

Trading Violence and Poverty for Social and Economic Success



FISCAL YEAR 2022 OUTCOMES & IMPACT

UTEC's mission and promise is to ignite and nurture the ambition of our most disconnected young people to trade violence and poverty for social and economic success. Today we serve Lowell, Lawrence, and Haverhill, Massachusetts and are nationally recognized as a model agency serving justice-involved young adults.



The UTEC Model

Our bold goal is to provide a pathway for all proven-risk young adults in the Merrimack Valley.

From the first encounter with a Streetworker and throughout their time in UTEC's intensive program guided by the support of a Transitional Coach (TC), young adults rely on positive, trusting relationships, an individualized plan, and a pathway to personal, professional, and educational growth.

On day one enrolled at UTEC, young adults are guaranteed a job in a Social Enterprise, while pursuing an education and accessing wraparound supports like mental health counseling, case management, and whole family engagement.

REDUCE RECIDIVISM

75%

of UTEC participants avoided arrest during this fiscal year

Only 24% of young adults incarcerated in MA county jails remained free of new arrests for three years following release ([CSG 2018 analysis of FY2011-2014 data](#)).



UTEC is a family.

We **assume goodness** behind everyone's actions. We show **madd love**, unconditionally accepting each person. We offer everyone a **clean slate**, never giving up. We carry out **respectful curiosity**, always seeking out moments to connect. **We are sponges**, actively seeking feedback. We embody **contagious passion** in all we do.

UTEC is a catalyst.

We **think big** about what we can achieve. We continually **chip away**, demonstrating relentlessness in our pursuit of positive change. We **plant seeds of peace** and cultivate trust. We **see beyond the mask**, knowing there's always more beneath the surface. We **ignite social justice**. And we **spark sustainability**.

Dear Friends,

This year, the young adults at UTEC celebrated over 500 goals accomplished. They ranged from improving attendance and earning promotions to prioritizing their mental health and graduating with their high school equivalency. Young adults defined the goals that meant the most to them and pursued them with **contagious passion**.

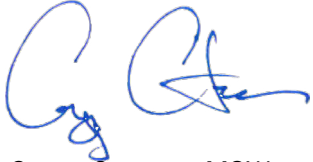
Our staff showed **madd love** on a daily basis by addressing any barriers young adults might face to achieving those goals - whether that is a ride, reliable childcare, or simply someone in your corner believing you can.

Some of these barriers are systemic, which is why we partner with our young adults to advocate for policies at the local, state, and national level that will give them the **clean slate** we believe they deserve.

And beyond our program, our outreach teams **chip away** at relationships in the community, showing young people on the streets and in correctional facilities alternative pathways to positive lives.

Thank you for your investment in their growth. We are very excited to celebrate their hard work with you!

Madd Love,



Gregg Croteau, MSW
Chief Executive Officer
UTEC, Inc.



Get to know our Young Adults

In FY22, UTEC served 146 young adults in our intensive enrollment program, and over 700 young adults through Streetworker outreach and behind-the-walls programming.

Participants

146

Young Adults

20

Average Age at Intake

Risk Factors

Of our young adults who chose to identify their risk factors at intake:

59%

gang involvement

83%

had a
criminal record

70%

without high school
credentials

43%

parent and/or
expecting



“I like that at UTEC we
don’t just talk about
making change, we do it.
I recently graduated with
my HiSET!”

DAN
UTEC YOUNG ADULT

Streetworker Outreach and Violence Prevention

Streetworkers chip away at building trusting relationships with young adults in the streets and correctional facilities

CRISIS RESPONSE

6/week

community crises resolved in the Merrimack Valley thanks to the intervention of UTEC Streetworkers

Outreach and Peacemaking

Streetworkers remain on-call to respond to crises or acts of violence in our communities, averaging 6 crisis responses each week. This year, the team launched a 24/7 hotline to ensure young adults in UTEC programming and in the streets of our communities know how to access the support they need, whenever they need it.



Behind the Walls Programming

Streetworkers go behind the walls of the jails, building trusting relationships with young adults at least 3-6 months prior to their release. This year, we expanded our work facilitating restorative justice circles in Middlesex Sheriff's Office, Essex County Sheriff's Department, and the Department of Corrections' new BRAVE Unit, a specialized unit for young fathers.



A NOTE FROM BEHIND THE WALLS

Sadly, a lot of youth, both incarcerated and free, are brought up thinking there is no other option except living day-to-day. That lack of consistency plays a major role in our attitudes and impulsive behavior. Helping bridge the gap between social classes, ethnicities, and age groups is a challenge UTEC takes on daily.

Step by step, from Streetworkers to supervisors, UTEC has provided a safe environment that welcomes anyone willing to change. My personal experience may be different from others who are free, but I believe positive mentors are just as important as growth itself because everyone needs someone eventually. Not only have I been inspired and encouraged, I have been able to stay grounded with my core values and beliefs.

This is not to give complete credit to UTEC alone, but a thank you to the hardworking men and women who have helped me without hesitation. Whether it was a brief conversation we had, a letter of support to my lawyer, or a thoughtful quote or a picture during the holidays, **they reminded me I am not forgotten.**

Anton
currently incarcerated young adult

PEOPLE SERVED

700

young adults served through
Streetworker outreach and inreach
programs.

Transitional Coaching

Show madd love as we build trusting relationships

Once enrolled, young adults are paired with a Transitional Coach (TC), who serves as their primary support person, helping them overcome barriers, set goals, and create work plans to accomplish those goals. Throughout COVID-19, TCs have ensured young adults have the resources they need, including parenting tools, to work towards their goals through a hybrid model of programming.

Madd Love in Action

- Provide wraparound supports based on young adults' goals and needs
- Coordinate with other program staff for consistency in support
- Provide 24/7 crisis intervention services



Mental Health Services

Seeing beyond the mask and caring for the whole person

Full-time mental health clinicians provide resources for young adults to heal and develop healthy coping mechanisms. This year, UTEC began partnering with correctional facilities to increase access to mental health supports for incarcerated young adults.

MENTAL HEALTH

2,093

1:1 and group mental health sessions attended by UTEC young adults

CONGRATULATIONS TO THE RECORD NUMBER OF GRADUATES!

On-site preparation for a high school credential

As part of their participation in UTEC, young adults who do not have a high school degree can participate in classes to prepare them to take their HiSET (the high school equivalency exam). Small learning classes create trusting relationships where students feed off of teachers' contagious passion.

This year, we **celebrated a record number of young adults who completed their HiSET and graduated.**



"It's a big step in my life. I struggled with public school, so getting my HiSET is a big accomplishment for me. I didn't think I'd get as far as I did, and I'm proud of myself."

RECORD HIGH GRADUATION RATE

15

young adults completed their HiSET this year, becoming high school graduates

Workforce Development via Social Enterprises

We give young adults a clean slate as often as they need it to gain work experience and develop essential job and life skills.

Mattress Recycling

Every young adult starts in our mattress recycling facility where they are provided a job and build employment readiness skills like punctuality, consistency, and problem solving. They spark sustainability by diverting over 18,000* mattresses from the waste system (*FY22).

Woodworking

Young adults think big by building high quality products from salvaged wood while learning how to take initiative, meet big deadlines, and gain skills that can be applied to other manufacturing trades. This year, UTEC Woodworking moved into a brand new, 30,000 square foot state-of-the-art woodworking facility.

Food Services

UTEC Food services program offers young adults a variety of skills while serving the broader community through Madd Love Meals (see next page.)

Organizing

Organizing and Policymaking had its first full year as a work crew, rather than an extracurricular. This group of young adults will focus on igniting social justice through local, grassroots organizing efforts full time and provide a pathway to activism and political leadership.

CHIPPING AWAY

67

promotions were earned by young adults within Social Enterprises



THINK BIG

79%

of young adults in pathways have obtained and sustained employment outside of UTEC

Madd Love Meals

UTEC expanded its impact during the COVID-19 Global Pandemic

In 2020, UTEC Food Services pivoted from catering and events to emergency food assistance, and we haven't looked back. Our culinary workforce development program now solely focuses on serving individuals, families, and seniors facing food insecurity across the Merrimack Valley by delivering free, healthy meals through community partners.

HEALTHY MEALS

117,158

healthy, culturally adapted meals delivered



Social-Emotional Learning

Building necessary skills for success at UTEC and beyond

Starting behind the walls and continuing throughout every program, UTEC prepares young adults with the social-emotional skills needed for meaningful success for themselves and their families.

GROWTH MINDSET

152

awards were given to young adults for progress across Social-Emotional Learning areas



Two Generations

A whole family approach to youth work

The 2Gen Early Childhood Education Center shows madd love to our young adults by breaking the barrier of consistent, affordable education for those who are also young parents, helping to fight generational poverty. With UTEC's 2Gen Center, professional, daily education is available for families free of charge.



"It's a place for young people like me who are ready and want to change. They are persistent and they care. They are family. They care about my growth as well as my daughter's well being. That makes all the difference in my life. Coming from where I come from it's gold."

MIGGZ
UTEC YOUNG ADULT
PRESENTING AT THE ASPEN INSTITUTE



LOWELL

Health official joins chat on gun violence

Hosted by UTEC leaders

Submitted Article

LOWELL » Rep. Lori Trahan and U.S. Department of Health and Human Services Secretary Xavier Becerra joined with UTEC leaders as well as state and local

UTEC » 7A



Organizing and Policymaking

Ignite social justice from the streets to the State House

Young adults develop concrete skills through campaign planning, research, persuasive writing, project management, event planning, public speaking, and leadership.

Organizing Work Crew

Organizing and policymaking are officially more than an extracurricular activity at UTEC as we had our first full year of a work crew dedicated to this field. This group of young adults focused on local, grassroots organizing efforts and varied candidate forums.

Budget Advocacy

Through coalition work, UTEC was pleased to take the lead in successfully advocating for \$54M in new statewide and ARPA-related funding to support both neighborhood-based gun violence prevention and reentry services.

#UTECVotes

We make it a priority to register all eligible young adults to vote, and in FY22, we once again took the day off of general programming to participate in both the primary and general elections.

\$54M

in new statewide funding and ARPA funding towards gun violence prevention and reentry services

Training Center for Excellence

Equipping youth organizations
and their partners

UTEC's Training Center is a place where community-based violence prevention programs across the state gather, network, learn, grow, and share. In its second year, we continued trainings virtually and expanded the training center to include four core programs:

- **Gun Violence Prevention:** Addressing community-based gun violence through public health and racial equity lenses
- **Emerging Adult Reentry Project:** Developing a continuum of services for emerging adults (18-25) returning from incarceration through re-entry, including training for correctional facility staff
- **Emerging Leaders Cohort:** A small group focused on developing and networking the next generation of leaders of color in violence prevention
- **New England Streetworker Conference:** The largest gathering of streetworkers in the country, with representatives from throughout New England



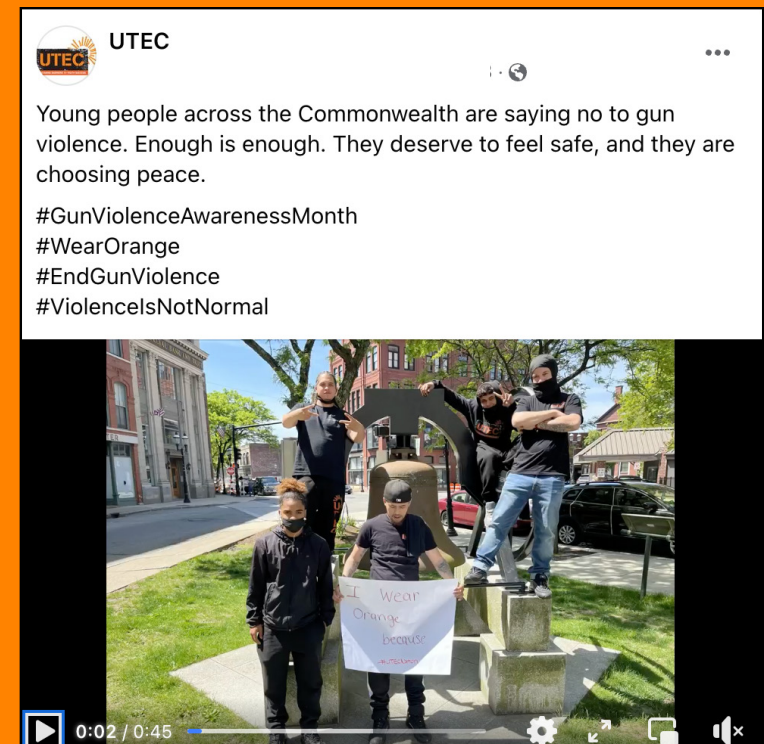
LEARNING SESSIONS

50+

training sessions facilitated
across the Training Center's
various programs

WEAR ORANGE 2022

The Training Center partnered with its cohort from across the state for a youth-led campaign for Gun Violence Prevention month, which reached **over 12,000 people**.



THE SUN

LOWELL



Celebrating at Gillette Stadium on Sept. 8 were, from left, Desiree Thornton, UTEC young adult; Carlos Collazo, UTEC streetworker; Felix Nieves, UTEC young adult; Armando Melo, UTEC young adult; Francillis Quinones, organizing program manager; Will Vilas-Novas, director of workforce development; and Gregg Croteau, chief executive officer.

Patriots Foundation picks UTEC as 'Community Captain'



Half Million Fed Gun Violence Grant Aims to Bring Gang Peacemaking and 'In-Reach' to Haverhill

By WHAV Staff | June 20, 2022

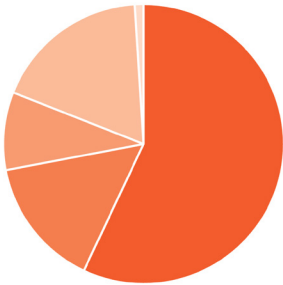


Spark Sustainability

Madd Love to all our government, private, and corporate funders for the year, listed below in alphabetical order.

| | | |
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| Adobe Inc. | Greater Lowell Community Foundation (GLCF) | The Clowes Fund, Inc. |
| Alvarium Foundation | James C. Melvin Trust | The First Religious Society |
| Amazon Smile Foundation | Jason Hayes Foundation | The Herman and Frieda L. Miller Foundation |
| Amelia Peabody Charitable Fund | Jeanne D'Arc Credit Union | The Highland Street Foundation |
| Amelia Peabody Foundation | John W. Alden Trust | The Kathryn and Charles Avison-Miriam Avison Charitable Fund |
| Bank of America Charitable Foundation | Linde Family Foundation | The New England Patriots Charitable Foundation |
| Beker Foundation | Lookout Foundation, Inc. | The Peter and Elizabeth C. Tower Foundation |
| Berkshire Bank | MA Department of Public Health (DPH) | The Philanthropic Initiative (TPI) |
| Boston Scientific Corporation | MA Executive Office of Health and Human Services | The Robbins-de Beaumont Foundation |
| City of Haverhill | MA Executive Office of Housing and Economic Development (EOHED, HED) | The Robert Wood Johnson Foundation (RWJF) |
| City of Lawrence | MA Executive Office of Labor and Workforce Development (EOLWD) | The Walmart Foundation |
| City of Lowell | MA Executive Office of Public Safety and Security (EOPSS) | TKF Youth Development |
| Clipper Ship Foundation | Massachusetts Department of Early Education and Care (EEC) | Tow Foundation |
| Converse | MassDevelopment | Trinitarian Congregational Church |
| Corning Incorporated Foundation | Moses Kimball Fund | Trinity Episcopal Church |
| Covanta | Nathaniel and Elizabeth P. Stevens Foundation | U.S. Department of Justice (DOJ) (USDJ) |
| Cummings Foundation | National Grid | Ultimate Kronos Group (UKG) |
| DCU for Kids Foundation | Nordson Corporation Foundation | United Way of Massachusetts Bay and Merrimack Valley |
| Eastern Bank Foundation | One8 Foundation | Vinfin |
| Enterprise Bank and Community Trust | OneWorld Boston | William P. Anderson Foundation |
| Essex County Community Foundation | Red Hat, Inc. | Central Trust Co Agent |
| Fantini Bakery Company | Rockland Trust | Wilmington United Methodist Church |
| First Congregational Church in Winchester | Rogers Family Foundation | Winning Home, Inc. |
| First Parish in Concord | South Church in Andover | Winter-Lehman Family Foundation |
| First Religious Society Unitarian Universalist | TD Charitable Foundation | Yawkey Foundation |
| Frederick E. Weber Charities Corporation | The Annie E. Casey Foundation | |
| George H. and Jane A. Mifflin Memorial Fund | | |
| Granite State Development Corporation (GSDC) | | |

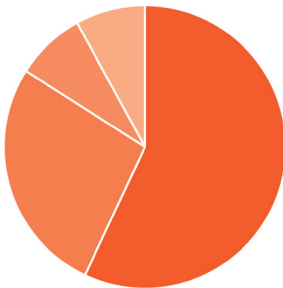
FY22 by the Numbers



OVERALL REVENUE

- Government Grants & Contracts 57%
- Individual & Corporate Giving 15%
- Social Enterprise Revenue 9%
- Private & Corporate Grants 18%
- Other Revenue 1%

Total Revenue 100%



OVERALL EXPENSES

- Personnel Expenses 57%
- General Expenses 27%
- Program Expenses 8%
- Occupancy 8%

Total Expenses 100%

UTEC Board Members*

M. Scott Mellen, CHAIR

President & CEO
wTe Corporation

JuanCarlos Rivera Aviles

Director of Operations
Boys & Girls Club of Greater Lowell

Brandon Colon

Director of Investments
Battery Global Investors

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UTEC Inc.

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Retired Partner
WilmerHale

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Professor Of Public Health Practice; MPH
Program Director At Northeastern University

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Chief of Organizational Effectiveness
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Lon Povich

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Former Chief Legal Counsel for the Office of the Governor of
Massachusetts

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Ultimate Kronos Group (UKG)

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CEO, Circle Health
President, Lowell General Hospital

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Harvard University Kennedy School

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Former Chair of Senate Ways and Means Committee

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(Former President, Trader Joe's)

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Founder and Managing Partner,
LeadWell Partners

Bob Rivers

President, Eastern Bank

Sally Sharp Lehman

Principal, Sharp Lehman Consulting, LLC

Richard Snyder

Of Counsel, Duane Morris, LLP

Mark Sylvia

Managing Director, BlueWave Solar

Dan Wolf

CEO, Cape Air

* Members as of June 2022

UTECINC.ORG

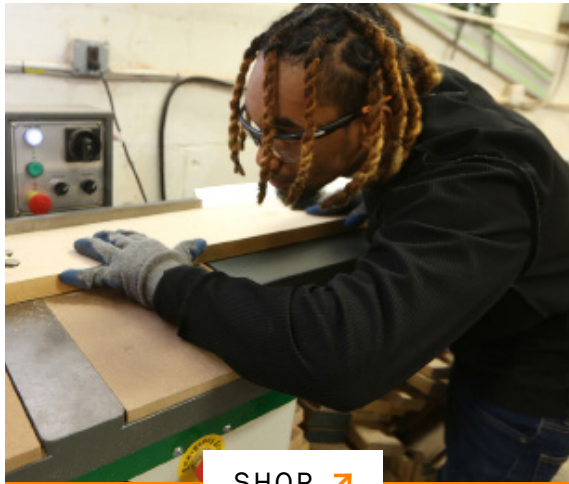
WAYS TO SUPPORT

Support the UTEC mission of helping young adults create success and better futures for themselves and their families!



DONATE ↗

To invest in young adults and UTEC's many programs, visit UTECInc.org/donate



SHOP ↗

To shop products made by young adults in UTEC's social enterprises, visit UTECinc.org/shop

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2022 Outcomes and Impact Report