



FY22 Annual Report

July 1, 2021- June 30, 2022

Eighth grade student Jennifer at the Dearborn STEM Academy learns about electric circuits with Antonio Depina from Eversource.



Apprentice Learning
Ignite Purpose

LETTER FROM THE BOARD

We are proud to share our FY22 Annual report with you. This year represents a decade of Apprentice Learning's innovative work with middle grade youth in Boston Public Schools. We are an organization with creative, results-driven programs, a diverse and highly effective board and staff, and a well-managed organization that emerged strongly from the pandemic.

Over the past year, we put significant effort into connecting with 845 alums who had participated in apprenticeships. What we learned from respondents was incredibly positive: 93% had additional work experience, 80% graduated on time from high school, and that rate increased to 94% for those who took a bit longer than four years. Consistently, youth reported that our program prepared them for success in the workplace, gave them a wider career horizon, and boosted their self-confidence.

As we lean into the next decade, Apprentice Learning is in a position to grow by serving more young people, including offering more support for alums, especially in their early high school years.

Our thanks to those who make this work possible: school partners, businesses that host our young people, our supporters, families, and youth. And special thanks go to the Apprentice Learning board and to the staff who have continued to work in schools so that our youth may imagine bright futures empowered by the skills and knowledge to achieve their career dreams.

Justin McLean
Chair



HIGHLIGHTS

ALUMNI SURVEY RESULTS

A recent survey of 845 alumni indicates

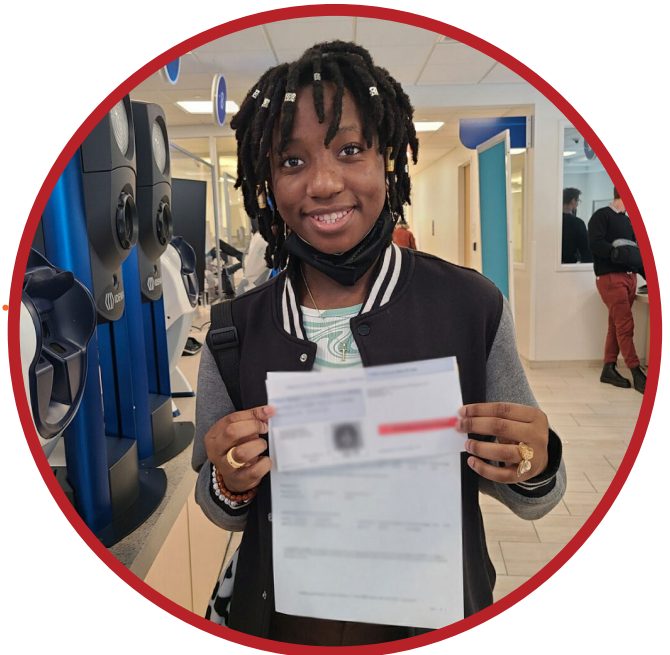
80%

have graduated from high school on time, a rate that exceeds Boston Public Schools' annual graduation rates.



93%

report having additional work experience, a strong indicator of future workplace success and increased lifetime earnings.



Our paid alumni internships, City Summer Internship and LaunchPlus, served **73** rising ninth and ninth grade students from **12** different Boston high schools.



OUR PROGRAMS



WORKPLACE EXPLORATIONS

A one-day workplace visit that offers insights into a business and opportunities to meet, practice skills, and learn alongside engaging professionals.



APPRENTICESHIPS

Six preparatory classes help students identify their strengths and build a toolkit of communication and self-presentation techniques. A six-session apprenticeship follows where youth work alongside a career mentor at a company to practice skills and learn the purpose and culture of a business.



CITY SUMMER INTERNSHIP

For rising ninth grade alumni who identify as female, this five-week paid career internship builds work readiness skills while youth explore careers in STEAM and other fields where women are underrepresented.



LAUNCHPLUS INTERNSHIP

A virtual 40-hour paid job skills internship for ninth grade alumni to deepen digital professional skills and apply for a summer job with the city's Summer Youth Employment Program.

City Summer Interns Jennifer and Simi (Ella) present their project to Kimberly Sherman Stamler, President of Related Beal.

IGNITE PURPOSE

ABOUT US

At Apprentice Learning, experience ignites purpose.

Apprentice Learning provides real world work experiences for eighth grade students. In partnership with schools and employers, 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 a diverse talent pipeline and welcoming, 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

332 
Participants

37% 
Growth From
Previous Year

295 
Unique Students Served
In the Following Programs



151 Apprenticeships



93% Completion Rate



108 Workplace Explorations



100% Completion Rate



35 City Summer Internship



94% Completion Rate



38 LaunchPlus



97% Completion Rate

Other 4.0%

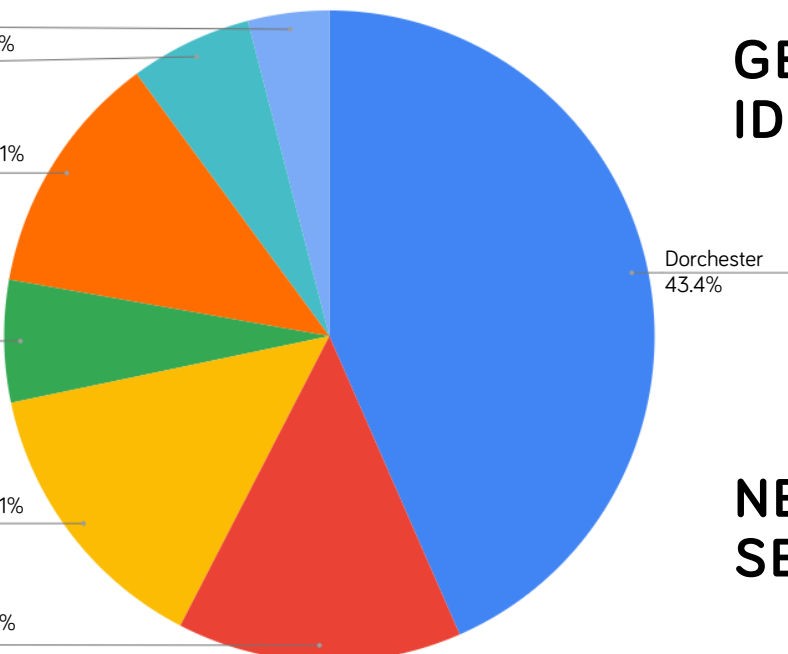
Mattapan 6.1%

South End 12.1%

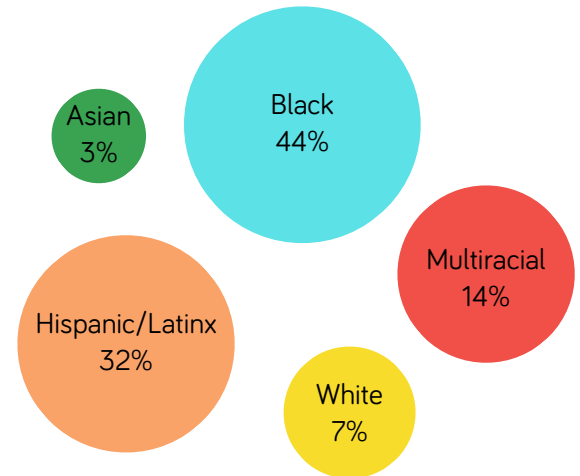
Jamaica Plain
6.1%

Roslindale 14.1%

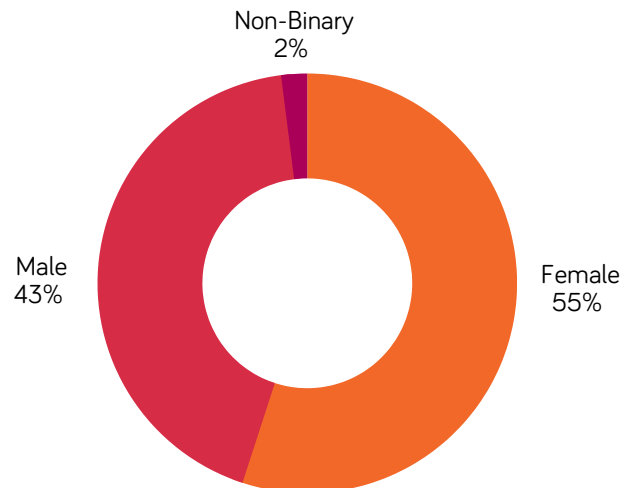
Roxbury 14.1%



ETHNIC BACKGROUNDS



GENDER IDENTITY



NEIGHBORHOODS SERVED

STATISTICS

IMPACT

20 **TOTAL**
worksite partners

10 **NEW**
worksite partners

SUMMER JOBS				
	APPLIED	%	HIRED	%
8th Grade APPRENTICESHIPS	74	54%	49	36%
9th Grade LAUNCHPLUS	38	100%	16	38%



DAILY ATTENDANCE

86% - Apprenticeships
95% - City Summer Internship
85% - LaunchPlus

“This experience better prepared me for my future through the career explorations we went on. This helped me because it allowed me to think more about what careers I may want to pursue and what steps I will need to take to get there. ”

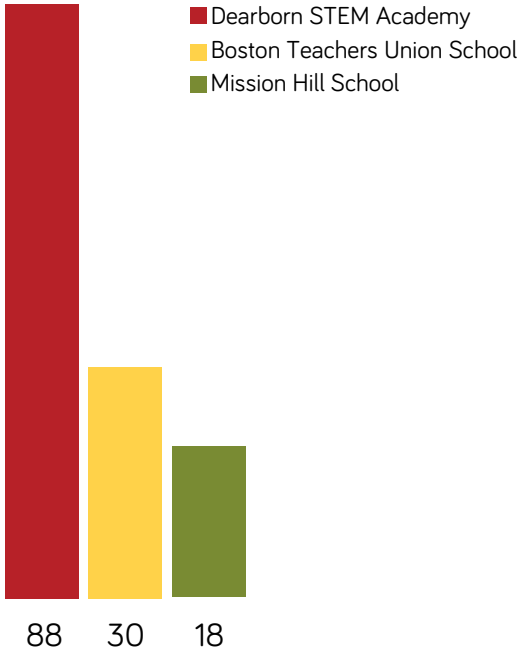
~Mya Moore, 2022 City Summer Intern



96%
of apprentices agree/strongly agree that Apprenticeship Learning can help them get a paid job or internship.



95%
of apprentices agree/strongly agree that as a result of Apprenticeship Learning they believe they can earn a living doing something they love to do.



APPRENTICESHIP
ROLLOUT FOR 8TH GRADE STUDENTS

WORKSITE PARTNERS



FOLEY
HOAG LLP

GREG ALLEN
ACTING



Stantec

slalom

GMO



CITY *of* BOSTON



ds4si

ZUMiX

VAUGHN HORN
ARCHITECTURE

EVERSOURCE

HubSpot

ELIZABETH
SANTIAGO
WRITING



RED SOX
FOUNDATION

talk2em 

NYERBROWN

OUR SUPPORTERS

July 1, 2021 - June 30, 2022

CAREER ANGELS

Anonymous

CAREER CHAMPIONS

Anonymous

The Cummings Foundation

APPRENTICE ADVOCATES

Alice P Chase Charitable Trust

Boston Afterschool & Beyond

Cabot Family Charitable Trust

Carol Pine

George Garretson Wade Charitable Fund #2

Liberty Mutual Foundation

Virginia Wellington Cabot Foundation

Women4Progress Charitable Trust

BARRIER BREAKERS

Amelia Peabody Foundation

Fish Family Foundation

Gould Charitable Foundation

Hamilton Company Charitable Foundation

Leon Lowenstein Foundation

Mill River Foundation

Orville W. Forte Charitable Foundation

Sand County Charitable Trust

The Fuller Foundation

Vanderbilt Family Foundation

OPPORTUNITY CREATORS

BlueHub Capital

BNY Mellon Community Partnership

Boston Centers for Youth and

Families

Michael Christian

Eugene F. Fay Trust

Nina Fish

Brenda Kirouac

Mary Lambert

Tim Smith & Molly Lanzarotta

Josie Merck

Stephen and Rebecca Milliken

Northeastern University

NorthStar Asset Management

Red Sox Foundation

Jane Scarborough

Chris Schultz

Town Fair Tire Foundation

Wild Geese Foundation

CAREER CREATORS

Lisa Beck

Cinqué Dunham-Carson

Elga Wasserman Memorial Fund

Jean Hammond & Michael Krasner

Aaron Horne

Patty Jacobson

Kathleen Kechejian

James Plews-Ogan

Madeleine Rodriguez

Helen & Jenny Russell

Elizabeth Walczak

CAREER MENTORS

Jacqueline Allen

Jennifer Churchill

Charlotte Gersen (In honor
of Heidi Hughey)

Stephen McCauley

Catherine Murphy

Liz O'Connor

Herb & Cynthia Schultz

Bradford Smith

Tina Stern

Paige Whalen

SKILL BOOSTERS

Elizabeth Addison

John Ahonen

Matthew Andrade

Jeremy Angoff

James Apostolides

Penny Austen

Susannah Bard

James Batchelor

Adrienne Benton

William Boehm

Kathryn Brough

Brock Callen

Laura Carney

Charles Cauley

Katherine Cavanaugh

Dani Coleman

Carrie Coughlin

Chris Cure

Mindy d'Arbelof

Carolyn Damp

Zendilli Depina

Maria Depins

Caitlin Dermody

Hannah Doress

Ginny Dorne

Dana Dowell

Betsy Drinan

Natacha Dunker

Nicole & Gerald Egan

Kathy Ekberg

Clara Fraden

Cara A Friedman

Jaclyn Friedman

Andrew Frishman

Kevin Fudge

Rebecca Gadd

Julia Gittleman

David and Dorothy

Glendinning

Michelle Golden

Annette Grace

Mary Greene

Guidi, Michael

Jillian Harvey

Rachel Hassinger

Annie Hayes

Maura Hogan

April Holcomb

Denise Horn

Michele Horn

Alicia Horwitz

Wilmarie Huertas

Kevin Hughes

Elizabeth Ingram

Laurie Katz

Michelle Keenan

Colleen Kurti

Susan Leavey

Anne Loyer

Ethan Maconochie

Robin Magistrali

Benji Mauer

Shanice Maxwell

Mathilda McGee-Tubb

Amy Merrill

Marc Miller

Michelle Mindick

Becky Mitchell

Caitlin Morrissey

Kristin Naylor

Dena Norris

Nancy O'Neill

Julien Ouellet

Kerri Paquette

Nicole Paulet Piedra

Marilyn Pontes

Katherine Power

Shelly Rentz

David Richwine

Francine Rivkin & Amy

MacDonald

Pamela J Rockhead

Amy Rossman

Ann Ruggiero

Daisy Ruiz-Purcell

Stephan Ruiz

Gerald Sanders

Joel Sanderson

Elizabeth Santiago

Timothy Scott

Audrey Smith

Catherine Smith

Erickson Smith

Judy & Paul Smith

Tim Smith

Julie Starr

Joanne Sullivan

Leslie Sullivan

Brenda Taylor

Lisa Tekippe

Rachel Telushkin

Nina Thayer

Andrew Tuite

Chelsea Voake

Kera Washington

Ellen Weiner

David Weinstein

Kim Westheimer

Dawn Zencka

Meredith Zona

IN-KIND SUPPORTERS

Boston Society for Architects

Broad Institute of MIT & Harvard

Deborah Karson Photography

Related Beal

FY21 & FY22 FINANCIALS

LIABILITIES AND NET ASSETS

Total Net Assets

2022

\$858,808

2021

\$859,606

STATEMENT OF ACTIVITIES

Total Support and Revenue

\$764,583

\$859,219

Expenses

Program Services

\$517,876

\$367,401

General & Administration

\$111,962

\$36,540

Fundraising

\$111,936

\$53,375

Total Expenses

\$741,774

\$457,316

Net Assets - Beginning of Year

\$797,282

\$395,379

Net Assets - End of Year

\$820,091

\$797,282

Zendili Depina, Director of Alumni Programming poses with LaunchPlus Interns after a trip to the RMV to apply for State IDs



FY22 SCHOOL PARTNERS

1. Dearborn STEM Academy - 36 Winthrop St, Roxbury
2. Boston Teachers Union - 25 Walk Hill St, Jamaica Plain
3. Mission Hill School - 20 Child St, Jamaica Plain



OUR TEAM

STAFF

Helen Russell, Executive Director
Letta Neely, Vice President of Programs
Kelly Parrish, Vice President of Operations
Chad Ajig, Senior Program Manager
Michele Horn, Engagement Manager
Zendilli Depina, Director of Alumni Programming
Paige Whalen, Program Manager
Jomarys Solano, Program Coordinator
Margaret Albright, Grant Writer

BOARD OF DIRECTORS

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

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