Dear Friends,

At PYN, when we see young people, we see limitless possibilities. Our young people are our city’s untapped talent, the key driver to a vibrant and thriving economic future. The best way to develop that talent is by providing an opportunity to learn, grow and enhance the essential skills needed to enter and advance along a chosen career path. We define opportunities as education and employment experiences supporting intentional connections to quality career pathways. In our work, we are always seeking to enhance and grow the number of opportunities available to youth and young adults.

We are committed to addressing the many barriers that may impede our young people’s progress because we know that when our young people have equitable access to opportunity, they’re more prepared for the world of work. Ensuring that they are prepared is not only important for the growth and advancement of our young people but is also good business sense. When our young people are prepared for the workforce, current and potential businesses have the talent pool that they need to drive economic growth in the Greater Philadelphia area. This growth can ultimately help individuals and communities transcend poverty and decrease economic disparity.

As we celebrate PYN’s 20th Anniversary, we reflect on the progress we have made towards alleviating poverty and inequity through education and employment.

Since 1999, we have:

- Worked to raise Philadelphia’s high school graduation rate by more than 30 percent,
- Innovated more than 20 pilot programs to interrupt specific barriers that some of our young people face,
- United more than 200 service providers in a common strategy to deliver workforce and education programs and
- Raised more than $425 million from local and national funders to support youth education and employment opportunities in Philadelphia and beyond.

We know that every young person deserves the chance to achieve their dreams. We look forward to many more years of service as we continue to innovate and create more opportunities. Together, we can make a lasting impact in young peoples’ lives and the future of our city. Please join me in building opportunity for our city and its future leaders.

In Service,

Chekemma J. Fulmore-Townsend

From our President & CEO
I was blessed to be able to work at the age of 14 as a junior camp counselor through WorkReady. I believed that working would lead to success during a time when many of the people I knew around me were facing serious challenges like incarceration or needing to leave high school before graduation. Being a camp counselor wasn’t what I expected as my first job, but being a young teen with a sense of responsibility and leadership was a great feeling. It was a learning experience that allowed me to motivate others and guide them in the right direction, which I found is one of my passions.

This experience was made possible by the Philadelphia Youth Network and its partners, which has been one of the organizations that has been life changing, not only for myself but for many of my friends and family. This past summer, I had the opportunity to work at PYN as a programs assistant intern thanks to my connection as a participant of the Hub at PA CareerLink® West. As a recent college graduate, job hunting was difficult, but my youth navigator from the Hub told me about seasonal job opportunities at PYN. I couldn’t have asked for a better opportunity this summer because of the experience I had. Being a participant in the programs run by PYN was one thing, but working at PYN was next level. It was what I needed to get work experience in a professional environment. It helped shaped my work ethic and mindset, and I am thankful for the staff who are just like my family.

I had the opportunity to visit several locations where programs operate through WorkReady and it made me remember my time being a junior camp counselor. Seeing the excitement in the participants’ eyes and hearing how much they learned throughout the summer shows that programs like these are necessary and beneficial for the kids and teens in our community. Seeing these programs exist and knowing that these kids have opportunities to work was a better feeling to me than just coming to work to get paid. PYN has changed my life year after year, and I just thank the staff and supporters for the opportunity.

Kraig Henry
2010 summer program participant
2016 Hub at PA CareerLink® West program participant
2018 seasonal employee at PYN
Why?

90,000 YOUNG PEOPLE in Philadelphia are seeking education and employment opportunities. WHILE AT THE SAME TIME 46%* OF EMPLOYERS struggle to fill jobs...in fact, it’s harder now than ever.

How?

PYN coordinates with partners to create... Opportunities for youth and young adults... Which prepare individuals for the world of work.

Impact

• Create diverse talent pipeline
• Meet employers’ evolving needs
• Build our city’s economy for a brighter future for all

PYN BUILDS SOLUTIONS FOR EDUCATION AND EMPLOYMENT.

With a firm belief that young people need equitable access to both education and employment opportunities, PYN works to alleviate a root cause of poverty by preparing 12-24-year-olds to become productive working adults. Together with partners, PYN dramatically changes the trajectory of individuals’ lives by building opportunity for youth, ultimately creating a pipeline for an educated, engaged workforce.

PYN provides supports for youth and young adults in our community.

A demographic snapshot:

Participants Self-Identified:

GENDER

55% Female

45% Male

AGE

89% of PYN program participants experience poverty, living in households below the federal poverty line


Opportunities for youth and young adults...

0% 20% 40% 60% 80% 100%

12-14 15-17 18-24

RACE

Black 73%
Hispanic 12%
White 8%
Asian 3%
Other 1%
For the past 20 years, PYN has been working with partners to create coordinated systems for education and employment, maximizing limited resources to accelerate progress toward common goals. We strive to build solutions that help individuals and communities build pathways out of poverty and transform systems to address inequity.

**PYN SEeks to Accomplish These Strategic Goals by June 30, 2020:**

**System Builder**
Creator of a unified system of services and resources.

- Expand the continuum of education and employment opportunities by 30%, creating 20,000 opportunities annually.

**Innovation Incubator**
Facilitator of processes to develop, import and replicate new approaches.

- Improve and scale three pilots for vulnerable populations with one or more barriers to education and employment, locally and nationally.

**Strategic Consultant**
Provider of resources and tools that grow capacity in communities.

- Share our best practices through replication in two states beyond Pennsylvania.

**Progress Toward Goal as of 2017-2018**

<table>
<thead>
<tr>
<th>Category</th>
<th>Progress %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>System Builder</strong></td>
<td>100%</td>
</tr>
<tr>
<td><strong>Innovation Incubator</strong></td>
<td>85%</td>
</tr>
<tr>
<td><strong>Strategic Consultant</strong></td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Opportunities Provided</strong></td>
<td>85%</td>
</tr>
</tbody>
</table>

**Vision and Mission**

**OUR VISION:**
To alleviate poverty and inequity through education and employment

**OUR MISSION:**
To create coordinated systems which promote the attainment of academic achievement, economic opportunity and personal success
Meeting labor market demand from entry to career pathway

PYN’s Career Development Framework is a visual tool that provides common language and a unified approach to bridging youth development with employer needs. Driven by data and endorsed by employers, this framework illustrates what we are working to achieve as a system. This tool is intended for use in planning and conversations with:
- Policymakers
- Funders
- Intermediaries
- Educators
- Employers
- Practitioners
- Young people

PYN'S CAREER DEVELOPMENT FRAMEWORK

Want to use this framework? Contact us at info@pyninc.org

Integrating workforce and education

PYN creates and supports education and employment experiences for 12-24-year-olds, which span the continuum from early, to intermediate and advanced opportunities. All figures refer to 2017-2018.

LONG-TERM OPPORTUNITIES

These opportunities connect young people to education and employment for an extended experience, running longer than one quarter throughout the calendar or scholastic year.

6,800 OPPORTUNITIES PROVIDED INCLUDING:
- E³ Power Centers,
- Career Exposure,
- Internships,
- Pilot Programs,
- WIOA Youth Portfolio* and
- PYN-supported Partnerships

LONG-TERM PROGRAM OUTCOMES:

Long-term programs vary in goals and intended outcomes. At E³ Power Centers and WIOA programs, highlights include:
- 479 CREDENTIALS ATTAINED
- 1140 POST-SECONDARY PLACEMENTS

*As of July 1, 2018, PYN’s role has transitioned to TA and capacity building.
Convening stakeholders and informing policy

PYN believes in collectively addressing systemic barriers by serving as an intermediary, facilitating and joining conversations that create change on a larger level and scale.

PYN leads collective efforts related to education and employment, including:

**WorkReady Philadelphia**, a citywide effort to address the skills gap by convening partners to build a coordinated approach to preparing young people for future employment. WorkReady stakeholders seek to give young people ages 12-24 access to a meaningful paid work experience that promotes self-efficacy, connects youth to caring adults and offers the opportunity to build the transferable skills required to secure and sustain employment.

**Project U-Turn**, an alliance that unifies partners to increase the graduation rate and prepare young people for future opportunities. The alliance is led by an executive committee, steering committee and action teams with cross-sector representation from the School District of Philadelphia, the Mayor’s Office of Education, the city’s Department of Human Services, Community College of Philadelphia, Public Citizens for Children and Youth, William Penn Foundation, practitioners and young people.

These education and employment opportunities are offered as a time-bound experience, often seasonally. Summer is a critical entry point for many young people who have not yet been exposed to the world of work.

**SHORT-TERM OPPORTUNITIES**

10,220 opportunities provided including:
- Summer Career Exposure,
- Summer Service Learning,
- Summer Work Experience,
- Summer Internships,
- Pilot Programs and
- PYN-supported Partnerships

MORE THAN 215,000 OPPORTUNITIES PROVIDED TOGETHER WITH PARTNERS SINCE INCEPTION IN 2003

MORE THAN 34,500 RE-ENGAGEMENT OPPORTUNITIES CREATED SINCE INCEPTION IN 2006

SYSTEM TOTALS:

975 CONTRACTED WORKSITES

55 CONTRACTED PROVIDERS

$6,262,931 IN YOUTH WAGES

**SHORT-TERM PROGRAM OUTCOMES**:  
- 92% developed a relationship with a caring adult
- 97% were satisfied with their WorkReady experience
- 96% expressed an interest in further education

*Based on surveys to PYN-managed summer programs
Pathways to Justice Careers connects young people who are in-school, ages 16-21 with mentors and advisors who provide supports needed to graduate high school and enter a career in the criminal justice or emergency services fields. These services introduce youth to pro-social values of community safety and build positive community relationships, while building interest and awareness for the criminal justice and emergency services industries. By positively and intentionally building bridges between communities and law enforcement, Pathways to Justice Careers addresses systemic challenges in addition to impacting individuals. This pilot is made possible by a grant from the U.S. Department of Labor.

As a facilitator of processes to import and replicate new approaches, PYN:
- discovers best practices
- creates a plan for scalability, integrating technology and financial literacy
- improves infrastructure,
- strives for continuous learning and improvement

After the pilot, our E² Power Center staff integrated the Post-Secondary Bridging curriculum into everyday instruction, offering additional supports to students exploring college offerings.

- "Michael Thompson, Director of Adult Education, Congreso de Latinos Unidos Inc.

Post-Secondary Bridging is designed to dramatically enhance post-secondary success for Philadelphia’s opportunity youth, by re-engaging those who are disconnected from high school to be successful in dual enrollment. Lessons learned from implementing the pilot were published in a program implementation guide, Foundational Elements for Post-Secondary Bridging, published in May 2018. The pilot will help inform Project U-Turn’s agenda for creating more post-secondary opportunities for disconnected young people throughout Philadelphia. This pilot is powered by the Social Innovation Fund in partnership with Jobs for the Future and the Aspen Institute for Community Solutions.

The Hub at PA CareerLink® West brings together community resources to connect youth and young adults in the West Philadelphia Promise Zone with employment and education opportunities, while also providing the individualized supports needed to succeed. This place-based strategy considers the assets and needs of the specific community and creates a tailored response to promote workforce participation and economic growth. This pilot is funded through the Summer Jobs and Beyond Grant from the U.S. Department of Labor awarded to Philadelphia Works, and seamlessly integrates services for youth in partnership with the adult public workforce system.

Reimagine Retail is a partnership to achieve a shared vision and common goals that transform the local retail sector’s systems and practices. The partnership will investigate approaches to improve job quality, create pathways for worker advancement opportunities, and increase employee engagement, productivity, and retention in retail and related sectors. This work is funded by the Aspen Institute Economic Opportunities Program and made possible by the Walmart Foundation. It is managed by PYN on behalf of the Generation Work partnership.

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Youth Connectivity pilot at E³ Power Centers and the Hub at PA CareerLink® West addresses the digital divide by introducing youth to careers in the media and entertainment industries. Youth participated in a comprehensive media production and video editing training through a partnership with WHYY while increasing mobile access and amplifying youth voice. This pilot is made possible by a grant from Aspen Opportunity Youth Incentive Fund (OYIF) Youth Entrepreneurship Fund.

### Pipeslines to Apprenticeship

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<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 FORMAL PRE-APPRENTICESHIPS DEVELOPED</td>
<td>10 OPPORTUNITIES PROVIDED</td>
</tr>
</tbody>
</table>

### Career Bridging

**Career Bridging** is an industry-focused approach designed to connect School District of Philadelphia Career and Technical Education graduates to education and employment opportunities in healthcare and facilities maintenance. These services help participants to build core technical skills and take the next step in their career pathway. Participant’s will transition into occupational skills training, career immersion experiences, work activities, credential attainment and placement into subsidized and unsubsidized employment. This pilot is made possible through an Employment Connections for Opportunity Youth (ECOY) grant awarded via Philadelphia Works.

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>26 OPPORTUNITIES PROVIDED</td>
<td>19 OPPORTUNITIES PROVIDED</td>
</tr>
</tbody>
</table>

Pilot opportunities provided since launch through Dec. 1, 2018
IF YOU’RE INTERESTED IN SEEING WHAT PYN CAN DO FOR YOUR COMMUNITY, CONTACT US:
INFO@PYNINC.ORG | 267.502.3800

As a provider of resources and tools that grow capacity in local and national communities, PYN:

- develops opportunities through the delivery of specific services such as assessment planning and support services for direct service programs
- capacity building efforts like technical assistance and training

Since 2015, PYN has worked with the City of Detroit through Grow Detroit’s Young Talent (GDYT), a citywide summer jobs program that trains and employs young people ages 14-24. By leveraging technology and infrastructure to help their program scale, GDYT has increased the number of summer employment opportunities by 128%.

In 2018, PYN began a partnership with Seattle’s Youth Employment Program (SYEP) to provide technology and training, as well as consulting on workflow and asset mapping.

THERE ARE A NUMBER OF SERVICES THAT PYN CAN PROVIDE TO COMMUNITIES LOOKING TO BUILD OR ENHANCE YOUTH PROGRAMS, SUCH AS:

**TECHNOLOGY AND TRAINING**
Streamlining processes through custom software solutions to help you accomplish your goals and meet your targets

**ASSESSING FUNDING STRATEGIES**
Using blended and braided funding to get to scale with efficiency and speed, without compromising quality

**PROGRAMMATIC IMPLEMENTATION**
Applying the practices from *Foundational Elements for Post-Secondary Bridging* in your community

**STRATEGIC WORKFLOW ASSESSMENT AND PLANNING**
Identifying the next evolution of your current goal or business plan and strategizing how to get there

**PARTNER AND PROGRAM ALIGNMENT**
Evaluating your programs against the Career Development Framework to scaffold youth experiences and secure partner support

“Working with PYN helped our program scale up to meet a growing need. We couldn’t have done it alone!”
- Shuna K. Hayward, Vice President of Programs, Connect Detroit

“IF YOU’RE INTERESTED IN SEEING WHAT PYN CAN DO FOR YOUR COMMUNITY, CONTACT US: INFO@PYNINC.ORG | 267.502.3800”
Last year, 90.4% of funds supported the development, implementation and supports needed to provide opportunities for young people.

PYN blends and braids funding from local and national investors including businesses, philanthropy, individuals and multiple sources of public funding.

**Statement of Financial Position**

**ASSETS**

**Current Assets**
- Cash $3,627,035
- Grants and contracts receivable 6,261,945
- Prepaid expenses 11,119
- Other current assets 116,035

**Total Current Assets** $10,016,134

- Property and equipment - Net 612,008
- Security deposits 47,410

**Total Assets** $10,675,552

**LIABILITIES AND NET ASSETS**

**Current Liabilities**
- Accounts payable, subcontractors $4,561,203
- Accounts payable, other 293,848
- Accrued expenses 294,870
- Deferred revenue 2,252,282

**Total Current Liabilities** $7,402,203

**Net Assets**
- Unrestricted 2,078,891
- Temporarily restricted 1,194,458

**Total Net Assets** $3,273,349

**Total Liabilities and Net Assets** $10,675,552

**Statements of Activities and Changes in Net Assets**

**Support and Revenues**
- Grants and contracts $22,904,497
- Contributions 1,054,745
- Other fees 557,135
- Interest income 10

**Total Support and Revenues** $24,516,387

**Net assets released from restriction** 0

**Total** $24,516,387

**Operating Expenses**
- Youth program services $21,430,190
- Management and general 2,064,314
- Fundraising 208,672

**Total Operating Expenses** $23,702,176

**Change in net assets** 813,211

**Net assets, beginning of year** 2,460,138

**Net Assets, End of Year** $3,273,3498

*Complete copies of the Independent Auditors' Reports and Financial Statements are available upon request: info@pyninc.org.*
We thank our contracted network of service-delivery organizations that operate programming that impacts young people across Philadelphia.

Providers
- Allegheny West Foundation
- Asian Americans United
- ASPIRA
- The Boys & Girls Club of Philadelphia
- Catholic Social Services
- Center for Literacy
- Concilio
- Congreso de Latinos Unidos, Inc.
- De La Salle Vocational
- District II99C Training & Upgrading Fund
- Education Works
- Educators for Education
- Episcopal Community Services
- Federation of Neighborhood Centers Foundations, Inc.
- Free Library of Philadelphia Foundation
- JEVS Human Services
- LULAC National Educational Services Center
- Management and Environmental Technologies, Inc.
- Mural Arts Philadelphia
- New Foundation Charter School
- Norris Square Neighborhood Project
- North Light Community Center
- Pennsylvania School for the Deaf

We thank our investors, organizations and individuals that fund opportunities and make our work possible.

Investors
$250,000+
- Bank of America
- Comcast
- Santander Bank
- Stoneleigh Foundation
- The Aspen Institute

$100,000 to $249,999
- Brandywine Realty Trust
- Cancer Treatment Centers of America
- Chubb
- Cigna Foundation
- Citizens Bank Foundation
- Community College of Philadelphia
- Deloitte LLP
- Drexel University
- Independence Blue Cross (IBX)
- Lincoln Financial Foundation
- H. Chase Lenfest
- The Patricia Kind Family Foundation
- PECO Energy Company
- Philadelphia Gas Works
- Philadelphia International Airport
- Stradley Ronon Stevens & Young LLP
- The Children’s Hospital of Philadelphia
- Thomas Jefferson University Hospitals, Inc.
- United Way of Greater Philadelphia and Southern New Jersey (UWGPSNJ)
- The University of Pennsylvania
- Wells Fargo Foundation
People for People, Inc.
- People’s Emergency Center
- Philadelphia Academies Inc.
- Philadelphia Parks and Recreation
- Philadelphia Youth Network
- Public Health Management Corporation
- Project HOME
- Resources for Human Development, Inc.

School District of Philadelphia - CTE
- School District of Philadelphia - ELECT
- School District of Philadelphia - GEAR UP
- SEAMAAC, Inc.
- Stepping Stones
- Sunrise of Philadelphia, Inc.
- Temple University - UCC
- Temple University - ITSRG

Temple University - Center for Social Policy and Community Development
- The Attic Youth Center
- Philadelphia Education Fund
- The Trustees of the University of Pennsylvania - Agatston Urban Nutrition Initiative
- Therapeutic Center at Fox Chase - The Bridge

United Communities Southeast Philadelphia
- University of Pennsylvania - Netter Center for Community Partnership
- Urban Affairs Coalition
- Valley Youth House
- VietLead
- WesGold Fellows
- The Workshop School
- YOACAP

$1 to $9,999

- Accenture
- AECOM
- Lauren Albertson
- Alston-Beech Foundation
- AmazonSmile Foundation
- AmeriHealth Caritas
- Jen Anderson
- Aria Health
- Association for Independent Growth- NHS Company
- Andrew Bare
- Beneficial Bank
- Big Picture Philadelphia
- BNY Mellon
- Bristol-Myers Squibb Foundation
- British American Business Council
- Jeffrey N. Brown
- Brown’s Superstores Inc. / Brown’s Shoprite
- Cardone Industries
- Christian R. and Mary F. Lindback Foundation
- Christina Clark
- Christian Clark
- City of Chester
- Cosmic Catering LLC - OUT
- CVS Health

- Jake Dawson
- Deloitte Anonymous Employee Contributions
- Jonathan Dennis
- Dolfiner-McMahon Foundation
- Dennis Donohue
- Dr. Warren E. Smith (WES) Health Centers
- Gregory Doyle
- Duane Morris LLP
- Eckert Seamans Cherin & Melott, LLC
- Kelsey Edelen
- Harold Epps
- ESM Productions
- Exelon Corporation
- Daniel Faison
- Family Health International
- Federal Reserve Bank of Philadelphia
- Fox and Roach Charities
- Brad Foy
- Debra Friedman
- FS Investments
- Chekemma Fulmore-Townsend
- Stephanie Gambone
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