



FY21 Annual Report

July 1, 2020- June 30, 2021



Apprentice Learning
Ignite Purpose

LETTER FROM THE BOARD

What is the future of work? How will that future be shaped by the COVID pandemic and the Great Resignation? Apprentice Learning responds to the urgent need to engage eighth graders with career experiences that prepare them to meet the future head-on. We believe that in eighth grade, a critical moment in a young person's life, opportunities that ignite growth and change will lead to a brighter future. Our aim is to launch dreams and plans for our city's youth that lead to success in high school, college, and career.

In 2021, we continued to work through the challenges of the COVID pandemic: pivoting in-person experiences into online spaces, re-thinking programming to exist within the constraints of COVID protocols, sharpening work skills for our alumni with paid internships, and reaffirming our commitment to building reciprocal partnerships between schools and the business community. As we continue to promote positive change, we invite you to join us in dismantling barriers to the workforce that far too many young people encounter.

Justin McLean
Chair



HIGHLIGHTS

WELCOMED TWO NEW BOARD MEMBERS



Madeleine Rodriguez
Foley Hoag



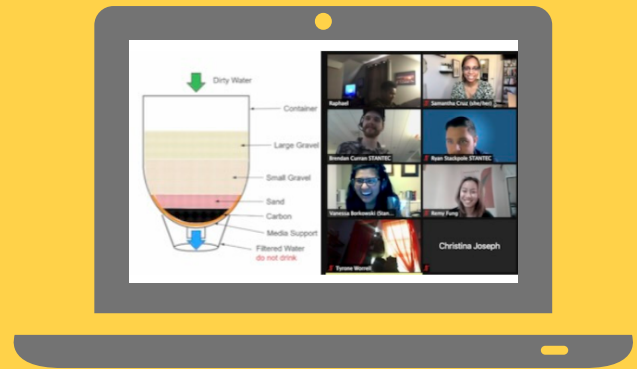
Kevin Fudge
American Student Assistance



VIRTUAL APPRENTICESHIP SNAPSHOT

During Spring 2021, Stantec Engineering, introduced apprentices to the field of engineering and water management. Stantec assembled materials to construct a water filter. These kits were delivered by AL staff to 5 apprentices. Over Zoom, apprentices learned about the water that comes out of their taps at home and tested its purity. Stantec engineers also shared how they are addressing climate change and flooding in Boston, sharing videos, and inviting students to problem-solve with them.

At the conclusion, Tyrone reflected, "This gave me good work strategies around a career with water. I am also interested in learning about how they build bridges."



Learn, Explore, Earn! LAUNCH+

Expanded services to alumni with LaunchPlus, a paid job skills internship for current ninth graders who are interested in a summer job.



Our staff delivered **174** boxes of office supplies, professional Zoom-wear, and project kits to the homes of our apprentices.

THANK YOU!



Pivoted all of our programming to a virtual platform to serve all eighth graders in our partner schools.

OUR PROGRAMS



WORKPLACE EXPLORATIONS

One-day virtual workplace visit that offers insights to a business as well as opportunities to meet, practice skills, and learn alongside engaging professionals.



APPRENTICESHIPS

Six virtual preparatory classes help students identify their strengths and build a toolkit of communication and self-presentation techniques. A virtual apprenticeship of five, 90-minute sessions follows when youth work alongside a career mentor at a company where they learn the purpose and culture of a business.



CITY SUMMER INTERNSHIP

For our rising ninth grade alumni who identify as female, a hybrid, five-week paid career exploration in STEAM and other careers where women are underrepresented.



LAUNCHPLUS INTERNSHIP

40 hr. paid job skills internship for alumni over 14-weeks to deepen professional skills and get extensive support on completing digital summer job applications that will culminate in every participant completing at least one summer job.

In FY21, Apprenticeships, Workplace Explorations and Launch+ were 100% virtual.

IGNITE PURPOSE

ABOUT US

At Apprentice Learning, experience ignites purpose.

Apprentice Learning provides real world work experiences for eighth grade students. We leverage career exploration to teach skills and nurture dreams for youth in Boston Public Schools. 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. Together, with our worksite and school partners, we hope to demystify the Boston skyline for youth and create diverse and equitable workplaces.

GOALS

- Narrow the opportunity gap for Boston middle school students by teaching career skills and building awareness 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 work experiences that advance their skills and interests early in their high school years.
- Engage the business community in nurturing youth of color who are reservoirs of creativity and talent and will contribute to a skilled, diverse, and equitable future workforce.

OUR YOUTH

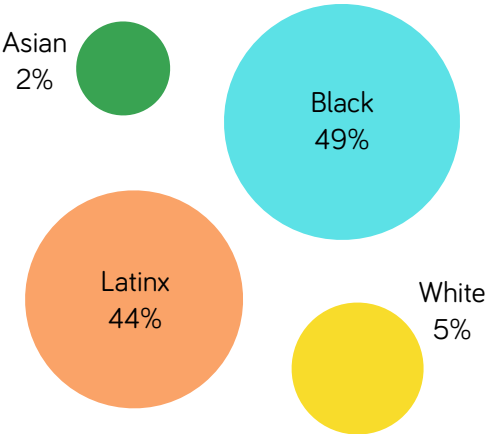
303 Participants
256 Unique Students Served

156 unique 171 Apprenticeships

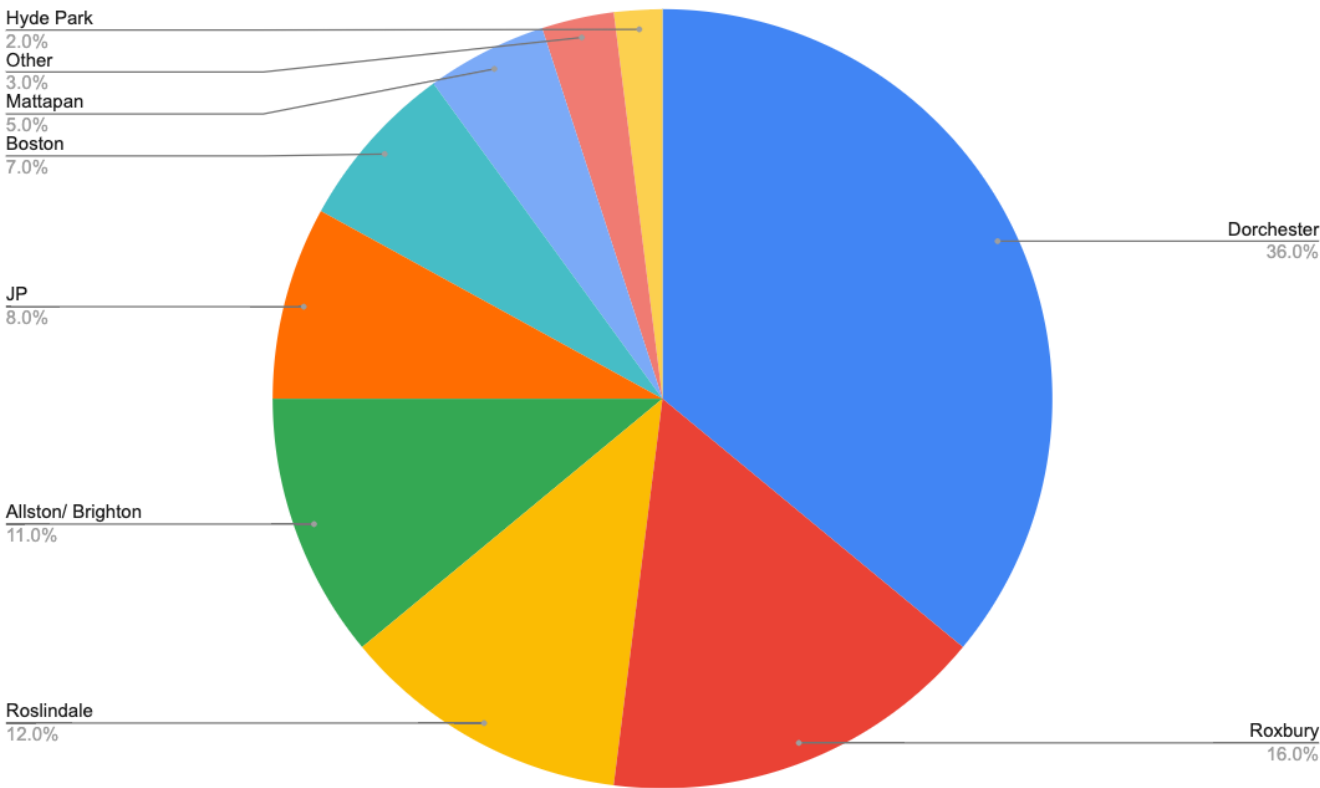
55 unique 55 Workplace Explorations

6 unique 38 City Summer Internship

39 LaunchPlus
39 unique



2021
ETHNIC
BACKGROUNDS



NEIGHBORHOODS
SERVED

IMPACT



171
virtual apprenticeships
completed



16
new worksite partners

SUMMER JOBS

	APPLIED	%	HIRED	%
APPRENTICESHIP	74	43%	49	66%
LAUNCH+	34	100%	16	47%



DAILY ATTENDANCE

83% - Apprenticeships
95% - City Summer Internship
75% - LaunchPlus

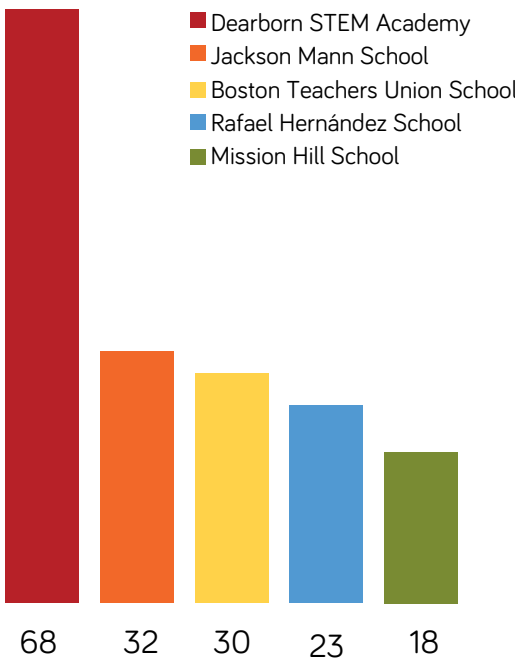


COMPLETION RATE

93% - Apprenticeships
97% - City Summer Internship
87% - LaunchPlus

"This has prepared me for my future because I have learned a lot of skills in the workplace. I learned how to be work ready AND community ready. I also learned how to work with worksite partners professionally. I'm really happy with my growth. This summer will definitely help me understand better what I want to do with my life when I get older."

- Kayla Denton, 2021 City Summer Intern



APPRENTICESHIP ROLLOUT FOR 8TH GRADE STUDENTS



100%
of worksite partners
expressed interest
in hosting a future
apprenticeship or
workplace
exploration with AL.



100%
of LaunchPlus
participants
completed a
summer job
application.



98%
of apprentices
agree/strongly agree that
as a result of Apprenticeship
Learning they feel more
confident that they can
get a good job after
school and succeed in it.

VIRTUAL PARTNERS

PARTICIPATING WORKSITE PARTNERS



JENNY HUGHES
Web Design



GREG ALLEN
Acting

NORTHSTAR
ASSET MANAGEMENT



ORACLE®
NETSUITE



OUR SUPPORTERS

July 1, 2020 - June 30, 2021

CAREER ANGELS

Anonymous (2)
American Student Assistance

CAREER CHAMPIONS

CSP Foundation
The Cummings Foundation

APPRENTICE ADVOCATES

George Garretson Charitable Trust #2
Liberty Mutual Foundation
The Fish Family Foundation
The Virginia Wellington Cabot Foundation
Women4Progress Charitable Trust

BARRIER BREAKERS

Carol Pine
The Leon Lowenstein Foundation
The Sand County Charitable Trust

OPPORTUNITY CREATORS

Christopher Schultz
Eugene F. Fay Charitable Trust
Jane Scarborough
Molly Lanzarotta & Tim Smith
Nina & Ed Fish
NorthStar Asset Management
Philip & Janet Hallaway
Rich & Anna Levitan
Sharyn Bahn
State Symbols
Stephen & Rebecca Milliken
The Mill River Foundation
The Rodman Ride for Kids
Vanderbilt Family Charitable Trust
Wild Geese Foundation

CAREER CREATOR

Cinqué Dunham-Carson
Elga Wasserman Memorial Fund
Elizabeth Santiago
Helen & Jenny Russell
James Plews-Ogan
James Plews-Ogan
Jean Hammond & Michael Krasner
Kathleen Kechejian
Kevin Fudge
Madeleine Rodriguez
Michelle Christy & Patty Jacobson

IN-KIND SUPPORTERS

Boston Society for Architects
Broad Institute of MIT & Harvard
Deborah Karson Photography
Related Beal

CAREER MENTORS

Aaron Horne
Bradford Smith
Catherine Murphy
Charlotte Gesten
Claudia Russo
Jacqueline Allen
Jennifer Churchill
Mark Smith
Stephen McCauley &
Sebastian Stuart
Tina Stern

SKILL BOOSTERS

Alicia Curran
Alicia Horwitz
Amber Blasedell
Amy Kohut
Amy Merrill
Andrew Tuite
Andy Tuite
Angela Mercado
Ann Haaser
Ann M Ruggiero
Anne Loyer
Annette Grace
Annette Lanzarotta
Annie Hayes
April Holcomb
Atul Deuskar
Audrey Smith
Barbara Harris
Barbara Weigold Campbell
Becky Mitchell
Benji Mauer
Betsy Drinan
Bonnie Ricci
Bradford Smith
Brandon Jackson
Brenda Kirouac
Brendan Largay
Brian DeChristopher
Bridget Akinc
Brock Callen
Burnell Holland
Caitlin Browne
Caitlin Dermody
Carol Savage
Carolyn Damp
Catherine Kelley
Catherine Murphy
Catherine Smith
Celeste Kruse
Charle Cauley
Charline Lake
Clara Fraden
Claudia Russo
Colleen Kurti
Courtney Troescher
Courtney Whalen
Dan Drazen
Dana Dowell
Dani Coleman
Darius Brown
Dausy Ruiz-Purcell
David Corbin
David Erlandson
David Joyner
David Richwine
David Weinstein
Dawn Cannon
Dawn Zencka
Deborah Burnett
Dena Norris
Denise Horn
Denny &
Johanna Hannon
Dina Theodore
Dorian Royal
Dorianne Rodriguez
Earl Edwards
Earl T. Murray III
EJ Weiner
Elizabeth Derby
Elise Feyerherm
Elizabeth Ingram
Elizabeth Santiago
Elizabeth Walczak
Elizabeth Wright
Ellen McIntire
Ellen Weiner
Erickson Smith
Ethan Maconochie
Eugene Russell-Kennedy
Gay Kirouac
Gerald Sanders
Ginny Dorne
Hannah Doress
Hannah Lee
Helen B Munzer
Holly Beckert
Inci Kaya
Jaclyn Friedman
James Apostolides
James Batchelor
James Klein
James Plews-Ogan
Jane Harper
Jarvon Carson
Jean Calixte
Jeannette Hanlon
Jenna Chandler-Ward
Jennifer George
Jennifer LaRosa
Jeremy Angoff
Jiang Liang
Joanne Holcomb
Joanne Johnson
Joanne Sullivan
Joel Sanderson
John Ahonen
John Babcock
John Beck
John Boger
John Lambert
Jordan Bentley
Joseph Barreto

Joseph Cushing
Joseph Jabour
Joshelle Jackson
Julia Gittleman
Julie Starr
Julien Ouellet
Justin McLean
Karla Stack
Kate LeBlanc
Katharina LiVigne
Katherine Cavanaugh
Katherine Rower
Kathleen Barreto
Kathleen Carspecken
Kathleen Kechejian
Kathleen Rood
Kathryn Brough
Keith Sparks
Kelly Whalen
Kellyn Shoecraft
Kera Washington
Kerri Paquette
Kevin Dutille
Kim Westheimer
Laura Carney
Lauren Emery
Leah Rugen
Leahanne Sarlo
Leslie Sullivan
Lewis Smith Jr
Lianna Sours
Lindsey Carapezza
Lisa Beck
Lisa Tekippe
Liz Peuster
Maisha Latimer-Sport
Maria Depins
Mariam Mansury
Marilyn Pontes
Mark Smith
Marny Mitchell
Marsha Grills
Mary Greene
Mary Moore
Mathilda McGee-Tubb
Matthew Andrade
Matthew Perkins
Maura Hogan
Meg Campbell
Megan Rounseville
Melinda Leyden
Melissa Robtoy
Melissa Rubin
Meredith Zona
Michael Guidi
Michael Hunter
Michael Lozano
Michael Wasserman
Michele Hatchette
Michelle Golden
Michelle Selinger
Mindy D'Arbelof
Morgan Wilson
Nancy Carapezza
Nancy Metivier
Nancy O'Neil
Naomi Aytur
Natacha Dunker
Nicole Egan
Nicole Paulet Piedra
Nina Thayer
Paige Whalen
Pamela Hamada
Pamela J Rockhead
Pamela Wescott
Patricia Glynn &
Gerry Campos
Patricia Tully
Patricia Zifcak
Paul DeGiacomo
Paul Smith
Pauline Serrano
Peter Grieco &
Mathilda McGee-Tubb
Peter Smith
Quiana Agbai
Rachel Telushkin
Richard Guerena
Richard Sonnenstuhl
Robine & Michael Magistrali
Rosa Previdi
Rosalind Thomas-Clark
Ryan McCarthy
Samantha Shea
Sandra Castle
Shanice Maxwell
Shelly Rentz
Shereen Lanzarotta
Sienna L DeSantis
Skye Russell
Stephan Ruiz
Stephen Morrissey
Susan Fisher
Susan Leavey
Susan Lemieux
Susan Schultz
Susannah Bard
Tamanna Mansury
Tarah Massey
Timothy Scott
Tung Huynh
Valerie Merisier
Vickie Massey
Wayne Young
Werner Meier
William Boehm
William Harris
William Walczak
Yocelin Gonzalez
Zendilli Depina

FY21 & FY20 FINANCIALS

LIABILITIES AND NET ASSETS

Total Net Assets

2021

\$859,606

2020

\$465,472

STATEMENT OF ACTIVITIES

Total Support and Revenue

\$859,219

\$428,534

Expenses

Program Services

\$367,401

\$316,392

General & Administration

\$36,540

\$25,490

Fundraising

\$53,375

\$34,478

Total Expenses

\$457,316

\$376,360

Net Assets - Beginning of Year

\$395,379

\$343,205

Net Assets - End of Year

\$797,282

\$395,379



SCHOOL PARTNERS

1. Dearborn STEM Academy - 36 Winthrop St, Roxbury
2. Jackson/Mann School - 40 Armington St, Allston
3. Boston Teachers Union - 25 Walk Hill St, Jamaica Plain
4. Rafael Hernández School - 61 School St, Roxbury
5. Mission Hill School - 20 Child St, Jamaica Plain



OUR TEAM

STAFF

Helen Russell, Executive Director
Letta Neely, Associate Director of Programs
Kelly Parrish, Associate Director of Partnerships
Michele Horn, Engagement Manager
Zendilli Depina, Program Manager
Samantha Cruz, Program Specialist
Paige Whalen, Program Coordinator
Annie Hayes, Grant Writer

BOARD OF DIRECTORS

Justin McLean, President
Christopher Schultz, Treasurer
Timothy Smith, Clerk
Brenda Kirouac
Cinqué Dunham-Carson
Elizabeth Santiago
Elizabeth Walczak
Helen Russell, Executive Director
Kevin Fudge
Madeleine Rodriguez

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HEAR FROM OUR INTERNS AND ALUMNI

“Apprentice Learning was definitely helpful! It showed me what it was like to have a job at a young age, and to think and feel confident applying to other jobs going forward.”

Elvis Hernandez Jr., Alumni 2016-17
Boston Teachers Union School



Photo by Deborah Karson

“The City Summer Internship has helped me develop skills that I need as a high school student and an employee. It will help balance my time and my work, my school, and sports. I feel great about who I have become.”

Kelsey Savignano, 2020 City Summer Intern

“It was the first time an adult looked at me and trusted me with a level of responsibility as well as being out of school to accomplish those responsibilities. It catapulted my work skills, mannerisms, and encouraged me to keep going. As a woman of color growing up in an urban city like Boston, this was the support and encouragement I needed at a young age.”

Shantel Mercedes, Alumni 2012-13, Mission Hill School



Photo by Deborah Karson

