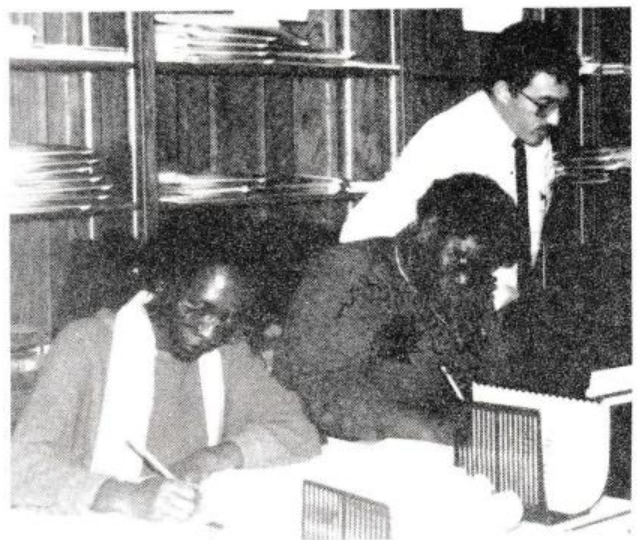


TRAINING, INC.

Greater Boston YMCA

REPORT TO THE COMMUNITY



1989 HIGHLIGHTS — 1990 CHALLENGES

Employer of the Year

Training, Inc. has named The Boston Company "Employer of the Year." In 1989 The Boston Company hired more Training, Inc. graduates than any other employer. Through the assistance of Kristin Zaepfel, Senior Corporate Recruiter, graduates have been referred to managers who are in need of qualified employees.

Ms. Zaepfel knows Training, Inc. graduates can do the job. Since 1986, The Boston Company has hired 15 graduates. Thanks to The Boston Company and Ms. Zaepfel's efforts, many individuals have been given the opportunity to enter the work force and prove they are capable of supporting their families as well as providing The Boston Company with high quality work.

Training, Inc. looks forward to maintaining this relationship with The Boston Company into the 90s. "Being named 'Employer of the Year' is an honor we hope to receive again in 1990," said Ms. Zaepfel, as she continues to place job-ready graduates.



*Board of Advisors Members at August Graduation hosted by
The Boston Company:
Bruce Taylor, Terry McKenna, and Jeff Coolidge.*



Elsa Bengel, Executive Director of Training, Inc.

Reflections and Next Steps

This has been a difficult year for job training. Budget cuts, labor market conditions, increased urban violence, and politics in general have had tremendous impact on Training, Inc. We are responding as creatively and positively as we can. In 1989, the staff team has done an excellent job. Everything we accomplished was either a team venture or adventure!

My list of our key accomplishments in 1989 includes:

1. Adding two full-time staff positions: a counselor and a graduate services coordinator.
2. Increasing revenue by 14%.
3. Expanding to the ninth floor, doubling our computer training capacity.
4. Providing computer training to the entire staff.
5. Celebrating our fifth anniversary with a 500 balloon party and a thoughtful symposium hosted by State Street Bank and Trust Co. with Sen. John Kerry as guest speaker.
6. Leading the Job Training Alliance.
7. Greatly expanding the use of volunteers within the program.

This has been an exciting, rewarding year of expansion for Training, Inc. In 1990, we plan to maintain the same level of revenue and decrease dependence on state funds. We will assess labor market changes and adapt the curriculum. We will be working with our employer partners in new ways, to our mutual benefit. We will provide quality skills training to over 150 women and men and have a good time working together. As you read this report, I trust you will renew your commitment to our mission. Developing marketable skills is the only solution to breaking the devastating cycle of poverty. Let us learn from each other and support each other's efforts as we stand and deliver excellent office skills training for the 90's.

Elsa Bengel, Executive Director



Volunteer Time Equals \$70,000



Training, Inc.'s Board of Advisors, committee members, graduates, and friends of Training, Inc. have provided technical expertise and leadership over the years.

In 1989, as Training, Inc. geared itself towards the current labor demands, new training needs arose. Volunteers were recruited from a variety of companies and organizations enhancing Training, Inc.'s ability to provide quality training. When the number of hours volunteered were multiplied by volunteers' hourly pay rate, the dollar value contributed totalled \$70,000. The variety of roles volunteers play includes:

- Tutor
- Advisor
- Trainer
- Fund Raiser
- Job Search Coach
- Employer Liaison

Training, Inc. matches individual training needs with the knowledge volunteers lend to the program.

Valuable time individuals spend at Training, Inc. is time well spent. A graduate gives back to the community more than we can ever imagine.

Houghton Mifflin Brown Bags It



The corporate world becomes part of the training world each week at Training, Inc. Harriet Robinson, Senior Editor at Houghton Mifflin, serving on Training, Inc.'s Board of Advisors, helped launch a lunchtime tutoring program in the fall of 1989.

Twelve Houghton Mifflin employees visit Training, Inc. each week, during their lunch hour, to work with trainees on their own special interests. Grammar, interview questions, and math concepts are an example of the areas the volunteers cover.

Telephone conversations at home and private meetings between tutors and trainees demonstrate the commitment of the lunchtime tutors. Harriet's brainstorm took hold – the tutors will be back in 1990.

Graduates Volunteer – Real Dollars Saved

Here are some examples of how over 100 graduates of Training, Inc. have volunteered their time and knowledge:

- Serving on the Board of Advisors
- Assisting trainees in job search
- Fundraising
- Marketing the program to employers and the community
- Donating money

It is not only dollars that keep Training, Inc. going year after year. Carol Gray, a graduate of Extended Programs in the spring of 1989, teaches WordPerfect skills Tuesday evenings to job-seeking trainees. Carol is currently employed by Bank of Boston as a Trusts Account Assistant.

The network of volunteer graduates is constantly expanding, providing a wide range of services to Training, Inc. Volunteer hours from Carol and other graduates translate into real dollars saved and quality instruction for trainees.



*Virginia Mara and Carol Gray assisting
job seekers in the evening program.*

1989 Job Placement Statistics

- 87% find full-time jobs
- 85% retain jobs
- 96% receive raises and/or promotions within the first year of employment
- \$8.10 per hour average starting salary as of September, 1989.



December 1989 Graduates

Anh Van Nguyen, Michael Hunter, Rafael Cobb, Jose Silva

Return on Investment

Our first graduates have been in the work force for five years. They remain employed and are improving their earning power with each year, thus allowing the return on investment to grow dramatically.

The welfare savings alone over five years amounts to approximately \$2,025,000, while the cost to train those graduates was only \$375,000.

This savings is more dramatic when combined with:

- The amount of taxes paid by these employees
- Their increased purchasing power
- Savings on recruitment and training costs

It is clear that Training, Inc. is on both sides of the partnership – employer and employee.



1989 Employers By Industry Type

Banking / Finance

Bank of Boston **
 Bank of New England
 Bay Bank **
 Bay Bank Boston, NA
 The Boston Company **
 Boston Stock Exchange
 Chase National Corporate Services
 Coopers and Lybrand
 Investors Bank and Trust Co. **
 The Massachusetts Company **
 Shawmut Bank **
 Scudder, Stevens, and Clark
 State Street Bank and Trust Co.

Medical

Beth Israel Hospital
 Brigham and Women's Hospital **
 Mt. Auburn Hospital
 Visiting Nurse Association **

Public Agencies

Boston Public Schools **
 City of Boston **
 MA Department of Public Health **
 MA Department of Revenue **
 MA Division of Employment and
 Training
 MA Public Counsel Services

Insurance

Lexington Insurance Co. **
 Massachusetts Casualty Insurance Co. **

University

Boston University
 Massachusetts Institute of Technology
 Suffolk University
 Tufts University
 University of Massachusetts

Retail

Copy Cop
 Creative Gourmet
 Jordan Marsh Co.
 Major Video
 Stop and Shop Companies

Non-Profit

Greater Boston YMCA **
 Museum of Fine Arts

Other Employers

Bay State Telephone Co.
 Brewster's Ambulance Service
 Boston Opera Co.
 Carter and Rice Co.
 Sherwin Kantrovitz, Attorney
 National Credit Advisory Service
 New England Telephone Co.
 Orion Research
 Stone & Webster Engineering Co.
 The Stride Rite Corporation **
 James T. Towhill Co. **

** Hired more than one graduate.

State Street Bank

"We find a strong retention record among our Training, Inc. hires. Training, Inc. and State Street Bank are in a symbiotic partnership investing in the greater community at large. While Training, Inc. provides State Street Bank with strong, job-ready employees, we are doing our part in the community by providing job opportunities."

Marie Felix, Employment Officer

"I have been an Accounts Payable Clerk with State Street Bank for three years. At first I was scared in my new job, but Training, Inc. helped me develop self-confidence so I could ask for help when I needed it. Now I am very happy in my job and I plan on staying with State Street Bank."

Daphne Osborne, Accounts Payable Clerk

Scudder, Stevens & Clark

"The best thing about Florence is her attitude. She is a model employee. She'll take on any challenge. She exudes the persona we want in an employee. We would like to clone Florence!"

Valerie Vaitas, Correspondence Manager, Scudder's AARP Investment Program

"I've been at Scudders for three years. Before attending Training, Inc. I was a stitcher for 38 years and I never thought I'd have the skills or self-confidence to work in a professional company like Scudder, Inc. Training, Inc. did a lot for me. I love my job."

Florence Meoli, Clerk Typist

Hyams Foundation

"We are very pleased with Miriam's contribution to the foundation. We are her first employer, and she has adjusted very well to the world of work as she continues to grow and develop her professional skills."

Elizabeth Smith, Executive Director

"I liked my job from the start, but I was scared. Everyone has been so supportive. In the past year my telephone and personal computer skills have improved. Now I love my job and plan to stay for quite a while."

Miriam Valle, Receptionist

Employers Host Graduation Luncheons

Each year, partner companies are asked to host a graduation luncheon welcoming the graduates into the business world. The Bank of Boston hosted the April '89 graduation held at The Park Plaza. Guest speaker Millie Clements urged graduates to bring all their life and business skills to the workplace.

In August our "Employer of the Year," The Boston Company, hosted the graduation luncheon at The Parker House. Richard C. Kennedy, Vice President of Human Resources, reported on the success of earlier Training, Inc. graduates hired by The Boston Company. He reminded the graduates that they will continue to gain skills on the job, building an exciting career path.

State Street Bank and Trust Company hosted the December luncheon. This class of 43, comprised of five men and 38 women, was Training, Inc.'s largest ever. Speakers from State Street included: Marie Felix, Senior Employment Administrator; Kenneth Stuart, Senior Vice President for Personnel; and Daphne Osborne, Accounting Clerk and 1986 Training, Inc. graduate.

All three events allowed the graduates to realize their accomplishments and to look forward to a career in Boston's business community.



Daphne Osborne, Training, Inc. graduate and one of the graduation speakers from State Street Bank and Trust Co.



Training, Inc. Achievers Honored

Training, Inc. Achiever Awards were presented to the following graduates June 20, 1989 in recognition of their accomplishments on the job:



*Graduates receive Certificates of Proficiency.
l to r: Minerva Pantoja, Rafael Cobb,
Norma Forrester.*

THE BOSTON COMPANY INSTITUTIONAL INVESTORS, INC. - EDITH KING
BANK OF NEW ENGLAND - THERESA RUCKER
BRIGHAM & WOMEN'S OBSTETRICS AND GYNECOLOGY ASSOCIATES - ARACELIS VAZQUEZ
CITY OF BOSTON - EUNICE WILLIAMS
EATON VANCE CORPORATION - MARY MAESTRANZI
GREATER BOSTON YMCA - ZAIDA RIVERA
HESSER COLLEGE, DEPARTMENT OF COMPUTER SCIENCES - HELENA V. BUSA (Helena is a student working towards a Bachelor's degree.)
INVESTORS BANK & TRUST COMPANY - ALICE DAY
MASSACHUSETTS DEPARTMENT OF EMPLOYMENT AND TRAINING - BARBARA BEAUPRE
MASSACHUSETTS DEPARTMENT OF PUBLIC WELFARE - HELEN FIGUEROA
MAXIMA CORPORATION - BRENDA BUTLER
STATE STREET BANK & TRUST COMPANY - HELGA FITZPATRICK AND DAPHNE OSBORNE
TUFTS UNIVERSITY - DONNA CAMPBELL AND KRYSZYNA PLUSZCZEUSKI
UNITED BABSON INVESTMENT REPORT - ANN MULLEN
VISITING NURSE ASSOCIATION - ESTELLA GRIFFITHS
WARREN, GORHAM AND LAMONT PUBLISHERS - DIANA WHITEWAY

Boston Foundation Supports Professional Pathways

In December of 1989, The Boston Foundation granted Training, Inc. \$30,000 to develop a formal graduate services program. This grant will allow a variety of services to be offered including:

- Resumé updating
- Job search assistance
- Mentoring programs
- An expanded newsletter
- Retention assistance for employers
- Completion of a graduate data base



Graduates ready to participate in "Professional Pathways": sisters, old friends, and new friends from Training, Inc.

Training, Inc. Expansion in Old South Building

At a time when other skills training programs have been forced to close their doors, Training, Inc. continues to grow. The Leading Edge Information Foundation transferred the entire contents of its office skills training center to Training, Inc. in April.

On the ninth floor of the Old South Building, which houses Training, Inc., a fully equipped training area was quickly set up more than doubling the computer capacity at Training, Inc. The new space enables the staff to teach six concurrent classes allowing enrollment to grow from 65 to 85 participants each cycle.

A special thanks to David Kronberg, who served as the Executive Director of the Leading Edge Information Foundation. Through his help, Training, Inc. can now give more individuals the opportunity to reach their true potential.

Training, Inc. Charts its Expansion

Phase I	Phase II	Phase III	Phase IV
<ul style="list-style-type: none"> • Full-Day Office Skills 	<ul style="list-style-type: none"> • Pre-Training • Full-Day Office Skills • Evening Basic Office Skills Training for Working Poor 	<ul style="list-style-type: none"> • Pre-Training • Full-Day Office Skills • Evening Basic Office Skills Training for Working Poor • Lotus 1-2-3 Upgrade Training • Industry-Specific Customized Training 	<ul style="list-style-type: none"> • Pre-Training • Full-Day Office Skills • Evening Basic Office Skills Training for Working Poor • Lotus 1-2-3 / Customized Training • <i>Establish Graduate Services</i> • <i>Expand Upgrade Curriculum</i>
1984 - 1985	1986 - 1987	1988	1989 - 1990



Peter Post, President Greater Boston YMCA, provides excellent opportunities for Training, Inc. grads.

Graduates Mark Five Years With YMCA

On November 29, 1989 Hector Cartagena and Gloria Ervin were awarded gold pins, marking five years of employment with the Greater Boston YMCA. They both attended Training, Inc. in 1984.

Hector works in the accounting office at 316 Huntington Avenue. He manages the payroll system for all 17 branches of the Greater Boston YMCA.

Gloria's job is two-fold. She is secretary to Executive Vice President, Bruce Taylor, and functions as Office Manager at the metropolitan staff offices. In addition, she has taught typing and word processing at Training, Inc.

The Greater Boston YMCA has hired over 20 Training, Inc. graduates since 1984. The high retention rate of graduates emphasizes a graduate's ability to perform well on the job as well as their loyalty to the YMCA.

Bunker Hill Community College Awards College Credit to Training, Inc. Graduates

Through the Community Educational Services Program, with the assistance of Program Director Mildred Wigon, there exists an innovative partnership designed to encourage graduates to continue college level education. Bunker Hill will grant three credits towards an associates degree to Training, Inc. graduates.

In June, 1989, Bunker Hill President, Piedad Robertson, announced that the college would also grant an annual scholarship to a Training, Inc. graduate seeking to continue his or her education.

Job Search: A Dynamic Enterprise

Private sector employers have teamed up with Training, Inc. to teach evening Job Search classes. Some of the individuals responsible for assisting trainees in their job search are:

- Virginia Mara of Investors Bank and Trust Company
- Kelly McKibben of Hollister Associates and Old South Church
- Kathy Karazia of The Massachusetts Company
- Cinda Hughes of Fidelity Investments
- Amy Czuba of Putnam Companies
- Stacy Cooper of Shawmut Bank

These volunteers have pioneered adult learning modules worthy of applause. Their professional styles and knowledge of labor market demands have successfully merged the worlds of business and training.

Job search is the first step towards a new beginning for many trainees. They are encouraged to visit companies and hold practice interviews that often result in real jobs. At Training, Inc. graduates and employee mentors accept the challenge of job search and share in the success that is sure to follow.



Major Funders

BAY STATE SKILLS CORPORATION
 THE BOSTON FOUNDATION
 BOSTON HOUSING AUTHORITY
 BOSTON JOBS TRUST / NEW ENGLAND TELEPHONE
 MASSACHUSETTS DEPARTMENT OF PUBLIC WELFARE
 MAYOR'S OFFICE OF JOBS AND COMMUNITY SERVICES
 OLD SOUTH CHURCH

Major Gifts

A.C. RATSHEKSKY FOUNDATION
 ANNA B. STEARNS CHARITABLE TRUST
 BANK OF BOSTON CHARITABLE TRUST (F.W. ADAMS AND CARL S. ADAMS MEMORIAL FUND)
 BANK OF NEW ENGLAND
 BOSTON COMPANY (ARTHUR F. BLANCHARD TRUST)
 COOLIDGE INVESTMENT CORPORATION
 THE GILLETTE COMPANY
 JOHN HANCOCK MUTUAL LIFE INSURANCE COMPANY
 JOHN LEONARD PERSONNEL ASSOCIATES, INC.
 LOOMIS-SAYLES & COMPANY
 THE LUTHERAN CHURCH OF THE NEWTONS
 THE MASSACHUSETTS COMPANY
 OLD SOUTH OUTREACH COMMITTEE
 SCHRAFFT CHARITABLE TRUST
 SHAWMUT CHARITABLE FOUNDATION
 STATE STREET BANK & TRUST COMPANY
 STRIDE RITE CHARITABLE FOUNDATION
 TERENCE P. MCKENNA
 TRINITY CHURCH
 UNITED WAY OF MASS BAY

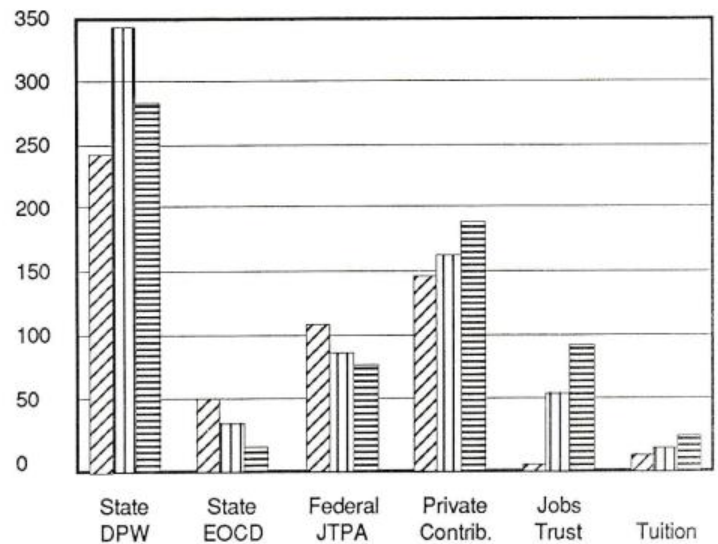
Purchase of Service / Customized Training

BOSTON STOCK EXCHANGE
 ERI WORKER'S ASSISTANCE CENTER
 JOHN LEONARD PERSONNEL ASSOCIATES, INC.
 MASSACHUSETTS DEPARTMENT OF EMPLOYMENT AND TRAINING
 METRO SOUTHWEST EMPLOYMENT AND TRAINING ADMINISTRATION
 NEW ENGLAND TELEPHONE

Friends of Training, Inc.

JAN AMES	BARBARA HARVEY
JOHN BALLARD	MARY HAYES*
LOUISE BELLONE*	SARAH HERMAN
ELSA AND JOHN BENGEL	SIMONE JEAN-PIERRE*
DIANE BLOOM	SARAH JOHNSON*
LOIS E. BOEMER	THOMAS JONES
BOSTON EDISON	KATHRYN M. KARAZIA
DELORES BUCHANAN*	JAMES R. KILGORE
JOSEPH C. CHIOFOLO*	ROBERT D. LOWDEN
AMY L. CONLEY*	LINDA LYNN-WEAVER
JAMES CRAWFORD	BRUCE E. MACOMBER
EILEEN CROWLEY	COLLEEN POWERS
DUANE AND JANICE DAY	MAHON
GEORGE DONAHUE	MELINDA MANCINI
DOROTHY EASTMAN*	VIRGINIA MARA
JEAN ELKINS	VIRGINIA AND KEITH
CYNTHIA EVANS*	MARCOTTE
MARIE FELIX	FLORA MILTON*
NORMA FORRESTER*	KAY MOORE
PATRICIA A. GOAD	SANDRA MOORE
ALLAN J. GREEN	THERESA MORSE
ARNITA HARRISON	DIANE MURPHY

SOURCES OF REVENUE 1988 - 1990



**Training, Inc., Greater Boston YMCA
 CY '90 Distribution of Budget**

EXPENSES	Amount
Salaries	\$312,431
Employee Benefits	50,930
Payroll Taxes	38,306
Professional Fees, Etc.	1,000
Supplies	21,477
Telephone	4,500
Postage	2,900
Occupancy	131,013
Marketing & Advertising	13,600
Conferences / Conventions	7,925
Subscriptions	500
Other Insurance Premiums	9,059
Intra-Assoc. Transfers	50,847
Equipment & Fixed Assets	28,418
Dues / Support to National Organization	2,000
TOTAL EXPENSES	\$674,906

REVENUE	Amount
Contributions	179,906
Special Events	2,000
Fee / Grants Government Agencies	491,000
Individual Program Fees	2,000
TOTAL REVENUE	\$674,906

EDWARD MURPHY	JOHN STAINTON
DANIEL J. O'CONNOR, JR.	SHIRLEY AND SAMUEL
OLD WEST CHURCH (UMW)	SWARDLICK
LEIGH PAYNE*	BRUCE TAYLOR
JANICE PEREZ*	RAFAEL A. TORRES
ELIZABETH PURVIS*	MARY TROY
HARRIET ROBINSON	ISAURA VEGA*
FANNY RODRIGUEZ	GERDY WEISS
OLIVER SCOTT	EUNICE WILLIAMS*
LINDA SWARDLICK	PAULA WOOL*
SMITH AND GARY SMITH	*Training, Inc. graduate

Board Exceeds Fund Raising Goal

Under the dynamic leadership of Terry McKenna, the Financial Development Committee worked all year to successfully meet its goal of \$155,000 and happily report they exceeded this goal. New donors were added, increasing the percentage of the budget funded with private money.



To expand the fundraising effort the committee purchased fundraising software, Target 1, which is now being implemented. Exploring new dimensions of Training, Inc.'s partnership relationships with both large and small employers will be the committee's focus in 1990.

Training, Inc. Board of Advisors

BA COMMUNICATIONS, INC.
Lois Boemer

BANK OF BOSTON
Warner Wims, Ph.D.

THE BANK OF NEW ENGLAND NA
Carolyn Pemberton

BETH ISRAEL HOSPITAL
Diane Murphy

THE BOSTON COMPANY INC.
Kristin Zaepfel

BOSTON FIVE CENTS SAVING
BANK FSB
Kajal Sen Gupta

COOLIDGE INVESTMENT
CORPORATION
Jeff Coolidge

EATON VANCE CORPORATION
Eileen Crowley
Jean Elkins

GREATER BOSTON YMCA
Bruce Taylor

HOUGHTON MIFFLIN COMPANY
Harriet Robinson

HYAMS FOUNDATION & RATSHESKY
FOUNDATION
Theresa Morse

INVESTORS BANK & TRUST
COMPANY
Virginia Mara

JOHN LEONARD PERSONNEL
ASSOCIATES, INC.
Kay Moore

J.W.G. ASSOCIATES, INC.
Sarah Herman

THE MASSACHUSETTS COMPANY, INC.
Kathy Karazia

MASSACHUSETTS OFFICE OF
AFFIRMATIVE ACTION
Lynda Lynn-Weaver

OLD SOUTH CHURCH
James Crawford
Arnita Harrison

OLIVER SCOTT & ASSOCIATES
Oliver Scott

SHAWMUT BANK NA
Jill Corey

STATE STREET BANK AND TRUST
COMPANY
Marie Felix

STONE & WEBSTER ENGINEERING
CORPORATION
Mimi O'Hara

THE STRIDE RITE CORPORATION
George Donahue
Eileen Skinner

TERENCE McKENNA, CLU AND
ASSOCIATES
Terence P. McKenna

THOMAS JEFFERSON FORUM
John Bengel

TRINITY CHURCH
Mary Troy

TUFTS UNIVERSITY
Virginia Marcotte

UNIGLOBE DESIGN TRAVEL
CONSULTANTS, INC.
Bruce Macomber

UNITED STATES DEPARTMENT OF
ENERGY
Duane Day

VERSYSS INCORPORATED
Thomas Wardell



Training, Inc. Staff



Full Time Staff

ELSA BENGEL, Executive Director
DIANE BLOOM, Intake Coordinator / Instructor
PATRICIA GOAD, Instructor / Memo Editor
BARBARA HARVEY, Pre-Training & General Office Instructor
JAMES KILGORE, Full Day Program Coordinator / Instructor
COLLEEN POWERS MAHON, Administrative Assistant
MELINDA MANCINI, Special Projects Coordinator
SANDRA MOORE, Job Developer / Instructor
ELIZABETH PURVIS,* Office Manager / Instructor
FANNY RODRIGUEZ, Counselor / Instructor
LINDA SWARDLICK SMITH, Extended Programs Coordinator
ISAURA VEGA,* Contracts Manager

Part Time Staff

JOYCE HIGGINS,* Typing / Word Processing Instructor
JOE SIMONE, Typing Instructor
RAFAEL TORRES, Bookkeeping Instructor

Volunteer Staff

JEFFREY BERNARD, Bookkeeping
STACY COOPER, Job Search
AMY CZUBA, Job Search
SUSAN DeCOLAINES, Pre-Training
CAROL GRAY,* Job Search
VIRGINIA MARA, Job Search
KELLY McKIBBON, Job Search

* Graduate of Training, Inc.

Mission Statement

Training, Inc. provides the opportunity for economically disadvantaged populations to break the cycle of poverty and improve their education and work experience. Simultaneously, it provides Boston's growth industries with dependable, motivated, and skilled personnel. Finally, it operates an efficient and cost-effective program which maintains high performance standards and excellence.

A Parting Word

"Before attending Training, Inc., I had no idea how to get back into the work force. I wasn't even sure of what type of work I wanted to do. I knew the minimal skills I had wouldn't get me very far. My confidence was low and I was so afraid I wouldn't attempt to fill out a job application. Resumés and interviews were definitely out of the question. Then I was given a Training, Inc. brochure and from that moment my life began to change. I've certainly changed in ways I never dreamed possible.

"I began the Pre-Training part of the program in May, on sort of a blind faith because when I thought I couldn't do it, the staff knew I could. I kept hearing them say, 'You can do it, Veronica,' and I did it. The Full-Day part of the program helped me to see that I could even learn from making mistakes. Thanks to the support of Training, Inc.'s staff, I now know the direction in which I want to go. I have the skills and confidence needed to market myself for a job which will support my family and fill my future with success. I came to Training, Inc. with a broken wing, but I trusted the staff and now I can fly because I am now a proud employee of The Boston Company.

"Now I'd like to share a little poem about Training, Inc. with you. Before attending Training, Inc. there was a seed-me. I planted myself into Training, Inc.'s soil. The staff showered me with sun and rain and with 28 weeks of sharing and caring with fellow trainees, the seed bloomed into a flower-me. (Another one of God's wonderful miracles.) I'd like to say thanks to the staff and Cycle 18 for your support during a fun-filled learning experience. God bless you all."

Veronica Clark, Training, Inc. Graduate, December 20, 1989. When Veronica received her first paycheck from The Boston Company, she made a generous contribution to Training, Inc.



Training, Inc., Greater Boston YMCA
294 Washington Street, Third Floor, Boston, Massachusetts 02108
(617) 542-1800
FAX (617) 542-1811

YMCA MISSION STATEMENT:

To put Christian principles into practice through programs that build healthy body, mind, and spirit for all.