



# Apprentice Learning

Ignite Purpose

2017 Annual Report

Apprentices enjoy a moment together at the MSPCA.





# Apprentice Learning

Ignite Purpose

## 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

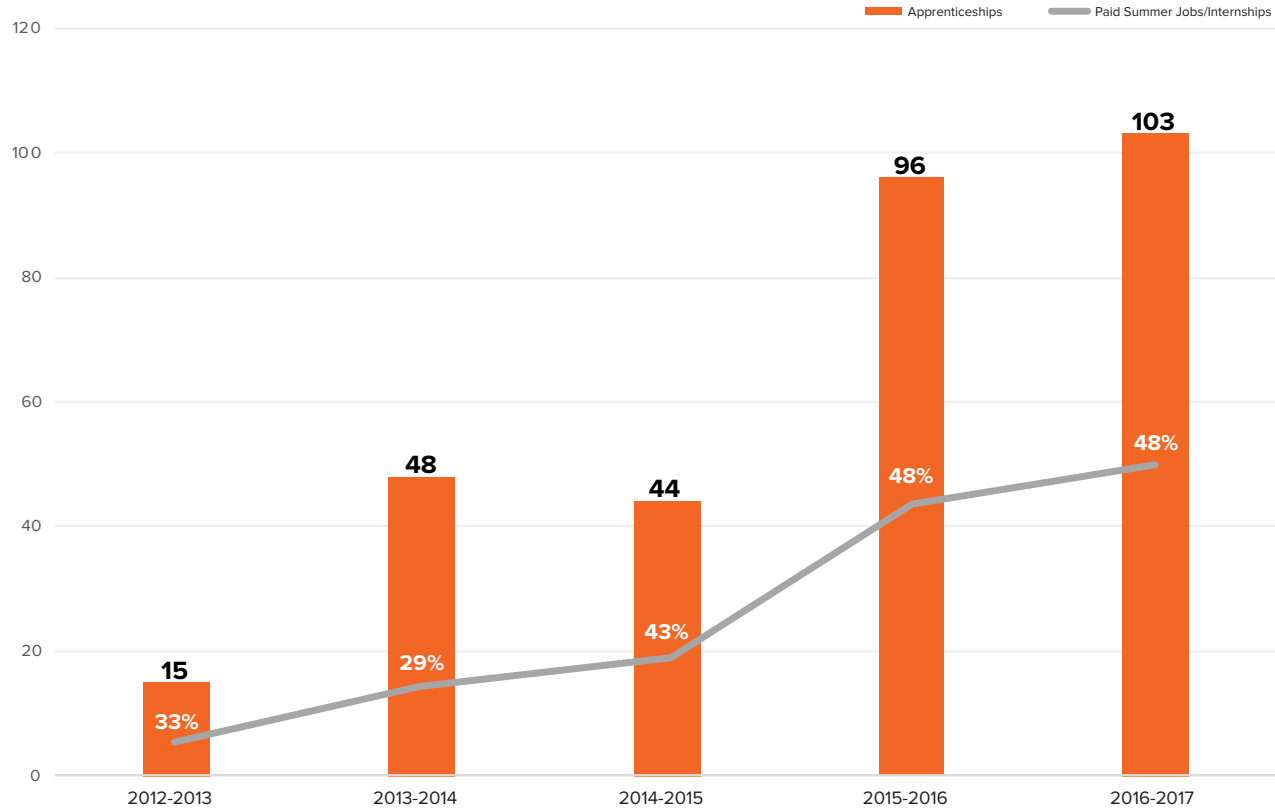


**Expanded** to a fourth  
partner school:  
Gardner Pilot Academy

**Connected 48%** of  
apprentices to a  
summer job

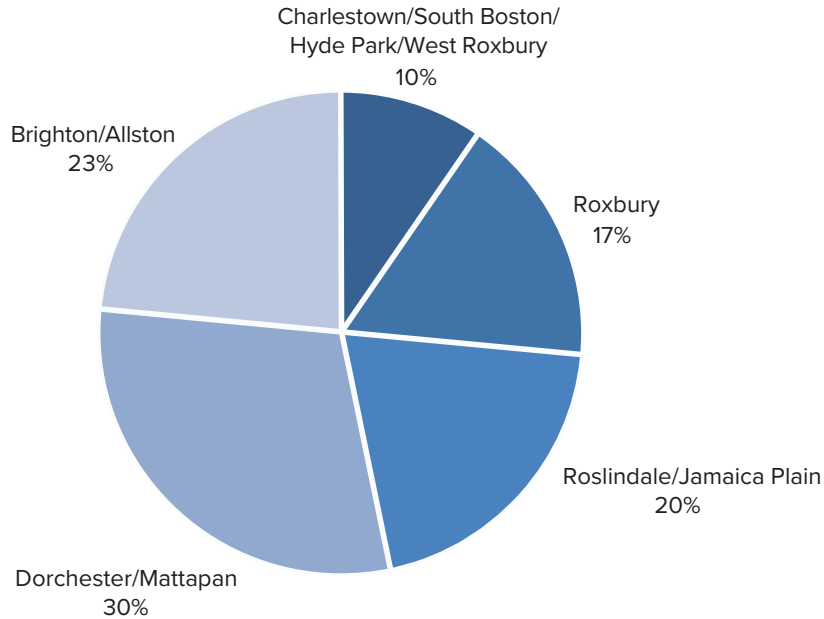


# Growth of Summer Jobs



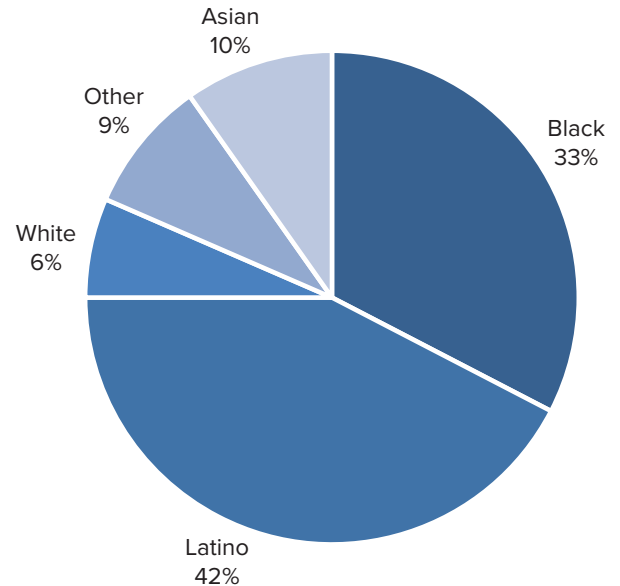


## Neighborhoods Served



2017 total participants: 303

## Racial Demographics



# 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 Apprenticeship 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 Apprenticeship 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

Financial Position and Statement of Activities for Year Ended June 30, 2017.

	2017	2016
<b>Total Assets</b>	\$284,986	\$203,517
<b>LIABILITIES AND NET ASSETS</b>		
<b>Total Net Assets</b>	\$286,648	\$204,396
<b>STATEMENT OF ACTIVITIES</b>		
<b>Total Support and Revenue</b>	\$369,727	\$239,705
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<b>Expenses</b>		
Program Services	\$265,420	\$156,671
General & Administration	\$26,828	\$15,542
Fundraising	\$8,598	\$9,085
<b>Total Expenses</b>	\$300,847	\$181,298
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<b>Net Assets - Beginning of Year</b>	\$201,282	\$142,875
<b>Net Assets - End of Year</b>	\$270,162	\$201,282



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

Bonnie & Rich Ricci  
Fran Rivkin  
Trinity Financial

## **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  
Tref Borden  
Mary Chatfield  
Lindsay Chaves  
Laura Cohen  
Celia Congdon  
Jadi Christi Conkling  
Virginia Dorne  
Betsy Drinan  
Isabel Eccles  
Noah Feldman  
Bonnie Field  
Ayla Gavins  
Tricia Glynn & Gerry Campos  
Lesli Gordon  
Mary Greene  
Linda Guinea  
Dennis & Joanna Hanlon  
Susan Heath  
Abbe Hershberg  
Deborah Hughes  
Alicia Horwitz  
Simca Horwitz  
Margaret Ivins  
Roger Jones  
Kathleen Kechejian  
Eugene Kennedy  
Anuj Khetarpal

Astrid King  
Adam Klein  
Stephanie Korman  
Tom Kugel  
Susan Leavey  
Melinda Leyden  
David & Polly MacPherson  
Jennifer MacPherson  
Robin Magistrali  
Kate Mattsson-Bose  
Maura Meagher  
John S. McCarron  
Peter McGee  
Mary McGee  
Heather Merrill  
Ed Miller & Teresa Parker  
Belva Moler  
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**

PO Box 3000-68

Jamaica Plain, MA 02130

(617) 221-3912

<http://apprenticelearning.org>

Twitter: @app\_learn

[info@apprenticelearning.org](mailto:info@apprenticelearning.org)