



empowering urban talent to reach their potential

Challenges facing urban youth

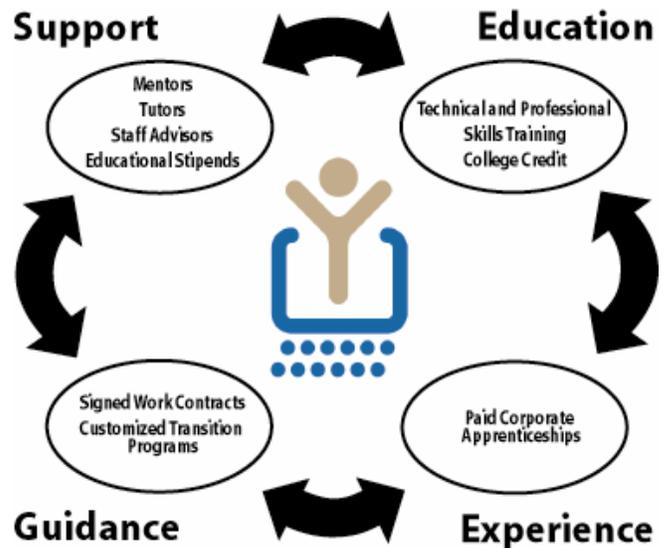
More than 70% of low-income, minority young adults leave high school without a path toward either a post-secondary degree or a livable-wage job, all but guaranteeing they will struggle to earn a family-supporting income in today's economy. Without the proper guidance and opportunities, these young adults will continue to face enormous challenges in transitioning from high school to livable wage careers and higher education.

Meeting the challenges

Founded in 2000, Year Up believes that a well-designed training and support program can make an incredible difference in young peoples' lives. Our mission is to close the opportunity divide by providing urban young adults with the skills, experience and support that will empower them to reach their potential through professional careers and higher education. Our intensive one-year program serves low-income high school graduates and GED recipients between the ages of 18-24 from urban neighborhoods. Year Up will serve more than 650 students in 2008 in sites in Boston, New York City, Providence, Washington D.C. and soon San Francisco.

An innovative approach

Year Up's high-expectation, high-support program combines marketable job skills, stipends, paid apprenticeships, college credit, a behavior guidance system and several levels of support to place these young adults on a viable path to economic self-sufficiency. During the first six months, students attend classes at Year Up, learning technical skills that allow them to succeed in entry-level IT positions without a college degree. During the second six months, Year Up students gain experience in



apprenticeships at leading companies such as State Street Corporation, Merrill Lynch and Partners HealthCare. After graduation, students continue to receive support and build their professional networks through Year Up's Alumni Association. Over the next few years, Year Up will create a network of sites with an explicit goal of serving more than 10,000 urban young adults by 2016. Ultimately, Year Up's goal is to create and implement a replication model that will enable us to effectively serve tens of thousands of urban young adults across the country.

► Apprenticeship partners include:

Education/Government/Non Profit	Financial Services	Professional Services
Boston College	Bain Capital	Abt Associates
Boston University	Bank of America	Aquent
City of Boston	Blue Cross Blue Shield	Bain & Company
City of Providence	Citigroup	The Boston Celtics
Commonwealth of Massachusetts	Citizens Bank	Digitas
Harvard University	Eaton Vance Management	Goodwin Procter
Massachusetts Institute of Technology	Fidelity Investments	TAC Worldwide
Retail/Manufacturing	Freddie Mac	TransNational Group Services
Gillette (Procter & Gamble)	JPMorgan Chase	WilmerHale
Staples	Lehman Brothers	Healthcare & Biotech
Stop & Shop	Marsh & McLennan Companies	Blue Cross Blue Shield
Media & Technology	Merrill Lynch	Boston Medical Center
AOL	Providence Equity Partners	Children's Hospital Boston
Pegasystems	Putnam Investments	CVS/pharmacy
Perot Systems	State Street Corporation	Partners HealthCare

Transforming lives

Year Up is best understood by the impact it has on its students:



"Before attending Year Up, I was a completely different person from who I am now. I didn't have the necessary professional and technical skills to work in a corporate environment and my English skills were very poor. My biggest concern was what I was going to do with my future. My experience at Year Up made an enormous impact on my life. I now have the skills to work at a great company and am able to speak English fluently. More importantly, I have clear goals for my future. I want to keep growing in my career and become the first member in my family to earn a college degree."

Wilson Correa, Year Up Graduate, Computer Technician, Partners HealthCare

"As a Year Up intern, Wilson came to us as a motivated, hardworking and skilled student. As a full-time employee, he has become an irreplaceable asset to our IT department"

Mary Finlay, Deputy Chief Information Officer, Partners HealthCare



"Before I came to Year Up, I did not think I was going to have much of a future. I had two kids, and I seriously believed that I didn't have the freedom to develop a career. I was constantly asking myself - how can I give my kids a better life when it took so much energy and time just to be a good mother? Year Up made me realize that everything is possible - that once I set a goal for myself, I can achieve that goal. In Year Up's classes and my apprenticeship experience, I learned that I can have a successful career and follow my dreams, as well as

being a mom. I just needed the proper technical training, and someone to help me recognize my own potential."

Sherley Torres, National Platform Support Specialist, Bank of America

"Year Up is addressing a critical need in our community - namely, they help our youth gain the skills they need to both compete in the marketplace and support our region's economy. Bank of America is honored to work in partnership with an organization that is very capably delivering on that laudable goal and we are pleased to take advantage of the extraordinary talent within the pool of Year Up apprentices."

Robert E. Gallery, President, Bank of America Massachusetts

Results

The impact that Year Up has on the communities and students it serves is remarkable and measurable.

- 100% student placement in apprenticeships
- 90% positive apprenticeship feedback
- 83% retention of students
- 87% of students placed in professional positions w/ average wage of \$15/hr
- 65% of students gain college acceptance; 43% are currently attending college while working
- 80+ apprenticeship partners, funding more than 50% of operating costs
- Partnerships with Cambridge College, Johnson & Wales University and Pace University to grant college credit

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