



ELEMENTS of SUCCESS



Program Year 2011-2012 Report

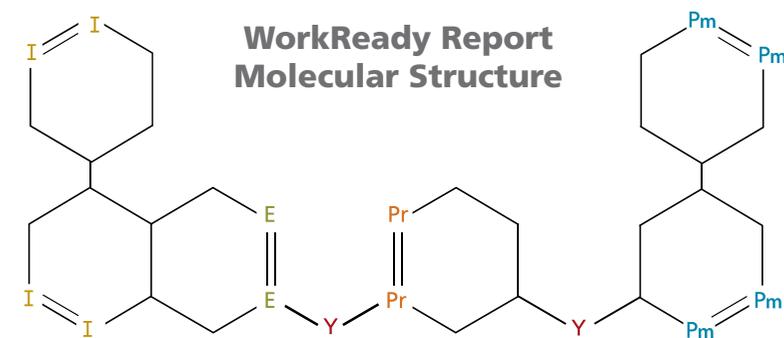


WorkReady Philadelphia is a cross-sector partnership dedicated to improving the economic outcomes of the region's youth by attracting, aligning and investing resources in research-based, youth workforce-development models. Overseen by the Philadelphia Council for College and Career Success, a committee of Philadelphia Works, Inc, and funded by investments from government, employers, foundations and individuals, WorkReady's year-round and summer programming provides thousands of young people annually with career exposure and preparation opportunities designed to enhance their understanding and mastery of skills needed to become active and productive citizens. Philadelphia Youth Network (PYN) serves as the managing partner of WorkReady Philadelphia.



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Overview

The 2011-12 Report: Elements of Success

What does it take to deliver WorkReady Philadelphia's high-quality career-connected programming? In short, it's all about the **elements** – those essential components of the system that combine to produce success for young people.

The 2011-12 WorkReady report reinforces this theme by using visual aspects of the *Periodic Table of Elements*, which was created to describe how groups of chemical elements behave and interact with one another.

Similarly, *Elements of Success* describes how key aspects of the overall WorkReady system combine and interact to create opportunities for Philadelphia young people. That is, it takes several **elements**—investors, program models, youth-serving organizations, and young people, themselves—working together to realize **successful WorkReady programming**.

Like the strong chemical bonds that create the molecules, crystals, metals and gasses that form our physical environment, the connections between and among the elements of the WorkReady system serve to create powerful new opportunities that can open new worlds of possibility for Philadelphia young people.

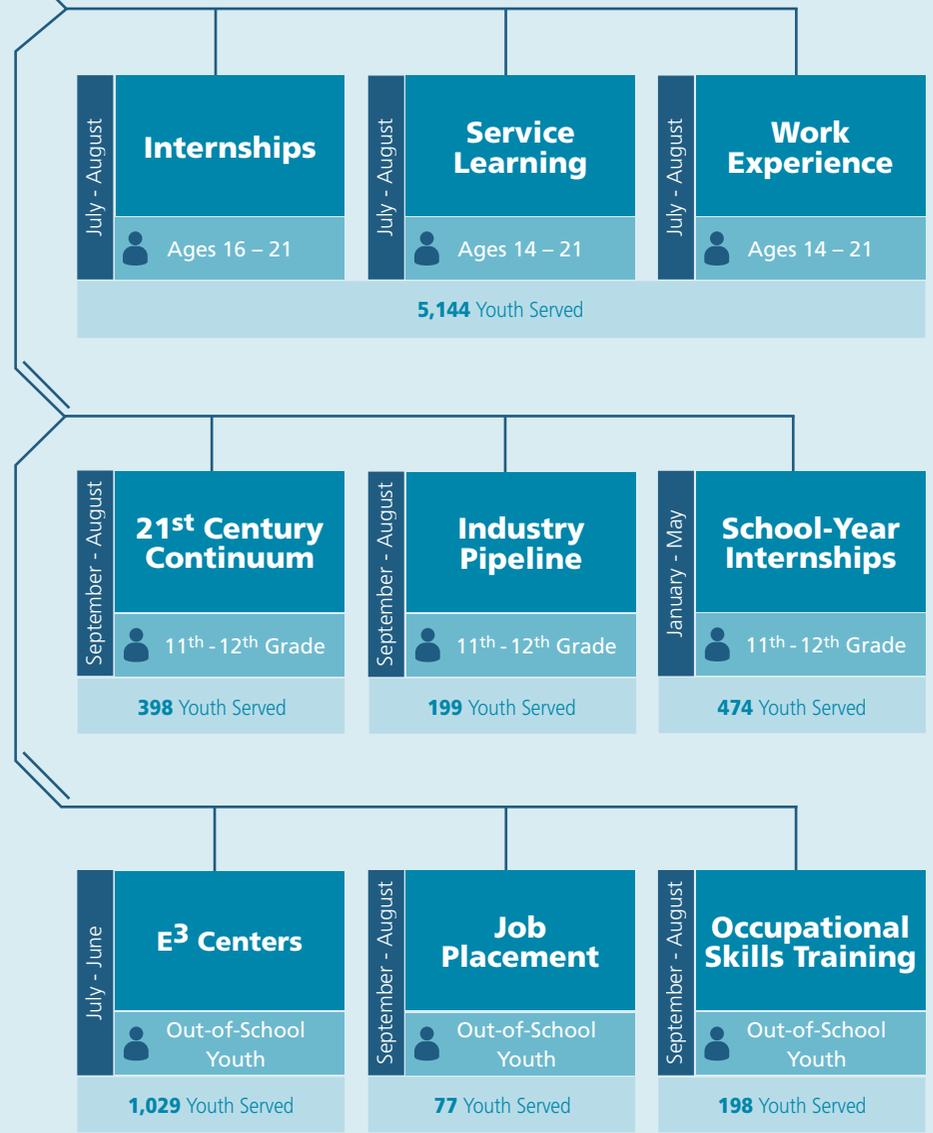
In addition to describing the work of key partners and the models they've helped to establish, this year's report presents a wide range of data on the experiences of young people participating in WorkReady and highlights their outcomes.

Speaking of young people, the report will help you get to know several outstanding participants in 2011-12 WorkReady programs and learn more about how their experiences have helped to shape their career goals and aspirations.

So regardless of which "element" you might represent, we believe that you will be extremely proud of the young people in this year's WorkReady programs and what they have accomplished.

WORKREADY SYSTEM OF PROGRAMS*

Youth Access Points
Contracted Providers | Schools | WorkReady Online Application



*Program models differ in duration, target population, and services provided. For detailed descriptions of each model, see page 13.



786
Worksites

TYPE
39% Non-Profit
21% Private
40% Public

INDUSTRIES

Agriculture and Environmental Services	28
Architecture, Construction and Engineering	11
Arts, Entertainment and Recreation	67
Automotive Technology	2
Communications and Media	12
Community Development and Support	86
Educational Services	230
Finance and Insurance	23
Healthcare, Life Sciences and Social Assistance	79
Hospitality	13
Information Technology	7
Manufacturing	3
Municipal Services	130
Professional and Technical Services	37
Real Estate	18
Retail Trade	34
Transportation and Logistics	3
Utilities	3

8,490

Youth Served

62

Providers

\$6,079,399

Wages Earned

488

Employers

\$15,835,120

Investments

162

Investors

Y

Youth

8,490

Youth Served

\$6,079,399

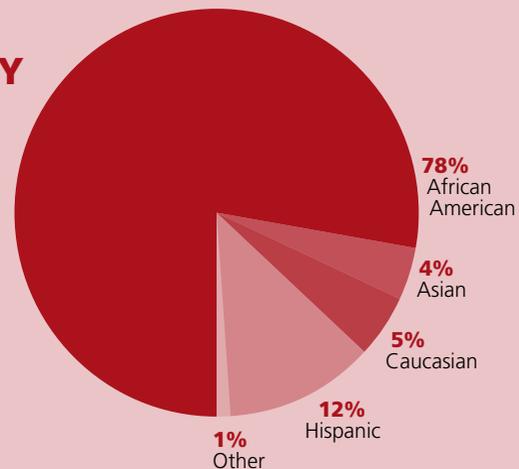
Wages Earned

GENDER

52% Female

48% Male

RACE/ETHNICITY



WEI QUAN

"I always wanted to go to college, but I never felt ready or prepared," recalls Wei Quan, a 2012 graduate of Northeast High School. Those feelings changed thanks to the 21st Century Continuum program operated by Philadelphia Futures. Wei, who described himself as quiet and shy, has developed his leadership, public speaking, and time management skills through program.

His first school-year internship was at Temple University's College of Engineering, helping them to launch a new educational program in science, technology, engineering, and math. It was a good match, as Wei Quan has always been interested in engineering as a career. A professor's recommendation led to his second internship in the engineering department at the Navy, where he assisted in filling tool and equipment orders for major defense contractors.

Fall 2012 marks the beginning of Wei Quan's college career—he began an engineering program at Drexel University. He is the first of his family to attend college. While he credits his dad with motivating him to succeed in school, without the 21st Century Skills program, he says, "I don't think I would be where I am today...they really prepared and sculpted me into who I am."

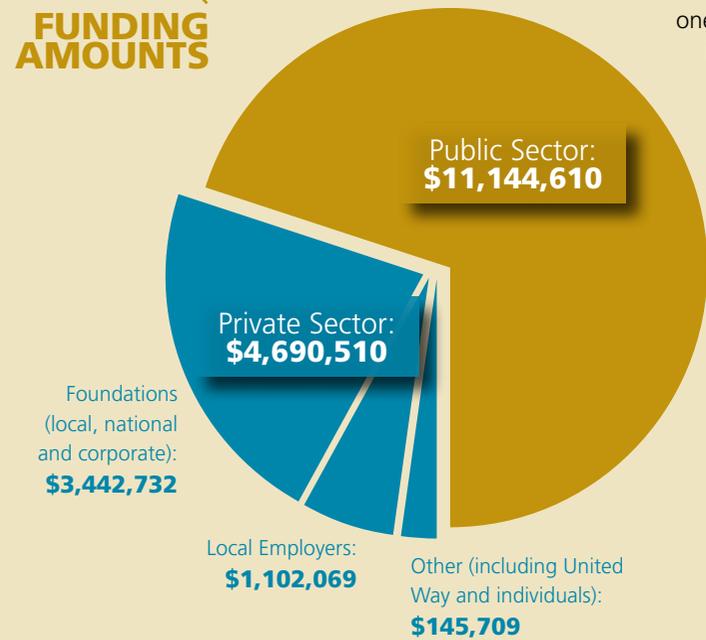
I Investors

WorkReady Philadelphia programming would not be possible were it not for significant public and private sector support. Close to \$16M was expended in PY 2011-2012 to underwrite WorkReady programs. Just over 70% of those funds were derived from federal, state or local governmental sources. The remaining resources came from national and local foundations (22%), local employers (6%), and other institutional (such as United Way) or individual supporters (2%). Whether these funders directed their resources toward system operations, specific programs or individual youth slots, their collective investment enabled thousands of young people to take critically important steps towards career readiness.

WorkReady was fortunate to have a new, national foundation partner join its investor ranks in the last program year. Through their national "Smart Summer Jobs Program" managed by Brandeis University, the Walmart Foundation invested \$500,000 in summer WorkReady in order to provide a targeted summer program for 320 out-of-school youth and youth involved in the city's public care systems. The program wove work opportunities together with supportive services designed to reduce barriers that inhibit success for these "opportunity" youth. Philadelphia was one of only seven cities nation-wide to receive an investment through this Walmart initiative.

WorkReady also had a stalwart local funder step up to the plate in a new way. The Philadelphia Foundation invested \$1M in WorkReady through two funds: the Fund for Children and the GlaxoSmithKline Inspiring Youth Endowment Fund. These resources enabled hundreds of young people to have educationally-enriched summer jobs that otherwise would not have been available in 2012 and also provided the seed money to pilot a new Industry Pipeline program in the bio-technology field for a cohort of twenty-five 11th and 12th grade students that is rolling out this fall.

FUNDING AMOUNTS



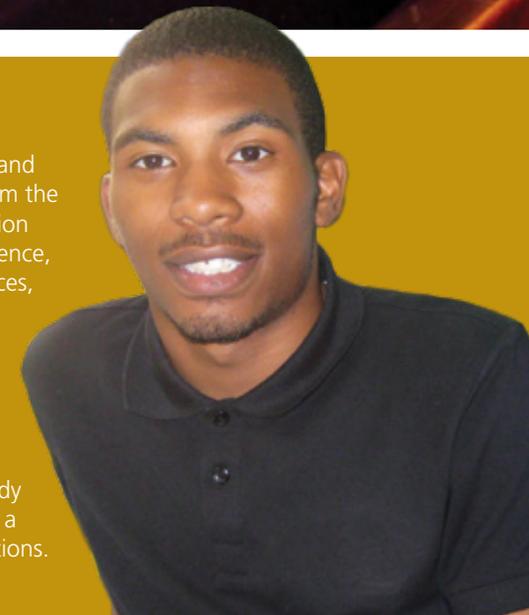
Breakfast of WorkReady Champions

On October 17, 2012, Mayor Michael A. Nutter congratulated more than 200 area investors who supported summer and year-round WorkReady experiences for Philadelphia youth at the annual Breakfast of WorkReady Champions. Greetings and remarks were given by Rob Wonderling, President and CEO of Greater Philadelphia Chamber of Commerce; Tracee Hunt, Chief Human Resources Officer, Bancroft Neurohealth and Board Member of Philadelphia Works, Inc.; and Kathy Wiggins, Assistant Executive Director of Education and the Workforce at The United States Conference of Mayors. The morning also featured an awards ceremony, where recipients were honored in the following categories: The Boost Award, recognizing investors who increased their commitment by 5 or more interns; The Fostering Continuity Award, acknowledging investors who supported 25-200 internships; The Catalyst Award, honoring those investors that support WorkReady at \$250,000 or more; and the WorkReady Spotlight, highlighting programs and individuals that have made unique contributions to advancing opportunities for our young people through WorkReady. Youth interns served as the host and award presenters and briefly spoke about their internship experiences.



MARCUS

"The best thing you can give to someone is an opportunity," says Marcus, who was on the giving and receiving ends of opportunity during summer 2012. Through Valley Youth House, with support from the Walmart Foundation, he was an intern at Back on My Feet (BoMF), a national non-profit organization that engages the homeless and other underserved populations in running as a way to build confidence, strength and self-esteem. Marcus's responsibilities at BoMF included clerical duties, staffing two races, and performing job searches in order to compile and distribute to members. "It's a program that I believe in. I appreciate what it does for the community. It's made me realize that I want to work for a place whose work I am passionate about—it makes the job feel a lot more fulfilling." Marcus also had a unique connection with BoMF: "I was homeless a year ago. I know what it's like. I think having that background made it easier for me to relate to the members. They know that I understand what they are going through." Marcus, who has a Microsoft certification, was able to bring his skills to the organization as well as make some important discoveries during his WorkReady experience. "I realized that it's possible to look forward to work. It feels great to know that I made a contribution that will last beyond my internship." Marcus plans to pursue a career in Communications.



SYSTEM INVESTORS

City of Philadelphia
 Pennsylvania Department of Public Welfare
 Pennsylvania General Assembly
 Philadelphia Department of Human Services
 The Philadelphia Foundation - Fund for Children
 The Philadelphia Foundation - GlaxoSmithKline Inspiring Youth Endowment Fund
 Philadelphia Works, Inc.
 The School District of Philadelphia

U.S. Congress
 U.S. Department of Health and Human Services
 U.S. Department of Labor
 Walmart Foundation
 William Penn Foundation

Federal Funds:
 Temporary Assistance for Needy Families
 Workforce Investment Act

INTERNSHIP INVESTORS

Platinum (Supported 25 or more Interns)

Bank of America	TD Bank	United Way of Greater Philadelphia and Southern New Jersey
Citizens Bank Foundation	U.S. Army Corps of Engineers - Philadelphia District	University of Pennsylvania
Comcast	U.S. Environmental Protection Agency	
Independence Blue Cross		

Gold (Supported 10-24 Interns)

AmeriHealth Mercy Family of Companies	Drexel University	Thomas Jefferson University
Aramark	GlaxoSmithKline	Thomas Jefferson University Hospital
Cancer Treatment Centers of America	Hahnemann University Hospital	Wells Fargo Foundation
The College of Physicians of Philadelphia	Lincoln Financial Foundation	William Penn Foundation
CVS Caremark	PECO	
Deloitte LLP	SEPTA	

Silver (Supported 1-9 Interns) Accenture • ACE Group • AECOM • Aetna • Agilence, Inc. • Aqua America • Arcadia University • Asher & Company, Ltd. • Ballard Spahr LLP • The Ballinger Company • BAYADA Home Health Care • Beneficial Bank • Binswanger • Blank Rome LLP • The Boeing Company • Brandywine Realty Trust • Brown's Superstores Inc. • CB Richard Ellis, Inc. • CBS 3 & The CW Philly • CH2M Hill • The Children's Hospital of Philadelphia • CIGNA Foundation • Day & Zimmermann • Delaware Investments • DeVry University • District 1199C Training & Upgrading Fund • Diversified Search • Dolfinger-McMahon Foundation • The Dow Chemical Company • Dr. Warren E. Smith Community Mental Health, Mental Retardation, and Substance Abuse Center • Drinker Biddle & Reath LLP • Eckert Seamans Cherin & Mellott, LLC • Elliott-Lewis Corporation • Ernst & Young LLP • ESM Productions • Family Planning Council • Federal Reserve Bank of Philadelphia • Firstrust Bank • Fox Chase Cancer Center • Fox Rothschild LLP • Grant Thornton LLP • Greater Philadelphia Alliance for Capital and Technologies • Greater Philadelphia Chamber of Commerce • HealthPartners • Holy Family University • Hospital of the University of Pennsylvania • Jewish Federation of Greater Philadelphia • KPMG LLP • La Salle University • Lankenau Medical Center • Macy's • Marketplace Philadelphia Management • McKissack & McKissack • Mercy Philadelphia Hospital • Northeast Building Products • Peirce College • Penn Presbyterian Medical Center • Pennoni Associates Inc. • Pennsylvania Convention Center • Pennsylvania Lumbermens Mutual Insurance Company • Philadelphia Academies, Inc. • Philadelphia Business & Technology Center • Philadelphia College of Osteopathic Medicine • Philadelphia Convention and Visitors Bureau • Philadelphia Council AFL-CIO • The Philadelphia Downtown Courtyard • Philadelphia Eagles • Philadelphia Federation of Teachers Health and Welfare Fund • Philadelphia Gas Works • Philadelphia International Airport • Philadelphia Parking Authority Office of Fleet Management • Philadelphia Phillies • Philadelphia Works, Inc. • Philadelphia Youth Network • Post Commercial Real Estate • PricewaterhouseCoopers LLP • PRWT Services, Inc. • Reed Smith • REIT Management & Research • RICOH USA • Rittenhouse Foundation • S. R. Wojdak & Associates • SAGE Scholars • Saint Joseph's University • Salus University • Simpson House • Stoneleigh Foundation • Stradley, Ronon, Stevens & Young, LLP • Susquehanna Bank • Temple University • Temple University Hospital • Tierney Communications • Turner Construction • U.S. Facilities, Inc. • U.S. Naval Inventory Control Point • United Healthcare • Universal Health Services, Inc. • University City Science Center • The University of the Arts • VILLA Join the Movement • Viridity Energy • The Watermark at Logan Square • Wescott Financial Advisory Group LLC • Wills Eye Institute • The Wistar Institute • Xerox Corporation • Young Friends of PYN • Young Professionals Network **Chester, PA** AmeriHealth/CSI • Arthur J. Gallagher Risk Management Services, Inc. • Chester Community Improvement Project • Chester Upland School District • Chester Water Authority • Chester Youth Collaborative • City of Chester • Compliance Management International • Greater Philadelphia Alliance for Capital and Technologies • Harrah's Philadelphia Casino and Racetrack • Holsten & Associates • Ovations Food Services • Pentec Health, Inc. • Philadelphia Union • Widener University • Young Professionals Network



BRIA "It's not always about money; you have to value the experience and what will look good on your resume."

Those are the wise words of 18-year-old Bria Raynor, a West Philadelphia native and first year student at Penn State's Brandywine campus. Through WorkReady Philadelphia and University City District, with support from The Philadelphia Foundation – GlaxoSmithKline Inspiring Youth Endowment Fund, Bria was a summer intern at Children's Hospital of Philadelphia where she worked in the Case Management Department. "I work with insurance claims, including filing by company and date. It requires a lot of organization. One mistake can cause a lot of confusion for the hospital and the patient." She appreciated that her supervisor began to trust her with projects and was confident in her abilities. "She gives me a project and then gives me room to figure it out; she doesn't micromanage me. She tells me what the end result should be, and lets me create a way to get it done that makes sense for me. I like that."

A fan of both chemistry and criminal justice, Bria plans to pursue a career in Forensic Science. She values that her internship has given her access to professionals in the medical and science fields.

E Employers

Employer engagement is essential to the success of WorkReady Philadelphia. There are various ways for employers to get involved, including offering work experiences, participating in career exposure opportunities, volunteering, and leveraging expertise to influence education reform.

Summer 2012 marked the highest level of financial support from employers since 2008; 146 employers provided summer jobs for 1,104 youth, an investment of more than \$1M. Since 2003, employers have supported nearly 8,000 youth internships, valued at more than \$12M. Additionally, several employers support year-round WorkReady programs, including Industry Pipelines, 21st Century Continuum, and School-Year Internships.

The level of employer participation WorkReady has experienced would not be possible without the invaluable support of the City of Philadelphia, under the leadership of Mayor Michael A. Nutter, as well as the Greater Philadelphia Chamber of Commerce. Both have been major champions of WorkReady, promoting its integral role in Philadelphia's future economic success and developing proactive strategies for employer recruitment.

In addition to the City and the Chamber, the following partners recruit employers to offer opportunities to youth through WorkReady: the Greater Northeast Philadelphia Chamber of Commerce, Philadelphia Academies, Inc., and the United Way of Greater Philadelphia and Southern New Jersey. As a result of work of our key partners, 49 new employers financially supported interns during summer 2012, creating over 100 additional opportunities for Philadelphia youth. Thanks to the efforts of the WorkReady employer recruitment partners, 6,702 young Philadelphians have had internships paid for by area employers since 2007.

For more information on how employers can get involved, visit www.pyninc.org/employer.

488

Employers provided opportunities to youth by hosting and supporting youth work experiences

“Real life work experience is key in keeping Philadelphia's youth motivated to succeed academically and in the workforce. I was given some opportunity to intern and work for a Philadelphia-based business when I was a young person; the experience certainly changed the course of my life.”

Scott Mirkin, President, ESM Productions

Philadelphia Gas Works

The best way to describe the experience that Charles Morrison and his three interns had during summer 2012 is “exceeded expectations.”

Mr. Morrison, Enterprise Systems Engineer/Desktop Supervisor in the Information Technology department at Philadelphia Gas Works (PGW), had very basic expectations for the interns: be on time, pay attention, don't get hurt. He considered taking a break from serving as a supervisor for WorkReady interns, a role he played for two years. “My CIO asked me to participate again. Much to my surprise, what I got was far more than what I expected. I got three very mature young men that were hungry and eager. They had an undying thirst to know; that made a world of difference for me and our experience this summer.”

Before beginning at PGW, Junaid, Jay, and Alec had already made up in their minds what it would be like. Junaid, who plans to major in Biology and minor in IT at Temple University, thought he'd be working at one of PGW's plants. Jay, a senior at George Washington Carver High School of Engineering and Science, expected to be taking phone calls and making coffee.

Alec, a junior at Philadelphia Electrical and Technology Charter High School, just planned to “go through the motions and get it over with” since his first choice of attending a Physics summer program didn't come to fruition. “I got way more than I had anticipated. I learned a lot of hands-on things: desktop set-up, imaging computers, how to wire the whole desktop area. It was just a really good experience for me. I feel like I gained a lot of knowledge and information that I can take with me anywhere. Plus, it looks good on my resume.”

The department serves 1,650 internal customers across six district offices, nine outlying stations, and two plants throughout the city. Mr. Morrison is proud of the contributions his interns made to the work of the department. “Our customers depend on me and my group to get the job done quickly and efficiently...and get it right the first time. Junaid, Jay, and Alec understood that. And they did it.”

“I'm fortunate that I got an opportunity to work with Mr. Chuck,” says Junaid. “The skills that I've learned through this internship will help me with any computer-related jobs or tasks I might have in the future. I also learned that you have to over-prepare. This experience was better than I expected.”

Mr. Morrison has this advice for anyone supervising young people: “Be open. We all can come with our own ideas about teenagers these days...I was one of them. They turned my mindset around. I've learned something from them. Also, don't be afraid to let them grow. When something needed to be fixed, I had to let go and have confidence in their abilities and be available if they had questions or problems. Hopefully, they can look back at their experience with me in the IT department and feel that they gained something that they can pass on to someone else. I've got nothing but accolades for these young men. I hope I can get even more out of my next group of interns than what I got out of these guys...but they're a tough act to follow.”



Left to Right: Alec, Junaid, Charles Morrison, and Jay in front of PGW's headquarters.

WorkReady Philadelphia employer recruitment partners:



P

Providers

During program year 2011-2012, 62 organizations were sub-contracted by PYN to operate WorkReady programs. These local community-based organizations, or Providers as they are called in the WorkReady System, operate one or more program models, ensuring, with PYN's technical assistance, that youth have a quality experience. To operate a WorkReady Program model, Providers went through a competitive bidding process connected to Request for Proposals (RFPs) released by the Philadelphia Council for College and Career Success, a subcommittee of the Philadelphia Works, Inc., which serves as the workforce investment board for Philadelphia.

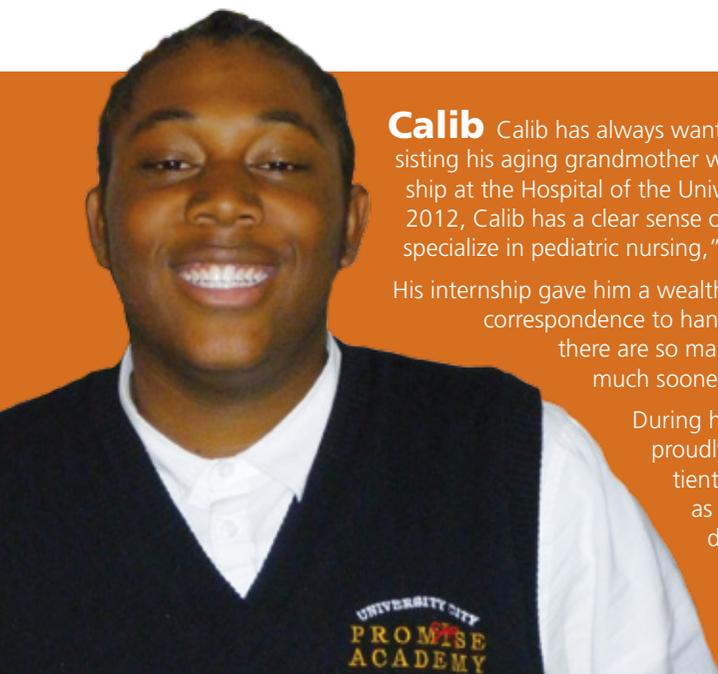
62

Providers

PROVIDERS

selected by the Philadelphia Council for College and Career Success and contracted by PYN to operate WorkReady programs

Allegheny West Foundation • ASPIRA, Inc. of Pennsylvania • Attic Youth Center • Boat People SOS, Inc. • Cambodian Association of Greater Philadelphia • Caring People Alliance • Catholic Social Services • City of Philadelphia Mural Arts Program • Communities In Schools of Philadelphia, Inc. • Community Action Agency of Delaware County • CONCILIO • Congreso de Latinos Unidos, Inc. • Corinthian Community Center/JAAMA Empowerment Program • De La Salle Vocational • District 1199C Training & Upgrading Fund • Diversified Community Services • EducationWorks • Foundations, Inc. • Free Library of Philadelphia • Intercultural Family Services, Inc. • LULAC National Educational Services Centers, Inc. • Lutheran Children and Family Services • Management & Environmental Technologies, Inc. • Methodist Services for Children and Families • Multicultural Youth eXchange • New Foundations Charter School • Norris Square Neighborhood Project • North Light Community Center • Nu Sigma Youth Services, Inc. • PathWays PA • People for People, Inc. • Philadelphia Academies, Inc. • Philadelphia Housing Authority • Philadelphia Parks & Recreation • Philadelphia Physicians for Social Responsibility • Public Health Management Corporation • Resources for Human Development, Inc. • Sankofa Freedom Academy Charter School • Say Yes To Education • SEAMAAC • Student Conservation Association • Sunrise of Philadelphia, Inc. • Temple University - The Information Technology and Society Research Group (ITSRG) • Temple University - The University Community Collaborative of Philadelphia (UCCP) • United Communities Southeast Philadelphia • University City District • University of Pennsylvania - The Netter Center for Community Partnerships • Urban Affairs Coalition • Urban Tree Connection • Valley Youth House • Variety - The Children's Charity of Greater Philadelphia • Welcome New Jersey • Women's Christian Alliance



Calib Calib has always wanted to be a nurse, and helping others comes naturally to him – whether it's assisting his aging grandmother with day-to-day tasks, or working with heart patients at his School-Year Internship at the Hospital of the University of Pennsylvania. A member of the University City High School Class of 2012, Calib has a clear sense of what he wants to do with his life. "I want to be a head nurse – and hopefully specialize in pediatric nursing," he says.

His internship gave him a wealth of valuable experiences, from assisting with medical records and physicians' correspondence to hands-on work with patients. "I love it," he says enthusiastically. "I've seen that there are so many opportunities. I'm actually being trained and have been able to do things so much sooner than I imagined. I even have my own office!"

During his internship, Calib's hard work was recognized by doctors and nurses alike. He proudly recalls the kudos he received from an attending physician after assisting a patient who was experiencing breathing distress: "The doctor said I did a great job, just as good as the professional nurses would have done." On several occasions, Calib's demeanor led medical staff and patients to assume that he was a Penn student. "They were often surprised when they realized I was still in high school."

Calib is confident that his internship has prepared him for success.

There are nine models within the WorkReady portfolio of programs. These models, as described below, vary with respect to target population, duration, services provided, and specific outcomes. All, however, are designed to enable young people to find their rightful places in a 21st Century workforce.



21st Century Continuum

The development of 21st Century skills is essential to preparing youth for post-secondary success in a knowledge-based, global economy. In addition to building basic literacy and numeracy skills, this program model interweaves 21st Century skills acquisition and workforce development strategies to connect work and learning. Designed as a two-year experience that begins for a student in 11th and extends through 12th grade, the 21st Century Continuum model fosters an integrated approach to making learning relevant to career and college success. The model offers a progressive sequence of experiences that connects school-year and summer programming through out-of-school time activities and summer internships. The model is intended to support youth in successfully achieving the following:

- 21st Century and work-readiness skills development
- persistence in school, as demonstrated by grade promotion
- attainment of a High School Diploma
- post-secondary preparation
- post-secondary enrollment

398

youth were served last program year

60%

of 11th grade participants were promoted to the 12th grade

62%

of 12th grade participants transitioned into post secondary education and employment placements

80%

of 12th grade participants obtained a credential; the District's current on-time graduation rate is 61%

Industry Pipeline

Industry Pipeline programs promote talent development in targeted industries by exposing youth to industry-specific, technical skills and training. The Industry Pipeline model provides comprehensive, two-year training for 11th and 12th grade students specifically in high growth industries. Designed to integrate 21st Century skills with technical expertise and work-based learning opportunities, the model prepares participants, upon high school graduation, for post-secondary success in college and/or employment with local high-growth businesses. Ideally, the model relies on partnerships among employers, schools, youth-serving organizations, and institutions of higher education. Services are provided during the school day as well as during out-of-school time in an effort to achieve the following youth outcomes:

- 21st Century and work-readiness skills development
- connection to industry professionals
- persistence in school, as demonstrated by grade promotion
- attainment of a High School Diploma
- post-secondary preparation
- post-secondary enrollment

199

youth were served last program year

71%

of 11th grade participants were promoted to the 12th grade

52%

of 12th grade participants transitioned into post secondary education and employment placements

82%

of 12th grade participants obtained a credential

The Philadelphia Council for College and Career Success engaged in a facilitated evaluation process to isolate a set of 21st Century skills deemed essential for youth to acquire through participation in all WorkReady program models. The specific 21st Century skills selected and honed through WorkReady program models include:

Flexibility/Adaptability

Self-Direction/Initiative

Productivity/Accountability

Teamwork/Collaboration

Job Placement

This service maximizes partnerships among local agencies that train youth, ensuring that out-of-school youth engaged in all WorkReady Philadelphia program models are connected to jobs or other post-secondary placement options whenever possible. As part of the service, participating youth engage in activities that assess barriers to and needs surrounding placement, confirm whether youth are skill-ready, and identify pathways to secure optimal placement. Recipients of job placement services are expected to achieve the following outcome:

- post-secondary placement

84

youth were served last program year

62%

successfully placed in long-term employment or post-secondary education

Occupational Skills Training

The Occupational Skills Training model offers opportunities for technical-skill development in targeted industries specifically for out-of-school, over-aged youth. By providing contextualized academic and vocational training in high-growth industries leading to employer-recognized credentials, the model offers an opportunity for disconnected, out-of-school youth, aged 17-21 who lack a credential to improve academic skills through instruction that is experiential and industry-informed. The model also includes wrap-around services that foster participant success in attaining an industry-recognized credential, employment and/or access to an advanced occupational-skills training or other higher-education institution. Upon successful completion of this program, participants will have achieved the following:

- increased literacy and numeracy skills
- 21st century and work-readiness skills acquisition
- attainment of secondary and industry-specific credentials
- post-secondary placement

198

out-of-school youth were served last program year

59%

identified as basic-skill deficient increased at least one educational functional level, which is roughly equivalent to two grade levels

70%

secured a post-secondary placement

70%

attained a credential

E³ Centers

15

The E³ Center model is a neighborhood-based, holistic approach to preparing out-of-school youth and youth returning from juvenile placement to achieve long-term educational, career and personal goals, including self-sufficiency. Philadelphia's E³ Centers are designed to provide supports along three interrelated pathways: Education, Employment, and Empowerment, the three E's. The educational pathway provides a broad array of educational services that support youth at varying academic levels, including low-literacy supports, GED-prep classes, and post-secondary access and planning. The employment pathway provides intensive work-readiness programming that prepares participants for unsubsidized employment. Preparatory services include job-readiness training, subsidized internships, community-service and service-learning opportunities, as well as job search assistance. Using positive youth development principles as the cornerstone, empowerment services support the development of life skills that help youth promote and sustain productive and healthy choices. E³ members, as participants are called at the Centers, when successful, accomplish the following outcomes:

- increased literacy and numeracy skills
- 21st century and work-readiness skills development
- attainment of a GED or High School Diploma
- post-secondary placement

1,029

youth were served across the City's five Centers during the past year

53%

received a credential

57%

secured a post-secondary placement



School-Year Internships

School-Year Internships provide 11th and 12th grade students from seven Philadelphia high schools with 24-week (10-12 hours per week), paid, work-based learning experiences at worksites throughout the region. These internships give young people a taste of the working world, exposure to career opportunities, and an understanding of how school is connected to economic success. These internships are intended to connect to what students are learning in school and to foster the following:

- 21st Century skill gains
- opportunities for "professional development"
- connections to caring adults

474

youth were served last program year

84%

of youth assessed demonstrated a skill gain in at least one 21st Century skill area

Summer Employment Models

Summer Employment models offer educationally-enriched work opportunities to in-school and out of school youth ages 14-21. Participants complete a six-week (120 hour), paid work experience that fosters the acquisition of the 21st Century skills through work-based learning. These models challenge youth to understand the correlations between such variables as work experience, skill attainment and high school completion and how those variables impact their potential for college and career success. Additionally, they offer participants a pathway for credit attainment within the School District of Philadelphia. Opportunities are offered through one of three program models: service-learning, work experience, and internships.

Service Learning: Service Learning is a teaching and learning strategy in which youth address real-world issues that are relevant to their community. This model allows youth to explore these issues through research, reflection, and action. Summer Service Learning programs organize young people into teams that address complex, community problems in a holistic way while also offering young people the opportunity to simultaneously serve and learn. As part of their service-learning experience, all participants complete a project connected to the communal activity that enables them to hone both their work-readiness and their academic skills.

Work Experience: Work Experience programs are intended for youth with limited or no work experience. Activities blend work experience with work-readiness training in ways that expand participants' knowledge of workplace competencies and careers while also underscoring the importance of academic achievement and its link to career advancement. Youth participants develop work-based learning projects that demonstrate the knowledge they have gained and provide opportunities to build academic skills, enhance their work readiness and expand their awareness of career options.

Internships: Internships offer employment and career-exposure opportunities for youth with prior work experience and a basic understanding of workplace competencies. Interns work independently rather than in groups and participate in a series of professional development workshops which focus on career exploration and aptitude assessment as well as work-readiness. Participants have the choice of completing a work-based learning project or a portfolio.

5,144

youth were served in 2012 summer-only program models

86%

demonstrated skill gains in at least one 21st Century skill area

97%

indicated they are more interested in post-secondary education

96%

self-reported as being better prepared to get a job

In addition to the Summer Employment Models, a number of year-round program models also offer summer programming. As a result, 6,863 youth worked during summer 2012 through WorkReady.

April "It was the only opportunity I had left." That's what April remembers thinking when she first entered YES Philly's Occupational Skills program in September 2011. She also acknowledges a hurdle she faced: "I had an 'I don't care' attitude," she recalls. But there were several important factors built into the design of the program that helped change that, including its small size, which allowed her to get to know the staff and feel a part of what she refers to as a "family atmosphere."

The program enabled April to build on her long-held interest in computers while working towards her GED. She's proud of her newly developed skills as both an end-user and as a technician. In addition to learning how to use programs such as Microsoft Word and PowerPoint, April was taught to disassemble, clean, and refurbish old computers. She's even used old parts to build herself a computer. "I installed a DVD drive on it so my son can watch movies," she proudly shares.

Through the program, April attended a summit at The Wharton School of the University of Pennsylvania about women in technology careers. It was an enjoyable experience that made her proud to be a female in a largely male profession and gave her confidence to go into the field. "This is what I want to do. This is what I'm going to do."





www.workreadyphila.org

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