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 youth workforce development models. The strategies of WorkReady models are aligned with the goals of the Philadelphia Council for College and Career Success, a committee of the Philadelphia Works board. WorkReady year-round and summer programming provides thousands of young people with career preparation opportunities designed to enhance their understanding and mastery of skills needed to become active and productive citizens.

WorkReady Philadelphia is managed by the Philadelphia Youth Network, which serves as the backbone organization for WorkReady’s collective impact efforts.

WorkReady® is a registered trademark of the Philadelphia Youth Network, Inc. © 2014 Philadelphia Youth Network, Inc.
Creating a future generation of qualified, educated and inspired young people to cultivate and grow this great city we live in requires a joint effort – particularly as the number of youth out-of-school and out-of-work continues to climb. To ensure movement, growth and overall success for our system, every component must be the right size and connect at the right time – much like moving gears. For WorkReady, this means our providers, investors, worksites and youth must fit together in ways that power the success of our future workforce.

Throughout this year’s report, you will see a glimpse of how each component is integral to the overall system and mission of expanding career-connected opportunities for youth. Every piece of the WorkReady system is vital to achieving success in Philadelphia.
When it comes to finding a job, we all know that connections matter. And in the world of youth workforce development, connections matter even more.

From the beginning, WorkReady Philadelphia was created to align systems and promote models that prepare youth for educational success and career exploration. Throughout the years, this work has achieved unprecedented success, serving as a model of collective impact in youth workforce development for cities around the country, including Chester, PA, Pittsburgh, PA, Chicago and Detroit.

Strong connections between WorkReady’s investors, providers, champions and advocates truly serve as the foundation of its continued success. These connections are the framework on which our youth will build future success. Connecting academic skills to the workplace provides solid preparation for a promising future.

We are grateful for our investors who work to fund opportunities, for the partnerships which create connections, and the providers who implement programs that enable WorkReady to achieve scale.

Thanks to your support, WorkReady has created a hub of connections for employers, investors, communities and our youth.

WORKREADY PARTNERS & INVESTORS*

*All lists current as of November 7, 2014. For an updated list of investors, visit: pyninc.org/workready/investors.php.

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Thanks to your support, WorkReady has created a hub of connections for employers, investors, communities and our youth.

Being able to participate in WorkReady’s intern program is a great way for TD Bank to support and give back to our community. We are getting talent that we can build towards the future of our organization. In fact, we still have some people working for us that began as interns. Those are just a few of the benefits we see in supporting WorkReady.

MICHAEL CARBONE
Metro Philadelphia Regional President, TD Bank
PROVIDERS

ACE Mentor Program • Allegheny West Foundation • Asian Americans United – CYOP • Asian Americans United – AAU • ASPIRA, Inc. of Pennsylvania • AYCF Youth Center • Awbury Arboretum Association • Boys & Girls Clubs of Philadelphia, Inc. • BCSOS – Delaware Valley • The Bridge • Cambodian Association of Greater Philadelphia • Caring People Alliance • Catholic Social Services • City of Philadelphia • City of Philadelphia’s Office of Innovation • City of Philadelphia’s Office of Recreation and Park and Recreation • Philadelphia Physicians for Social Responsibility • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Philadelphia Woodcutters Cooperative • Phoenixville Community Foundation • Port Chester, NY • Portland, OR • Pittsburgh, PA, Chicago and Detroit.

When it comes to finding a job, we all know that connections matter...
9,953 YOUTH SERVED

**Impact**
- **Skill Gain**
  - 96% in-school youth were promoted from 11th to 12th grade
  - 38% out-of-school youth increased by one or more Educational Functioning Levels (EFLs)
  - 76% summer participants showed gains in at least one 21st century skills area

**Locomotion**
- **8,195** youth served in summer programs
- **1,932** youth served in year-round programs
- **$6,390,000** infused into the local economy through youth wages

**Gender**
- 52% Female
- 48% Male

**Race/Ethnicity**
- 74% African American
- 14% Hispanic
- 6% Caucasian
- 4% Asian
- 2% American Indian
- 2% Hawaiian/Pacific Islander
- 6% Multi-Racial
- 4% Other/Unspecified

**Age**
- 3% 12-13
- 48% 14-16
- 37% 17-18
- 12% 19+

**Worksites**
- **1,111** locations
- **18** industries

**Nonprofit** 53%
**Public** 33%
**Private** 14%

**Locations**
- **1,111**

**Industries**
- **18**

**Youth Served**
- **9,953** (unduplicated count)

**Summer Participants**
- **83%** were more interested in furthering their education
- **88%** were more confident in their ability to obtain a job
- **89%** were eligible to receive elective credit (of those who received a grade for the contextual learning component)

**Youth Served in Programs**
- **8,195** youth served in summer programs
- **1,932** youth served in year-round programs

**Economic Impact**
- **$6,390,000** infused into the local economy through youth wages

**Gender**
- 52% Female
- 48% Male

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OUT-OF-SCHOOL YOUTH MODELS

In-School Youth (ISY) models aim to integrate workforce development activities into year-round academic programs for in-school youth and to support 21st century skill attainment, high school graduation and successful transition from high school to post-secondary education and employment. These models target rising 11th grade students for participation in a two-year program.

Out-of-School Youth (OSY) models are designed to re-engage young people who have disconnected by providing alternative education opportunities and workforce development activities. Each program leads to a secondary and/or post-secondary credential. OSY models serve older youth (17-24 years old) who have a minimum literacy level between 6th and 7th grades.

Research shows that early work exposure leads to firmer employment connections later in life and maximizes earning potential. The Career Exposure pilot was designed to explore new programmatic strategies for serving younger youth. This unique pilot program provided opportunities for rising eighth and ninth grade youth to develop the beginnings of a strong vocational identity, understand what careers are available in local, high-priority growth industries, and what skills and experiences those careers require. Specifically, this model was developed to engage youth in completing a career interest inventory, participating in project-based learning, conducting in-depth research into career clusters (e.g. research projects, guest speakers, job shadowing, worksite and/or college visits) and completing an individualized career plan.

WORKREADY PORTFOLIO

The commitment to WorkReady Philadelphia reflects our belief that the future economic stability of our great city is predicated on our youth’s ability to compete locally and globally. Together, we have created unique solutions to grow and prepare young people for career and educational success.

The portfolio of models created for WorkReady Philadelphia is designed to introduce participants to careers, develop their work-based knowledge and serve as a catalyst for their education and career planning.

Collectively, there are nine models within the WorkReady portfolio. These models, as illustrated below, vary with respect to target population, duration, services provided and specific outcomes. However, all are designed to enable young people to find their rightful place in a 21st century workforce. These well-established approaches reflect both research and experience and help us achieve our goals.

SUMMER 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 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.

CAREER EXPOSURE PILOT

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SUMMER MODELS

<table>
<thead>
<tr>
<th>SERVICE LEARNING</th>
<th>WORK EXPERIENCE</th>
<th>INTERNSHIPS</th>
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YOUTH SERVED ACROSS THESE SUMMER MODELS

7,922 | 273 | 94%

SUMMER 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.
- Models help youth understand the correlations between work experience, skill attainment, and high school completion, impacting their potential for college and career success.

CAREER EXPOSURE PILOT

- The Career Exposure pilot is designed to help younger youth develop their vocational identity.
- Models include completing a career interest inventory, participating in project-based learning, and conducting in-depth research.
- Youth complete an individualized career plan.

Work Ready Portfolio:

- The portfolio consists of nine models.
- Models vary in target population, duration, and specific outcomes.
- The overall goal is to enable young people to find their rightful place in the 21st century workforce.

Achievements:

- 94% felt more interested in furthering their education.
- 94% were satisfied with the Career Exposure Pilot program.
- 94% felt more confident in their ability to set goals and achieve them.
The commitment to WorkReady Philadelphia reflects our belief that the future economic stability of our great city is predicated on our youth’s ability to compete locally and globally. Together, we have created unique solutions to grow and prepare young people for career and educational success.

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This program taught me responsibility, accountability and the importance of professionalism. It gave me the skills, confidence, support and access I needed to make my dream a reality. This is the kind of experience that every young Philadelphian needs. Thank you for investing in me.

KERLANGE
Former WorkReady Industry Pipeline Participant

* Please note that youth participants have up to one quarter post-exit to obtain placement in an employment opportunity. Additionally, participants can obtain credentials during and up to three quarter post-exit.
SPOTLIGHTS ON SUCCESS

WorkReady Philadelphia is more than just program models. It is a system of partners working to elevate the issue of youth employment and preparation, and the reinforce the need for a dedicated youth workforce development system. Throughout the past year, our system of WorkReady partners has accomplished many successes. Philadelphia took important steps to provide its young people with the support and skills they need to take their rightful places as the future leaders of a world-class workforce. Collectively, we have continued to focus on linking work and education while creating high-quality programs. None of this would be possible without dedicated partners, investors and providers working together. We are energized by these accomplishments, and look forward to continuing stellar work alongside our partners.

When I got to The E3 Center, I discovered all that they had to offer and it pushed me to take my education further, I was amazed at how these people who had never met me a day in their life saw so much potential in me and knew things about me that I had yet to even discover.

Marilynn
2014 E3 Center graduate

When WorkReady Philadelphia was highlighted in various local and national media stories focusing on youth employment trends.

The City of Philadelphia invested more than $7 million, including $3.6 million from the Department of Human Services (DHS), in summer and year-round employment programs through WorkReady Philadelphia. This represents a historic investment by the City to support the preparation of young Philadelphians for 21st century jobs and future careers.
MAKE YOUR IMPACT TODAY

In Philadelphia, our work as a city is not complete until sustainable systems are built that enable every young person in Philadelphia to access meaningful, career-readiness programming, achieve a secondary credential and succeed in their post-secondary choice.

Across all sectors, we undertake these tasks together in order to see our young people succeed. Together, we have shown that we are capable of building a brighter, more qualified Philadelphia – a city that is defined by active and productive citizens who are prepared to take their places as the city’s next innovators and leaders of tomorrow.

Across the city, businesses and individuals can make a significant impact by investing in WorkReady and helping to shape the future workforce of our region. Investing in WorkReady allows you to BUILD a strong community, IMPROVE outcomes for young people and INCREASE your bottom line. The benefits are endless, and the impact is timeless.

Be part of something spectacular in Philadelphia by committing to join us on this journey.

How will you change the life of a young person?

pyninc.org/get-involved.php