



2023 Program Requirements

Non-profit organizations agree to do the following in order to ensure an appropriate and rich developmental experience for youth:

1. Recruit, identify and select appropriate youth who fulfill the MLK Scholars Criteria.
 - a. Candidates are within the preferred target age range of 16-18.
 - b. Candidates are full time residents of the City of Boston.
2. Follow all [Federal](#) and [State labor laws](#) including minimum wage laws.
3. Provide youth with substantive and engaging work for a minimum of 20 hours per week, along with professional supervision and oversight throughout the summer.
4. Participate fully in the program:
 - c. Sign a Program Agreement, to be provided by John Hancock upon acceptance.
 - d. Register all Scholars for the program through an online link to be provided by John Hancock.
 - e. Implement John Hancock Photo and Video Release forms in the Scholars' onboarding process.
 - f. Respond fully to MLKS communications and inquiries.
 - g. Attend Nonprofit Partner Meetings at John Hancock.
 - h. Ensure Scholars complete assigned online EverFi modules during the work week.
 - i. At the end of the summer, complete the Organization Survey once per organization, and ensure all Scholars submit pre- and post-summer Youth Survey responses.