



Citizen Schools

Inspiring Young Minds while Building the Talent Pipeline

“Citizen Schools continues to excel in creating strategic win-win relationships that benefit both their corporate partners and their students. By building alliances that help their corporate partners meet specific business objectives and utilize the skill sets of employees, Citizen Schools is able to create deeply integrated collaborations that maximize the benefits for both their organization and their business partners.”

Jon Bordeau, Co-Chair
Citizen Schools Boston Advisory Board

Corporate Voices’ companies work with a range of afterschool programs around the country. Although there are excellent individual programs in every community, one of the most successful models we have found is in Citizen Schools, which started in Boston and now has expanded throughout Massachusetts, along with North Carolina, California, Texas, New Jersey and New Mexico, as well as New York City.

Currently eight of our companies have partnered with Citizen Schools:

- Bank of America
- CVS
- Goldman Sachs
- IBM
- JPMorgan
- Lehman Brothers
- Mellon
- TJX Companies

Citizen Schools works for our partner companies for a number of reasons.

From a content perspective, Citizen Schools provides a model that enhances young people’s academic skills, as well as critical workforce readiness skills. Like many high-quality programs, it provides coaching and tutoring in writing and math, support in

homework time, and hands-on opportunities for young people to explore their passions and get excited about learning.

For employers, the apprenticeships provide a way for employees to use their skills and volunteer in a meaningful way, giving back to the community by sharing professional expertise.

From a business perspective, the most innovative element of the Citizen Schools model is the apprenticeship. Citizen Schools reaches out to engage people from the community — including business leaders — to teach 11-week apprenticeships to its students. The Citizen teachers work with young people to share their own professional expertise and passion, which creates a win-win for all concerned.

During the apprenticeship, the young person learns about career choices; develops some important skills, often in the areas of teamwork, communication and professionalism; and spends time in a professional environment. These experiences often include off-campus “Explorations,” in which students have the opportunity to tour trading desks at financial institutions, go behind the scenes at a pharmacy or learn about DNA coding at a biotech company.

For employers, the apprenticeships provide a way for employees to use their skills and volunteer in a meaningful way, giving back to the community by sharing professional expertise. In addition, many employers report that teaching an apprenticeship is an excellent professional development experience for their employees. In short, collaboration with Citizen Schools creates the kind of high-impact volunteer opportunities that are valuable in attracting and retaining excellent talent.

Citizen Schools understands how to partner with business. The program makes it easy for business by providing clear expectations around time commitments and by providing training for the apprentice teachers. Through its WOW events, in which young people demonstrate their new skills and expertise, Citizen Schools also provides business with an opportunity to showcase their commitment to young people and their communities.

To facilitate business engagement, Citizen Schools supports corporate partnerships with an in-house team responsible for working with businesses to identify areas of mutual interest and benefit. For example, Goldman Sachs began its partnership with Citizen Schools with a day of service. The next step was for Goldman Sachs employees to teach apprenticeships on finance. Next,

Goldman Sachs executives joined Citizen Schools' regional advisory boards in Boston and the Bay Area in California. Now, the Goldman Sachs Foundation is the lead sponsor supporting Citizen Schools' 8th Grade Academy, a program designed to help educationally at-risk youth succeed in high school and aspire to go to excellent colleges. Goldman Sachs and Citizen Schools have worked together over a number of years to build this partnership into something that fulfills their mutual goals, a sign of an effective collaboration.

Jon Bordeau co-chairs the Citizen Schools Boston Advisory Board. He says, "Our company has selected Citizen Schools as a key community partner because they are results-driven, they deeply understand our organizations' goals and challenges, and they address these goals and challenges effectively. Citizen Schools provides our employees with high-impact volunteer, team building and leadership opportunities. Additionally, they are well-versed in communicating our partnerships' successes and impact to broader audiences, consistently spreading the good news about the work that we are doing together to help improve our communities. I see Citizen Schools as a critical part of our business model and look forward to continuing to build this powerful alliance."

About the 8th Grade Academy

www.citizenschools.org

8th Grade Academy is the capstone program for Citizen Schools' 8th grade students. This culminating year of learning and leadership is aimed at instilling in students the key skills they need to succeed in high school and college. In addition to the hands-on learning and homework that engage all middle-school grades, 8th Grade Academy apprentices spend extra time during program each week developing more advanced leadership skills, learning how to make positive choices and preparing to navigate high school. They also visit several colleges, and in districts with high-school choice, students and families evaluate their options and apply to college-track schools. National 8th Grade Academy is generously funded by the Goldman Sachs Foundation.

About Corporate Voices for Working Families

Corporate Voices for Working Families is the leading national business membership organization representing the private sector on public and corporate policy issues involving working families. A nonprofit, nonpartisan organization, we improve the lives of working families by developing and advancing innovative policies that reflect collaboration among the private sector, government and other stakeholders.

Find Out More

Publications, research studies and toolkits on a host of workforce readiness, flexibility, family economic stability, and work and family balance issues are available on the Corporate Voices Web site at www.corporatevoices.org.

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