Thirty percent of U.S. students drop out of high school, with dropout rates exceeding 50% in poor urban communities. Students who dropout face a lifetime of limited opportunities and economic struggle. High dropout rates are devastating to regional economies, and saddle government agencies with higher costs for support services and incarceration - estimated at $319,000 per student dropping out.

**Uniquely Addressing the Dropout Crisis through Corporate & Community Partnerships**

Spark addresses the dropout crisis with life-changing apprenticeships for middle school students in underserved communities. The Spark experience creates a powerful sense of relevance for students, while providing the skills and confidence necessary for them to find success in school and in life.

Spark matches students with a professional volunteer mentor in a career field based on their skills and interests. Students gain professional and life experiences working alongside their mentor, as well as a tangible appreciation for the value of education. Students also take part in a Leadership Curriculum at school, focused on critical life skills such as financial literacy, networking and resume writing. By providing participants with an appreciation for the relevance of their education and the motivation to become self-directed learners, Spark empowers students to succeed in their education and beyond.

Spark currently serves seventh and eighth grade students in the San Francisco Bay Area, Los Angeles, Chicago and Philadelphia. Each region partners with schools to identify students who can benefit from Spark apprenticeships. They also build a network of companies and businesses across industries and train employees to mentor students for two hours each week for 10 weeks. The apprenticeships culminate in Discovery Nights where students showcase their learnings.

**Spark’s 2012 Impact**

Spark takes an unconventional approach to a conventional problem and it’s paying off! Spark’s 2012 longitudinal alumni data shows apprentices are graduating at 92%, significantly higher than the national average, and demonstrate improved academic performance, attendance and classroom behavior. Additional 2012 highlights include:

- $2.5 million budget
- Expansion to Spark’s fourth region
- 56% increase in students served over 2011

“Spark taught me that if you put your mind to anything you can achieve it no matter what.”

- Spark student
Changes in Attitude
Lead to Improved School Success

Significantly Higher Graduation Rates
Spark’s 2012 longitudinal study found that 92% of alumni surveyed had graduated from high school or were on track to graduate from high school on time.

Teachers report a growth in academic performance in 81% of Spark students. A 2012 statistical analysis found that Spark increased students’ English grades and significantly decreased the number of F grades students received. Math grades also improved at a rate approaching statistical significance. In addition, research showed lower rates of truancy and suspension among Spark students compared to peers.

Social Emotional Development
Seventy-five percent of Spark students demonstrated social emotional growth according to 2012-2013 teacher and parent surveys.

Student Self-Report of Learned Skills

- Communicating with adults
- Appropriate workplace Behavior
- Meeting new people
- Learning new things
- Using the things you learn
- Sharing the things you learn
- What steps to take to get your dream job

“Because of Spark, I’m confident to go after my dreams”
- Spark student
Financial Report

### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation Support</td>
<td>$1,862,175.00</td>
<td></td>
</tr>
<tr>
<td>Individual Support</td>
<td>$609,708.08</td>
<td></td>
</tr>
<tr>
<td>Corporate Support</td>
<td>$117,363.70</td>
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</tr>
<tr>
<td>Interest Revenue</td>
<td>$724.11</td>
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</tr>
<tr>
<td>Sublease rental income</td>
<td>$9,400.00</td>
<td></td>
</tr>
<tr>
<td>Other Earned Revenue</td>
<td>$47.48</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>$2,599,418.37</strong></td>
<td><strong>$1,594,341</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>$1,841,286.40</td>
<td></td>
</tr>
<tr>
<td>Occupancy</td>
<td>$298,316.37</td>
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</tr>
<tr>
<td>Program</td>
<td>$114,778.25</td>
<td>$1,213,713</td>
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<tr>
<td>Professional Fees</td>
<td>$17,415.40</td>
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<tr>
<td>Fundraising</td>
<td>$17,603.76</td>
<td>$212,262</td>
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<tr>
<td>General &amp; Administrative</td>
<td></td>
<td>$53,110.00</td>
</tr>
<tr>
<td>Marketing &amp; Outreach</td>
<td>$20,525.14</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$2,309,925.32</strong></td>
<td><strong>$2,309,925.32</strong></td>
</tr>
</tbody>
</table>

### TOTAL ORDINARY NET INCOME

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Income/expense</td>
<td>$90,000.00</td>
<td>$122,000</td>
</tr>
<tr>
<td>Other Income</td>
<td>$137,000.00</td>
<td>$39,000.00</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>-$47,000.00</td>
<td>$83,000</td>
</tr>
<tr>
<td><strong>NET INCOME</strong></td>
<td><strong>$242,493.05</strong></td>
<td><strong>$198,256</strong></td>
</tr>
</tbody>
</table>

“The return on the time investment you are making is enormous!”

- Spark mentor

### 2012 Income & Expense

![Pie chart showing income, expenses, and net income]
Growth Milestone and Goals

<table>
<thead>
<tr>
<th>Year</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005-2009</td>
<td>Develop Spark’s core program model.</td>
</tr>
<tr>
<td>2010-2012</td>
<td>Launch growth model, with expansion to Los Angeles, Chicago and Philadelphia.</td>
</tr>
<tr>
<td>2013-2014</td>
<td>Deepen regional impact and build platform for district-wide scale.</td>
</tr>
</tbody>
</table>

2012 Highlight: Expansion to Philadelphia

Spark Philadelphia will create more than 160 transformative apprenticeships in 2013 as Spark’s first East Coast site. The program launched in 2012 and is currently based at six schools in North and West Philadelphia, and will connect students and mentors across the city by 2015. With the support and resources of the Wharton Social Impact Initiative at the University of Pennsylvania, Spark Philadelphia aims to achieve ambitious growth goals to impact the city’s high school graduation rate. During the region’s pilot program, Spark students explored careers at Comcast, City Hall, and the University of Pennsylvania, in addition to a wide variety of other placements.

“Kids out there - do it, it’s going to change your life!”
- Spark student
Spark is Changing Lives, but Don’t Take Our Word for It!

“I encourage all my colleagues here in the greater Philadelphia market to participate long and often in the Spark Program.” - Corporate champion

“Spark will set you up for life lessons in the future.” - Spark student

“It can open doors for me!” - Spark student

“Every kid in America should be able to join Spark.” - Spark student

“Because of Spark, I’m confident to go after my dreams.” - Spark student

“Kids out there - do it, it's going to change your life!” - Spark student

“We are so lucky to have had this experience.” - Mother of Spark student

“My son grew from this experience.” - Mother of Spark student

“Spark reminded me how fun it is to brainstorm and be creative.” - Spark mentor

“It can help me in high school and my future!” - Spark student

“It made me enjoy my job more.” - Spark mentor

“My child has gone from a 'whatever' attitude to a stated goal of Stanford University, with a plan of how to get there.” - Mother of Spark student

“I love being able to volunteer during the workday.” - Spark mentor

“It's invigorating!” - Spark mentor

“We've seen a lot of benefits from partnering with Spark in our work environment.” - Spark mentor

“Spark taught me patience and that the best way to learn is to teach!” - Spark mentor

“[Spark] is a chance to learn about others while learning about a job.” - Spark student

“It makes me want to do a better job.” - Spark mentor

“Spark taught me that if you put your mind to anything you can achieve it no matter what.” - Spark student

“Sparks will set you up for life lessons in the future.” - Spark student

“Every kid in America should be able to join Spark.” - Spark student

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