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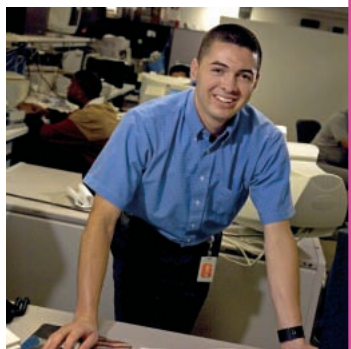
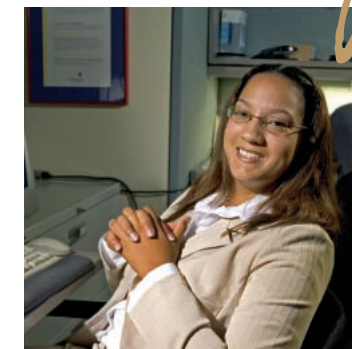
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T O B E L I E V E I S

To Empower



www.yearup.org

Founded in 2000, Year Up proves that a well-designed training and support program can make a tremendous difference in a young person's life. Our intensive, one-year training and education program has already empowered more than 1,000 low-income, urban young adults, ages 18-24, and will impact the lives of more than 10,000 by the end of 2016.

The Year Up program is a unique combination of technical and professional skill development courses, college credit, and corporate apprenticeships. The program has become a national model that gives companies a cost-effective solution for recruiting entry-level employees, while providing young adults with the essential "stepladder" for success.

Year Up's growth is a direct result of the success of its students. With more than 70 corporate apprenticeship partners providing 50% of program operating costs, we now serve five cities in four states. Through the support of many organizations and individuals, we continue to achieve remarkable results.

- ▶ 83% student retention
- ▶ 100% placement of qualified students into apprenticeships
- ▶ 90% of apprentices meet or exceed apprenticeship partner expectations
- ▶ 87% employment rate
- ▶ \$15/hr average wage
- ▶ 65% college placement

"Year Up does not accept the Opportunity Divide that exists in our nation. We are determined to provide our urban young adults with the education, guidance and support they need to realize their potential."

Gerald Chertavian, Founder and CEO



Year Up's Mission is to Believe

To Believe

in our young adults.

To Believe

in their abilities and potential.

To Believe

that with the right education and support, they will succeed.

To Believe

in them – so that they can believe in themselves.

Year Up believes that we can close the Opportunity Divide in our society 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.



Letter from CEO and Board Chair

Dear Friends and Colleagues:

Each of us has the power to believe in something – and more importantly – in someone. It is a power that, if leveraged correctly, will result in changed lives and remarkable results.

At Year Up, we harness that power and work hard to direct it toward those who need it most. We work with a community of individuals and organizations to develop a collective power that transforms lives and leaves an enduring impact.

Year Up's vision is built upon the belief that every young adult has the right to access the education, experiences, and guidance needed to realize his or her potential. By refusing to accept the Opportunity Divide that exists among our young adults today, Year Up and our supporters have embarked on a journey that will lead us to reaching our ultimate goal – empowering our young adults to believe in themselves and reach their full potential.

In deep appreciation for your belief in Year Up and our students,



Gerald Chertavian, Founder and CEO, Year Up



Timothy L. Dibble, Board Chair, Year Up

The Challenges Facing Our Urban Youth

Low-income young adults receive the least education.

- ▶ Students living in low-income families drop out of school at six times the rate of their peers from high-income families.
- ▶ Less than 10% of low-income individuals earn a college degree.

The “livable wage” job market demands more skills, education, and experience.

- ▶ High schools do not deliver the marketable skills and credentials needed to compete in today’s labor market.
- ▶ By 2015, 8 out of 10 jobs will require some form of post-secondary education.

Even one year of post-secondary education can increase lifetime earnings by 5% to 15% per year.

Young adults from low-income families face limited job opportunities.

- ▶ Of those employed, many earn less than a livable wage, meaning that their earnings are not sufficient enough to meet the basic needs of a household.

The result is an Opportunity Divide.

3.8 million youth in this country have not progressed beyond a high school diploma and are neither employed nor enrolled in postsecondary education. Youth experiencing this “disconnection” from the economic mainstream make up nearly 15% of all 18-24 year olds, and illustrate the magnitude of a national “Opportunity Divide” that is getting worse.

Sources: U.S Department of Labor, U.S Department of Commerce, The National Center for Education Statistics, and The Annie E. Casey Foundation.

“The best investment we can make for Boston’s future is to create the skilled workforce employers need and to invest in our young people so that they can compete for the jobs of tomorrow. That’s why programs like Year Up are critical.”

***Thomas M. Menino
Mayor of Boston***



Meeting the Challenges and Changing the Results

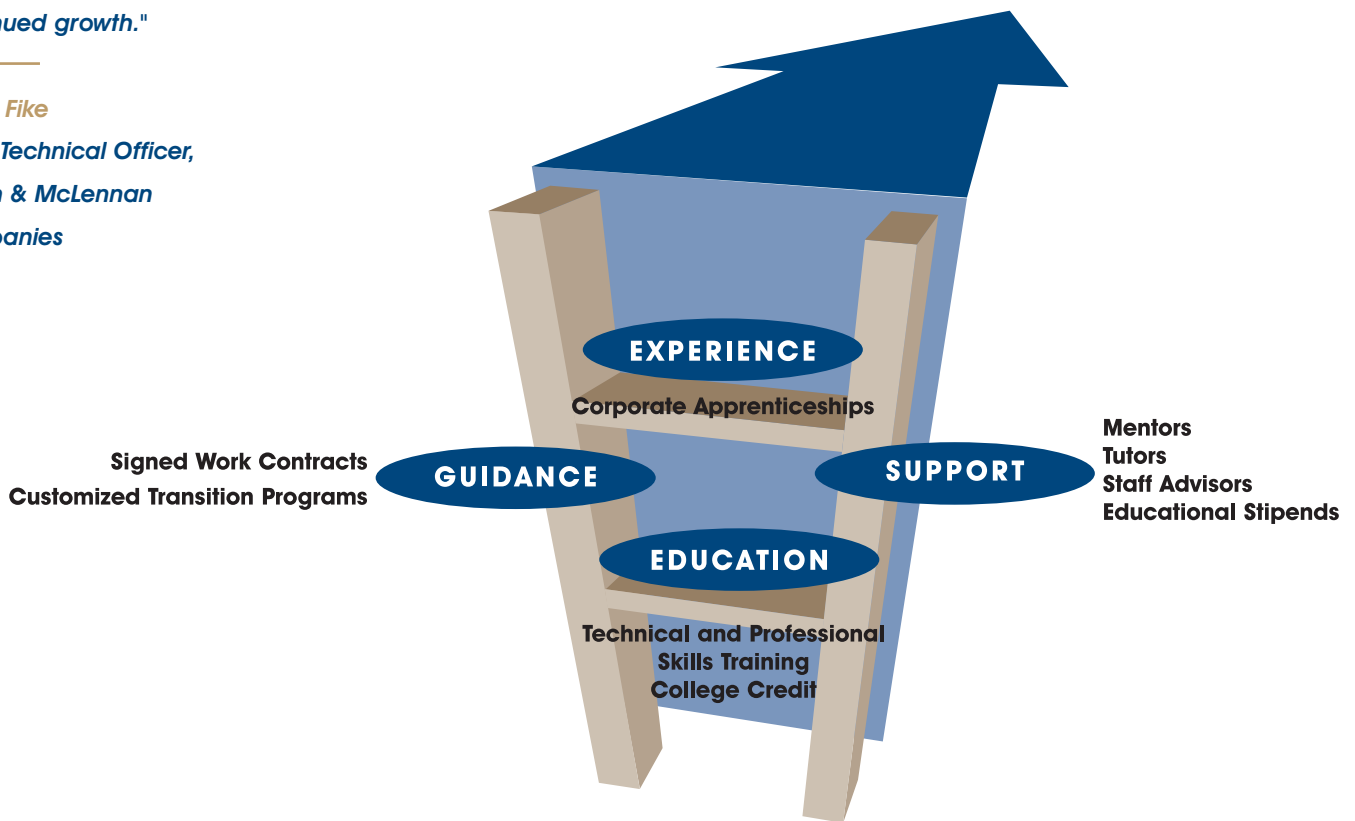
Year Up's high expectation, high support program provides the technical and professional skills, higher education credentials, and opportunities that are essential for a young adult's path to economic self-sufficiency.

Our innovative approach takes four program elements – education, experience, support and guidance – and combines them into a system that emphasizes high expectations for quality work and professional behavior. A strong support structure guides students as they take the needed steps to succeed in careers and post-secondary education.

"Year Up has demonstrated that it has the ability to deliver a high-quality program that makes an enormous impact on the lives of our urban youth and provides immense value for corporations. We are committed to our relationship with them and look forward to their continued growth."

David Fike
 Chief Technical Officer,
 Marsh & McLennan
 Companies

CAREER AND COLLEGE





Wilson Correa

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 is now a computer technician at Partners HealthCare and a student at Cambridge College



"As a Year Up apprentice, Wilson came to us as a motivated, hard-working 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

Great Teachers are Creating Lifelong Learners

Year Up's skilled professionals teach marketable skills and inspire our students.

During the first six months of our program, students attend classes at one of Year Up's learning sites, building the foundation of knowledge and skills in preparation for their apprenticeships and beyond. Year Up students are able to earn up to 18 college credits for their classwork.

Working with our corporate partners and the region's leading academic institutions, such as Cambridge College, Johnson & Wales University and Pace University, Year Up's team of instructors have built a comprehensive and flexible curriculum, utilizing classroom and project-based learning techniques that allow for group interaction and one-on-one learning. Year Up instructors hold Master's degrees and have been certified as college instructors. As leaders and advisors in and out of the classroom, Year Up instructors build confidence in our students and challenge them to achieve their potential.

Educating our students means we provide them with both the technical and professional skills needed for academic success and career development.

Our focus on academic rigor is strong and consistent. We balance college-level courses with preparation for the practical concerns and issues that our students will encounter on a daily basis.

PARTIAL LIST OF TECHNICAL SKILLS CLASSES

- Desktop and Network Support
- Help Desk
- Hardware Repair
- Operating Systems
- Disk Formatting, Partitioning and Ghosting
- Peripherals
- Software Installation
- Viruses and Malware
- Microsoft Office and Outlook
- Networking and TCP/IP
- Investment Operations
- Customer Service
- Microsoft Access
- Business Math Basics

PARTIAL LIST OF PROFESSIONAL AND BUSINESS SKILLS CLASSES

- Business Writing Skills
- Time Management
- Career Networking
- Communicating Clearly and Effectively
- Conflict Resolution and Negotiation
- Working in Teams
- Presentation Skills
- Workplace Norms
- Introduction to Business
- Personal Finance
- Workplace Legal Issues
- Work/Life Balance



Students are Gaining Valuable Experience While Partners are Acquiring Talent

Our corporate apprenticeships enable students to apply their skills, gain professional experience and broaden their industry contacts and references.

After completing six months of technical and professional training, students are placed in six-month apprenticeships with one of more than 70 leading corporate partners. This hands-on experience allows them to demonstrate their capabilities.

A partial list of our partners includes:

EDUCATION/GOVERNMENT/ NON-PROFIT	Lehman Brothers	Ipswitch
Boston College	JP Morgan Chase	NBC10
Boston University	Marsh & McLennon Companies	Pegasystems
Bright Horizons	MFS Investment Management	Perot Systems
City of Boston	Merrill Lynch	Radio One
City of Providence	Providence Equity Partners	
Commonwealth of Massachusetts	Putnam Investments	RETAIL & MANUFACTURING
Dimock Community Health Center	State Street Corporation	American Dryer
Harvard Kennedy School	State Street Global Advisors	Dunkin Brands
Harvard University	Textron Financial Corporation	CVS/pharmacy
Massachusetts Institute of Technology	Thomson Financial	The Gillette Company
Mount Sinai Hospital		Staples
Rhode Island Economic Development Corporation	PROFESSIONAL SERVICES	Stop and Shop
State of Rhode Island	Abt Associates	Tiffany & Co.
	Aquent	
FINANCIAL SERVICES	Bain & Company	HEALTHCARE & BIOTECH
Bain Capital	Brown Rudnick	Biogen
Bank of America	Ernst & Young	Boston Medical Center
BlueCross BlueShield	Digitas	Children's Hospital
Canaccord Adams	Fitzhugh, Parker, & Alvaro LLP	Inova Health System
Citizens Bank	TAC Worldwide	Lifespan
Eastern Bank	TNT Vacations	Medstar Health
Eaton Vance Management	WilmerHale	Partners HealthCare
Freddie Mac		
Fidelity Investments	MEDIA & TECHNOLOGY	OTHER
Investors Bank and Trust	GTECH	Boston Celtics
	Houghton Mifflin Company	FW Webb
	Ifactory	Gilbane

"State Street's partnership with Year Up has become an integral component of our strategic plan to grow a pipeline of future IT employees"

*Joseph Antonellis
Chief Information Officer,
State Street Corporation*

Our corporate partners gain a cost-effective source of entry-level employees.

Year Up works with its partners to ensure that the apprenticeship program meets their need for entry-level technical skills. By carefully screening and training every student, Year Up saves companies significant recruiting time and resources. Continued hands-on support for our students throughout their apprenticeships increases a company's productivity without requiring substantial time on the part of their managers.

Year Up's corporate partners continue to renew their commitment to future classes. By demonstrating their ability to perform well during apprenticeships and full-time positions, Year Up students and graduates are positively changing corporate perceptions about low-income workers from diverse backgrounds.



Sherley Torres

Before I came to Year Up, I didn't think I was going to have much of a future. I had two kids and 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?

Attending Year Up made me realize that everything is possible - that once I set a goal for myself, I can achieve it. I learned that I can have a successful career and follow my dreams, as well as be a mom. I just needed the proper technical training and someone to help me recognize my own potential. My goal now is to be a role model for other young women, to show them what Year Up taught me - that you can have a successful life and reach your potential.

Sherley Torres is now a Support Specialist at Bright Horizons and a student at Cambridge College



"Our decision to hire Sherley was a result of her enormous success as a Year Up apprentice and her commitment to her work and team members. She has become a role model for her colleagues at Bright Horizons."

Bill Bowman, Director of Technology, Bright Horizons Family Solutions

Recognizing the Need for Support and Guidance

A supportive and consistent environment builds confidence, encourages better learning, and helps create a path for a young person's journey to success.

Year Up surrounds its students with extensive resources to support them during and after the program, assisting them in their transitions to careers and higher education.

Advisors

Staff members act as student advisors, meeting with students weekly to advise them on professional and personal issues. The Year Up staff receives professional training and supervision in case management and resource building and employs a team-based approach to share best practices.

Mentors

Each student is assigned a mentor from the business community to further support his or her development. Year Up mentors meet regularly with the students and act as trusted counselors and teachers, helping them grow personally and professionally.

Guest Presenters, Tutors and Job Coaches

Weekly guest presenters provide career and life perspectives and often act as part of the students' professional network. Field trips to local businesses increase the students' awareness of professional environments and opportunities. Tutors, practice interviewers, and job coaches offer additional support and assistance in college applications and resume production.

Program Volunteers

Year Up is grateful to have volunteers from throughout our communities who provide assistance in a variety of areas such as curriculum development and program evaluation.

"When people from different backgrounds and different experiences join forces to learn together, the resulting energy is a powerful force that can change the world."

Mahesh Sharma
President, Cambridge College



Creating the Levers for Change

“This is an important, exciting and proven way to transform the lives of our young adults, giving them education, experience and guidance, and putting them on the fast-track of some of today’s leading career choices. Based on the incredible achievements of the Boston and Cambridge programs, we know this works, and we are delighted the young men and women of Providence will now have the same great opportunity.”

*David N. Cicilline
Mayor of Providence*

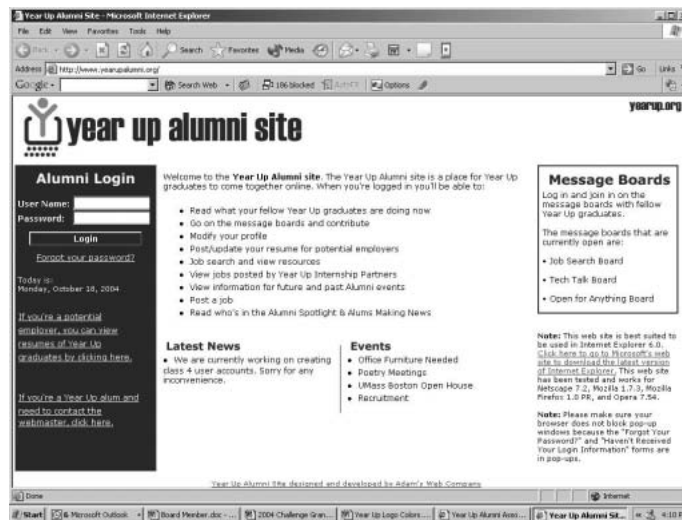
Creating social networks is a priority during and after the program.

The young adults that Year Up serves do not have professional networks, placing them at a competitive disadvantage in today’s marketplace. Year Up has explicitly recognized the necessity of social networks for its students and is committed to building them. While in the program, students take courses in career networking and have the opportunity to meet many successful professionals through outside mentors and weekly guest presenters.

Alumni represent the future of Year Up.

As emerging young professionals, our alumni form a support network for future classes of Year Up students, acting as mentors and providing job leads and career advice. Year Up’s Alumni Association is a student-led organization that consists of current Year Up graduates, those who have attended Year Up, and friends of Year Up.

Through tools such as an alumni website and semi-annual newsletters, the Alumni Association provides job opportunities and organizes workshops, humanitarian efforts and reunions. Its mission is to create a community of professionals that provides deep and lasting support for future graduates as they begin to establish their careers.



Achieving Results

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

At Year Up, we embrace a results-oriented mentality. Our primary measure of success is the results of our students. From the outset, we have built the program around the students and closely tracked student outcomes. Year Up continues to build a strong track record of program success.

Program Results

- ▶ 83% retention of students
- ▶ 100% student placement in apprenticeships
- ▶ 90+% positive apprenticeship feedback
- ▶ 70+ apprenticeship partners, funding 50% of operating costs
- ▶ More than 500 volunteers
- ▶ Partnerships with Cambridge College, Johnson & Wales University and Pace University to grant college credit

Career Placement Results

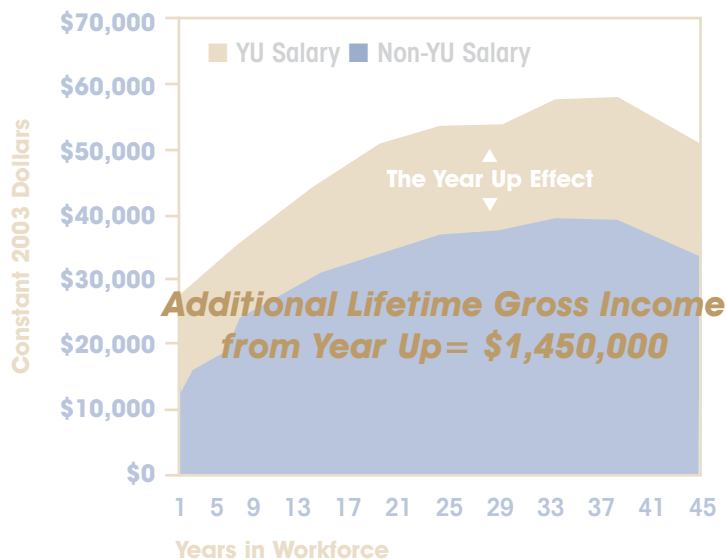
- ▶ 87% of students placed in professional positions within four months of graduation
- ▶ Wages average \$15/hour

College Results

- ▶ 65% of students accepted to college
- ▶ 43% currently attending college

"With an innovative program model, Year Up's vision of empowering our urban youth is both ambitious and attainable. Their rapid growth is a reflection of its remarkable and measurable success."

*Joseph Smialowski
Executive Vice President
of Operations and Technology,
Freddie Mac*









Sources: Massachusetts Project for Family Economic Self-Sufficiency, MIT team analysis



Making an Impact on Individual Students that is Broad and Meaningful

By moving from minimum wage to earning Year Up's average starting salary, students significantly improve their quality of life.

Someone working at minimum wage must work 82 hours a week to earn monthly income equal to a Year Up graduate's average starting monthly salary.

	MINIMUM WAGE MEANS ▼	YEAR UP MEANS ▼
 Housing	Living in housing described as "substandard"	Living in acceptable housing
 Food	Skipping meals each month	Eating three healthy meals a day PLUS the freedom to eat out 5 times a month
 Health	Going without necessary doctor's visits and using the emergency room for primary care if employer does not provide health benefits	Having health care and being able to afford necessary co-pays and medicines
 Personal	Giving up "essentials" like personal hygiene items or non-prescription drugs	Purchasing essential personal items and miscellaneous extras as needed
 Entertainment	Not having money for any form of entertainment	Having the freedom to attend movies each month and take an occasional trip
 Savings	Having nothing left over to save for the future	Saving a portion of income toward a car, retirement, etc.

Sources: Massachusetts Project for Family Economic Self-Sufficiency, MIT team analysis



Growing Press and Recognition

Year Up's track record of results and student success stories continue to attract local and national attention.

NECN, May 2007

WBZ-TV, May 2007

People en Español, May 2007

Time Magazine, April 2007

Fast Company, January 2007

The New York Sun, January 2007

Providence Monthly, January 2007

NECN, December 2006

NEWYORKBUSINESS.COM, December 2006

NYC Timeout Magazine, December 2006

The Jim Vincent Show, December 2006

The City, November 2006

Boston Business Journal, October 2006

The Boston Globe, October 2006

Jobs for the Future, Career Advancement Portfolio,
July 2006

News Channel 8, June 2006

Washington Afro-American Newspapers, June 2006

Jobs For the Future Case Study, January 2006

City Journal, Winter 2006

Viacom Media Campaign, Winter 2006

ABC6, September 2005, January 2006

Sundays with Liz Walker, June 2005

The Providence Journal, April 2005

The Providence American, March 2005

Fortune Small Business, March 2005

Fast Company, January 2005

The Christian Science Monitor, December 2004

The Boston Herald, September 2004

Veritude.com, June 2004

WCVB-Channel 5 CityLine, June 2004

The Boston Globe, May 2004

Imagen Hispana, April 2004

AWARDS

Fast Company and Monitor Group:
Social Capitalist Award
January 2005 & 2007

Freedom House:
Archie R. Williams, Jr. Technology Award
May 2005

Commonwealth Corporation's Excellence in Partnership Awards:
Dr. Stanley Z. Koplik Commitment to Learning Award
June 2004

The Manhattan Institute Social Entrepreneurship Awards
Fall 2003

The Boston Globe

BusinessWeek

PROVIDENCE
BUSINESS NEWS

metro

BOSTON
Herald



Michel Hurblin

Born and raised in Brooklyn, New York, my mother moved to Boston when I was 16 to provide a better life for me and my sister. While at East Boston High School, I struggled to figure out what to do with my future. My wonderful guidance counselor, Ms. Themo, told me about Year Up. Even though I didn't believe that I could be accepted into the program, she had faith in me.

At Year Up, I was amazed at how much people could care about me and my hopes for the future. I learned what was needed to succeed in a career and was given the opportunity to execute what I learned. The faith that others have had in me, along with the skills and incredible support I received at Year Up, has taught me to have faith in myself. I am now doing what I love - working full-time as an IT professional.

Michel Hurblin is now a EDP Programmer II/PC Administrator at the Commonwealth of Massachusetts



"Our experience with the Year Up program has been tremendous. With Michel, we have witnessed, first-hand, the impact that the program has had on the life of a young adult. Michel has added an enormous amount of value to the Commonwealth and we are fortunate to have him as part of our team."

Peter Quinn, former Chief Information Officer, The Commonwealth of Massachusetts

Empowering More of Our Urban Youth

Our growth objective is simple – to continue to build a strong and sustainable program that will close the Opportunity Divide across the country.

To accomplish this, Year Up has planned for growth in a purposeful manner. A systematic approach maintains high levels of program quality and ensures continued positive results during rapid expansion. Year Up has demonstrated that its program model works by successfully recruiting and training students at sites in Boston, New York City, Providence and Washington, D.C.

Year Up's next phase of growth will entail continued expansion in our current markets and the launch of additional sites, nationally, by 2009. Year Up has been recognized as a program with national potential – continued hard work will make this a reality.

To sustain its growth, Year Up has developed a diverse funding base that leverages both private and public support. The apprenticeship program provides a steady funding base that covers more than 50% of operating costs. A mix of foundation, corporate, individual and public sources of support have enabled Year Up to grow quickly. By 2009, Year Up expects that 70% of its operating costs will be covered by earned income (primarily apprenticeship revenue) and public funding. The remaining 30% will be raised nationally and regionally through individuals, foundations and corporations.

"Year Up has developed a program model that continues to prove itself as both sustainable and scalable. We knew from day one that this program would make a big difference in our community and that is why we provided support early on."

Paul Grogan
President
The Boston Foundation

Students served annually

