



Young people
take their **rightful**
places as full and
contributing members
of a world class
workforce...

Philadelphia Youth Network



ANNUAL REPORT 2006

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Dear Colleagues and Friends:



The title of this year's annual report has particular meaning for all of us at the Philadelphia Youth Network. The phrase derives from PYN's new vision statement, developed as part of our recent strategic planning process, which reads:

All of our city's young people take their rightful places as full and contributing members of a world class work force for the region.

Implicit in this statement is a belief that too many of the young people we serve have limited access to workplace experience and social networks that can lead to occupations that are in demand today in our regional economy. And that in order to take their rightful places in that economy, we need to equip these young people with the skills and habits of work that will enable them to compete successfully for those jobs. While we are not yet close to achieving this vision, 2006 saw clear movement in that direction:

Project U-Turn, the City-wide campaign to address Philadelphia's dropout crisis, was launched in October. As a result, the City became aware of the magnitude of the problem, and also came to understand what can be done about it. At the same time, disconnected young people in the City began to understand that they are valued, and that they have options to return to school and move toward self-sufficiency.

WorkReady Philadelphia also made considerable progress. The Greater Philadelphia Chamber of Commerce embraced the WorkReady agenda, committing to double the number of employer-paid youth internships and bringing youth workforce development to the public's attention as never before.

Key partners in the City and at the state also accelerated their efforts on behalf of young people.

The visibility of youth workforce issues and leadership in the public, private and non-profit sectors mark 2006 as a year of major importance. Is this a bellwether of things to come? Perhaps even a tipping point? The answers to those questions depend on how we build on the work of the past year.

Philadelphia took important steps in 2006 to provide its young people with the support and skills they need to take their rightful places as the future leaders of our City and nation.

We are heartened by this progress, and are honored to work with all of you to make our vision a reality.

A handwritten signature in black ink, appearing to read "Laura Shubilla".

Laura Shubilla, President

A handwritten signature in black ink, appearing to read "Bob Schwartz".

Robert Schwartz, Chairman of the Board

Career goal:

To build a successful career as an Interior Designer. I am also interested in the legal profession.

First break:

When YouthBuild Philadelphia Charter School accepted me into their program, they presented me my first break without my knowing it.

How it helped:

I'm constantly offered new and different opportunities and I love it. I became a member of the school's AmeriCorp program which helped me realize how much I enjoyed helping people and love being a part of making a difference. I was also blessed with the chance to go to Mississippi for ten days to help hurricane Katrina victims by re-building houses. Most recently, YouthBuild connected me to PYN's Future Leaders Mayoral Forum and the Youth Council.

First job:

Working as a counselor at a day camp through YouthWorks.

Biggest work challenge:

Learning to balance taking care of home and helping people.

Ideal job:

Being in the position where I love what I'm doing and also able to help people.

P.S.:

I can honestly say that because of YouthBuild I realize I have unlimited potential and I'm not going to limit my ability to achieve.



Taking their Rightful Places...in Education

[Project U-Turn]

Each year thousands of young people leave the School District of Philadelphia without earning a high school diploma. Believing that these youth deserve a second chance for success and that there are ways to prevent current students from following in their footsteps, in October 2006 PYN and its partners launched Project U-Turn, a citywide campaign to resolve Philadelphia's dropout crisis.

The U-Turn campaign is the culmination of almost two years of work by the Philadelphia Youth Transitions Collaborative (now known as the Project U-Turn Collaborative) which is convened by PYN. The campaign is designed to increase the visibility of the City's dropout crisis and to build the collective will to address it.

The U-Turn campaign is important for several reasons.

For one, we know what it takes to resolve the dropout crisis. Despite the staggering numbers of young people who leave school without a diploma, data analyses enable us to tailor and deliver research-based interventions that promote both dropout prevention and re-enrollment. So there is reason to believe that, through collective action, we can markedly increase the high school graduation rates of our young people.

For another, the costs of inaction are huge. Dropouts cost our city, state and nation far more in government outlays—e.g. for medical assistance, welfare and incarceration—than they will ever produce in productivity and taxes. In fact, according to Princeton Economist Cecelia Rouse, over a lifetime each dropout costs us roughly \$250,000 compared to a high school graduate.

JANUARY:

■ 65 youth-serving organizations attend Bidders Conference to operate WorkReady Philadelphia summer programs.

■ Youth Transition Funders Group awards PYN Year 2 grant on behalf of Philadelphia Youth Transitions Collaborative

■ PYN President Laura Shubilla participates in U.S. Conference of Mayors Urban Education-Workforce Development Forum in Washington, DC

■ Business Mentoring Youth program begins, providing 113 tenth graders with workplace experience at 25 companies throughout the school year.

■ Shadowing Day provides a one-day career exposure worksite visit at 137 businesses for 1,310 ninth graders, more than double the number served in 2005.

Career goal:

I want to work in the music industry. My goal is to own a music management company.

First job:

I had a YouthWorks job as a counselor in a summer day camp. We figured out games and other activities to keep the kids entertained.

About school:

I wasn't focused. I was a junior when I left. After two months, I went to the E³ Center. They gave me some tests and helped me get my GED. It wasn't as hard as I thought it would be.

Who's your role model?

My great grandfather, who is 78 years old and still works.

What I'm doing now:

I have an internship. We just finished a mural at 2nd and Thompson. It was the first time I ever painted.

Most important thing

I learned there:

They taught me how to keep my mind focused.

Training at the E³ Center:

I learned audio production and the ProTools program. After my internship, I'm going to learn how to rebuild computers.

Ideal job:

C.E.O. of a record label.



Most importantly, perhaps, is the human dimension. Simply put, these disconnected young people—these struggling students and out-of-school youth—are not who we think they are. In fact, most now understand that they have made mistakes and are eager to get back on the right path...to a diploma, to college and to economic self-sufficiency.

Five young people who are former dropouts opened the Project U-Turn press conference by telling stories of their own journeys back to educational success...through innovative small high schools supported by the School District...through YouthBuild Charter School ...through the City's E³ Centers...and through union-led education and training programs.

These young Philadelphians are, in fact, on a path to take their rightful places in our economic and social mainstream. And there are thousands more young people all across our City who are eager to join them.

The increasing levels of energy and momentum generated by Project U-Turn suggest a new seriousness of intent and commitment by City leaders—in the School District, the Division of Social Services, leading philanthropies, employers and community organizations—to understand, address and resolve the dropout crisis.

As the managing partner of the Project U-Turn Collaborative, PYN looks forward to continuing its leadership role in these efforts, supporting both the aspirations of individual young people for economic self-sufficiency, and the establishment of systemic, sustainable strategies that will enable all our city's youth to become active and productive citizens.

FEBRUARY:

■ The American Youth Policy Forum publication, "Whatever it Takes," features PYN and its collaborative work on behalf of disconnected youth.

■ PYN marks the seventh anniversary of its incorporation.

MARCH:

■ PYN and other Collaborative members testify at hearings on dropout issues held in Philadelphia by Representative Roebuck and the PA House Education Committee.

■ The Philadelphia Workforce Investment Board approves 59 contracts for Summer YouthWorks and other Workready programs, based on recommendations of the Youth Council.

Career goal:

I would love very much to become an author and have a best seller.

Work experience:

In 10th grade, I had a Business Mentoring Youth internship at Manna. Then I had summer Employer-Paid Internships at PYN and Comcast.

How it affected me:

Before my internships, it was hard to imagine myself fully committed and working in a corporate environment. Now I can see myself interacting in that setting. I've also made vital connections to many different individuals that could possibly be employers in the future.

Favorite song:

I don't have a favorite song and that's mainly because I spend most of my time reading. But if I had to choose, I would pick "Like A Boy" by Ciara because it points out that our society is not as equal as we claim it to be. Gender differences (within all races, classes, etc) are still present and it's truly a shame.

Favorite quote:

It's one that I've modified to say: "When life gives you lemons, the smart thing to do would be to sell them." It just turns a negative into a profitable venture.

Hidden talent:

I am a great cook, even though I am rarely caught in the kitchen.

P.S.:

I'm a perfectionist at heart.



Taking Their Rightful Places...in the Economy

[WorkReady Philadelphia]

When it comes to placing young interns in workplaces, there's a bit of conventional wisdom among youth workforce development practitioners that goes something like this: Get them in the door and everyone wins. That is, young people gain high-quality workplace experiences, and regardless of what they think before they hire young interns, afterwards most employers are extremely glad that they did. It's a winning proposition for everyone.

And the conventional wisdom comports with the facts. WorkReady evaluations consistently show that 90-100% of participating employers would hire another intern, and would recommend the program to their colleagues.

PYN's employer outreach staff spend considerable time on that first essential task—getting youth in the door. And they have been quite successful at it. For example, over the four-year lifespan of WorkReady Philadelphia, the employer-paid internship program has nearly tripled in size—growing from about 150 slots in 2003 to almost 450 in 2006. Despite this growth, however, there has been a continuing belief, given the numbers and the worthiness of the prospective interns, that we should be able to create many more internship opportunities for them.

■ With support from The Center for Applied Research, PYN begins its first comprehensive strategic planning process.

■ Applebee's opens first Center City restaurant with a launch event benefiting PYN.

APRIL:

■ Philadelphia Youth Transitions Collaborative selects Communication-Works and Brown-Partners to help it develop a marketing and messaging strategy around out-of-school youth issues.

■ PYN receives state Regional Career Education Partnership grant, to hone intermediary practice and connect schools and employers.

Career goal:

To become a neurosurgeon. Although, it is not limited to just that one area. I want to run a hospital someday, and own a chain of pharmaceutical companies. In all, I hope to be a well-rounded individual.

First break:

My school's Student Success Center staff gave me the chance to be a leader and believed in me through all adversity.

Ideal job:

Surgeon General.

First job:

A summer WorkReady Employer-Paid Internship as a merchandiser and sales rep.

How that job changed me:

It opened my eyes to a whole new workforce perspective, from interacting with customers to advertising and team support.

Who inspires you?

Dr. Benjamin Carson, Director of Pediatric Neurosurgery at Johns Hopkins University and nationally renowned author and speaker. He has proven that with hard work and determination, a young African-American male can beat the statistics laid out by society.

School assignment that made the biggest impact on me:

My Senior Project on Hurricane Katrina. I chose the topic because most of my family were residents of New Orleans and the storm left them without homes. The project helped me really understand my feelings and how I would like to help others.



In Fall 2006, the Greater Philadelphia Chamber of Commerce justified that belief. Under the leadership of incoming chair Joseph Frick, CEO of Independence Blue Cross, and President Mark Schweiker, the Chamber pledged to more than double the number of employer-paid internships to at least 1,000 for summer 2007. Working collaboratively with PYN, the Chamber undertook a major outreach campaign to its members, titled Working Solutions, touting the importance of providing high-quality internships for eager and talented young people.

There were many other WorkReady highlights in 2006, including an increased rigor in the projects and portfolios prepared by young people participating in summer and year-round programs; an expansion and strengthening of the Youth Satisfaction Survey, that gauges the experiences of participating youth and incorporates results into program operations; and important improvements in oversight and administration that increased efficiency and effectiveness in program delivery.

But the biggest news of the year was clearly the Chamber's pledge of support for WorkReady Philadelphia internships.

As a result of the Chamber's leadership and commitment, the WorkReady Philadelphia employer-paid internship program is now poised to become the signature strategy envisioned at its inception, and to serve as a national model for employer-led career preparation.

■ WorkReady Central Enrollment Center opens in the Gallery at Market East.

MAY:

■ PYN begins training programs for 500 staff from contracted providers in preparation for WorkReady Philadelphia summer programming.

■ PYN leaders provide series of workshops at 22nd Annual Pennsylvania Partners Employment, Training & Education Conference

■ PYN receives Governor's Workforce Development Award in partnership with Lockheed Martin, the School District of Philadelphia and Bucks County Community College for the IT Registered Apprenticeship Program.

Career goal:

I want to be a very successful businesswoman who has a well-known advertising company and represents major national brands.

Favorite quote:

"We cannot always build the future for our youth, but we can build our youth for the future."
—Franklin D. Roosevelt

First job:

YouthWorks. I took care of children ages 4-12 who were in a day camp. I do like working with kids but the heat and outside don't do much for me.

This summer:

Employer-Paid Internship at Girard Medical Center. It's where I worked last summer. They requested me back.

Impact of WorkReady programs:

It affected how I see my future. I know that I would love to be in a work environment where I'm happy and surrounded by good people.

College goals:

Penn State or West Chester

Ideal job:

Making the advertisement billboards I see every day.

P.S.:

I'm a hard-working, Puerto Rican young lady and I save my money to go to college.



Taking Their Rightful Places...Everywhere

[The Power of Partnerships]

WorkReady and Project U-Turn are fundamentally collaborative efforts. PYN's many partners have helped to make 2006 a year of extraordinary accomplishment on behalf of the City's young people. Through clear-eyed persistence, innovative financing and uncommon leadership, they have created access and opportunity that will provide thousands of Philadelphia youth with opportunities to find and take their rightful places in our nation's social and economic mainstream. It has been PYN's privilege to support them in this work. This section summarizes several notable examples of partnership at its best.

■ **The School District of Philadelphia continues to take important steps on behalf of disconnected youth.**

The School District showed strong leadership and commitment to struggling students and out-of-school youth during the past year. As full partners in the Project U-Turn Collaborative, District officials welcomed the findings of data analyses by Johns Hopkins researchers, and pledged to use the information to build targeted strategies to reconnect youth who have dropped out of high school or are at-risk of doing so.

With PYN's support, the District established dropout prevention and re-entry as one of the five "anchors" that define and drive its high school reform efforts. PYN also assisted the District in the redesign of its Educational Options program, which provides re-enrollment opportunities after the regular school day for over-age youth with at least eight high school credits.

And PYN assisted the District's Office of Multiple Pathways to extend its efforts to increase alternative education slots and evaluate the quality of existing offerings. This included continued expansion of the Portland (OR) Gateway to College program, housed at the Community College of Philadelphia, which is recognized as one of the most promising replications in the country.

■ PYN and Safe and Sound host American Youth Policy Forum site visit to observe high-quality after-school and out-of-school youth programming in Philadelphia.

JUNE:

■ PYN revises Youth Satisfaction Survey, incorporating youth leadership, statistical analysis and interviewing techniques, and holds special three-day session to train new Survey Team.

■ Final evaluations of Year-Round YouthWorks programs and negotiations for contract extensions begin.

■ Graduate student begins a Samuel S. Fels Fund supported Summer Internship in Community Service helping PYN and the School District research and design program options for out-of-school youth.

Career goal:

I want to be a news anchor.

First job:

I had a summer YouthWorks job at a homeless shelter for men. At the end we did a group project about youth violence, titled "Teens Killing Teens".

Inspiration from history:

Dr. Martin Luther King Jr.

My first break:

Tyrone Manning connected me to the Student Success Center Leadership Academy, which led to a number of other opportunities including a WorkReady internship. He also worked with me to become an all-around better person.

Ideal job:

Opening News Anchor for FOX 29.

Hidden talent:

I can sing.

Impact of WorkReady internship:

I have been granted access to a whole new world that before I had only imagined. I have first hand experience on what it's like to be a young professional. I have gained valuable skills and information that I will need to be successful.

College plans:

Howard or Temple University. My intended major will be Communications/Media and my minor will be Music Performance.

P.S.

I plan to join the Military after college.



■ **The City's Department of Human Services continues to expand community-based centers for disconnected youth.** Concerned about the high re-arrest, re-committal and dropout rates of youthful offenders, in 2005 DHS committed the funding necessary to sustain Philadelphia's three community-based E³ Centers, which provide education, training and access to employment for youth who are out-of-school and/or returning from delinquent placement. Based largely on the Centers' effectiveness in achieving outcomes for adjudicated youth through the City's Reintegration Initiative, in 2006 DHS provided the funds to create two additional centers in North and Southwest Philadelphia. The new Centers opened their doors in November, and now provide research-based programs and services to hundreds of young people each month. Philadelphia's Reintegration Initiative is now recognized nationally as a model of effective practice, and the E³ Centers are proud to play an important role in this important system-building strategy.

■ **The Commonwealth of Pennsylvania takes steps to re-engage out-of-school and foster care youth in high-quality educational options.** Since the advent of Philadelphia's Youth Transitions Collaborative in late 2004, officials at the state level have been observing with interest the City's efforts on behalf of struggling students and out-of-school youth. Therefore, when the opportunity came to build on that work and to create a statewide network of local collaboratives, the Commonwealth did not hesitate to take it. An interagency team adopted the strategic assessment framework designed by the national philanthropies that comprise the Youth Transition Funders Group (implemented in Philadelphia and four other cities nationally), and announced its intention to provide \$1M in funding to local collaboratives that commit to cross-sector planning and convening around youth who are out-of-school and involved in the foster care system. These investments by the Commonwealth are eventually expected to yield new findings and effective practices that can help to develop a true statewide, community-led approach to re-engaging Pennsylvania's disconnected youth.

JULY:

■ More than 7,000 youth begin WorkReady summer internships and training programs.

■ With funding from the Department of Human Services, PYN contracts with Communities in Schools and Warren E. Smith Health Centers / Indochinese American Council to open two additional E³ Centers in Southwest Philadelphia and Logan/Olney.

AUGUST:

■ Over half the participants in eligible WorkReady summer programs (YouthWorks, SCEP, and Employer-Paid Internships) also earn school credit based on recommendations by certified teachers.

■ Annual WorkReady Philadelphia Closing Celebration held at Pennsylvania Convention Center, honoring the best projects and portfolios of over 600 young people.

■ **The William Penn Foundation expands its exemplary leadership in youth workforce development.** The William Penn Foundation continues as a valued partner in much of PYN's work. The Foundation's ongoing leadership and support for the Summer Career Exploration Program have made SCEP a cornerstone of the WorkReady Philadelphia system, and its generous contributions have enabled the Project U-Turn Collaborative to address new areas of need. The Foundation also continues to fund a set of school-based Student Success Centers, where students can connect to employment opportunities and access social services. And for the first time this year, the Foundation invited PYN to manage its innovative place-based strategy, Neighborhood Networks, which builds the capacity of local organizations to deliver high quality youth development programming.

SEPTEMBER:

■ PYN COO Stacy Holland provides on-site technical assistance to New York City foundations and program staff on establishing an out-of-school youth intermediary organization for the City.

■ Year-Round YouthWorks programs begin, serving over 1,000 youth with funding support from the Workforce Investment Act.

OCTOBER:

■ Joseph Frick, Independence Blue Cross CEO is inaugurated as chair of the Greater Philadelphia Chamber of Commerce and declares youth workforce development a top priority for his tenure.

■ PYN staff lead workshops and plenary sessions at statewide Youth Services Academy, sponsored by PA Department of Labor and Industry.

Revenue, by Funding Stream

Workforce Investment Act [WIA - formula]	6,074,934
Temporary Assistance for Needy Families [TANF]	3,236,561
City of Philadelphia - Dept. of Human Services/MCOS	3,017,767
Private foundations	1,803,108
School District of Philadelphia	1,247,440
WIA [competitive] - Youth Offender	496,970
Philadelphia Housing Authority	454,617
Youth Opportunity Grant	439,603
Fee based revenues	148,240
Other revenue and interest income	86,949
Corporations	55,000
State contracts [including Regional Career Education Partnership]	7,550
TOTAL REVENUE	\$17,068,739

■ Project U-Turn launched with press conference and expo that features assessment and multiple options for youth seeking to return to education.

■ Multi-day media coverage of Project U-Turn launch in the Inquirer and Daily News, as well as stories in Al Día, Education Weekly, Philadelphia Business Journal, Philadelphia Tribune, and on major television and radio station news.

■ PYN hosts Fall Leadership Forum of national Intermediary Network

■ With William Penn Foundation support, a program manager is hired for the Neighborhood Networks Initiative, to assist collaboratives in targeted low-income neighborhoods in expanding and improving youth services.

Statement of Financial Position

[June 30, 2006]

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	1,365,777
Contracts Receivable	2,186,716
Contributions and Other Receivable	73,201
Prepaid Expenses, Advances, and Deposits	389,339
Total Current Assets	4,015,033
FIXED ASSETS, net of Accumulated Depreciation of \$527,296	313,039
Total Assets	4,328,072

LIABILITIES AND NET ASSETS

CURRENT AND OTHER LIABILITIES

Accounts Payable, Contractors	1,266,863
Accounts Payable, Other	130,938
Accrued Expenses	232,088
Deferred Revenue	2,067,017
Total Liabilities	3,696,906
NET ASSETS	
Unrestricted	631,166
Temporary Restricted	
Total Liabilities	631,166
Total Liabilities and Net Assets	4,328,072

NOVEMBER:

■ PYN President Laura Shubilla is a guest on WHYY's Radio Times to discuss Project U-Turn.

■ PA Department of Labor and Industry announces intention to fund local collaboratives to address the needs of out-of-school and foster care youth, modeled on Philadelphia's efforts supported by the Youth Transition Funders Group.

■ Philadelphia Delegation responds to Project U-Turn launch announcing funds to place prevention specialists in high dropout schools, and to support middle school intervention strategies.

■ PYN officers brief PA State Youth Council on Project U-Turn and statewide implications of data analyses and other findings.

Functional Statement of Activities

[July 1, 2005 to June 30, 2006]

SUPPORT AND REVENUE

Contracts	16,819,908
Contributions	205,553
In-Kind Contributions	65
Interest and other fees	43,213
Total Revenues	<u>17,068,739</u>

EXPENSES

Contracted Provider Services	7,360,832
Youth Wages, Stipends, and Fringe Benefits	4,988,931
Direct Services	<u>3,615,217</u>
Total Program Services	15,964,980
Management and General	1,109,133
Fundraising	10,708
Total Expenses	<u>17,084,821</u>
Changes In Net Assets	(16,082)
Net Assets, Beginning of Year	647,248
Net Assets, End of Year	<u><u>631,166</u></u>

A complete copy of the Independent Auditors' Report and Financial Statements, dated June 30, 2006 is available upon request. Please e-mail: mjorner@pyninc.org

DECEMBER:

■ U-Turn Collaborative members testify at City Council budget hearings on the importance of funding workplace experiences and providing support for out-of-school youth.

■ Student Success Center Leadership Academy holds a full-day retreat for 27 youth leaders at the Villanova Conference Center to plan for their centers' next year of operations, engage in team-building activities, and strategize around issues of violence in their schools.

■ PYN leaders and Hopkins researchers present workshop on Project U-Turn data analyses at Chicago conference co-hosted by National Youth Employment Coalition.

■ The E³ Centers program enrolled its 1,000th member of the year.

■ Over the past 12 months, Student Success Centers in eight neighborhood high schools provided 7,786 9th through 12th graders with post-secondary planning services and supports.

2006 Funders

Alfred and Mary Douty Foundation
 Allen Hilles Fund
 Barra Foundation
 Bill and Melinda Gates Foundation*
 Campbell Soup Foundation
 Carnegie Corporation of New York*
 Charles Stewart Mott Foundation*
 Citizens Bank
 Dolfinger-McMahon Foundation
 Fourjay Foundation
 Lincoln Financial Group Foundation
 Nelson Foundation
 Pennsylvania Department of Labor and Industry
 Pennsylvania Department of Public Welfare
 Pennsylvania General Assembly
 Philadelphia Department of Human Services
 Philadelphia Foundation
 Philadelphia Housing Authority
 Philadelphia Workforce Development Corporation
 PNC Bank, N.A.
 Provincial Foundation
 Prudential Community Resources
 Rittenhouse Foundation
 Samuel S. Fels Fund
 School District of Philadelphia
 Seybert Institution
 U.S. Congress
 U.S. Department of Labor
 U.S. Dept. of Health and Human Services
 Union Benevolent Association
 Wachovia Foundation
 William Penn Foundation

*through the Youth Transitions Funders Group

Contracted Providers

African American Interdenominational Ministries
 African Cultural Alliance of North America
 Allegheny West Foundation
 ASPIRA, Inc. of Pennsylvania
 Boys & Girls Clubs of Philadelphia
 Cambodian Assoc. of Greater Philadelphia
 Camden County Council on Economic Opportunity
 Center for Literacy
 Cheyney University/Healthlink International Program
 The Children's Hospital of Philadelphia
 City of Philadelphia, Department of Recreation
 Communities in Schools of Philadelphia, Inc.
 Community Action Agency of Delaware County
 Congreso de Latinos Unidos
 Diversified Community Services
 Education Works
 Foundations, Inc. / KidZone Philadelphia
 Frankford Community Development Corporation
 Free Library of Philadelphia
 Germantown Settlement
 Girard College Development Fund
 Greater Philadelphia Urban Affairs Coalition
 Indochinese American Council
 Intercultural Family Services
 Korean Community Development Services Center
 LULAC National Education Services Center
 Management & Environmental Technologies, Inc.
 Marriott Foundation
 Mt. Airy USA
 Multicultural Youth Exchange
 New Foundations Charter School
 New Jersey Academy for Aquatic Sciences
 North Light Community Center
 Open Borders Project
 Opportunities Industrialization Centers of America, Inc.
 PA School For The Deaf
 Philadelphia Academies, Inc.
 Philadelphia Commercial Development Corporation
 Philadelphia Futures
 Philadelphia Housing Authority
 Philadelphia Mural Arts Program
 Please Touch Museum
 Respond, Inc.
 Temple University
 To Our Children's Future with Health
 United Communities of Southeast Philadelphia
 University Of Pennsylvania
 Variety - The Children's Charity
 Youth Empowerment Services
 YouthBuild Philadelphia Charter School



2006 Employer-Paid Internships

The following businesses supported youth interns as part of WorkReady Philadelphia's 2006 summer program:

Abington Memorial Hospital
AES PHEAA
AFSCME D.C. 33
AFSCME Local 2186 D.C. 47
Albert Einstein Medical Center
Aqua America, Inc.
Aramark
Ballard Spahr Andrews & Ingersoll, LLP
The Brickman Group
Brown's Super Stores, Inc.
Bryn Mawr Hospital
Camp Dresser McKee
Cannon Graphics
The Children's Hospital of Philadelphia
Citizens Bank
City of Philadelphia,
Department of Commerce
City of Philadelphia, Office of Fleet Management
City of Philadelphia, Philadelphia International Airport
Comcast Cable
Communications
Communities in Schools of Philadelphia
Community College of Philadelphia
Connexus Technology
Day & Zimmermann
Dechert LLP
Drexel University College of Medicine, ELAM Program
Drexel University College of Medicine, IWHL
Drexel University, Family Health Services
Drexel University, International Area Studies
Duane Morris

Endo Pharmaceuticals
F.A. Davis & Company
Fairmount Park Commission
Free Library of Philadelphia
GlaxoSmithKline
Greater Philadelphia Tourism Marketing Corporation
Health Partners
Independence Blue Cross
Independence Foundation
Laborers Local 332
Lankenau Hospital
Lincoln Financial Group
Lindy Property Management (York House)
Lockheed Martin IS&S
Longwood Gardens
Magee Rehabilitation
Meissner Chevrolet Superstore
PA Real Estate Investment Trust
Pennsylvania Hospital Gardens
Philadelphia Coca-Cola Bottling Company
Philadelphia College of Osteopathic Medicine
Philadelphia Council AFL-CIO
Philadelphia Downtown Marriott
Philadelphia Eagles
Philadelphia Federation of Teachers
Philadelphia Phillies
Philadelphia Safe and Sound
Philadelphia Workforce Investment Board
Philadelphia Youth Network
Philadelphia Zoo
PhilaPosh
Reed Smith LLP
REIT Management
Saul Ewing LLP
Social Security Administration
Sovereign Bank
St. Christopher's Hospital for Children
Susan Marzolino
Synterra Limited

Team Clean
Thomas Jefferson University
Thomas Jefferson University Hospital
U.S. Army Corps of Engineers
U.S. Naval Warfare Center
The Union League of Philadelphia
Wachovia
The Westin Philadelphia
Wolf Block Schorr and Solis
Cohen LLP
Women's Therapy Center



[acknowledgements]

We are deeply indebted to the young people profiled in this report for their time, enthusiasm for the project and commitment to their own success. They clearly believe in their potential to do great things, and we wholeheartedly share that point of view. We also appreciate the support of their families, and thank them for their efforts to help us complete this project.

Furthermore, we extend our very special thanks to the following individuals and businesses for allowing us not only to take photographs in their workplaces, but also to help our young people envision themselves as professionals in real-world settings:

BrownPartners Multicultural Marketing, David Brown

Granary Associates, Janet Megee and Melissa Dougherty

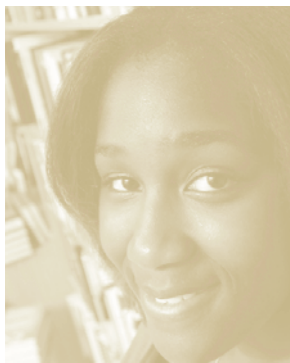
Joseph Fox Bookshop, 1724 Sansom Street, Michael Fox

Maja Audio Group, John Anthony

Thomas Jefferson University Hospital, Dr. Murray Cohen

WHYY, Inc., Sandra Chatfield

While the concept for this report was based on our new vision statement, credit for the idea of photographing youth in career settings they envision for themselves goes to the Northeast High School team from this year's Big Pitch competition. The Big Pitch, created and organized by BrownPartners, is an annual opportunity for high school-based teams to work with advertising professionals on the development of a "pitch" for a campaign based on a common theme. The Northeast team, called "Intense Perseverance," worked with Univision and the Tierney agency to design an ad campaign based on this year's theme—the importance of youth employment opportunities—to encourage employers to hire young people.



Photography: Tommy Leonardi
Graphic Design: Keith Ragone Studio
Printing: Cannon Graphics

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Pamela Gallimore (Vice Chair)
Assistant to the Vice President of Student
Affairs for Enrollment Management,
Community College of Philadelphia

Jeffrey N. Brown (Secretary)
President, CEO and Founder,
Brown's Super Stores, Inc.

Thomas Sheaffer (Treasurer)
Deputy Director for Financial Policy,
Social Services Division, City of Philadelphia,
Managing Director's Office

David Brown
President, BrownPartners Multicultural
Marketing

Paul DiLorenzo
Consultant

Elsa Perez
Regional Manager, Senior Vice President,
U.S. Bank

Denise Ray
Deputy Chief Probation Officer
Philadelphia Family Court

Deborah Zateeny (of counsel)
Lundy Zateeny

Leadership Team

Carol Austin, Vice President, Strategic Initiatives

Jenny Bogoni, Vice President, Out-of-School
Youth Initiatives

Harvey Chism, Vice President, Educational
Initiatives

Maryum Darby-Madison, Director, Program
Design and Support

Chekemma Fulmore-Townsend, Director,
Performance Management and Evaluation

Stephanie Gambone, Director,
School Support

Stacy Holland, Chief Operations Officer

Karen Howard, Director, Student Success
Centers

Anthony Marzolino, Chief Financial Officer

C. Kemal Nance, Director, Youth Leadership
Initiatives

Melissa Orner, Sr. Vice President,
Communications and Development

Derrick Perkins, Director, Provider Support

Michael Pompey, Chief Information Officer

Lori Shorr, Vice President, Policy and Planning

Laura Shubilla, President

Janine Wright, Director, E³ Initiatives

[n.b. Board and staff lists current
as of June 30, 2007]





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