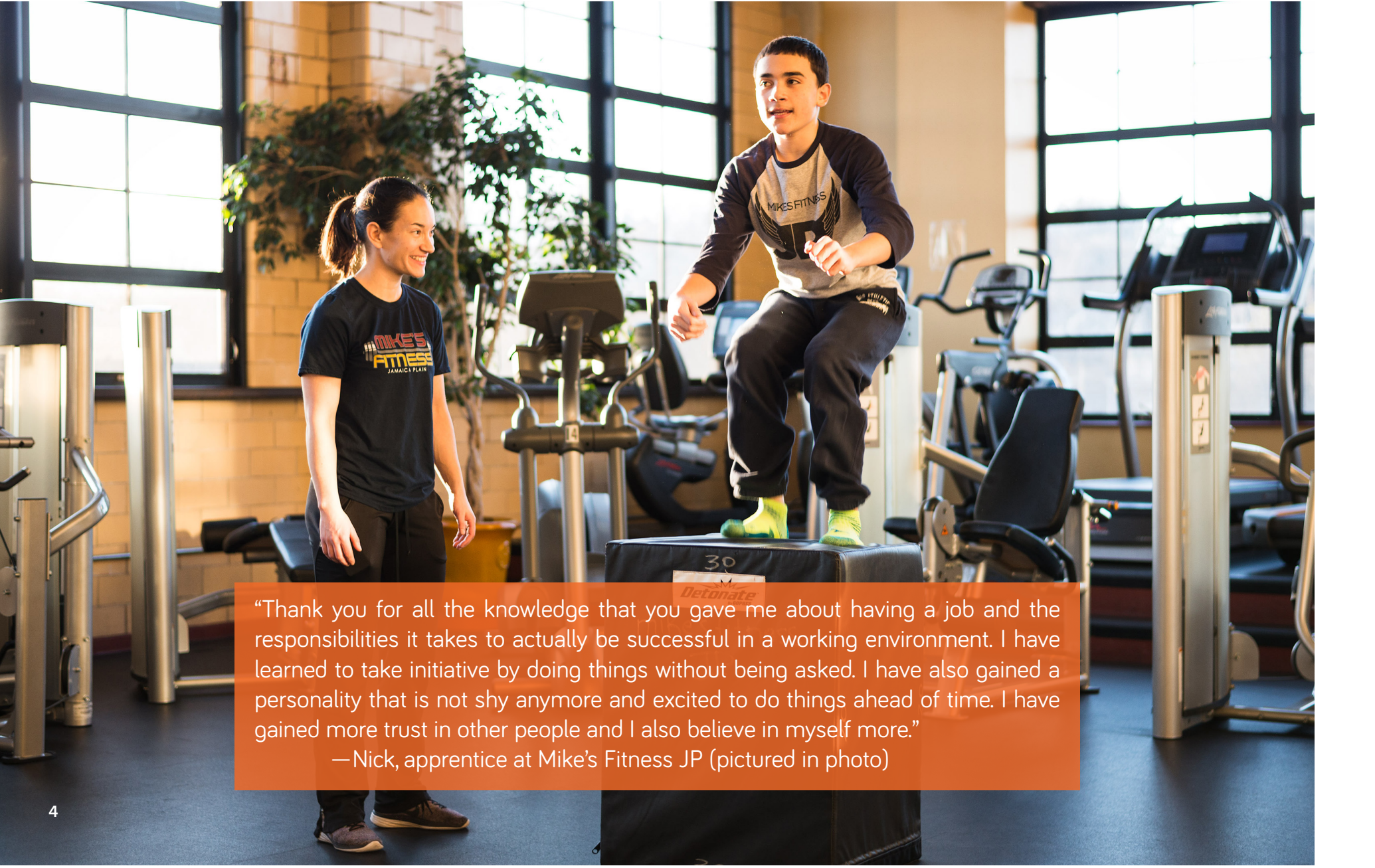
An amazing year of successes have yielded stronger programs that supported double the number of students over the previous year. New curriculum activities provided key learnings and opportunities to better serve alumni and current students. The affirmative program results are opening doors to more funding 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**

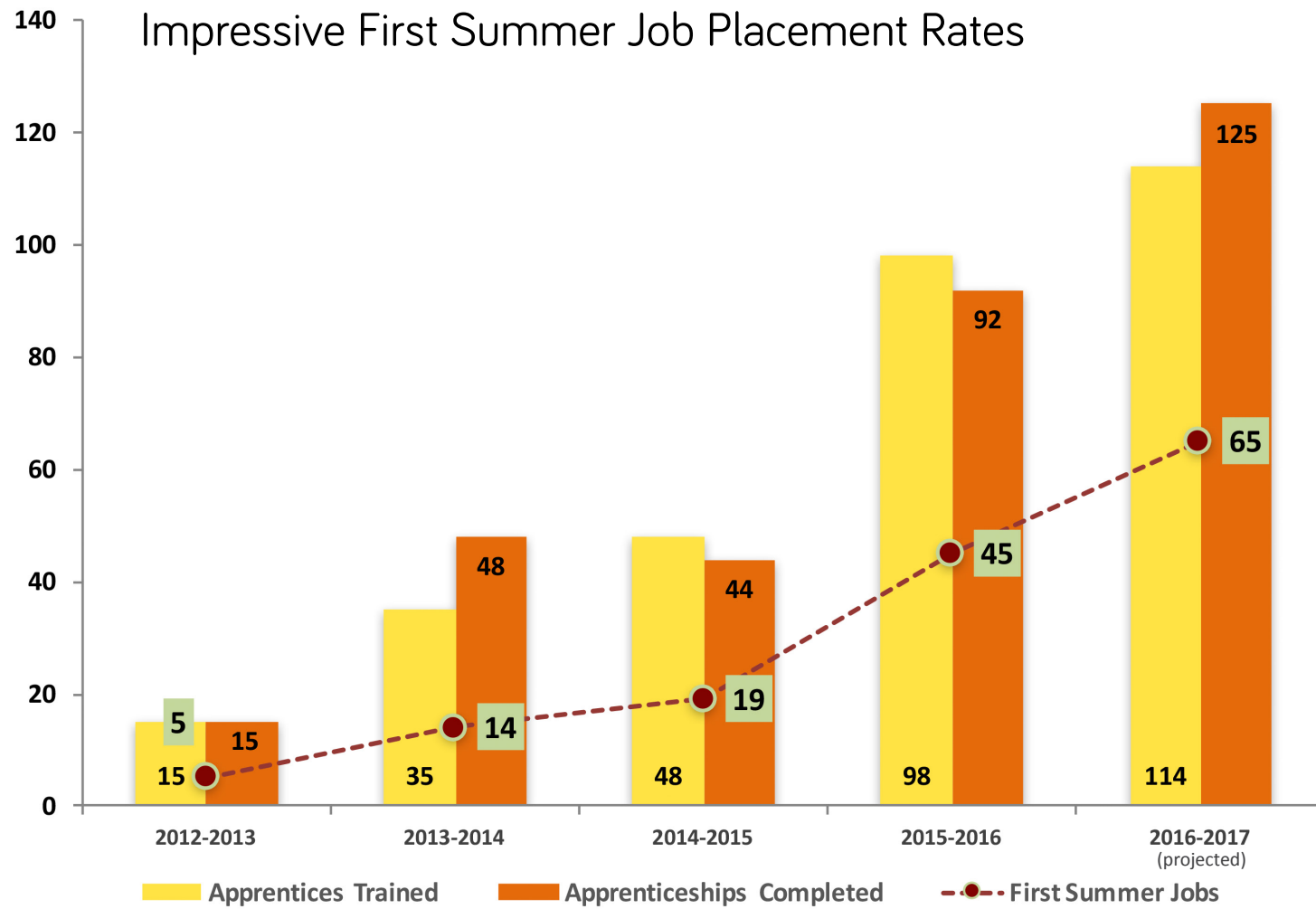


**Expanded to a third partner school:**  
Jackson/Mann K-8

**Connected 41% of apprentices to a summer job.**







## 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)

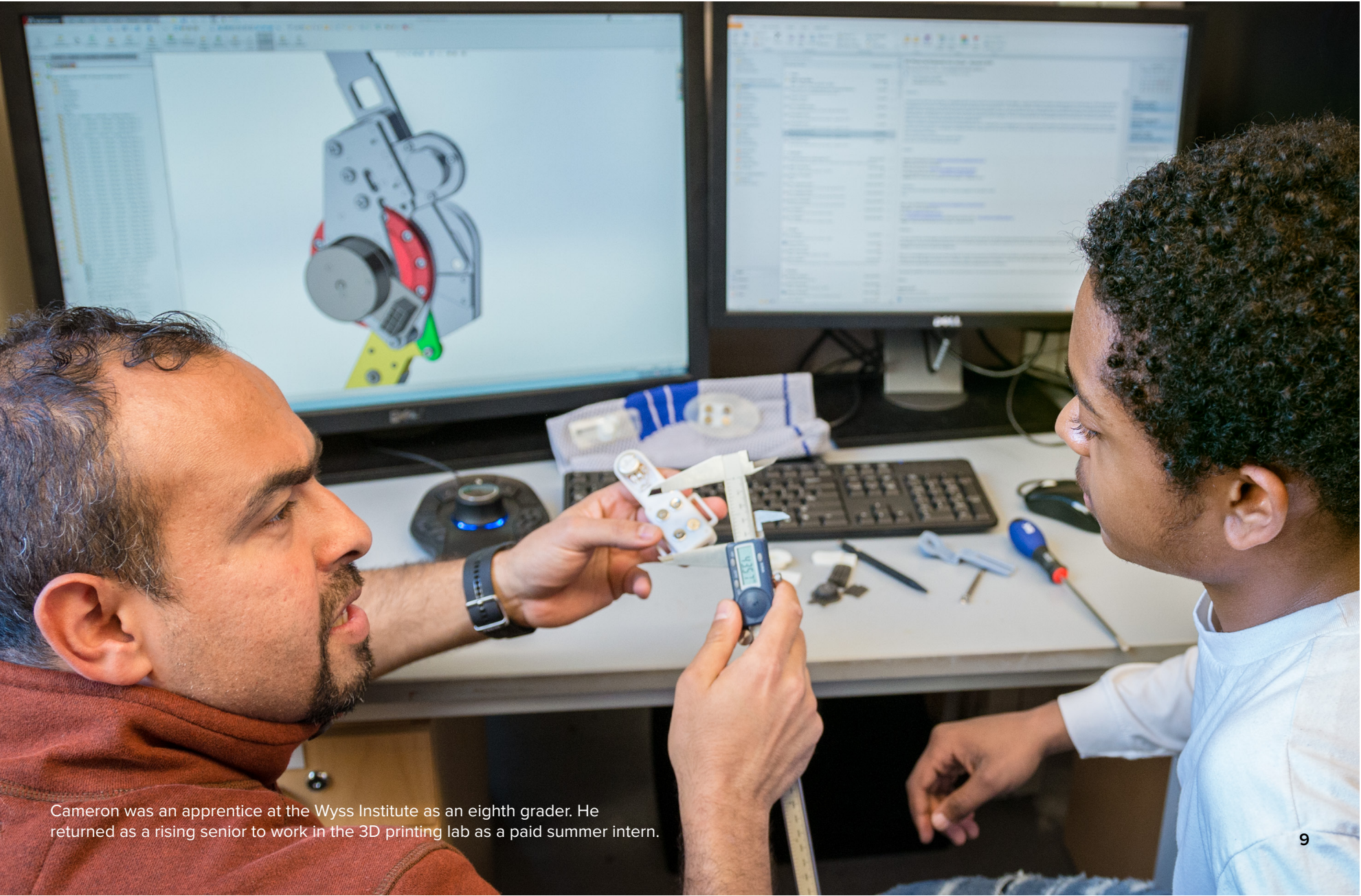
“Apprentice Learning is a good experience at this critical time in eighth graders’ lives and something they will remember about middle school long after they have forgotten the Pythagorean Theorem. And it can make all the difference for their future.”

— 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

Financial Position and Statement of Activities for Year Ended June 30, 2016.

<b>Assets</b>	<b>2016</b>	<b>2015</b>
Cash	\$103,517	\$148,288
Pledges Receivable	\$100,000	\$0
<b>Total Current Assets</b>	<b>\$203,517</b>	<b>\$148,288</b>
<b>Total Fixed Assets</b>	<b>\$879</b>	<b>\$43</b>
<b>TOTAL ASSETS</b>	<b>\$204,396</b>	<b>\$148,331</b>

<b>Liabilities &amp; Net Assets</b>	<b>2016</b>	<b>2015</b>
Total Current Liabilities	\$3,114	\$5,456
Unrestricted Net Assets	\$101,282	\$142,875
Temporarily Restricted	\$100,000	\$0
<b>Total Net Assets</b>	<b>\$201,282</b>	<b>\$148,331</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$204,396</b>	<b>\$148,331</b>

<b>Income</b>	<b>2016</b>	<b>2015</b>
Grants and Contributions	\$227,955	\$234,746
Program Revenue	\$11,750	\$6,700
<b>TOTAL SUPPORT AND REVENUE</b>	<b>\$239,705</b>	<b>\$241,446</b>
 <b>Expenses</b>	 <b>2016</b>	 <b>2015</b>
Program Services	\$156,671	\$104,593
General and Administrative	\$15,542	\$15,216
Fundraising	\$9,085	\$6,688
<b>TOTAL EXPENSES</b>	<b>\$181,298</b>	<b>\$126,497</b>
 <b>CHANGE IN NET ASSETS</b>	 <b>\$58,407</b>	 <b>\$114,949</b>
<b>NET ASSETS – BEGINNING OF YEAR</b>	<b>\$142,875</b>	<b>\$27, 926</b>
<b>NET ASSETS – END OF YEAR</b>	<b>\$101,282</b>	<b>\$142,875</b>

# 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)  
 Caramelo 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 Botancials  
 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 °

° *Outgoing Board Member: December 2016*

\* *Incoming Board Members: 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](mailto:info@apprenticelearning.org)