



# Apprentice Learning

Ignite Purpose

## Year End Report for FY24 -July 2024



Apprentice Learning is pleased to report on the organization's accomplishments over the past year.

- Apprentice Learning (AL) served **192 eighth grade students** through our Apprenticeship program. All Apprentices took part in a six-week career exploration course where they learned foundational workplace readiness skills. For the following six weeks, each Apprentice worked two hours per week for one of our 80 worksite partners, completing tasks alongside a mentor and learning about the culture and purpose of the business/organization.
- We introduced **150 seventh grade students** from our partner schools to the Apprenticeship program, building excitement about the eighth grade program. The whole 7<sup>th</sup> grade class at Dearborn Stem Academy also participated in hands-on career exploration activities at our new Career Expo. Students explored hands on activities in Architecture, Archiving, Healthcare, Acting, Social Media, and Cosmetology with industry pros. The following professionals participated in the event:
  - Katie Plante from Brigham and Women's Faulkner Hospital, Greg Allen from Revolution of Values Theatre Project, Tara Jones, RN; BSN Health Care & Beautician, Annetta Dingle from Girlfriend Hooked Me Up Hair Salon, Amir Dixon from Amir Now, Inc, Priscilla Andrade from Elma Lewis Center

in the Social Justice Collaborative at Emerson College, Bethel Abate from Mass Design Group, Emily Schripsema & Katherine O'Malley from Elkus Manfredi Architects

- AL served **33 rising ninth grade girls** and **four older peer leaders** through City Summer Internship (CSI), which blends classroom-based career education and literacy with workplace explorations in fields where women are under-represented.
- Recognizing kinesthetic learners' need for a more active program, we piloted *Activate: City Summer* (ACS) in 2023 with **15 boys and girls**. ACS offers hands-on career exploration activities with ample opportunities for exploring a broad range of worksites, including a working farm, a community boating organization, the MBTA, and Eversource. Interns also complete the Commonwealth Corporation's Signal Success curriculum, further equipping them with essential career readiness skills. In summer 2024, we plan to serve 40 students through ACS.
- We served **68 ninth grade AL alumni** through Launch Plus, a paid internship that sharpens participants' readiness for a summer job. This virtual 40-hour program took place after school over 14 weeks. Each youth completed at least one online application for the City of Boston's Summer Youth Employment Program.

This year, for the first time, we offered Apprentices \$200 stipends for completing the program. Apprenticeships require hard work, perseverance, and attention to detail. For most young people, the apprenticeship is their first job outside of babysitting or household chores. We believe it is important to compensate young people for their work. Given that our target population is primarily Black and Brown youth, and there is a history of Black and Brown people doing unpaid "work" in the United States, this is an especially important means of promoting equity. Stipends elevate the seriousness of apprenticeships, increase students' motivation and professionalism, and send a clear message to the business community that young people's time and talent are valued.

#### **Impact on the population served:**

Your funding helped Apprentice Learning provide truly meaningful experiences for young people that helped shape their career dreams. Chase's story is a powerful example of the impact of our programs. As an 8th grader at Dearborn STEM Academy, Chase apprenticed with George's Shoes in Jamaica Plain. He described it as: "...an experience that can be applied in whatever job I decide to go into. It taught me how to engage with customers, follow instructions, and how to run a business that is family owned. It also taught me how to manage my money, which is an important skill to master now rather than later."

Chase's newfound confidence and skills from his apprenticeship opened doors to our *Activate: City Summer* program, a paid summer internship program focused on hands-on careers. The highlight of Chase's summer was our workplace exploration day at Plymouth Airport with Above the Clouds, an organization that brings joy and hope through the wonder of flight to youth facing serious adversity. Chase's enthusiasm made such an impression that he was invited back to Above the Clouds to co-pilot and maneuver a real plane! The experience crystallized Chase's dream to become a pilot.

As noted above, we now offer stipends to apprentices who complete the program. The requirement for full attendance for apprenticeships is contributing to an improvement in overall school attendance, which declined during the Covid years. Fall 2023 attendance increased to 87% for AL preparatory sessions and 88% for workplace-based learning, compared to Spring 2023 attendance of 79% and 84% respectively. Tasmin, a Fall 2023 Apprentice, shared, "I practiced being work ready by doing my work and always going to school on Thursdays. I was invested in the training and development programs that focus on building workplace readiness skills. I liked the workshops that cover essential topics like communication, teamwork, and problem-solving."

Our 80 worksite partners are essential to the success of our programs. Worksite partners volunteer to host apprenticeships and summer interns, collaborating with the AL team to design engaging experiences for our

youth. Our partners range from neighborhood entrepreneurs such as pet stores and bakeries, to large corporations, including Related Beal, Eversource, and GMO.

Similarly, our strong partnerships with the Boston Public Schools and with our partner schools are integral to the program's success. Distinct from other organizations that partner with schools, AL is embedded in each school's 8th grade team. Our staff attend team meetings to ensure the successful integration of our program, and attend school events to connect with families.

We are especially pleased to report that Apprentice Learning was recently awarded a 10-year grant from the Cummings Foundation to help support the organization's long-term growth.



**Apprentice Learning**  
**Budget vs. Actuals: FY24 Org Budget - FY24 P&L**  
**July 2023 - June 2024**

	Total			
	Actual	Budget	over Budget	% of Budget
<b>Revenue</b>				
4100 Corporations	34,000.00	40,000.00	-6,000.00	85.00%
4150 Contract Revenue	276,741.55	640,000.00	-363,258.45	43.24%
4200 Donations	207,402.50	250,500.00	-43,097.50	82.80%
4300 Event Revenue	18,829.12	40,000.00	-21,170.88	47.07%
4310 Sponsorships	27,176.00		27,176.00	
4320 Ticket Sales	6,497.50		6,497.50	
<b>Total 4300 Event Revenue</b>	<b>\$ 52,502.62</b>	<b>\$ 40,000.00</b>	<b>\$ 12,502.62</b>	<b>131.26%</b>
4400 Foundation Grants	530,499.00	376,800.00	153,699.00	140.79%
4500 Program Revenue	74,000.00		74,000.00	
4510 Boston Public Schools			0.00	
4511 BPS - Boston Teachers Union		9,000.00	-9,000.00	0.00%
4512 BPS - Dearborn STEM		30,000.00	-30,000.00	0.00%
4516 BPS-Burke HS		18,000.00	-18,000.00	0.00%
<b>Total 4510 Boston Public Schools</b>	<b>\$ 0.00</b>	<b>\$ 57,000.00</b>	<b>-\$ 57,000.00</b>	<b>0.00%</b>
<b>Total 4500 Program Revenue</b>	<b>\$ 74,000.00</b>	<b>\$ 57,000.00</b>	<b>\$ 17,000.00</b>	<b>129.82%</b>
4800 Investment Income			0.00	
4810 Dividends	30,016.48		30,016.48	
4820 Interest Income		1,000.00	-1,000.00	0.00%
<b>Total 4800 Investment Income</b>	<b>\$ 30,016.48</b>	<b>\$ 1,000.00</b>	<b>\$ 29,016.48</b>	<b>3001.65%</b>
<b>Total Revenue</b>	<b>\$ 1,205,162.15</b>	<b>\$ 1,405,300.00</b>	<b>-\$ 200,137.85</b>	<b>85.76%</b>
<b>Gross Profit</b>	<b>\$ 1,205,162.15</b>	<b>\$ 1,405,300.00</b>	<b>-\$ 200,137.85</b>	<b>85.76%</b>
<b>Expenditures</b>				
6000 Personnel			0.00	
<b>Total 6005 Salaries &amp; Wages</b>	<b>\$ 482,682.86</b>	<b>\$ 650,912.50</b>	<b>-\$ 168,229.64</b>	<b>74.15%</b>
6100 Employee Benefits			0.00	
6130 Health	21,508.36	50,000.00	-28,491.64	43.02%
6160 401K Plan & Roth IRA	15,347.92	26,005.00	-10,657.08	59.02%
<b>Total 6100 Employee Benefits</b>	<b>\$ 36,856.28</b>	<b>\$ 76,005.00</b>	<b>-\$ 39,148.72</b>	<b>48.49%</b>
6110 Payroll Taxes & Exp	39,420.68	79,127.00	-39,706.32	49.82%
<b>Total 6000 Personnel</b>	<b>\$ 558,959.82</b>	<b>\$ 806,044.50</b>	<b>-\$ 247,084.68</b>	<b>69.35%</b>
6200 Professional Fees	1,223.23		1,223.23	
6210 Accounting/Tax Prep	18,692.47	45,000.00	-26,307.53	41.54%
6230 Design & documentation	4,462.50	25,000.00	-20,537.50	17.85%
6250 Fundraising	22,507.50	80,000.00	-57,492.50	28.13%
6260 Grant writing	29,008.76		29,008.76	
6270 Legal		3,000.00	-3,000.00	0.00%
6280 Marketing		20,000.00	-20,000.00	0.00%
6290 Other Consultants	7,239.39	15,000.00	-7,760.61	48.26%
<b>Total 6200 Professional Fees</b>	<b>\$ 83,133.85</b>	<b>\$ 188,000.00</b>	<b>-\$ 104,866.15</b>	<b>44.22%</b>
6300 Program Expenses	347.97		347.97	
6310 Stipends	169,740.15	152,400.00	17,340.15	111.38%

6320 Food	14,279.40	16,000.00	-1,720.60	89.25%
6330 Program Rent	6,500.00	5,000.00	1,500.00	130.00%
6340 Program Supplies	85,473.47	86,500.00	-1,026.53	98.81%
6345 Field Trips	13,993.22		13,993.22	
6360 Transportation	930.39	10,850.00	-9,919.61	8.58%
6370 Professional Development	1,775.31	3,000.00	-1,224.69	59.18%
6371 Staff Wellness	1,637.63	2,000.00	-362.37	81.88%
<b>Total 6370 Professional Development</b>	<b>\$ 3,412.94</b>	<b>\$ 5,000.00</b>	<b>-\$ 1,587.06</b>	<b>68.26%</b>
<b>Total 6300 Program Expenses</b>	<b>\$ 294,677.54</b>	<b>\$ 275,750.00</b>	<b>\$ 18,927.54</b>	<b>106.86%</b>
<b>6400 General and Administrative Expenses</b>			0.00	
6410 Fees		3,500.00	-3,500.00	0.00%
6412 Bank Charges	430.34		430.34	
6414 CC Processing Fees	724.40		724.40	
6416 Dues & subscriptions	186.59		186.59	
<b>Total 6410 Fees</b>	<b>\$ 1,341.33</b>	<b>\$ 3,500.00</b>	<b>-\$ 2,158.67</b>	<b>38.32%</b>
6420 Mailing/Postage	826.29	2,400.00	-1,573.71	34.43%
6430 Maintenance		1,200.00	-1,200.00	0.00%
6440 Office Equipment	1,920.69	5,850.00	-3,929.31	32.83%
6450 Office Supplies	1,690.09	6,500.00	-4,809.91	26.00%
6452 Payroll Processing Fees	1,250.19	1,900.00	-649.81	65.80%
6460 Phone/Internet	3,441.88	7,350.00	-3,908.12	46.83%
6470 Printing/Copying	1,726.47	2,250.00	-523.53	76.73%
6480 Rent	23,000.00	28,200.00	-5,200.00	81.56%
6490 Software Subscriptions	9,921.49	7,350.00	2,571.49	134.99%
6500 Insurance		22,000.00	-22,000.00	0.00%
6520 Liability	7,385.00		7,385.00	
6540 Wrkr's Comp	3,032.00		3,032.00	
<b>Total 6500 Insurance</b>	<b>\$ 10,417.00</b>	<b>\$ 22,000.00</b>	<b>-\$ 11,583.00</b>	<b>47.35%</b>
<b>Total 6400 General and Administrative Expenses</b>	<b>\$ 55,535.43</b>	<b>\$ 88,500.00</b>	<b>-\$ 32,964.57</b>	<b>62.75%</b>
6610 Board Expense	260.04	3,600.00	-3,339.96	7.22%
6620 Advertising/Promotion	552.85	1,500.00	-947.15	36.86%
6630 Conferences	4,500.75	1,800.00	2,700.75	250.04%
6640 Outreach	841.87	2,000.00	-1,158.13	42.09%
6650 Travel/parking	2,520.64	2,100.00	420.64	120.03%
6700 Website	107.93	1,800.00	-1,692.07	6.00%
6800 Events/FR	22,196.83	35,000.00	-12,803.17	63.42%
6900 Depreciation	1,762.93		1,762.93	
98888 Miscellaneous Expenses	-5.18		-5.18	
<b>Total Expenditures</b>	<b>\$ 1,025,045.30</b>	<b>\$ 1,406,094.50</b>	<b>-\$ 381,049.20</b>	<b>72.90%</b>
<b>Net Operating Revenue</b>	<b>\$ 180,116.85</b>	<b>-\$ 794.50</b>	<b>\$ 180,911.35</b>	<b>-22670.47%</b>
<b>Net Revenue</b>	<b>\$ 180,116.85</b>	<b>-\$ 794.50</b>	<b>\$ 180,911.35</b>	<b>-22670.47%</b>

**OUTCOME CHART**

<b>GOALS</b>	<b>MEASURABLE ACTIVITIES</b>	<b>MEASURABLE OUTCOMES</b>
1) Provide 8 <sup>th</sup> grade students from under-resourced communities with hands-on career readiness training through the Apprenticeship Program.	1) Serve 228 students at five partner schools. 2) Pay a stipend to all participants who complete apprenticeships. 3) Recruit 35 new worksite partners.	1) Served 192 students at five partner schools. 2) Paid \$200 stipends to all participants who completed apprenticeships. 3) Recruited 40 new worksite partners.
2) Engage rising 9 <sup>th</sup> grade students from under-resourced communities in hands-on career exploration activities through two paid summer programs.	1) Serve 37 girls through City Summer Internship. 2) Pilot Activate: City Summer, a new co-ed program for kinesthetic learners.	1) Served 37 girls through City Summer Internship. 2) Piloted Activate: City Summer, serving 15 boys and girls.
3) Provide AL alumni with opportunities to continue career education and skill development through Launch Plus.	1) Serve 68 AL alumni in 9 <sup>th</sup> grade through a 14-week virtual afterschool program. 2) Connect AL alumni with summer job opportunities, including through the City of Boston's Summer Youth Employment Program.	1) Served 68 AL alumni in 9 <sup>th</sup> grade through a 14-week virtual afterschool program. 2) All Launch Plus participants completed at least one summer job application for the City's Summer Youth Employment Program.
4) Engage 7 <sup>th</sup> grade students in career exploration activities.	1) Introduce 150 students in five partner schools to the Apprenticeship program. 2) Pilot the AL Career Expo in one school.	1) Introduced 150 students in five partner schools to the Apprenticeship program. 2) Piloted the AL Career Expos at Dearborn STEM Academy.