



Apprentice Learning
Ignite Purpose

Annual Report
July 1, 2024 - June 30, 2025

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends and Partners,

Welcome — and I mean truly welcome — to Apprentice Learning’s Fiscal Year 2025 Annual Report. This year, more than 500 seventh, eighth, and ninth graders across Boston stepped into real-world career experiences. Not just to prepare for future jobs, but to build skills, purpose, and dreams.

Program Highlights

- 8th Grade Apprenticeships: Launched Passion-Focused Apprenticeships, serving 180 students. 92% reported greater confidence; 87% identified new career interests.
- 7th Grade Career Extravaganza: Expanded to two schools, engaging 112 students with 40 Boston-based career mentors.
- Launch+ (9th Grade Program): Shifted to a hybrid model, with 65 students participating. 85% felt more prepared for high school success and summer jobs.
- City Summer Internship: Focused on leadership and radical self-love for 40 rising ninth grade girls and gender-expansive youth; 90% reported a stronger sense of belonging and leadership.

This year also marked the conclusion of our long and meaningful partnership with the Rafael Hernández School, where since 2008 more than 600 students have explored career pathways with us. Their legacy of discovery continues to inspire our work.

FY25 begins the chapter on our FY23–FY26 Strategic Plan. Together, we navigated leadership transitions, expanded sustainably, deepened partnerships, and elevated Apprentice Learning as an advocate for middle-grade career readiness. Looking forward, we remain committed to strengthening our foundation, widening access, and amplifying the brilliance of Boston youth.

We are not starting from scarcity. We are standing on legacies — and investing in the communal wealth of our communities. When young people inherit and expand that wealth, the possibilities are endless.

With gratitude,



Letta Neely
Executive Director



ABOUT US

Mission

Apprentice Learning provides real-world work experiences for middle-grade youth. In direct partnership with schools and employers, we leverage career exploration to teach skills, ignite purpose, and nurture dreams.

Vision

We envision an equitable world in which young people are able to use real-world work experiences as catalysts to create their own futures.

Values

- **Possibility:** We believe in illuminating options and augmenting opportunities for all—expanding the universe of choices for all of our youth and adult partners.
- **Authenticity:** We strive to use an equity lens and to see, attend to, and share the stories of AL with each other and stakeholders.
- **Connection:** We invest in creating intentional relationships with our partnerships, and collaborations - we know these are essential to realizing our vision.





ALUMNI QUOTES



“I learned how to manage my time to get a lot of work done and also how to use a more modern cash register. I learned to ask for help more. This will help me find a job in the future because I now have cash register skills. It was a GREAT experience!” ~Haley (Intern at Polka Dog Bakery, Fall 2024)

“I enjoyed learning about new careers because it opened my eyes to working in law. Mostly I’d only heard of male, white lawyers and It was new and surprising – even though it shouldn’t be – to see Latina, an Indian, and a Vietnamese female lawyer at the law firm. It felt really good to be in an environment that gave women of color opportunities. I could really see myself there someday.” ~Kareliz (City Summer Intern at Foley Hoag, Summer 2024)



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 PROGRAMS



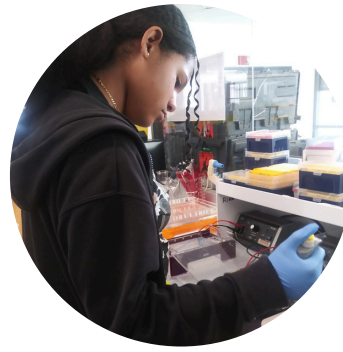
WORKPLACE EXPLORATIONS

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 (CSI)

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.



ALUMNI INTERNSHIPS

ACTIVATE: CITY SUMMER (ACS)

For rising ninth grade alumni, this five-week paid career internship explores tactile careers while youth augment their kinesthetic intelligence as they build professional skills for success.



LAUNCHPLUS INTERNSHIP

A 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.

OUR YOUTH

442  Participants

425  Unique Students Served
In the Following Programs



240 Apprenticeships

 100% Completion Rate



112 Career Explorations

 100% Completion Rate



35 City Summer Internship

 94% Completion Rate



35 Activate: City Summer Internship

 100% Completion Rate



20 LaunchPlus

 100% Completion Rate





OUR SCHOOL PARTNERS

Brighton High School

25 Warren St. Brighton, MA 02135

Boston Teachers Union School

25 Walk Hill St. Jamaica Plain, MA 02130

Higginson Lewis School

131 Walnut Ave Boston, MA 02119

Rafael Hernandez School

61 School St. Roxbury, MA 02119

Dearborn STEM Academy

36 Winthrop St. Roxbury, MA 02119

Dr. Albert D. Holland High School of Technology

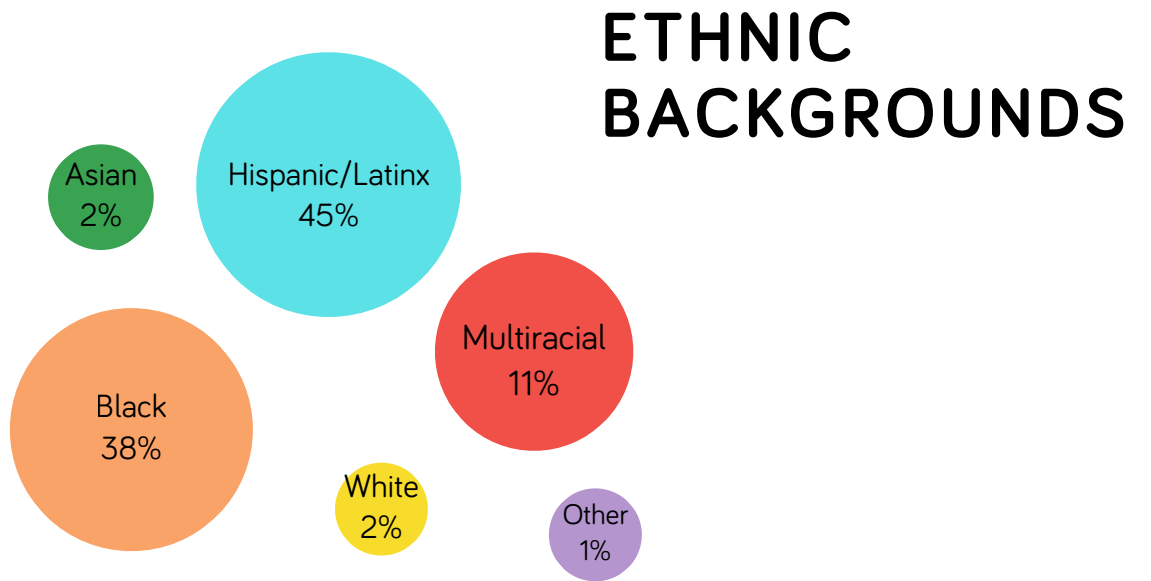
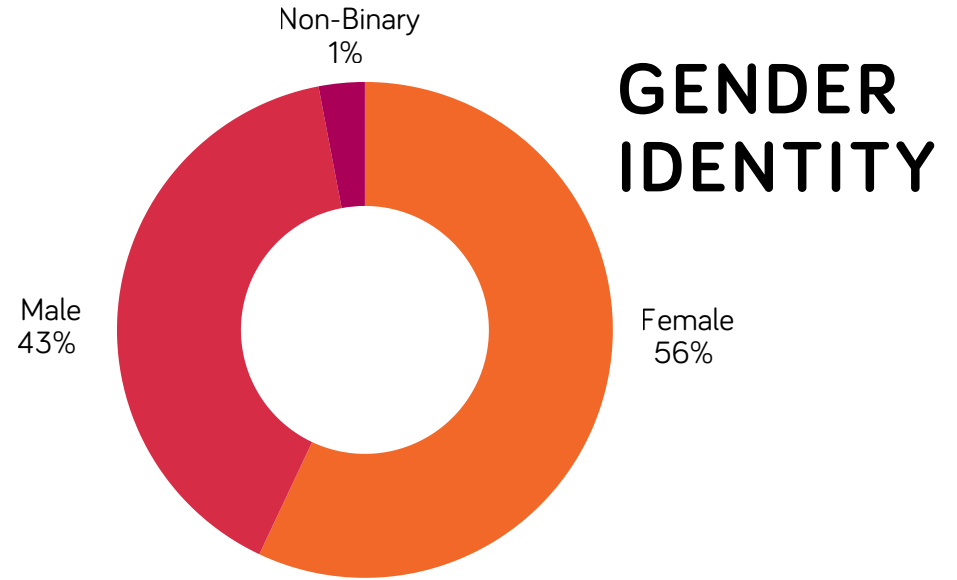
60 Washington St. Dorchester, MA 02121

TechBoston Academy

9 Peacevale Rd. Dorchester, MA 02124



OUR YOUTH





Apprentice Learning
Ignite Purpose

learned how to interact better
with customers and how to
communicate better. The skills that
I learned at this apprenticeship
will help me next year when I
start high school. For example,
organization will be important
because I'll have lots of work
to do and will need to turn
things in on certain times.

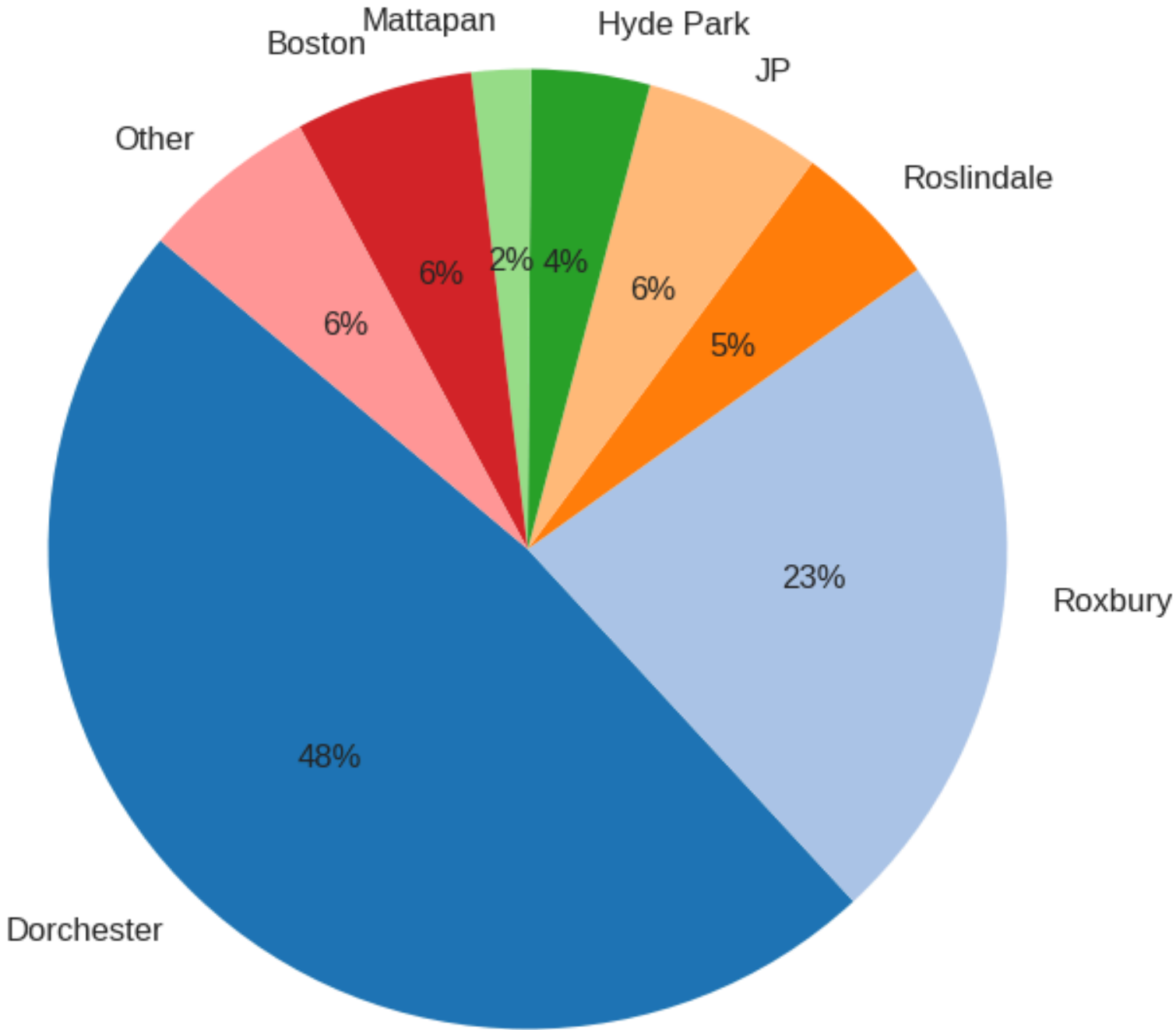
Brainely
Polkadog (RHS)

ESSENTIALS
FEAR OF GOD



Brainely
Ignite Purpose

NEIGHBORHOODS SERVED



IMPACT

111 TOTAL
worksite partners

51 **NEW**
worksite partners



DAILY ATTENDANCE

- 94% - Apprenticeships
- 100% - Career Explorations
- 86% - City Summer Internship
- 93% - City Summer Internship
- 94% - LaunchPlus

SUMMER OPPORTUNITIES

- 100% of youth received job coaching
- 97% of youth applied for at least one summer job and/or summer program



- Above the Clouds
- Amanda Shea
- Anthe Kelly
- Arlene Cribbs
- Association of General Contractors
- Allandale Farm
- American Student Assistance
- Amir Dixon
- Annetta Dingle-Smith
- Arborway Auto Service
- Around the Corner: Custom Framing & Fine Art Services
- Arts Emerson
- Ashmont Cycles
- Ayanna Lord
- Barbara Jones
- BioBuilder
- Black Cotton Club
- BlueHub Capital
- Boing!
- Boomerangs
- BoSTEM
- Boston Architectural College
- Boston Ballet
- Boston City Council - Julia Mejia's Office
- Boston City Hall
- Boston Fire Department
- Boston Public Library - Jamaica Plain
- Boston Public Library - Roxbury
- Boston Society for Architecture
- Brandie Rankins
- Bridget Lee, MD
- Broad Institute
- Bruce DaSilva
- Bunker Hill LifeMaps
- Byte shop
- Charles River Watershed Association
- Cape Cod Aviation Program
- City Feed and Supply
- City of Boston Mayor's Office
- CityScapes
- Climable
- Codman Health Center
- Comfort Kitchen
- Community owing
- Community Servings
- Cool Shade
- Dahlia's Garden
- Daily Table - Dorchester
- Daily Table - Roxbury
- David Heard
- Dearborn STEM Academy - Office
- Deia Dasilva
- Denise Jawando
- Destany Brandt
- Detective J.P Limontas
- Desai Lab, Harvard University
- Diversity Consignment
- Donnell Singleton
- Dorchester Bay Economic Development Corporation
- Dorchester Co-op
- Dr. Fathima James
- Dragana Bogavac
- Dress for Success
- Dyer Brown
- Eileen Robichaud
- Elma Lewis Center in the Social Justice Collaborative at Emerson College
- Everything is Real
- Extavour Lab, Harvard University
- Exodus Bagels
- Fenway Health
- Federal Home Loan Bank of Boston
- Franklin Park Zoo
- Foley Hoag
- Frugal Book Store
- Gallery EyeCare
- George's Shoes
- GMO
- Greg Allen
- Griffin Clark
- Grovehall Cleaners
- Hair Care Basics
- Haydee Casellas
- Hsu Lab, Harvard University
- Hubspot
- HNTB
- Janil Stephens
- Jaypix Belmar
- J.P. Licks
- JET Boston
- Joelle Fontaine
- JP Paper Cuts
- Judge Shannon Frison
- Julia Delima
- Julia Kiely
- Katie Faulkner
- Kevin Dutt
- KGA Inc
- Kitchenwitch
- Kramer Lab, Harvard University
- Kuran Freeman
- Latricia Stokes
- Leah Abel
- Lellon Gorham Jr
- Leslie Tuplin
- Ling-Se Chesnakas
- Love Health Cafe
- Luke Colbeck
- Madhouse Motorcycle Cafe
- Maguire Dalporto
- Mass CEC
- Mass Design Group
- Massachusetts General Hospital
- Mauricio Bazan
- McKinley Lab, Harvard University
- Melanie Floyd
- MFA
- Michelle James
- Michelle Keenan
- Mike Marotta
- Mike Morris
- Mike's Fitness
- MIT InnovationHQ
- MIT NASA Department
- Monumental Market
- MSPCA-Angell
- Mugisha Feruzi - Acting
- National Grid
- Nckls & Dimes
- Noire Essence Studio
- Northeastern University
- Nos Casa Cafe
- Nurse Di Abrams
- OnCentre
- Ousamane Ekhatior
- Paul Willis
- Peaches Cultural Hair Studio
- Pine Village Pre-school-Brookline
- Pine Village Pre-school-Revere St.
- Pine Village Pre-school-South St.
- Polkadog Bakery Jamaica Plain
- PowerCorps
- Priscilla Andrade
- Rachel Rollins
- Red Sox Foundation
- Reed Bockman
- Related Beal
- Riz Huda
- Salmagundi
- Sarah Lahmadi
- Sault New England
- Scanlon Physical Therapy
- School of Fashion Design
- Shawn Burgess
- Shea Butter Smoothie
- Shirley Jones
- Slalom
- Soleil
- Srivastava Lab, Harvard University
- Stantec
- Stone Living Lab
- Sun Pizza
- Susanna
- Suya Joint
- Sweet Rice
- Tamera Marko
- Tanasia Tibbs
- Tara Jones
- The Record Co.
- The Town Boxing Club
- Thrift Shop of Boston
- Tu Anh Phan
- Ula Cafe
- UMass Boston EC
- Warren Hardware
- We Are Hair
- Wentworth Institute of Technology - Engineering Department
- WERS Emerson
- Wind Technology Testing Center
- Woods Hole Oceanographic Institution
- Yumont True Value Hardware

Worksite Partners



OUR SUPPORTERS

Abigail Norman
 Adebisi Lipede
 Alice P. Chase Trust
 Alicia Horwitz
 AmC
 Andrew Frishman
 Ann Fudge
 Ann Ruggiero
 Annette Grace
 Anonymous Donor
 Anonymous Donor
 Anonymous Donor
 Anonymous Donor
 Aria McElhenny
 Blue Hub Capital
 Bond Street
 Boston After School and Beyond
 Braitmayer Foundation
 Brenda Kirouac
 Bushrod H. Campbell and Adah F.
 Hall Charity Fund
 Cabot Family Charitable Trust
 Carol Pine
 Chris Schultz
 Cinqué Dunham-Carson
 Cummings Foundation
 Daniela Coleman
 David Weinstein
 DCU for Kids
 Delphene Mooney
 Dena Laurene Norris El

Eastern Bank Charitable Foundation
 Edvestors
 Elizabeth Sanderson
 Elizabeth Walczak
 Ellen Weiner
 Elma Lewis Center
 Emmy Howe
 Ernest and Ellen Huber
 Fran and Amy Fund
 George Garretson Wade II
 GMO
 Hamilton Charitable
 Helen and Jenny Russell
 Hestia Fund
 Hurricane Island Foundation
 Iramis Bautista
 Jabaree Dunham-Carson
 James Apostolides
 Jean Hammond and Michael Krasner
 Jinny Chalmers Fund
 Joelle Fontaine
 Joelle Fontaine
 Josephine A Merck Donor Advised Fund
 Judith Nicholas
 Justin McLean
 Keith Costa
 Kevin Fudge
 Liberty Mutual Foundation
 Lisa Beck
 Loren Schechter
 Mabel Louise Riley Foundation

Madeleine Rodriguez
 Maguire Dalporto
 MassCEC
 Meghan Higgins
 Mindy D'Arbeloff and James Peyser
 Mr. and Mrs. Mattoon
 NorthStar Asset Management
 Office of Workforce Development
 Office of Black Male Advancement
 Office of Immigrant Services
 Orville W. Forte Charitable
 Paul and Edith Babson
 Rachel Adler
 Raquel Friedman Vargas
 Rodman Ride for Kids
 Rohit Chandra
 Shannon Community Grant
 Sharyn Bahn
 Shauna McCormick
 Shayrn Bayn
 Someone Else's Child
 Suffolk County District Attorney Grant
 Tamera Marko
 The Agnes M. Lindsay Trust
 The Boston Foundation
 Tim and Deborah Moore Charitable
 Foundation
 TOMAC Foundation
 Town Fair Tire Foundation
 Upland Gardens Fund



OUR TEAM



BOARD OF DIRECTORS

Brenda Kirouac, Board Chair

Maddy Rodriguez

Chris Schultz, Treasurer

Maguire Dalporto

Cinqué Dunham-Carson

Kevin Fudge

Pennie Gregory

Justin McLean

Letta Neely, Executive Director

Elizabeth Walczak

Rohit Chandra

Lizzie Sanderson

Theresa Brewer

Helen Russell, Founder and board emerita

STAFF

Letta Neely, Executive Director

Kelly Parrish, Vice President of Operations

Michelle Stokes, Vice President of Programs

Ayla Gavins, Vice President of Development

Paige Whalen, Director of Apprenticeship Programs

Jomarys Solano, Program Specialist

Pauton Allen, Program Coordinator

Shay Manual, Admin Assistant

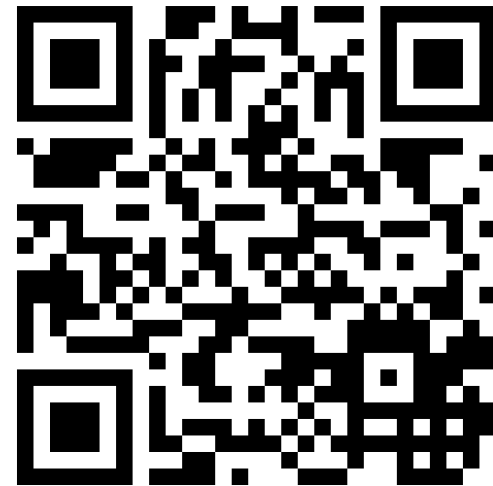


Apprentice Learning

Ignite Purpose







FOR ONLINE GIVING:



Mail to:
PO Box 3000-68
Jamaica Plain, MA 02130
(857)245-6696



 <http://apprenticelearning.org>
 info@apprenticelearning.org
 [apprentice_learning](https://www.instagram.com/apprentice_learning)
 [apprentice-learning](https://www.linkedin.com/company/apprentice-learning)