



Modern Youth Apprenticeship Program



Services & Supports



Grades K - 12

- ✓ Early Childhood developmental supports
- ✓ Social services
- ✓ Family supports
- ✓ Mental health care
- ✓ Legal clinics
- ✓ Health care
- ✓ Summer camps
- ✓ Parent resources
- ✓ Saturday programs



Pre-College

- ✓ College & financial aid assistance
- ✓ Mentoring programs
- ✓ High school to college transition programs
- ✓ Boys & Men of Color Initiative
- ✓ College transition curriculum
- ✓ *Apprenticeships*



College

- ✓ Tuition scholarships
- ✓ Paid internships
- ✓ On-campus college success counselors
- ✓ Mental Health Care
- ✓ Say Yes Buffalo Alumni Network

In our First 10 years...



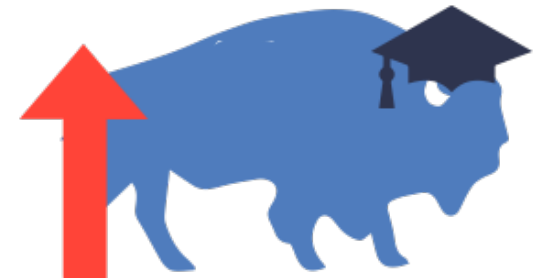
**High school
graduation rate
up 30 points**
(2012: 49%; 2022 79%)



**College going rate
up 14%**
(2012: 899; 2023: 1,024)



**Year 1 – 2
persistence rate
up 19%**
(2012: 899; 2023: 1,024)



**Postsecondary
completion rate
up 15%**
(2012: 401; 2017: 460)

MATRICULATION CONTEXT: high poverty districts 54%, districts with majority students of color 58%, urban districts 62%, districts with majority white students 69%, Buffalo 62%

COMPLETION CONTEXT: high poverty districts 23%, urban districts 31%, districts with majority white students 50%, Buffalo 31%

3,000+ College Completers

Highest Undergraduate Degree Earned:

Bachelor's: 62%

- Human Services: 14%
- Business: 13%
- Marketing/Communications: 13%
- Sciences 13%

Associate: 34%

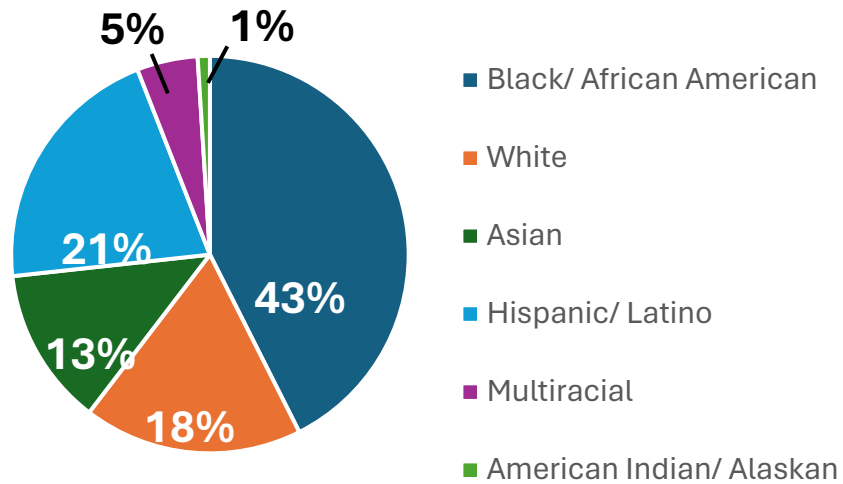
- General Studies/Liberal Arts: 38%
- Medical: 15%
- Criminal Justice: 8%
- Business: 8%

Certificate: 4%

- Medical: 34%
- Criminal Justice: 19%
- Business: 8%

Source: Say Yes Cohorts 2013 – 2021 from National Student Clearinghouse

Buffalo Public School Demographics



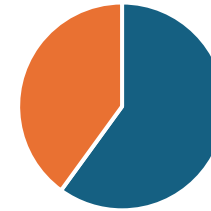
28,508 Registered students

78% Economically disadvantaged

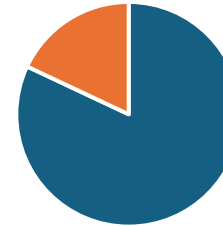
23% Receive special education services

19% English language learners

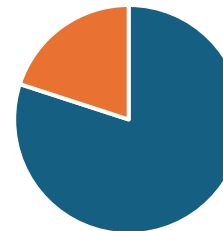
Say Yes Buffalo Scholar Demographics



63% of students who receive scholarships have family incomes below \$50K (34% had family incomes below \$25K)



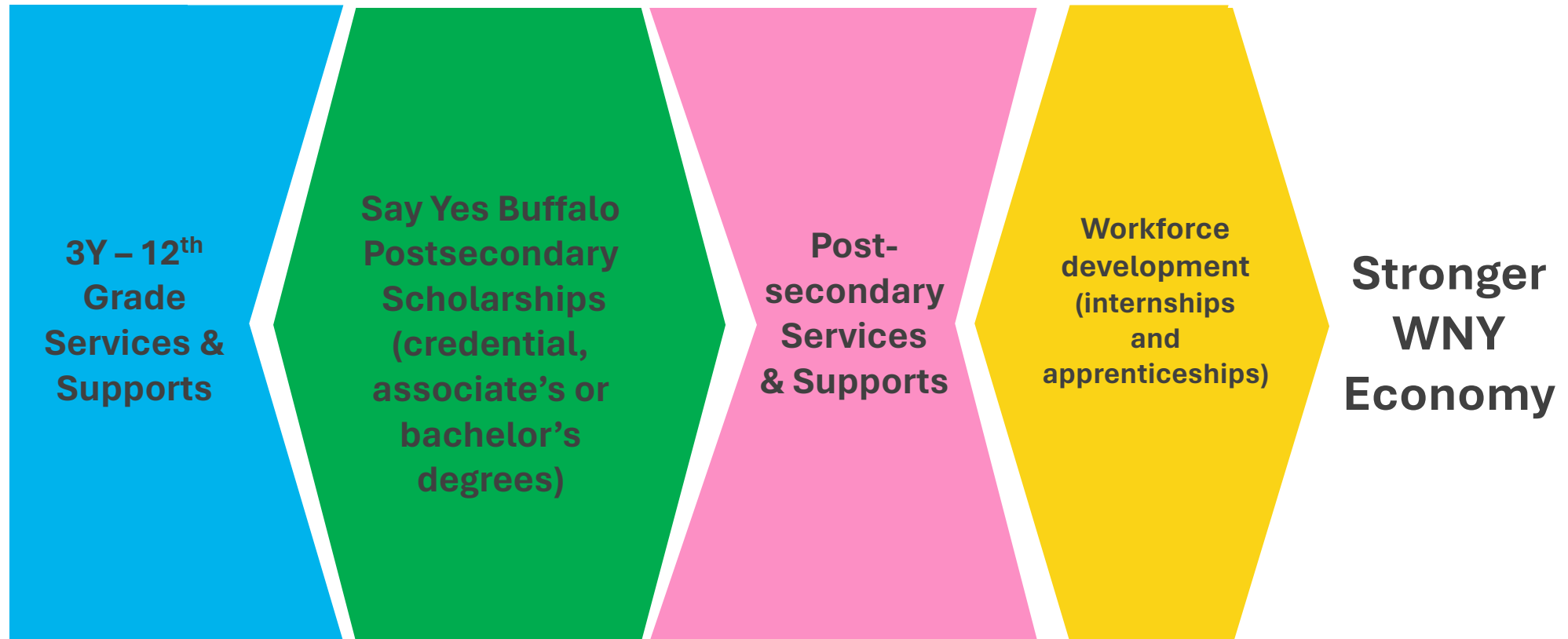
78% of students in BPS are classified as economically disadvantaged



80% of BPS graduates applied for the SYB scholarship in 2022

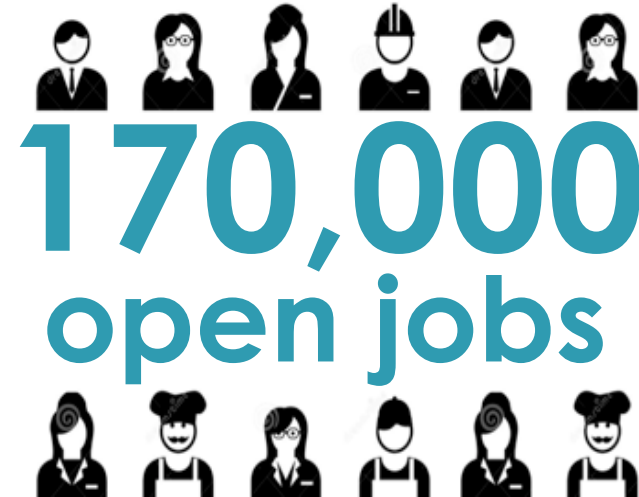


Say Yes Buffalo's evolution to meet regional workforce needs:



Projected Needs of Buffalo Employers

10 YEARS



63%

will need a post-secondary credential of some kind.



CareerWise Greater Buffalo

A SAY YES BUFFALO INITIATIVE

Modern apprenticeship – **defined.**

Modern apprenticeship is a structured work-based learning program designed to start in high school that combines:

Paid employment

On-the-job learning

**Related classroom-
based instruction**

Apprentice Outcomes

Industry credentials, college credit, three years of work experience, social capital + professional networks

Who Should Be On Your Planning Team?

- C-Suite Champion
- DEI Lead
- Human Resources Director
- Direct Supervisor
- Apprentice Mentor



Student Journey to Getting Hired

5) OFFERS & RELATED TECHNIAL INSTRUCTION

April 2025

Employers make offers on a rolling basis, with final offers are due by end of April. Meetings with employers and higher-ed partners begin.

4) INTERVIEWS

February – March 2025

Group and one-on-one interview prep begins. Career Coaches work with students to ensure interview readiness and provide resources for clothing. Interviews take place in March.

1) MOU & ROLES

August 2024

Identify apprenticeship roles, determine career pathways, complete job postings, and sign MOUs.

START
HERE

6) APPRENTICESHIP UNIVERSITY

July 2025

Four weeks of hybrid pre-employment preparation.

7) APPRENTICESHIPS BEGIN

August 2025

Apprentices begin working on-site with employers!

3) APPLICATIONS

December 2024 – January 2025

Students begin creating profiles in the hub during the month of December. In January, students begin applying for positions, and employers begin racial equity trainings.

2) AWARENESS & EXPLORATION

September 2024 – November 2024

Career Coaches meet with school officials, share information with Seniors about CWGB through presentations and tabling. Interested students attend field trips to higher education partners and participate in an apprenticeship fair to meet employers.



Employer Benefits



Opportunity to build local talent pipelines to develop Black and brown young professionals

Earn a reputation of being an industry leader in providing high-quality employment and training opportunities

Access to Say Yes Buffalo's racial equity learning opportunities

Ongoing support and coaching from Say Yes staff throughout the apprenticeship journey

Develop a long-term talent strategy and competitive advantage; one of our employers hired 10 apprentices in year one and hired a large cohort for year two

Racial Equity Work



Inclusive & Youth Centered
Hiring and Onboarding

CWGB Supervisor Training

CWGB Mentoring Program

Employer Leads and
Supervisors Meetings

Racial Equity Impact Analysis
Training

Employer Think Tank Series

Employer Partner Guidelines

Offer positions within
Advanced manufacturing,
Automotive mechanics,
Business operations,
Culinary, Healthcare, and
IT verticals

Participate in employer
trainings for leadership
team and supervisors on
racial equity, hiring and
best practices

Administrative fee of
\$3,000 per hired student
per year

Salary of at least \$45,000
upon completion of
apprenticeship, 2 or 3
years in length

Commitment to schedule
flexibility for students'
course schedule whether
studying part-time or full-
time

Wage progression at the
start of each year of the 2
or 3-year duration of the
program

Compensation of students
for participation in pre-
employment trainings

Commitment to
transportation assistance

Identification of one
mentor for each
apprentice, in addition to
supervisor

Complete
biannual competency
assessments



Overview of Current Apprentices

Cohort One (2022)

- 15 apprentices are completing their apprenticeships in Advanced Manufacturing, Business Operations, and IT pathways
- 6 employer partners
- 8 male apprentices, 7 female apprentices
- 60% African American, 16% Asian, 12% White, 8% Prefer Not to Say, 4% Multi-racial

Cohort Two (2023)

- 16 apprentices are completing their apprenticeships in Automotive, Business Operations, Culinary, Financial Services, and IT pathways.
- 7 employer partners
- 9 male apprentices, 7 female apprentices
- All apprentices hired identify as African American, Asian, or Multi-racial

Employer Partners



Delaware
NorthSM

M&T Bank



Western and
Central New York



JOHN R. OISHEI FOUNDATION

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BEHAVIORAL HEALTH



Program Reflections

Employers need more opportunities to engage with students during the recruitment process.

Students need support not only with financial wages, but help with transportation, housing, and basic needs to be successful in these roles.

We've streamlined the onboarding process for employers and increased technical assistance.

Shortened the application and interview process to best capitalize on student interest. The demand from students is there and will only grow.



Congratulations to the Graduates of Apprenticeship University 2023



Ahmed Abdi
Data Analyst
Say Yes Buffalo



Chabelianys Carrasquillo- Nieves
Banking Services
M&T Bank



Kayden Evans
Delaware North



Abdorrahim Fadel
Human Resources
Say Yes Buffalo



Muhammad Hafesji
Customer Contact Center
Apprentice, AAA



Nelliline Hawkins
Human Resources Associate
M&T Bank



Raihana Husin
Banking Services
M&T Bank



Hanium Maria
Marketing Coordinator
The Buffalo News



Darniell Matthews
Business Banking



Leinier Rodriguez
Technology Apprentice
M&T Bank



Jayden Scott
Human Resources Associate
M&T Bank

Not Pictured

Gabriel Baker, Business
Operations Associate, Wegmans

Adam Davies, Business Operations
Associate, Wegmans

Antonio Hatch Jr., Maintenance
Technician, AAA

Rahma Mberwa, Business
Operations Associate, Wegmans

Dasani Simmons

Kevon Walker, Business
Operations Associate, Wegmans



Teah Stevens
Business Operations
Rich's



Paw Gay Kler Thaw
Business Operations Associate
Wegmans



Andre Williams
Technology Apprenticeship
Business Operations, M&T
Bank



Damiah Wilson
R&D Lab
Rich's



LiNiah Woods
Customer Service
M&T Bank



Next Steps

