

# TEENS GROW GREENS

APPRENTICESHIP TEAM

# Growth Report



# Introduction from the Executive Director

"I mentioned this before but the Apprenticeships came from graduating Interns asking, "What's next?" Those first "Apprentices" were employed as educators or horticulturalists at Webers. What a difference 5 years can make.

But especially within this last year, the Apprenticeships became its own unified program with goals, culture and pride visible in the Apprentices themselves.

In my opinion, the Apprenticeship staff became a true team that has uplifted the entire organization. I cannot wait to see the amazing growth that will happen in the next year and five years. Thank you to the staff and especially Apprentices for your achievements and let's continue to grow.

Best, Charlie



# A clear path ahead

What we believe we do.



What we know we do.

Each of the 4 Apprentices builds leadership, communication and collaboration skills. However, they also work to build competency in 8 career-aligned outcomes. Clear outcomes allow each Educator to design hands-on, career-driven curriculum to meet Teen interest and needs in the most amazing ways!



## Education Apprentices

- Apprentices will authentically and confidently express their voice.
- Apprentices will respond to interns' needs and learning styles

## Entrepreneurship Apprentices

- Apprentices will be resourceful and take risks
- Apprentices will anticipate potential obstacles and strategically overcome challenges through collaboration and feedback

## Horticulture Apprentices

- Apprentices will identify challenges related to the environment and problem solve to pilot solutions
- Apprentices will propagate and spread joy for plants and the connection between people and green spaces

## Marketing Apprentices

- Apprentices will cultivate their personal voice and ability to storytell
- Apprentices will be technically competent digital media producers able to support many different orgs and platforms

# Why, yes. We did grow things.



# We also grew elsewhere. HOW?

The percent who grew across all outcomes

# 57%



## Mock Interviews and backwards mapping

Teen growth was propelled by backward design, fostering interpersonal and presentational-style communication via mock interviews and engaging at community events like *Entrepreneurship Rising* or the annual Perennial.

These Teens practiced networking skills while building onto their resume and, for some, a LinkedIn profile, marking comprehensive professional readiness.

The percent who identified they are more involved in their community after their Apprenticeship

# 64%

## 450 Hours of Additional Personal and Professional Development

Each person spent 22.5hr in our core learning days; we call them CLD. **Here we design and facilitate L&D around telling your story, narrating growth, designing goals and plans, just to name a few!**

Why do we love to learn as a community?

- to deepen connections and to connect Teens from across Milwaukee
- to promote the joyfulness of the apprenticeship experiences at TGG
- to highlight focus around our core value of learning and imparting career skills that are vital for post-secondary employment



## Finding jobs after TGG

Teens are hired as contractors, asked to serve on boards, oversee school lunch programs, lead focus groups, bake, cut hair, shoot docuseries and videos, make music, manage short and long-term projects, and much much more.

# Introducing Karina Soto ('20-'23) Apprentice of the Year

Our first annual Karina Soto Apprentice of the Year Award goes to Karina Soto.

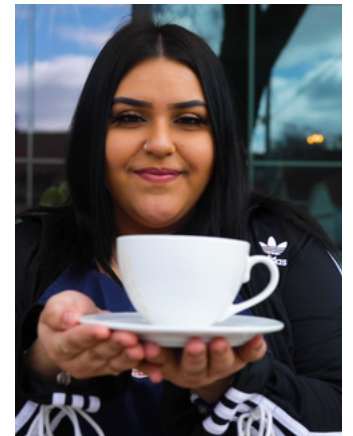
This year, Karina oversaw garden and herbal tea production at CORE El Centro, a nonprofit wellness provider. Her role extended beyond tea; she united people through garden management, organizing garden days, and leading group instruction. Alongside her Marketing Apprenticeship, she excelled in crafting and documenting compelling stories through film. A passionate storyteller and avid photographer, Karina has mastered iPhone videography, constantly pushing the limits of iPhone cinematography. Follow her adventures @nina\_storez!

When asked to reflect on her experience at TGG, Karina said, "Throughout the years, being a part of Teens Grow Greens witnessing growth, whether in oneself or others, can be incredibly inspiring. **It can ignite a desire to do better.**

Personally, growth has been a significant source of inspiration for me. Seeing how far I have come from where I started, both in terms of skills and mindset, has been incredibly empowering. Especially when connecting with my community, I witnessed the power of unity and collaboration. I was able to bring people together from different backgrounds, experiences, and perspectives towards a common goal. This collective effort resulted in something greater than what any individual could have achieved alone. It has shown me that with dedication, perseverance, and a growth-oriented mindset, I can achieve anything I set my mind to.

One of the most inspiring aspects of growth is the realization that there is always room for improvement. **No matter how skilled or knowledgeable we become, there is always something new to learn!** "

**Congratulations, Karina. TGG is so happy for you!**



# According to the Teens..

“Teens Grow Greens is a non-profit organization specializing in training the youths of the future through leadership, responsibility and accountability through various internships and apprenticeships.”



“Teens Grow Greens is an organization that is surrounded around helping teens by teaching them lifelong skills through hands on lessons, activities, and more.”

“TGG helps teens develop different skills that they themselves wouldn’t have considered that would have been able to do, it makes them grow as people and members of the society.”

“TGG is organization that allows teens to become a better version of themselves by the activities that are led either by the educators or even the apprentices. TGG also focuses on bringing communities together by hosting events with the help of the community, apprentices and organizations.”

**TGG IS ...**

# 16,148

Hours worked in 2023  
by interns and  
apprentices

# \$202,400

Salaries paid to youth ages, 14 to 20





# Thank you

## Acknowledgements

To the Educators: Dom, Julius, Kelly & Yonna,  
Your work, your lessons and your connections will stay with you and with Milwaukee for a longtime to come. Thank you for putting your faith and love into this work.

To the community and our sponsors,  
Your contributions and support made this possible.

To my community, to my support system, to my good friends and to my family who listen to me dream,  
**Thank you.**

Questions or follow-up can be directed to:  
Sean Bussey, Apprenticeship Director at Teens Grow Greens.  
[sbussey@teensgrowgreens.org](mailto:sbussey@teensgrowgreens.org)

If you don't already follow us on social media, what are you waiting for?

We truly grow more than just plants!  
**Happy New Year!**

Apprenticeship Director  
Sean

[www.teensgrowgreens.org](http://www.teensgrowgreens.org)  
<https://www.instagram.com/teensgrowgreens>

