

MAYOR'S OFFICE OF WORKFORCE DEVELOPMENT | FY22 ANNUAL REPORT

ADVANCING THE LIVES OF BOSTON'S WORKING FAMILIES

July 2021 – June 2022



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Dear Friends,

One of the City of Boston's greatest strengths is undeniably its workforce. Yet there is so much critical work to be done to support and empower our workers and working families; especially those in

our most vulnerable, underserved, and underrepresented communities. Historically, the responsibility for supporting workers has been spread across several City departments, resulting in duplication of efforts and lack of impact. Last fall, I established the Worker Empowerment Cabinet, which unifies the City's worker empowerment policies and programs to provide equitable access and support to residents. This was a crucial first step in creating structural changes at the City level to close systematic gaps.

The Cabinet works to advance the rights and well-being of all Boston workers and working families in alignment with the administration's broader commitment to creating a safe, healthy, and climate resilient city for all. Worker Empowerment houses the Center for Working Families, the Office of Labor Compliance and Worker Protections, the Office of Workforce Development, and the Office of Youth Employment and Opportunity. Under the leadership of Chief Trinh Nguyen and Deputy Chiefs Rashad Cope and Jodi Sugarman-Brozan, the Cabinet has made great strides to deliver

for Boston's working families since September. The Office of Workforce Development has made historic investments to expand economic opportunities for residents through access to quality jobs, skills training, and career pipelines. Realizing the importance of financial literacy in the workforce, the Center for Working Families continues to provide free financial services and resources to Boston working families. Laying the foundation for Boston's youth to thrive, the Office of Youth Employment and Opportunity has expanded the Youth Summer Jobs program which will allow our young people explore careers and develop their skills. To ensure transparency and accountability in workers rights, health and safety, the Office of Labor Compliance and Worker Protections has deepened partnerships and created resources to build public awareness and ensure that all workers are supported and protected.

I am thrilled at the critical work that the Cabinet and its partners have accomplished. I look forward to working with them to continue building Boston's workforce and economy.

Sincerely,

A handwritten signature in black ink that reads "Michelle Wu".

Mayor Michelle Wu
City of Boston



Dear Partners,

We are pleased to present the FY22 Annual Report, *Advancing the Lives of Boston's Working Families*. The Mayor's Office of Workforce Development (OWD) remains dedicated to ensuring the full participation of all

Boston residents in the city's economic vitality and future. In FY22, OWD distributed more than \$10 million to 30 community organizations that provided residents with job training and educational opportunities to fulfill their future aspirations.

OWD continues to empower Boston workers and foster upward mobility through equitable access to financial literacy resources, skills and jobs training programs, and career pipelines. These include programs such as Boston Saves, the City's children's savings account program that helps BPS families save and plan for their children's future college or career training; PowerCorpsBOS, a green jobs program that provides workforce development for young adults in fields that address Boston's pressing environmental challenges; and the Neighborhood Jobs Trust, which funds community-based organizations that provide job training, education, and support services to Boston residents, to name just a few.

Notably, the FY22 Annual Report is OWD's first major update

as a department in the Worker Empowerment Cabinet. Mayor Wu created the Cabinet in late 2022 to increase coordination among existing workforce development opportunities and promote equitable employment practices and career growth resources. Under the Cabinet, the Office of Workforce Development alongside the Center for Working Families, the Office of Labor Compliance and Worker Protections, and the Office of Youth Employment and Opportunity are providing residents with access to skills training, career opportunities, youth development, worker safety, worker protection, and economic mobility.

Thank you, Mayor Wu, for your leadership and dedication to improving the lives of Boston's workers, working families, and those obtaining the training to join the workplace. Special thank you to our staff and partners who work tirelessly to drive this critical work forward. Without you, the successful outcomes included in this report would not be possible. We look forward to working collaboratively to create a better Boston for all.

Sincerely,

A handwritten signature in dark red ink, appearing to be 'Trinh Nguyen'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Trinh Nguyen
Chief of Worker Empowerment

JOBS AND EDUCATIONAL TRAINING

NEIGHBORHOOD JOBS TRUST (NJT)

In FY2022, the Neighborhood Jobs Trust (NJT) awarded \$2.7 million in Neighborhood Jobs Trust (NJT) funds to 30 community-based organizations that provide job training, education, and support services to Boston residents. The 30 community-based organizations served over 1,300 low- and middle-income residents seeking employment in sectors impacted by the COVID-19 pandemic, including technology, culinary, healthcare, and human services.

NJT was created in 1987 to ensure that Boston's low- and moderate-income residents directly benefit from large-scale real estate development in their city. NJT collects fees from developers to fund jobs, job training, and related services throughout the City of Boston.

Among this year's grantees was the African Bridge Network (ABN), a first-time NJT funding recipient. NJT awarded ABN \$36,000 in funding to support job training for 10 skilled immigrants now residing in the City of Boston

through the Immigrant Professional Fellowship pilot program, in partnership with the Mayor's Office of Immigrant Advancement (MOIA). The program provided recent immigrants with job training as well as crucial work experience, allowing them to transfer career skills from their home countries to the US workforce.

Participants received training and started a subsidized work placement as research coordinators at one of four healthcare employer partners; Beth Israel Deaconess Hospital, Boston Medical Center, Boston Children's Hospital, and Mass General Brigham. After completing these fellowships, all 10 participants started full time jobs in the high growth healthcare field. With continued support from NJT and MOIA, the African Bridge Network is now preparing to start its third cohort of the Immigrant Professional Fellowship program. The ABN is just one strong example of how these funds can change residents' lives.



“Thanks to the unwavering support of the City of Boston, the African Bridge Network has been able to create career pathways for immigrants/refugees with college degrees in the healthcare industry,” said Emmanuel Owusu, Executive Director of African Bridge Network. “The Neighborhood Jobs Trust support and funding has been a catalytic investment that has enabled a viable model for developing the skilled immigrant workforce. We are immensely grateful for the City's commitment to creating an inclusive and prosperous Boston for all.”



TUITION FREE COMMUNITY COLLEGE (TFCC)

The Tuition Free Community College (TFCC) Plan is an initiative that pays for up to three years of community college for Boston students attending one of six partner two-year colleges. The program covers last-dollar tuition and a \$250 per student per semester stipend. Since its inception in 2016, TFCC has been focused on recent high school graduates enrolled in an associate's degree program.

Starting Fall 2023, the City of Boston will expand TFCC to cover costs for all Boston residents – regardless of their year of graduation, income, or immigration status – enrolled in an associate degree program or a short-term certificate program at one of six partner colleges.

The COVID-19 pandemic had a negative impact on enrollment rates at community colleges in Boston – this is part of [a nationwide trend](#). TFCC's enrollment stayed relatively stable with 192 new students enrolled in Fall 2019 compared to 162 students in Fall 2020 and 194 students in Fall 2021.

The TFCC expansion aims to address the pandemic's impact on community college enrollment and completion rates and eliminate barriers to re-enrollment for aspiring students with key programmatic changes. These include: eliminating the application process for new students, paying up to \$2,500 of debt for students with an outstanding balance at a partner college if it prevents them from re-enrolling, covering the cost of short-term certificate programs, and eliminating the PELL eligibility requirement that was a barrier to immigrant students.

To date, 1,004 students have participated in the program.

1,004

*Students have participated
in the program*

23

*TFCC students have
earned certificates*

118

*have earned their
associates degrees*

18

*have earned their
bachelor's degrees*

INVESTING IN DIGITAL LITERACY

The Office of Workforce Development (OWD) recognizes that digital competency is now essential for every family-sustaining career and engagement in many aspects of civic and social life. Investing in the digital educational and operational capacity of our workforce development partners is, therefore, a critical pillar of our workforce-building strategy. As part of this effort, OWD launched the DigLit Initiative, a multi-phase capacity-building project, in partnership with 25 nonprofit adult education sites across the City. Through technical assistance and capacity support, the Initiative provides planning, implementation support, and direct investments in digitally-mediated pedagogical systems and digital literacy programming of Adult Basic Education (ABE) programs.

The project is scheduled to be carried out in three phases. In Phase 1, OWD brought in the experts at World Education to design a process to assess the digital literacy programming needs and capacity of a cohort of 25 ABE providers which collectively serve over 3,000 Boston residents annually in all of our neighborhoods. In Phase 2, currently underway, the project is pairing one-on-one technical assistance with financial resources to assist each ABE provider in implementing the proposed actions identified in their

needs assessment and support technology integration into training and education curricula. In 2023, the project was awarded an additional \$1 million from Congresswoman Ayanna Pressley's Community Project Funding, which will be used to expand the project to additional cohorts and support evaluation in Phases 3 and 4, respectively.

Building the capability of our partners to deliver digital literacy will have an outsized benefit for individual learners and the city's economy at large. When completed, DigLit will directly contribute to the employability of Boston residents by expanding equitable learning opportunities, increasing access to technology and tools to reinforce learning and providing greater access to high-quality digitally-mediated training and education programs that meet the ever-changing needs of ABE learners.



for loop
while loop

- > Databases
- > Programs
- > Methods
- > Flow
- > Events
- > Sprites
- > Trails



Certificate of Completion
Jelaine Flores
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Erica Lynch-McManus
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Rasheed Avinger
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Christopher Edwards
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Tafari Edge Wallace
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Stejan Noiles
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Mekhi Edge
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

Certificate of Completion
Tusharee Chr
6-Month Urban Enterprise Workforce Development Training Program
Awarded on: December 14th, 2022
Dave Jefferson
Michelle Wu
Mr. Maranda
White-Gonzalez

POWERCORPS BOSTON

Launched in the Fall of 2021, [PowerCorpsBOS](#) is a green jobs program that provides young adults with training, career readiness support, and connections to employers in the green industry. The program is a partnership led by the Office of Workforce Development and the City of Boston's Environment Department, in collaboration with the Office of Public Safety, Department of Youth Employment and Opportunity, and Boston Centers for Youth & Families. Modeled after the Philadelphia [PowerCorps PHL](#) program, PowerCorpsBOS expands workforce development for young adults in fields that address pressing environmental challenges. Over the course of six-months, participants are paid while receiving hands-on training in a variety of transferable soft skills and technical forestry skills that prepares them for living-wage careers.

The inaugural PowerCorpsBOS cohort graduated in December 2022. The 21 graduates spent the six months learning about various green industries and skill sets, such as native and invasive plant identification, environmental conservation, parks maintenance, general labor operations, OSHA safety certification, career readiness, and resume writing and interviewing.



80

*rising juniors and seniors
enrolled in college-level
courses at the Benjamin
Franklin Cummings Institute
of Technology*

\$1,800

*earned in stipends during
six to eight weeks of online
instruction*

6-8

*weeks of online college
course instruction*

SUMMER LEARN & EARN

For Boston high school students, the Summer Learn and Earn (SLE) program combated COVID-19 learning loss with extra class time and a paycheck. The Summer 2022 program enrolled 80 rising juniors and seniors in college courses at the Benjamin Franklin Cummings Institute of Technology. Youths earned college credits and up to \$1,800 in stipends during six to eight weeks of online instruction in the following subjects: Introduction to Marketing, Introduction to Business, Introduction to Professional Communications, Google IT Support and Medical Terminology.

Participants received college exploration guidance, participated in financial literacy workshops, and welcomed professionals from military to law enforcement careers, the visual and performing arts, the building trades and other fields. The program also provided free lunches during the in-person sessions and provided academic support from paid mentors to every student throughout the experience.



RISING TOGETHER

In November 2019, the City of Boston launched the Rising to the Challenge - Boston's Plan to Prevent and End Youth and Young Adult Homelessness (YYA). To further this priority, the Office of Workforce Development managed the Rising Together initiative, a multi-year project addressing the unique challenges of supporting the employment and job training needs of youth and young adults experiencing homelessness.

Rising Together began with a grant from Heartland Alliance's National Center on Employment and Homelessness. Boston was one of seven communities nationwide to receive this grant. In January 2020, Rising Together also received pivotal support from the Liberty Mutual Foundation. The initiative works to create new pathways to employment for youth and young adults at risk of or experiencing homelessness by building capacity of employers and service providers in Boston to train, hire, retain and advance the careers of YYA.

As part of the Rising Together initiative in 2021-2022, OWD hosted a training series of six webinars for practitioners working in workforce development and housing services programs and funded two pilot programs at community partner More Than Words (piloting a housing navigator embedded in their workforce program and a bridge funding program to support young adults interested in further education or training after MTW).

6

training series webinars for practitioners working in workforce development and housing service programs

2

funded pilot programs at More than Words

INTEGRATING FINANCIAL WELLBEING AND WORKFORCE DEVELOPMENT

CENTER FOR WORKING FAMILIES

The Center for Working Families (CWF), formerly known as the Office of Financial Empowerment, has worked with Boston and area residents to help them take control of their personal finances, obtain job training, and build assets for nearly ten years. Programs and initiatives include the Boston Tax Help Coalition, Bank On Boston, Bridge training programs, Boston Saves, and ReadBoston, featured elsewhere in this report. An important part of CWF is the financial coaching program, which in FY22 served 433 clients, of which 260 were new.

CWF has four full-time financial coaches and a full-time outreach coordinator who help Bostonians and area residents train for careers, find jobs, and take control of their personal finances. Coaches work with clients in English, Spanish, or Haitian Creole and are trained to work with the disabled.

While every individual's situation is different, coaches begin by asking about the client's short and long-term

financial goals and working together on a budget and savings plan. If the client is unbanked or underbanked, a connection is made to Bank On Boston to assess banking options that would save money. The client's employment situation is discussed and recommendations are made regarding training.

Our financial stability program connects families living on a low- to moderate income with the financial and labor market mainstream. These employment and career services, financial coaching and education and low-cost financial products build credit, savings, and assets. Workshops on employment, financial, and consumer awareness topics are conducted online and are available to the public, regardless if they are coaching clients. This includes a Credit Building for Teens workshop made available to community partners seeking workforce readiness programs for their summer employees. In FY22, we served about 500 individuals through workshops.

[Research indicates](#) that financial empowerment and workforce development are most effective when integrated and result in improved job retention and improved net income (What It's Worth). We know that healthy, sustainable communities are made up of people who have living wage jobs and feel confident about their economic

futures. To get there, residents need the skills to advance along the path of employment and manage their money well and CWF is here to help.

SUCCESS STORY

Manaal is a 2021 immigrant to the United States who has been working with Coach Jose Rodriguez on employment and credit building. Since engaging in coaching with us, she has secured housing through the Boston Housing Authority and a job with the Lincoln-Sudbury Public Schools. She has also built a prime credit score of 708 from no score at all. Her next goal is a job with the City of Boston so keep your eyes open for her!

10,710

tax returns for low and moderate income Boston area residents were completed by the BTHC partnership

9,941

of the 10,710 tax returns were fully accepted

1,782

of which were taxpayers with Limited English Proficiency

BOSTON TAX HELP COALITION

A combination of in-person and virtual tax prep enabled BTHC to serve nearly 11,000 taxpayers.

The Boston Tax Help Coalition (BTHC) is a partnership of nonprofits, businesses, and community organizations that has been promoting the economic independence of working individuals and families since 2001. FY22 was a strong year for the BTHC, having experienced significant disruptions in service delivery and participation in the wake of the COVID-19 pandemic, although it has not returned to pre-COVID numbers. During FY22, BTHC operated 27 hybrid tax sites across the City of Boston, offering in-person, drop off, and virtual tax preparation for low to moderate income Boston area residents. 10,710 tax returns for low and moderate income Boston area residents were completed by the BTHC partnership, 9,941 of which were fully accepted. BTHC tax preparation services returned \$15,469,772 in total tax refunds to Boston area residents, \$4,229,597 of which was generated through the Earned Income Tax Credit.

Volunteers continue to be essential to the work of Coalition staff during the tax season. Most of tax preparation and financial education provided by BTHC was delivered by a team of dedicated, passionate volunteers. Nearly half of BTHC volunteers spoke one or more languages other than English. Ten BTHC partner tax sites were equipped to use the IRS Over-the-Phone Interpreter (OPI) service to ensure all services were available to taxpayers in multiple languages. In the FY22 tax season, the BTHC partnership delivered tax preparation services to 1,782 taxpayers with Limited English Proficiency. BTHC is also deeply committed to providing equitable access to tax preparation services to individuals with disabilities. In total, 1,090 tax returns were prepared for taxpayers who self-identified as disabled.

THE FINANCIAL CHECK-UP

The Financial Check-Up (FCU) is a free, one-on-one financial assessment and education tool, created by the BTHC, which provides taxpayers with the opportunity to review their credit report with a trained Financial Guide and learn how to improve their credit over time. Typically, the FCU consists of a review of an individual's credit report and FICO score, a personalized one-year financial plan to help improve the credit score, and relevant service referrals. During FY22, the FCU was offered at eight BTHC tax sites, and 486 Boston area residents participated in an FCU. A recent study found that taxpayers who participated in the FCU improved their FICO credit scores by an average of 15.5 points within one year. Taxpayers are invited to participate in the Center for Working Families' free financial coaching program to benefit from additional credit advising.



8

*BTHC tax sites offered The
Financial Check Up*

486

*Boston area residents
participated in an FCU*

15.5

*points was the average
amount taxpayer's credit
scores improved by*

BANK ON BOSTON

Working with partners to connect residents to affordable bank accounts

Bank On Boston helps unbanked or under-banked Boston residents open safe, affordable and non-predatory checking or savings accounts, an important step toward improving individual financial wellness. In FY22, the Bank On Boston Coalition bolstered strong, well-established partnerships with financial institutions, community-based organizations (CBOs) and the national Bank On movement, as well as expanding Coalition membership and products offered.

In FY22, Bank On Boston made strides in forming a number of new partnerships with local and national financial institutions. During this period, Amalgamated Bank, First Republic Bank, Reading Cooperative Bank, and Varo Bank joined the Coalition. Additionally, the Coalition added two new National Account Standard certified accounts: M&T Bank's "MyWay Banking Checking Account" and TCB The Cooperative Bank's "TCB Bank On Checking." Bank On Boston is integrated with the Center for Working Families'

financial coaching program to ensure residents learn to make their banks work for them.

Currently, the Coalition consists of 25 stakeholder financial institutions that attend coalition meetings and participate in Bank On Boston events and advocacy. Eleven of the stakeholder financial institutions are also partners, offering National Account Standard non-predatory, no-fee bank or credit union accounts to Boston area residents. Bank On Boston recognizes and promotes 12 such bank accounts. The Bank on Boston Coalition includes 36 total partner organizations (including CBOs and regulators) which advocate for the needs of their constituencies by participating in Bank On Boston meetings and activities. The financial empowerment services of the Bank On Boston Coalition have been recognized by several state and federal agencies including the National Consumer Law Center and the Massachusetts Division of Banks.





ROXBURY CENTER
FOR
ENVIRONMENT

Welcome

BRIDGE PROGRAMS

Bridge to Culinary, Bridge to Green Jobs, Bridge to Digital Literacy

Preparing Boston residents for the 21st-century workplace is a priority for Mayor Michelle Wu and the Center for Working Families (CWF). Bridge funder LISC Boston, X-Cel Education, experts from the Green Jobs Academy, and CWF staff conducted research for two years and collaborated to design a workforce training program that would prepare residents for sustainable jobs with a career ladder. In May 2022, CWF launched the first Bridge to Green jobs training cohort.

The Bridge to Green jobs is a two-week training program designed to prepare residents to enter the weatherization field. The program provides hands-on training so students can be successful as Weatherization Technicians and eventually grow into a Weatherization Crew Chief role. Individuals can enter this field without a degree and potentially earn \$1500+/week after six months in the field when they are eligible to become a Certified Crew Chief. As one million homes are estimated to need weatherizing in the next 7-10 years, this newly emerging field offers outstanding employment opportunities to Boston residents.

The Bridge to Green jobs has completed three cohorts: May 2022, September–October 2022, and January 2023. A total of 39 students have been trained and 27 students have been offered jobs in the field. Wages have increased from the first cohort's average starting wage of \$15.50 to

the third cohort's starting wage of \$18–\$23. The program has also had its first student become eligible and pass the Crew Chief class to become a Certified Crew Chief. Participants who do not obtain jobs in the field immediately receive employment coaching from CWF coaches.

As reported by the Green Jobs Academy Instructor, Jason Taylor, “Weatherization experience can also open doors for roles in energy auditing, industry sales, starting your own crew as a small business owner, or branching off into other areas of the green building/clean energy sector such as carpentry or HVAC.”

CWF has continued its other successful Bridge programs. The Bridge to Culinary consists of three-four weeks of workforce readiness training followed by advanced culinary training with one of our partners, such as the Kroc Center. Digital Literacy training is a two week intensive class in which the goal is to help residents navigate the digital divide and ultimately have access to office jobs. The Bridge to Culinary was challenging to administer remotely due to the content; however, staff held one completely virtual cohort and two that were hybrid during FY22, graduating 37 individuals who went on to the Kroc Center for advanced training. We also conducted five Digital Literacy cohorts during FY22 and had 58 graduates.

PROMOTING YOUTH

BOSTON SAVES

Now citywide, serving K2-3rd grade

[Boston Saves](#) is the City of Boston's children's savings account (CSA) program that provides every Boston Public Schools (BPS) K2 kindergartner with a CSA seeded with \$50. This money can be used to pay for the child's future college or career training, after high school graduation. Research shows that the mere presence of savings can motivate post-secondary success. In [one study](#), low-income children with at least \$500 in an account dedicated to higher education were three times more likely to enroll in college and four times more likely to graduate from college.

Boston Saves motivates families to earn more money for their child through regular incentives, and provides financial education and resources that make saving easier and helps families get ahead. In FY22, the program launched a January promotion: BPS K2 - 3rd grade families who logged in to the program's online savings platform for the first time by month's end earned an extra \$25 for their child's account. Boston Saves created this incentive to encourage

families to take a crucial first step towards unlocking the program's many benefits. This money, plus the \$50 provided in every Boston Saves account and any additional incentives families earn, provides a financial boost to their child's future. More than 1,300 BPS families earned a total of \$32,825 for their children's futures through the January promotional offer from Boston Saves. Notably, 40% of the new logins generated by the promotion came from families of students in 1st grade or higher. These families, who had long been eligible for the program, can now take advantage of the program's many benefits.

Since the program began, Boston Saves has provided funds more than \$1,040,000, including \$113,000 in family-earned incentives, to more than 18,580 students.



 **BOSTON SAVES**
BOSTON Public Schools

EAST BOSTON
FAMILIES

WELCOME TO BOSTON SAVES!
Today's dollars, tomorrow's dreams

NAME
ID NO. Miley

 **BOSTON SAVES**
BOSTON Public Schools

Disney PRESS
Disney PRESS • DDB
ΔΩOHMH
LITTLE PRESS

Vancy NANCY Collector's Quintet
The BIG Blue Book of Beginner

8,597

*children recieved new books
through ReadBoston*

12,329

*high-quality new books
distributed*

1,419

*children engaged through the
ReadBoston Storymobile
program each week*

READBOSTON

Helping Boston children value reading

In FY22, ReadBoston distributed 12,329 high-quality new books to 8,597 children in the city of Boston. The ReadBoston Storymobile program engaged 1,419 children each week with interactive storytelling and new books between July 19, 2021 and August 13, 2021. Storymobile partners included the Boys & Girls Club of Boston, Boston Public Schools, Boston Centers for Youth & Families, and other community-based childcare programs.

ReadBoston's partnerships with the Suffolk County Sheriff's Department, Amazon's Black Employees Network, the Daddy & Me Literacy Program, and the Lingzi Foundation allowed us to reach new audiences through education and literacy programming. In Boston Public Schools, special school-age programming, including reading contests and guest readers, helped encourage families to read at home.

The inclusion of Boston Saves-themed read aloud titles in the Boston Public Schools K2 curriculum helped ensure that students and teachers begin to think about the importance of planning for college and career training. ReadBoston will continue to work closely to promote Boston Saves, the City's children's savings account program.





SUCCESS STORY

Syann is a 19 year old from East Boston. She successfully completed the Career Services on Senior Peer Leadership and the Job Search Cohort. She was able to gain employment at Ben and Jerry's Ice Cream Shop, and was also selected for an exclusive 4-year summer internship opportunity with Boston Children's Hospital (COACH Internship). Syann is now a full-time student at Temple University.

YOU BOSTON

Youth Options Unlimited (YOU) Boston works closely with Boston's court-involved and at-risk young people to provide them tools to succeed in the workforce, the community, and their stressful lives. Its mission, to empower and motivate young people to gain the educational, employment, and career advancement necessary to be successful, can be seen in the year-round services provided. YOU staff focus on career services and case management. Career Services works with community partners to create job training and career pathways to help young adults develop job readiness skills and acquire specialized jobs leading to successful careers. Case Management services focus on meeting one-on-one with each participant to create an Individualized Service Plan (ISP) to set goals.

These goals are focused on youth participants' desires such as, earning a diploma, finding a job in a particular field, connecting them to social services, and support within the justice system at court dates. YOU is committed to increasing the quality of services young people want and need, and increasing the number of at-risk youth served. During FY22, YOU served 448 young people, of whom 247 were new to the program.

In FY22, YOU offered career services in Graphic Design, Health and Wellness, Media Arts, Barista and Customer

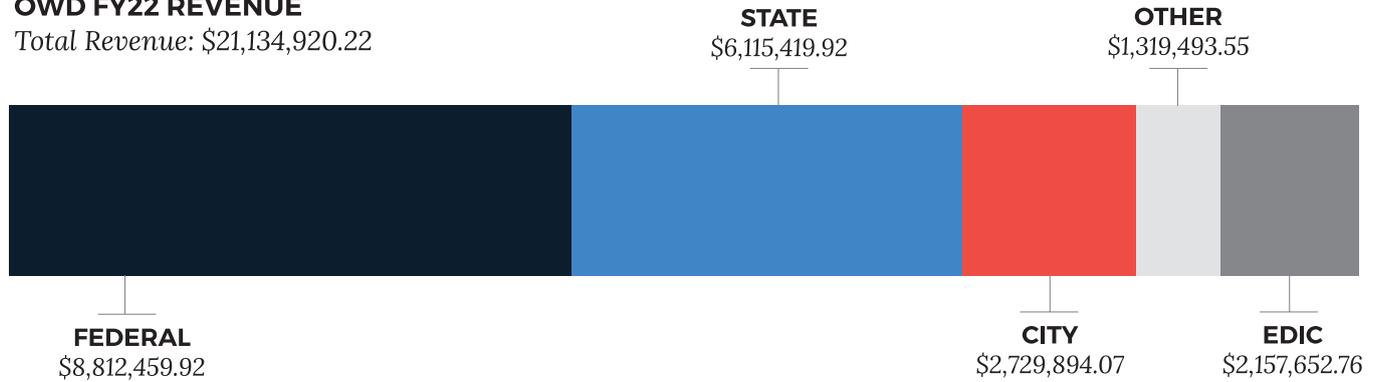
Service, Baking and Pastry Arts, Fashion Design and Retailing, Visual Arts. Additionally, YOU provided Job Search training and Senior Peer Leadership development workshops. YOU placed 339 young people in subsidized jobs, and 13 in internships at organizations such as Top Shelf Cookies, Chill on Park, and Café Juice Up. Forty-one young people were also placed in unsubsidized jobs at employers such as Dunkin Donuts and Target, 17 in living wage jobs, and four youth were placed in upskilling job opportunities. Twelve young people earned their high school diploma and fifteen enrolled in post-secondary education. YOU surpassed its annual goals in youth served and placed in subsidized jobs.



FINANCIALS

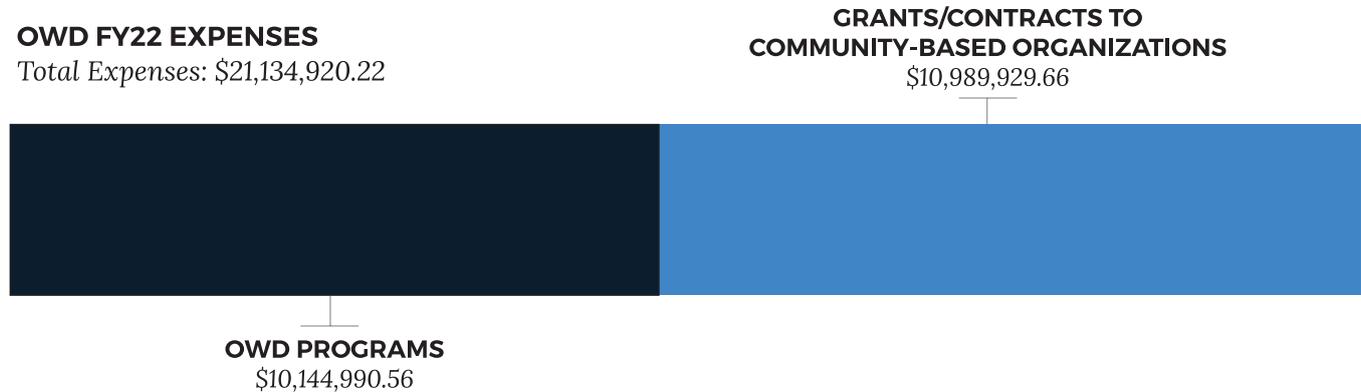
OWD FY22 REVENUE

Total Revenue: \$21,134,920.22



OWD FY22 EXPENSES

Total Expenses: \$21,134,920.22



ACKNOWLEDGEMENTS

Thank you to the many partners who make our work possible, including but not limited to:

BOSTON HOUSING AUTHORITY

BOSTON PRIVATE INDUSTRY COUNCIL

BOSTON PUBLIC SCHOOLS

BOSTON YOUTH SERVICE NETWORK

COMMONWEALTH CORPORATION

ENGLISH FOR NEW BOSTONIANS

LISC BOSTON

**MASSACHUSETTS EXECUTIVE
OFFICE OF LABOR & WORKFORCE
DEVELOPMENT**

**MASSACHUSETTS WORKFORCE
PROFESSIONALS ASSOCIATION**

MASSHIRE CAREER CENTERS

SKILLWORKS

**UNITED WAY OF MASSACHUSETTS
BAY AND MERRIMACK VALLEY**

U.S. DEPARTMENT OF LABOR

AND THANK YOU TO OUR STAFF:

Sasha Abby VanDerzee

Michael Andelman

Linda Arian

Jonathan Arroyo

Mary Ashley

Sherley Austin

Carlos Barbosa

Mark Beamis

Nicole Beckles

Cindy Chow

Ta'asha Christopher Almond

Iryna Colon

Patrick Costello

Helen Credle

Keisha Dauphin

Mattie Deed

Peter DeSisto

Mary Doyle

Joanne Evans

Lee Fields

Tracey Fils-Aime

Julie Fins

Shannon FitzGerald

LaKeisha Franklin

Katy Gall

Jowaun Gamble

Alan Gentle

Malik Gomes

Josie Gonzalez

Alex Gray

Peggy Hinds-Watson

Indira James

Ruby Jean

Sayyida Jean-Charles

Mallory Jones

Ronice Kimbrel

Courtney Kinney

Cameron Leason

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Simeon Lloyd-Wingard

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Lisa Melara

Julie Midy

Cecilia Mondesir

Mujihad Edward Muhammad

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Trinh Nguyen
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Leticia Paterlini
Joseph Pellegrino
Guillermo Perez, Jr.
Lourenco Pires
Justin Polk
Jhanel Potts
Taylor Powers
Ellen President
Angelica Radke
Erikson Ramos
Tariq Ramsey
Azan Reid

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Calpurnya Roberts
Brian Robinson
Tanya Robinson
Jose Rodriguez
Erica Rokhman
Joe Rowell
Fatima Saidi
Amarfi Sanchez
Cinnamon Sanchez
Melizza Sanchez
Lynn Sanders
Xavier Savage
Bethany Serota
Clare Shepherd
Richard Sheriff

Larry Smith
Sarah Soroui
Lydia Souroufis
Judy Steriti
Katie Sullivan
Sean Thimas
Jeremy Thompson
Gosia Tomaszewska
Sammy Tse
Sharon Tulchinsky
Mimi Turchinetz
Lyndon Vincent
Devon Wedge
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