

Boston WINs

Frequently Asked Questions



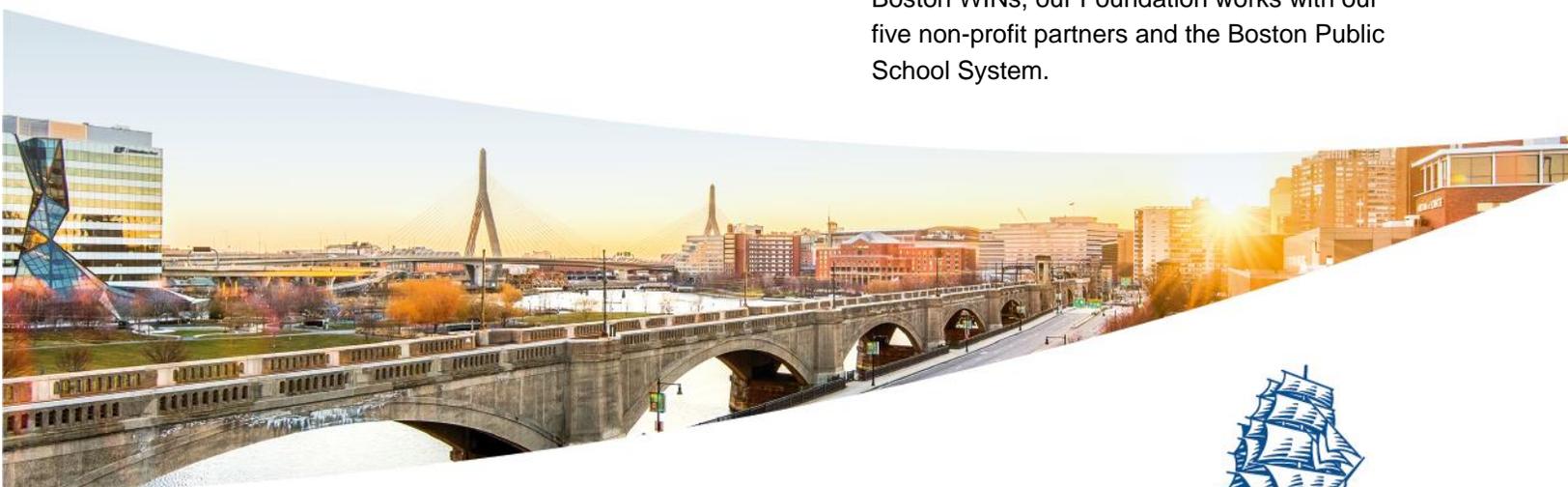
What is Boston WINs?

- Boston WINs, or Boston Workforce Investment Network, is a multi-year initiative to accelerate our impact on education and workforce development in the city of Boston.
- Boston WINs is led by State Street Foundation. Through the Foundation's \$20 million investment, the program aims to prepare more Boston youth for Boston jobs.
- Focusing on the continuum from high school to workforce, Boston WINs brings together five collaborating non-profits – [The Boston Private Industry Council](#) (PIC), [Bottom Line](#), [College Advising Corps](#), [uAspire](#) and [Year Up](#) – who together with State Street have organized around one common goal.

- As part of the initiative, State Street is committed to hiring 1,000 aspiring Boston professionals.

How does Boston WINs work?

- The program is based on the concept of venture philanthropy, which applies measurement and direct involvement in philanthropic programs with the goal of expanding their effectiveness.
- Boston WINs requires the selected organizations to act collaboratively to ensure stronger results – stronger than each individual non-profit could reach on their own. In fact, we project that these organizations will increase their service capacity by 61 percent.
- Multi-sector collaboration is also a factor. To implement the Coordinated Action element of Boston WINs, our Foundation works with our five non-profit partners and the Boston Public School System.



What is Coordinated Action?

- We've created an infrastructure called Coordinated Action that allows our partners to directly collaborate with one another.
- Alongside our non-profit partners and BPS staff, Boston WINs has created a set of key milestones related to college and career readiness.
- Through Coordinated Action, our non-profit partners use a single database to track against these milestones and coordinate service delivery to BPS students. The partners also work closely with BPS staff to discuss student progress.
- This effort provides BPS seniors with coaching and support on college admissions, college affordability, college completion, and work experience and career advising by the time they graduate.

What are the goals for this initiative?

- Our specific goals are three-fold, to:
 - Help increase college enrollment rates for Boston Public High School students
 - Ensure that once a Boston Public High School student gets into college, they stay there
 - Enhance career pathways for Boston youth, resulting in stable employment and economic mobility

How is success being measured and reported?

- All of the organizations involved are asked to provide quarterly metrics for our annual [Boston WINs Scorecard](#).

State Street's Role

Why is this cause important to State Street?

- State Street Foundation has focused on investing in education and workforce development since 2010. On average, individuals with a college education achieve lifetime earnings of one million dollars more than those with a high school diploma.¹ Additionally, by 2020, studies show that 65 percent of all jobs will require more than a high school education.²
- State Street is committed to expanding economic opportunity for Boston youth through investing in high quality services that ensure college and career readiness. As of 2013, the unemployment rate for high school graduates in Massachusetts is 9.5 percent.³ For college graduates, that number drops to 4.5 percent.⁴ In addition, the six-year college completion rate for Boston high school students is 49 percent.⁵

¹ Anthony Carnevale, Ban Cheah, Andrew Hanson. "The Economic Value of College Majors," Georgetown Center on Education and the Workforce. May 2015.

² Anthony Carnevale, Nicole Smith, Jeff Strohl. "Recovery: Job Growth and Education Requirements Through 2020," Georgetown Center on Education and the Workforce. June 2013.

³ Andrew Sum, Ishwar Khatiwada, Walter McHugh. Center for Labor Market Studies. Northeastern University. October 2013.

⁴ Andrew Sum, Ishwar Khatiwada, Walter McHugh. Center for Labor Market Studies. Northeastern University. October 2013.

⁵ Massachusetts Department of Elementary and Secondary Education, District Analysis and Review Tool (DART), Success

- Our Chairman and CEO Jay Hooley challenged State Street Foundation to develop a program that would be a “game-changer” in corporate philanthropy and make a significant impact in the city of Boston.
- We chose to create the program in Boston – the location of our headquarters for the past 225 years – and take our commitment to workforce development to the next level.
- To keep pace with ongoing changes in our industry, we believe we must take action to improve our talent pipeline locally.

How is State Street supporting Boston WINs?

- In addition to our financial commitment of \$20 million, we’re putting the full weight of our organization behind this initiative, including: employee volunteerism, mentorship, executive board service, and matching gift support of 2:1 for Boston WINs partners.
- We’re extending additional resources to our partners. We’ve dedicated corporate campus space to Year Up, opening the first-of-its-kind learning community where Year Up students can train and meet with mentors. We extended our proprietary employee trainings to our partners so that they can strengthen their teams’ skills, in turn improving organizational capacity.
- In addition to our commitment to hire 1,000 aspiring Boston professionals, we offer valuable

work experience through our internship program.

What are the benefits to State Street?

- With Boston WINs, we’re able to increase the supply of diverse urban talent for State Street and other Boston employers.
- We’re already making an impact on the community and our non-profit partners.
- This additional funding, together with our knowledge of education and workforce development plus our commitment to employing 1,000 Boston youth, will help us make an even bigger impact in the city.

Does the Foundation plan to expand the program to other locations?

State Street Foundation invests in 32 communities around the globe with a focus on education and workforce development. We work closely with our partner organizations to measure their impact on these critical social issues. State Street Foundation will work to replicate some elements of the WINs program where appropriate and apply lessons learned in other locations. However, at this time, there are no plans to expand this program beyond Boston.

What else does State Street Foundation do to support Boston youth employment?

- State Street Foundation has been focused on education and workforce development since 2010. We’ve given grants to a large number of Boston-focused education and workforce

After High School District Detail Tool, “Student progression from high school through postsecondary degree completion.” (Accessed May 2015)

Information Classification: General

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development non-profits totalling over \$38 million.

- We partner with non-profit organizations to prepare young people and adults from low-income urban neighbourhoods for professional jobs, place them in internships and provide mentoring support. We also work with community partners to identify candidates for internships and jobs at State Street.
- As a result of these efforts, we've increased our pipeline of diverse talent.

Our Partners

How did you select the participating organizations?

- Each Boston WINs partner represents high level thought leadership in the areas of high school matriculation to college, college persistence success, college completion success and job training.
- We selected our partner organizations by engaging New Profit, a Boston-based venture philanthropy leader, to help source and evaluate potential partners.
- Each organization was evaluated on a number of criteria including: impact track record, scalability, strength of management team, and collaboration track record/culture.
- We invited 15 organizations from a carefully selected group of high performers to submit proposals for Boston WINs.

- We narrowed the field down to five organizations through rigorous senior leadership interviews and proposal due diligence.

What are the requirements for the participating organizations?

- Each Boston WINs partner is required to report on progress against scaling proposals contained in their application materials and the grant agreement with the Foundation.
- The partners are also required to attend quarterly meetings to measure progress and encourage formal collaboration and the vigorous exchange of strategic ideas.
- Additionally, Boston WINs partners participate in our Coordinated Action effort so that student progress can be tracked across organizations.

How much funding do the organizations receive? Is it equally divided?

- State Street is committed to providing \$20 million to five non-profit organizations, roughly \$4 million for each organization over a four-year period.

How does each of our five partner organizations contribute to the overall program goals?

- Our Boston WINs Pathway diagram outlines how each partner organization contributes to our goals.



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