Five nonprofits, 26 public schools and one corporate partner, all with a common goal: to create meaningful career paths for Boston youth.

It’s called Boston Workforce Investment Network (Boston WINs), a multi-year, $26 million venture philanthropy initiative led by State Street Foundation in partnership with five high-performing partners — The Boston Private Industry Council [PIC], Bottom Line, College Advising Corps [CAC], uAspire and Year Up. Together, we changed how to invest in our future workforce and created a data-centered model for partner collaboration that improves service delivery for young people.

Our partners set a goal to scale their reach by 60% over four years so that more Boston youth would receive services that prepare them for college and career success. This goal was surpassed with a collective achievement of a 69% increase in youth served. In addition, State Street set a goal to hire 1,000 aspiring professionals to strengthen our workforce. We ultimately provided over 1,400 internship experiences and made over 600 full-time hires.

To ensure a sustainable future for the scaled services and systemic changes made through WINs, we extended the four-year initiative by two years. During the final two years, we’re working with Boston Public Schools to institutionalize our capacity-building achievements, ensure ongoing data sharing and maintain increased service levels. We’re also leveraging the success of WINs globally, borrowing from the model to make large-scale, multi-year community investments in Europe and Asia.
## Our Progress

### Strengthening Our Partners
- Enhanced mentoring programs for PIC and Year Up students and created a CAC mentoring program in 2016, through which 100% of CAC advisors completing their two-year service requirement were partnered with State Street employee mentors.
- Partnered with the Institute for Nonprofit Practice to deliver leadership training for 40 WINs employees.
- Strengthened staff capacity by hosting workshops and proprietary trainings for over 100 Boston WINs employees.

### Leveraging Coordinated Action
- Built a model of Coordinated Action, a means for our partners and Boston Public schools to collaborate more effectively, within 26 high schools to prepare students for post-secondary success and workforce readiness.
- Tracked 11 college and career readiness milestones to measure student progress accurately and enhance partner impact.
- Increased the percentage of BPS seniors receiving all three coordinated partner services from 41% to 66%.

### Providing Career Opportunities
- Made 605 Boston WINs hires.
- Provided work experience for 1,405 Boston WINs interns.
- Graduated five cohorts through the first-of-its-kind Year Up Learning Community, bringing Year Up students on-site to State Street for learning and real-time job experiences.

### Engaging Employees
- $383,000+ matches for employee gifts to WINs organizations.
- 5,738 employee volunteer hours with WINs organizations.
- Six executives serving on our WINs partners’ boards.
- Four capacity building projects executed by State Street volunteers for WINs organizations.

As of July 31, 2019

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### Our partners are creating change one student at a time.

#### Where We Started

<table>
<thead>
<tr>
<th>Organization</th>
<th>Goal</th>
<th>Year 4</th>
<th>2019 Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>PIC</td>
<td>8,000</td>
<td>8,462</td>
<td>-462</td>
</tr>
<tr>
<td>Bottom Line</td>
<td>3,027</td>
<td>3,044</td>
<td>+17</td>
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<tr>
<td>College Advising</td>
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<td>u-aspire Boston</td>
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<td>7,666</td>
<td>+291</td>
</tr>
<tr>
<td>Year Up</td>
<td>1,190</td>
<td>894</td>
<td>-291</td>
</tr>
</tbody>
</table>

Since program launch, our partners have collectively served 69% more youth and exceeded the Year 4 target.