
Learn & Earn Annual Report

DECEMBER 31, 2022

Partner4Work

Table of Contents

Table of Contents

Learn & Earn Summer Youth Employment Program	2
Youth Employment Through the Pandemic.....	3
Pandemic Effects on Learn & Earn.....	3
2022 Program Highlights.....	4
2022 Program Overview	5
Application and Selection	6
Program Participation	9
Youth Participants.....	10
Providers	14
Training and Work Experience	16
Learn & Earn Capstone Experience.....	19
Learn & Earn Media - 2022	21
Appendix A: Funders, the Learn & Earn Committee.....	22
Appendix B: Youth Applications and Participation	23
Appendix C: Application Support Centers.....	24
Appendix D: 2022 Providers.....	26
Appendix E: Youth Placed by Geography.....	28
Appendix F: Worksite List by Industry	33
Appendix G: Worksites by Geography	41
Appendix H: Youth Served by Geography and Worksite Type	46
Appendix I: 2022 Participant Data	50
Appendix J: 2022 Corporate Intern Data	53
Appendix K: Corporate Host Partners.....	54

Learn & Earn Summer Youth Employment Program

The Learn & Earn Summer Youth Employment Program (Learn & Earn) is a community-wide effort to empower youth and young adults in Allegheny County and the City of Pittsburgh to gain the skills and experience necessary to become successful members of our region's workforce. Learn & Earn leverages knowledge and resources from stakeholders across Allegheny County and the City of Pittsburgh for the benefit of young people and the region annually.

Learn & Earn is a partnership between Allegheny County; the City of Pittsburgh; and Partner4Work, the workforce development board for Allegheny County and the City of Pittsburgh. Partner4Work administers the program under the leadership of the Learn & Earn Committee, which is made up of representatives of these partners. Since 2016, the Learn & Earn program and a dedicated network of providers, application support centers, worksites, funders, and businesses in Allegheny County have served nearly 11,500 young people who have earned more than \$11,500,000 in wages.

Young people who participate in Learn & Earn are between the ages of 14-24, with a select group of 18-24-year-olds who participate in a capstone Corporate Internship. Learn & Earn participants must live in Allegheny County and meet income requirements.

Each year, youth are placed with community-based organizations and businesses where they are hired, trained, and assigned to a worksite for the summer. For many young adults, Learn & Earn is their first job experience; for all participants it has become a consistent summer job and training for career connections. The Learn & Earn program strives to:

- Create a positive and safe work environment for youth.
- Increase youth's soft skills through work-readiness training tailored to their developmental stages and learning goals.
- Increase youth exposure to potential careers, occupations, and critical occupational skills.
- Offer young people contextualized work experiences, allowing them to gain transferable skills training and resume building experiences.

Learn & Earn Basics

Learn & Earn is a 6-week summer youth employment program. The Corporate Internship is an 8-week long capstone experience. In the general program, young people work a total of 162 hours through paid training and work experience. Over 1,500 youth were offered jobs in 2022 and 1,268 accepted employed through the program. Participants earned \$9.00 an hour and interns earned \$11.00 hourly. In total, over \$1.6 million in wages was earned by young people.

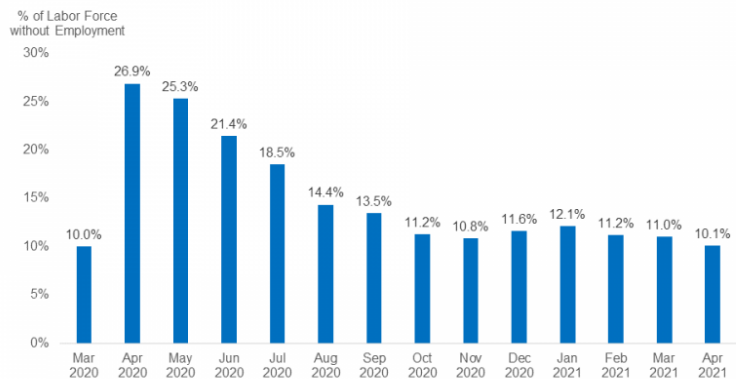
Learn & Earn also aids in developing a pipeline of experienced young workers for local businesses, providing them the opportunity to cultivate future talent with support from youth service providers throughout the region. The program serves to help local businesses understand their future workforce and its training needs and to build linkages between businesses and community organizations.

Youth Employment Through the Pandemic

As the economy began to reopen after the pandemic, staff was urgently needed to work in all the public spaces that had been closed for months and young jobseekers were in demand. In a July article featured in the Washington Post¹, it was reported that states, with extended unemployment benefits, such as Pennsylvania, saw an increase in teenage workers. With an absence of qualified working adults, employers were forced to lower age and experience requirements and raise wages to recruit workers.



Unemployment rates among youth age 16 to 24 have returned to pre-pandemic levels



Source: ASPE analysis of data from the Current Population Survey

The competition for workers also fueled an increase in wages in industries with a large volume of part time workers. A May article of the New York Times titled *The Luckiest Workers in America? Teenagers*² named Pittsburgh’s own Kennywood as one of the local businesses raising wages to \$13 per hour and offering additional benefits such as seasonal passes for workers. According to state wage record data, employees in the industries that most often employ youth; hospitality, food service and retail, were paid average salaries that climbed throughout the pandemic. By the first quarter of 2021, employees in food service and retail were earning averages of around \$10.00 an hour, increasing by \$.50 to \$1.00. The largest jump was in the retail industry with the average growing by close to \$3.00 an hour and reaching a range of \$17.00.

Pandemic Effects on Learn & Earn

Youth Choices Shifted

Program applications rose from 2016 to 2019, dropped at the start of the pandemic in 2020 and slightly dropped again in 2021 before holding steady in 2022. However, the rate of participation and completion

¹ <https://www.washingtonpost.com/business/2021/07/27/unemployment-insurance-go-away/>

² <https://www.nytimes.com/2021/05/30/business/economy/pandemic-jobs-teenagers.html>

have been consistent, meaning that similar proportions of youth have accepted jobs and completed the program as in past years.

2022 Program Highlights

Learn & Earn 2022 has taken the best of the innovations of past years and provided unique and diverse work experiences for young people in the region. Through the continued leadership of Allegheny County, the City of Pittsburgh, Partner4Work and the efforts of 10 application support centers, 21 providers and over 200 worksites, The Learn & Earn Summer Youth Employment Program employed 1,306 young people in a combination of in-person and virtual work. Learn & Earn is more than just a job: it offers youth the opportunity to learn workplace skills in a safe and caring environment with providers who are committed to meeting their needs and advancing their development. It also provides an opportunity for employers to benefit from the additional capacity provided by youth and contribute to the professional development of young jobseekers, especially during this time of navigating through the coronavirus pandemic and the challenges it has caused in the workforce in the Pittsburgh region. The highlights of 2022 are listed below.

Learn & Earn contributed to youth savings

During the 2022 Learn & Earn program year, Corporate Interns and General Program participants earned a total of \$1,631,206 (\$1,249 average) in wages and worked 178,873 hours (137 average). This total includes both work readiness/career exploration and work experience hours.

In the end of the year *Youth Feedback Survey*, participants were asked what they did with their summer earnings. Out of the respondents, 76% said that they saved their weekly pay in some capacity and 21% specifically reported that their paychecks were being used to save for higher and continued education costs. Additionally, 49% of youth had access to direct deposit during the 2022 program year.

Financial literacy evolved into financial empowerment

Financial literacy has always been a part of Learn & Earn work readiness training; with youth learning to budget, read paystubs and calculate earnings. Some providers have gone the extra step to build relationships with banking institutions to facilitate the opening of joint accounts and many offer youth with the ability to get paid through direct deposit. But with 40% of applicants reporting not having access to a bank account to manage their paychecks at the start of the program, a more systemic approach to banking access was necessary. This summer, the City of Pittsburgh, Allegheny County, Partner4Work and Neighborhood Allies have taken that work one step further to pilot ways in which banking access can be embedded more deeply into the program. In 2022, Learn & Earn became one of the newest programs to join Summer Jobs Connect, an initiative of Cities for Financial Empowerment Fund to support young adults seeking summer employment, by enhancing municipally led programs to integrate structural linkages to safe and appropriate banking products, services, and education. The CFE Fund is working with 25 city governments and their local summer youth employment program partners to transform financial literacy into financial empowerment by building on financial education to increase access to sole-ownership bank accounts, and empower young people to take charge of their accounts

using direct deposit. In 2022, 443 youth participated in expanded financial education with Neighborhood Allies across 8 providers. Tri-Valley Credit Union was the first financial institution to agree to offer sole ownership accounts to young people starting at age 14, and through their partnership, 77% of the unbanked youth at Homewood Children's Village were able to open accounts during orientation. Through the leadership of the City of Pittsburgh's Office of Financial Empowerment and continued partnership with Neighborhood Allies, we seek to recruit additional bank partners and reach deeper into communities to offer expanded financial education and bank account access next year.

Youth had safe, diverse work experiences

This summer youth engaged in a variety of work experiences from learning how to garden and using home grown ingredients to create recipes, learning the ins and outs of owning a business with young female entrepreneurs, and learning how to successfully run social media campaigns. The majority of worksites were in-person, virtual options utilizing career exploration tools and hybrid formats that incorporated the use of technology were also available. In total, youth were assigned to 253 worksites across Allegheny County; 241 worksites were at least partially in-person, 12 worksites were fully virtual. Learn & Earn worksites offer more to youth than just a summer job; they offer an experiential understanding of how businesses work.

Providers met young people's unique needs

Providers are positioned to support specific populations of youth with barriers to traditional employment. Youth who have experienced homelessness or are in the foster care system, young people with disabilities, children from newly immigrated families, and youth with experience in the juvenile justice system can build the work-ready skills needed in a safe and supportive environment with supervisors committed to youth development.

Employers contributed to the professional development of the region's future workforce

As part of the Corporate Internship capstone, young adults between the ages of 18-24 interviewed with corporations that closely aligned with their career interests and were selected to contribute their skills, talents, time, and energy to help work alongside professionals in their field. Twenty local employers engaged in the 2022 Corporate Internship Program through sponsorships and hosting interns. With the continued investment of our region's corporations and businesses we can improve on our ability to provide young adults with opportunities for mentorship, resume building experiences, and professional network building.

2022 Program Overview

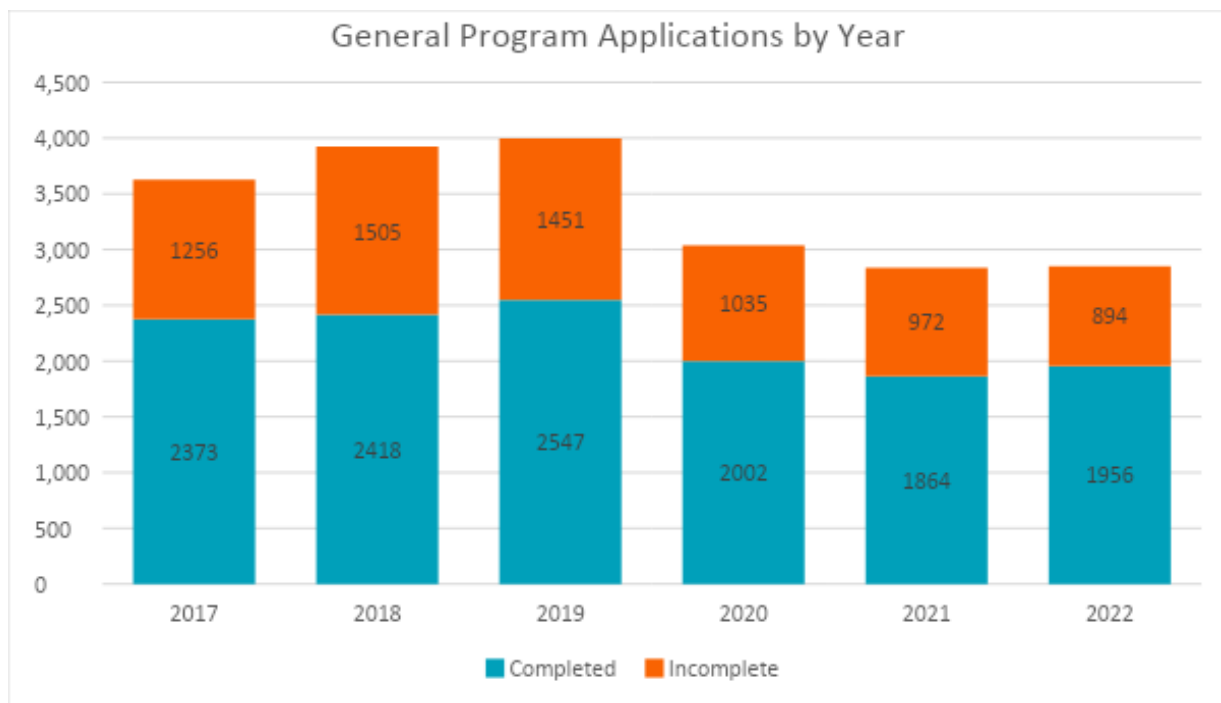
The Learn & Earn Summer Youth Employment Program requires a large network of partners who recruit young people, provide application support, employ youth, and assign them to worksites. From March to June youth can visit Application Support Centers located throughout the city and county to receive assistance in completing their application. Providers build partnerships with local businesses to create

work experiences for youth. Youth spend six weeks working with a local organization they are matched with to learn new skills, build a professional resume, and gain valuable work experience.

Application and Selection

The 2022 application period opened in March, and applications were accepted through mid-June. To facilitate the process for youth who need additional support completing the application, Partner4Work competitively procured application support centers (ASCs) in the fall of 2021. Ten ASCs stationed throughout Allegheny County and the City of Pittsburgh helped recruit and engage youth and provided technical assistance to youth and families in the completion of the online application. Some of our ASC's had multiple locations (For example, Carnegie Library had application support in 16 locations). Chart 1 describes the application trends over the past six years and chart 2 provides a map of the application support centers for 2022.

Chart 1: Learn & Earn General Applications Over Time



The 2020 dip in applications can be explained by a few factors. In a typical year, the Learn & Earn program relies heavily on schools for in-person application support and recruitment. For the 2020 program, the application window was during the most restricted time of the pandemic and in-person recruitment opportunities were not as feasible. Youth were engaging in school virtually, and many viewed virtual work to be an extension of their challenging school year. Without much precedent for working in a pandemic, many families also chose to keep young people at home for safety's sake.

In 2021, over the course of a few months, Learn & Earn went from being one of the only summer employment options for teens to one of many. With the economy shifting into recovery mode, the

availability of jobs increased dramatically for young people. Young people had many options to choose from for summer work, many of which with higher earning potential than Learn & Earn. The job market in 2022 remained positive, with youth having a variety of options to choose from to spend their summer creating a fairly competitive market.

The Learn & Earn Committee responded to the economic trends and voted in support of a wage increase from \$7.25 per hour to \$9.00 per hour for Learn & Earn participants. This meant that youth participants had the opportunity to earn \$300 more in 2022 than in years past. Compared to jobs on the open market, Learn & Earn offers youth a more nurturing environment to work and the opportunity to try out a variety of types of jobs. Learn & Earn does not intend to draw youth away from the open market where their participation is in high demand and unsubsidized employment has larger earning potential and better leverage for longer term employment. Rather, the program seeks to support youth whose needs require more support than the open market can offer by focusing on program participants in need of a first job or for those who have barriers to employment and need to establish a work history in a more nurturing environment.

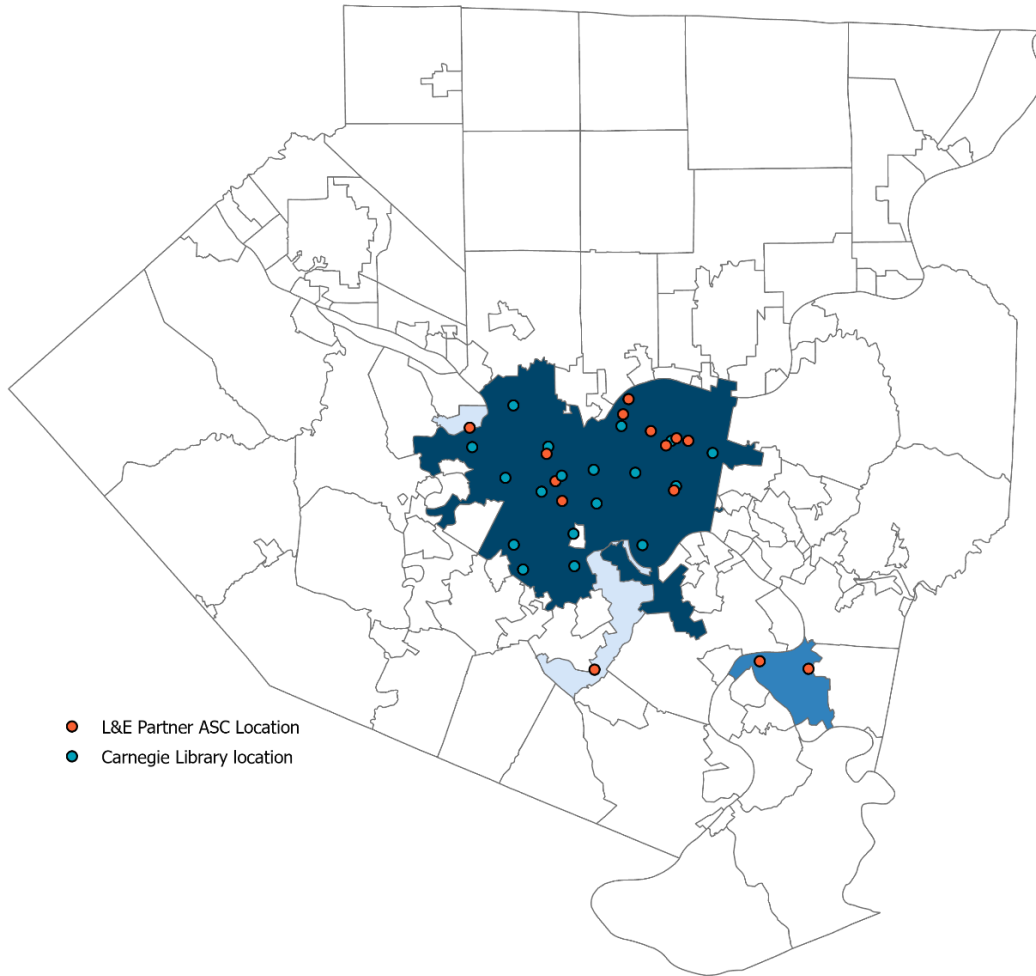
Historically, the application completion rate for the program has been around 65%. According to Recruiter, the average application completion rate for a job is 10.6%³. The National Center for Education Statistics (NCES) tracks application completion rates for first-time, degree-seeking students at four-year institutions. For the fall 2019 admissions cycle, the NCES reported that the overall application completion rate was 66.1%. In the context of the completion rates of both job applications and college applications, a completion rate of 65% for Learn & Earn is comparable. However, we strive to improve the application each year to encourage more youth to complete the application faster and with less need technical assistance and if support is needed, youth can connect with any of the following 21 application support centers below.

³ <https://www.recruiter.com/recruiting/transform-your-recruiting-strategy-by-taking-a-look-at-the-numbers/>

Chart 2: Application Support Centers

Youth who used an ASC completed their application 3.4 percent more often than those who applied on their own. To further improve the geographic reach of program recruitment, the Learn & Earn program partnered with the ASCs and a few key partners to expand outreach in several ways to hold pop-up application support events in Housing Authority communities in the city and county as well as collaborate with local elected officials to better reach their constituents. A list of all ASCs and a map to show their locations is below.

2022 Application Support Centers



Application Support Centers	
Jewish Family and Community Services	EQUUS
Auberle: Main Campus and 412 Youth Zone	Phase 4: East Liberty and Pleasant Hills
Bloomfield-Garfield Corporation	Youth Enrichment Services
Boys & Girls Clubs of Western Pennsylvania (6 locations)	Youth Places
Carnegie Library of Pittsburgh (16 locations)	Goodwill of SWPA

Program Participation

This year, 2,049 youth completed applications for Learn & Earn. Of those, 1,703 were determined eligible for the program. Out of the youth who were determined eligible 1,597 youth were offered placement. Of those youth offered a position, 1,306 youth (82%) accepted their offer and worked this summer. According to the National Association of Colleges and Employers, the average acceptance rate for a job is 68.2%⁴ For Learn & Earn, the reasons most frequently cited for declining a job were: lack of available placements in areas of need, inability to reach the participant, or the youth took another job. Providers were required to reach out to applicants at least 3 times via phone and email before declining a youth for inability to reach. In matters of placement preference, young people were accommodated as much as possible and assigned a new placement.

More than 95% of youth (1,242) completed the program, meaning they worked from the time of their placement through the end of the program.

Chart 3 describes the outcome of all applications for the general program disaggregated by residence of the applicant for 2022. Chart 4 that follows provides a historical snapshot of the outcomes for all applications.

Chart 3: 2022 General Learn & Earn Application Completion and Youth Served by Residence

	City	County	Total
Total Applications*			2,850
Incomplete Applications**			894
Eligible Applications	908	723	1,631
Ineligible***	102	89	191
Placed (offered a job)	859	699	1,558
Declined	140	150	290
Served (worked at least one hour)	719	549	1,268
Resigned	28	20	48
Terminated	10	5	15
Completed	681	524	1,205

*Total applications: Includes all applications that were started for the general program, including Corporate applicants who were referred to the general program; applicants who withdrew before eligibility was determined; but does not include youth who applied to only the Corporate program.

**Incomplete applications are not marked for residency. Incomplete applications are unsubmitted or are missing eligibility verification documentation.

***Ineligible youth did not meet program eligibility requirements, including age, income, or residency within Allegheny County.

⁴ <https://www.naceweb.org/talent-acquisition/trends-and-predictions/benchmarks-cycle-times-offer-and-acceptance-rates/>

Chart 4: Historic Learn & Earn Numbers 2016-2022

	2016	2017	2018	2019	2020	2021	2022
Submitted Applications	2,184	2,402	2,450	2,590	2,053	2,072	2,049
Eligible Applications	2,143	2,278	2,341	2,473	1,972	1,804	1,703
Placed (offered a job)	1,824	2,242	2,341	2,335	1,972	1,804	1,597
Served (worked at least one hour)	1,813	1,807	1,821	1,901	1,610	1,453	1,306
Completed	1,737	1,677	1,656	1,778	1,505	1,396	1,242
Placement Acceptance Rate	99%	81%	78%	81%	82%	81%	82%
Completion Rate	96%	93%	91%	94%	93%	96%	95%

Youth Participants

This year, Learn & Earn youth ages 14-15 years old continue to make up the majority of Learn & Earn participants. Other demographic breakdowns, including race, held very similar levels to 2021. However, the breakdown of participants by gender varied. Youth identifying as male made up 47.7% of program participants with the remaining being female, non-binary, and those who wish not to disclose.

Chart 5: All Youth Worker Characteristics (not include Corporate Interns)

All Youth Served	2021		2022	
	Number	Share	Number	Share
14-15	698	49.8%	678	53.5%
16-17	501	35.7%	411	32.4%
18-19	150	10.7%	143	11.3%
20-21	51	3.6%	36	2.8%
Gender				
Male	695	49.6%	605	47.7%
Female	692	49.4%	641	50.6%
Nonbinary/Other	12	0.9%	17	1.3%
Do not want to disclose	1	0.1%	5	0.4%
Race				
Black or African American	1,177	84.1%	1092	86.1%
White or Caucasian	132	9.4%	137	10.8%
Asian	81	5.8%	54	4.3%
Other (Including American Indian or Alaskan Native, Pacific Islander)	72	5.1%	19	1.5%
Program Support				
Receive Food Stamps	670	47.9%	664	52.4%
TANF Cash Assistance Recipient	217	15.5%	261	20.6%
Homeless Youth (no safe place to sleep)	22	1.6%	7	0.6%
Public Housing Resident	125	8.9%	110	8.7%
Household Income				
Median Annual Household Income	\$25,688		\$28,077	
Household Size				
Median Household Size	4		4	

* Please see Appendix J for additional demographic information about the 2022 participants.

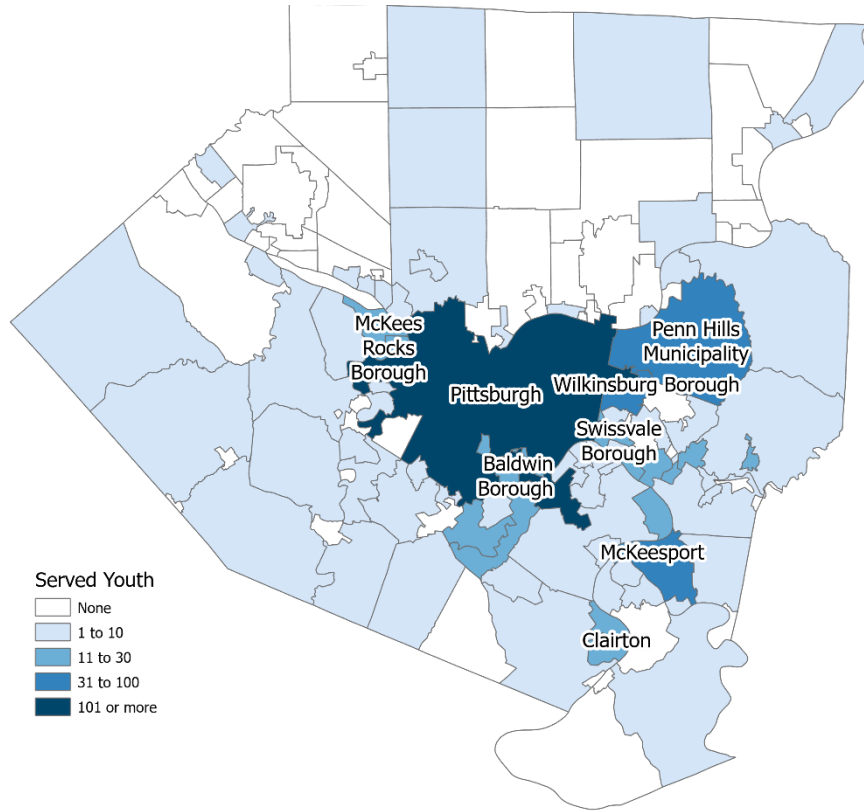
Geographic Distribution of Learn & Earn Participants

The largest share of Learn & Earn participants resided in the City of Pittsburgh in 2022. Chart 6 includes a map of the concentration of youth by geography and the top 10 municipalities of participants.

Chart 6: Geographic Distribution of Youth Served

Learn & Earn 2022 - Youth Served

Allegheny County - Municipalities



Top Ten Municipalities by Learn & Earn Participants

Municipality	Served
Pittsburgh	719
Penn Hills	78
McKeesport	73
Wilkinsburg	53
Clairton	27
McKees Rocks	23
Baldwin	22
Swissvale	20
East Pittsburgh	17
Stowe	17

Youth Experience

Youth were surveyed at the end of the program year and responses indicated a high degree of satisfaction in the 2022 program and the types of work with which youth were engaged.

- 68% of youth reported that they would have continued the project they were working on after the summer if permitted.
- 74% of youth reported feeling proud of the work they completed.
- 66% of respondents stated that they would participate in Learn & Earn again next summer.
- 73% of youth reported that they felt supported by their supervisors and co-workers & felt they had someone to talk to if needed.
- 77% of youth learned something new at their worksite.

“I loved working at the Museum this year. I learned so much about how museums run”

- Danielle C., Learn & Earn Participant

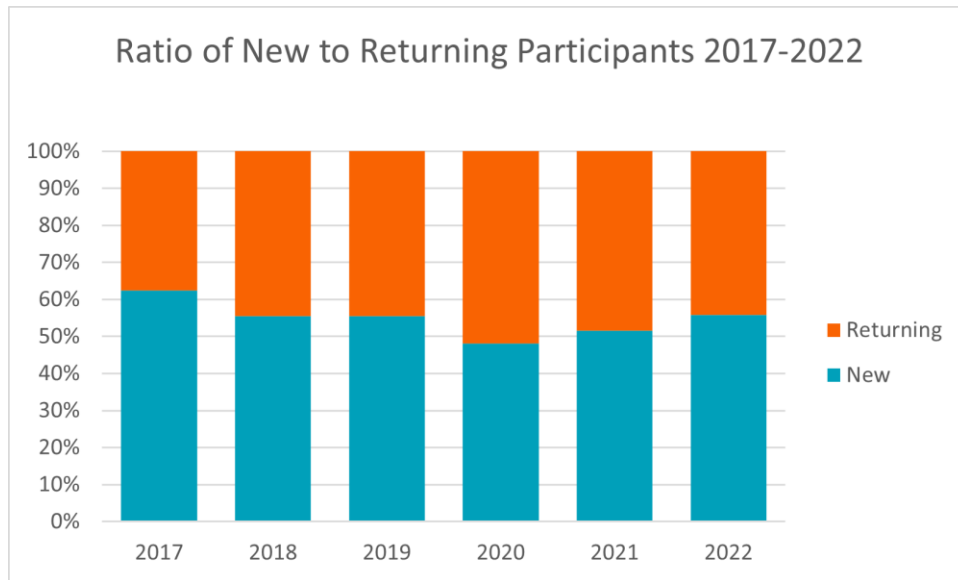
“This young woman was a recent high school graduate who was ready to get his career started. Y.E.S worked with this young woman and placed her at the Carnegie Museum of Art with. We are so proud of our youth and can’t wait to see where the future takes her. “

-Y.E.S. staff person

Returning Participants

Learn & Earn is designed as an experiential learning opportunity for youth to build the skills necessary to be successful in the workforce. For many young people, it is their first job experience. For others, it is a program they return to for multiple years to deepen their skills and work with familiar, supportive providers. A similar share of Learn & Earn participants returned in 2022 as in past years. Approximately 45% of youth participants return for a second year in the program annually and about 20% for a third year. Chart 7 shows the ratio of new to returning participants for the last five program years.

Chart 7: Learn & Earn returning participants 2016-2022



Youth return to Learn & Earn for the caring environment and support they receive in the program. Sixty-six percent of returning youth reported they came back because the program provides a sense of community, or they felt more supported in Learn & Earn than they would have in another job. Of this year's group of first year participants, 66% reported they'd like to return.

During worksite visits, two youth from the YES program were interviewed about their summer experience both from a compliance and satisfaction perspective. Both were returning to Learn & Earn with a different worksite each year. When asked why they continue to come back to Learn & Earn, they said that the worksite supervisors work one on one with them, making them feel valued. They both worked at the Animal Humane Society, and now made the choice to attend college once they graduate to be a veterinarian. They felt that Learn & Earn program staff and partners genuinely cared about their wellbeing and were more understanding about the needs of young people and life circumstances. Because both youths found purpose at this worksite, next year they would like to work at the same location.

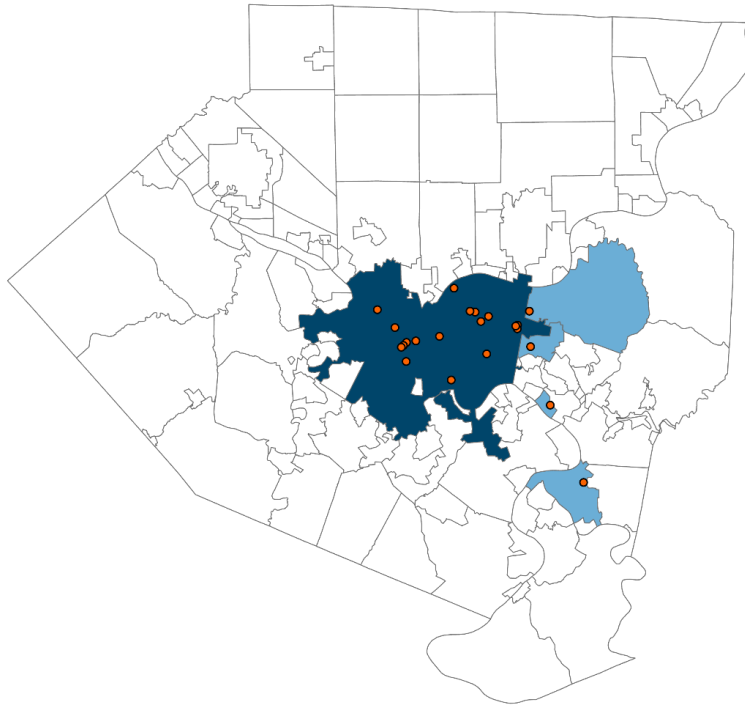
Providers

Twenty-one community organizations throughout Allegheny County and the City of Pittsburgh served as providers in 2022. Learn & Earn providers are experts in youth development who secure worksites for youth, provide youth with work readiness training, mentoring and case management services, and are the employers of record for youth. The day-to-day operation of the entire summer youth employment program is conducted through their work and expertise.

Many providers opted to have both in-person and virtual work readiness training. Not only did this allow youth to learn from their homes but also ensured that youth who could not attend in person orientation were able to prepare for a successful summer.

Providers work to match young people with worksites that align with areas of interest or that are easily accessible to youth. They recruit worksites that provide a variety of work formats with 95% of worksites inviting youth to participate in person. A list of providers for 2022 and a map indicating their locations is below.

Chart 8: 2022 Providers



2022 Providers	
Auberle **	Jewish Family & Community Services **
Bloomfield Garfield Corporation **	Legacy Arts Project
Boys & Girls Clubs of Western PA **	Neighborhood Learning Alliance
Braddock Youth Project	Phase 4**
Center that Cares	Pittsburgh Public Schools
Communities in Schools	Student Conservation Association
Community Empowerment Association	Western Penn Hills Community Action, Inc.
Dynamic Workforce Solutions	Wilkesburg Youth Project
Equus	Youth Enrichment Services **
Goodwill SWPA **	YouthPlaces
Homewood Children's Village	

*** Providers with asterisks next to them were also application support centers.*

Providers as Valuable Employers

Learn & Earn serves families across the city and county and, in particular, is well equipped to specifically engage youth with specific barriers to employment. This is possible because of the expertise and resources available through the program providers who are the employers of record for young people. Three examples of ways providers serve specific populations in the Pittsburgh region are Goodwill of Southwestern PA, Jewish Family and Community Services and Auberle.

Goodwill of Southwestern Pennsylvania works closely with the Community Intensive Supervision Program (CISP) to engage young men in this program who are currently involved in the justice system. In addition to participating in work readiness training and work experience, CISP youth participate in a whole host of supportive activities including credit recovery, soft skills and interpersonal training, community service activities and attend both job and college tours.

Jewish Family and Community Services (JFCS) is a provider experienced in serving immigrant and refugee youth. JFCS uses program materials that have been translated into a variety of languages to recruit and train young people. Two of their worksites in particular, Alliance for Refugee Youth Support and Education (ARYSE) and Open Field Pittsburgh provide culturally sensitive and relevant programming unique to the needs of New Americans. Their partnership utilizes the game of soccer to teach important leadership and life skills.

In addition to being a Learn & Earn provider, Auberle is a provider for the Department of Human Services and has staff onsite who specialize in working with youth who are in need of mental health support, are experiencing homelessness or that have been part of the foster care system. In addition to the added human services that are available to youth, many of Auberle's worksites are school districts or municipal governments throughout the county that offer young people the opportunity to work in their communities at schools or in neighborhoods in familiar and accessible places.

Training and Work Experience

Training and Career Exploration

Youth are required to participate in 12-50 hours of training or career exploration alongside up to 150 hours of work experience. The table below describes the six competencies that young people develop through the work-readiness training provided. Based on the needs and interests of youth, providers also had the option to enhance their youth development strategies with additional career exploration activities that related to their work experience or industries of interest.

Competency	Description	Suggested Activities
Communication	Articulates thoughts and ideas clearly and effectively; demonstrates public speaking skills; writes work-related materials clearly and effectively.	<ul style="list-style-type: none"> ● Resume and cover letter ● Mock interview ● Individual Presentation
Productivity & Accountability	Works hard, completes assigned tasks on time and in a high-quality manner, maintains good attendance and punctuality, and takes responsibility for one's own work as well as that of the team.	<ul style="list-style-type: none"> ● Constructive Criticism ● Group Project
Initiative & Self-Direction	Sets short-term and long-term goals, plans effectively to meet goals, manages time effectively, demonstrates commitment to learning as a lifelong process	<ul style="list-style-type: none"> ● S.M.A.R.T. Goal-Setting ● Project Planning Activity ● Career Interest Inventory ● Personal Portfolio
Problem-Solving	Exercises sound reasoning and analytical thinking; uses knowledge, facts, and data to solve workplace problems.	<ul style="list-style-type: none"> ● Group Project
Collaboration	Builds productive and professional working relationships with colleagues, supervisors, and customers; able to work with diverse teams; able to negotiate and manage conflict in the workplace.	<ul style="list-style-type: none"> ● Group Project ● Group Presentation ● Teamwork Skills Inventory
Financial Literacy	Makes appropriate personal economic choices; understands the role of the economy in society; uses entrepreneurial skills to enhance workplace productivity and career options	<ul style="list-style-type: none"> ● Personal Budget ● Reading a Pay Stub ● Creating a Project Budget

Learn & Earn as Experiential Learning

Reconfiguring work experience for young people in the midst of a pandemic provided opportunities for youth to build the same skills that many adults were able to sharpen when learning to work from home. While many of the adaptations to the program were made initially to keep youth and staff safe, the flexibility of virtual work was an asset that youth and providers wanted to retain, independent of the pandemic. To codify the expectation for providing a diversity of work experiences and establishing a clearer definition of work experience vs. career exploration, the Learn & Earn Committee adopted the following definition:

Work experience is a planned, structured learning experience that takes place in a workplace for a limited period of time. Given covid-19 and other considerations, some work experiences may take place outside of a traditional workplace, including virtually. Work experiences are highly individualized and may include both group activities and more independent work experiences depending on the age, maturity level, and skillset of the participant.

All work experiences must meet the following criteria:

- *Work is meaningful and productive; youth are not engaged in “busy work”*
- *Work is safe and complies with all relevant labor laws*
- *Work is designed with young adults in mind; worksites and supervisors are recruited on the basis of their desire to help youth grow and overcome barriers; youth have access to supportive services*

Work experience may include some components of Career Exploration, where youth participate in job shadowing—that teaches them about career pathways.

All career exploration must be contextualized within and occur concurrently with a work experience. Career exploration done outside of the worksite is limited to information needed to understand and work in specific industries or occupations relevant to the youth.

The emphasis on contextualized learning was key, as digital work most often takes the form of career readiness and exploration programs. While career exploration is important for youth to be able to make informed decisions about their future, it is not a substitute for the experiential learning that comes from working a job to meet the expectations of an employer. As a summer youth employment program, it is essential that Learn & Earn maintains its purpose as providing significant high quality work experience for young people.

Types of Work Experience

Types of work experience for Learn & Earn youth continue to be categorized as follows:

- Traditional worksites: Youth participate in work experience with their providers or at private businesses and nonprofits.

“I want to go to school to be a Veterinarian because of working here.” “I love coming to work every day.”

- Sweet-peace Collins, Rylee Reed, Learn & Earn Youth with YES

“Learn & Earn 2022 was Sweet-peace and Rylee’s third year with the program. Not only did she gain valuable vet experience as kennel workers but they were offered the added context of learning about animal rescue, grooming, and pet adoption. The reason Rylee wanted to be a Learn & Earn participant was to give back to the community and make money. “

-Y.E.S. staff person

- Project-Based Work Experience: Youth work on teams or individually to design, complete, and reflect on a project that benefits their community or real-world case study or entrepreneurial project.
- Work Study: Youth balance work experience hours with college coursework at a local college or university or post-secondary level occupational skills training.
- Professional Internship: Youth work in a corporate office setting and complete more challenging work assignments that prepare them for entry level jobs.

In 2021, 229 worksites were engaged, while 253 participated in 2022. Many worksites that weren't equipped to host young people at the start of the pandemic were able to safely return as worksites this summer, contributing to a significant increase in available opportunities for youth. Two hundred and twenty-one (221) worksites hosted youth at least partially in-person, while 12 engaged youth fully virtually. Youth had the opportunity to choose from virtual, hybrid and in-person work formats.

Corporate Internship Program

Learn & Earn Capstone Experience

The Learn & Earn Corporate Internship Program is the capstone opportunity within Learn & Earn for young adults ages 18-24. Young adults work closely with corporations, large nonprofits, and local government organizations to gain advanced-level work experience during the summer. The internship offers young adults more in-depth professional development and placements designed for individuals with prior work experience that supports them with experiences, skills, and tools for pursuing their careers. Internships are supported by a combination of state funds, sponsorships by corporate host partners, and private donations. The Corporate program both pays interns a higher wage than the General program and offers a longer work experience for interns.

Young adults who apply to the Corporate Internship Program complete a program application just as the General Program applicants do; however, Corporate intern applicants engage in an interview for participation in the program and are selected by the Corporate Host Partners. The program's application process is designed to simulate the young adults through the experience that they will soon engage in when they begin applying for jobs in their career fields of interest.

Internship Participation

Fifty-three young adults participated in the Corporate Internship Program. Of these participants, 34% (18) participated in previous years of Learn & Earn while 66% (35) were new to the program. The majority of interns identified as female and 57% identified as Black or African American. Both in 2021 and 2022, the largest portion of young people were between the ages of 20-21(42%). The majority of interns in 2022 were currently enrolled in college when they participated in the program.

Corporate Host Partners

Thirty-seven (37) local employers engaged in the 2022 Corporate Internship Program through sponsorships and hosting interns. Twenty-eight (28) organizations provided a summer internship experience by hosting interns with a little over half being recurring hosts.

A number of Corporate Host Partners have engaged students consistently over a number of years; their supervisors eagerly await the vibrant and energetic talent that comes their way for the summer. UPMC is one of our largest hosts as they engage 12 interns each year. UPMC Insurance Services Division has engaged Corporate Interns across several of their departments for the past six years. Interns are integrated into staff teams in the departments such as Client Services and Human resources. Interns have assisted in the hiring process alongside their hiring managers and conducting client research to inform best practice based to ensure client centered care.

The Corporate Intern Experience

At the end of the 2022 program 97% of Corporate Internship Hosts who completed the post program survey stated that they were satisfied with their intern hosting experience this summer. Corporate Internship supervisors (91%) stated that their organization benefited from participating in the Learn & Earn Corporate Internship Program. Hosts also stated that their intern was a good match for their organization (83%) and the hosts were excited to see the growth in their intern from program start to ending (88%). Eighty percent of hosts stated they would supervise again in the program in upcoming years.

Each year program participants completed a post program survey to report what they accomplished in the program. Ninety nine percent of interns reported they would definitely recommend the program to family or friends. Impacts of the program included:

- Interns noticed personal growth throughout the summer (100%)
- Interns found a mentor at their worksite (97%)
- Improved their communication in the workplace (75%)
- Updated their resume and cover letter (86%)
- Learned how to manage their finances (71%)
- Learned how to build a professional network (96%)
- Improved my time management (75%)

Looking Forward to 2023

Building on the lessons learned in years past and adapting to shifts in labor markets and youth needs, diversity and flexibility in worksites will remain a hallmark feature of Learn & Earn. A key change that will be implemented in 2023 is to deepen the reach of the programs into target communities, the Housing Authority of the City of Pittsburgh (HACP) and Allegheny County Housing Authority (ACHA) sites will remain strategic targets for pop up events in addition to thinking creatively about how to engage application support centers and providers that operate out of community hubs. For program

participants, financial literacy has always been a topic within the work readiness training and new partnerships with Neighborhood Allies and the Bank On Coalition will enhance training by improving banking access to young people, particularly those under the age of 18. Lastly, for those who complete the program, Learn & Earn partners plan to strengthen the connections for young people to a next step through PA CareerLink or other workforce programs that operate year-round.

Media Coverage

Learn & Earn Media - 2022

1. Post-Gazette following the mayor's/county executive's press event: <https://newsinteractive.post-gazette.com/photos/2022/05/15/week-in-photos-may-15-21-2022/>
2. Lauer, Hallie, "Applications Now Being Accepted for Learn & Earn Summer Youth Employment Program." Pittsburgh Post-Gazette, 5/18/22, <https://www.post-gazette.com/local/region/2022/05/18/applications-accepted-for-earn-learn-summer-youth-program-jobs-pittsburgh-allegheny-county-gainey-fitzgerald/stories/202205180129>
3. Lockly, Kristy, "Learn & Earn is Open: Here's How to Get Kids Signed Up," kidsburgh.org, 4/1/22, <https://www.kidsburgh.org/learn-earn-is-open-heres-how-to-get-kids-signed-up/>
4. "Pathway to Professional Careers Student Receives JoAnne Day Student of the Year Award." *Point Park University*, n.d., <https://www.pointpark.edu/news-arts-sciences/minnie-jones-23>
5. Johnson, Ashley, Pittsburgh Courier <https://pittsburghpa.gov/humanresources/learn-earn>

Appendix A: Funders, the Learn & Earn Committee

Funders

Learn & Earn is made possible through the generous financial support of:

- Allegheny County Department of Human Services
- Allegheny County Economic Development
- Bank of America Foundation
- City of Pittsburgh
- Grable Foundation
- Highmark Blue Cross Blue Shield
- Hillman Foundation
- JP Morgan Chase Foundation
- PA Department of Labor and Industry
- The Pittsburgh Foundation
- Temporary Assistance for Needy Families Youth Development Fund

The Learn & Earn Advisory Committee

The Learn and Earn Advisory Committee is composed of 7 members, two representing Allegheny County, two representing the City of Pittsburgh, two representing Partner4Work and the final member at-large. The Learn & Earn Committee sets the strategy and goals for Learn & Earn each year and ensures that the program provides meaningful work experience to up to 2,000 young adults each year. Members include:

Members	Affiliation
Becky Mercatoris	Allegheny County
Jace Ransom	Allegheny County
Janet Manuel	City of Pittsburgh
Reverend Ricky Burgess	City of Pittsburgh
Susie Puskar	Partner4Work
Debra Caplan	Partner4Work
LaTrenda Leonard	Member at Large

Appendix B: Youth Applications and Participation

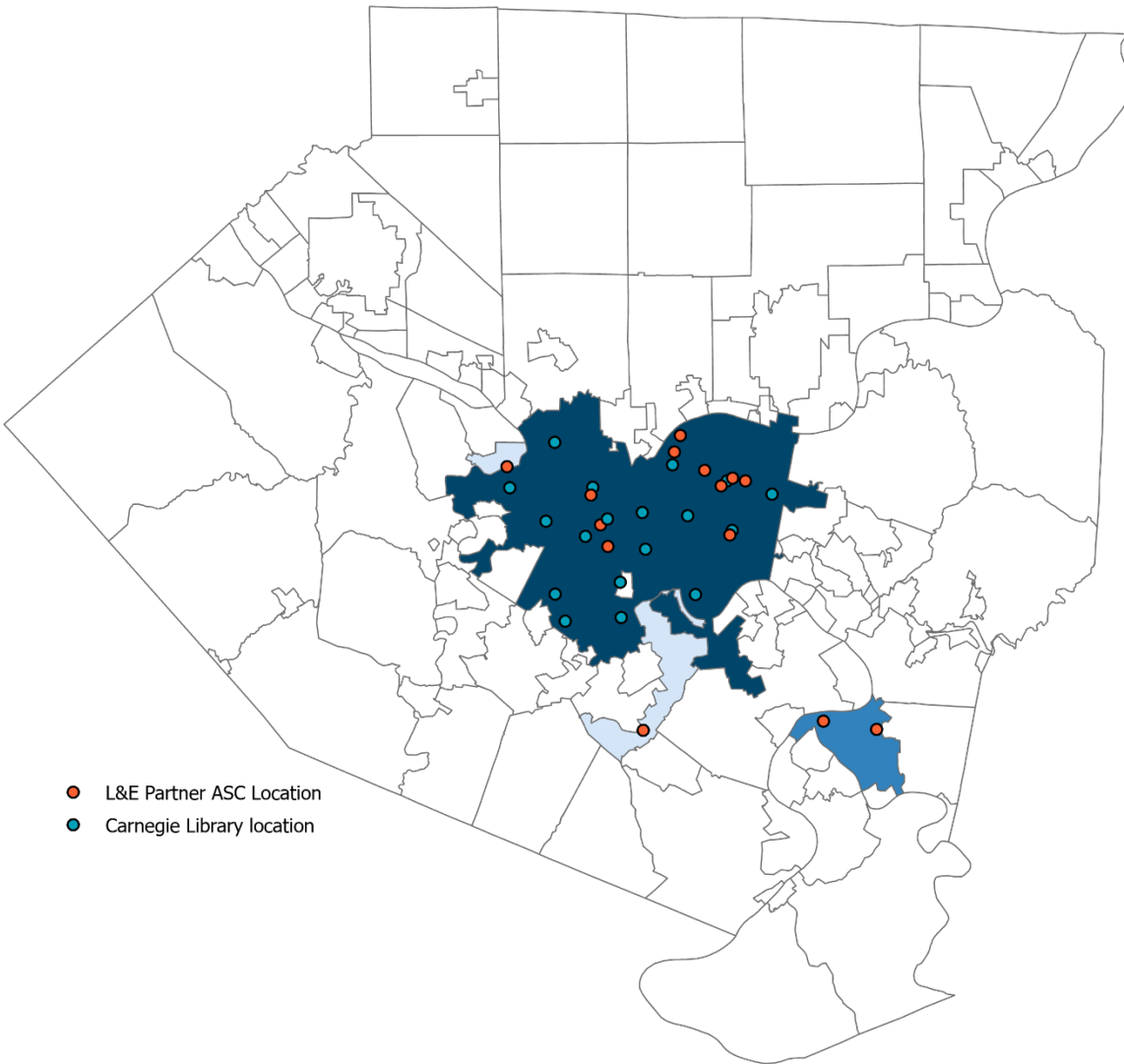
Youth Applications and Participation by City and County Residence

	City	County	Total	Notes
Incomplete Application			894	Residency is not verified for incomplete applications
Complete/Eligible Application	948	755	1,703	
Ineligible	12	12	45*	*21 applicants lived outside of the county
Placed	877	720	1,597	
Declined	141	150	291	
Served	736	570	1,306	
Resigned	29	20	49	
Terminated	10	5	15	
Completed	697	545	1,242	

Definitions:
Complete/Eligible Application - Applicant completed all required fields on application and submitted application. Eligibility of applicant was verified.
Incomplete Application - Applicant started application but did not complete all required fields or did not upload proper eligibility documentation.
Ineligible - Applicant did not meet the criteria for Learn & Earn, e.g. family income was too high, youth was too young or too old, or youth resided outside of Allegheny County/City of Pittsburgh.
Placed - Applicant was matched with a provider and offered a job opportunity.
Declined - Applicant did not return initial contact by provider for placement; participant indicated he/she was no longer interested in a placement; participant was unreachable; had other commitments, etc.
Served - Participant was employed for any length of time. Includes youth who completed, resigned, and were terminated from employment.
Resigned - Participant voluntarily left job placement for any reason (e.g. accepted another job, stopped showing up to work, left for personal reasons, did not wish to continue working, etc.)
Terminated - Participant involuntarily left job placement for any reason (e.g. misconduct, tardiness, etc.)
Completed - Participant continued in Learn & Earn from the date of their initial placement through end of program.

Appendix C: Application Support Centers

2022 Application Support Centers by Neighborhood – Map



Application Support Centers	
Auberle: Main Campus and 412 Youth Zone	Goodwill of SWPA
Bloomfield-Garfield Corporation	Jewish Family and Community Services
Boys & Girls Clubs of Western Pennsylvania (3 locations)	Phase 4: East Liberty and Pleasant Hills
Carnegie Library of Pittsburgh (18 locations)	Youth Enrichment Services
Focus on Renewal	YouthPlaces (North side and Homewood)

Youth Applications Compared by Support Received by Application Support Centers

	Started Application		Completed Application		Marked Eligible		Accepted Position		Completed Program	
Used App Support Center	1,130	N/A	795	70.4%	677	85.2%	528	78.0%	500	94.7%
No App Support Center	1,937	N/A	1,254	64.7%	1026	81.8%	778	75.8%	742	95.4%
All Applicants	3,067	N/A	2,049	66.8%	1703	83.1%	1,306	76.7%	1,242	95.1%

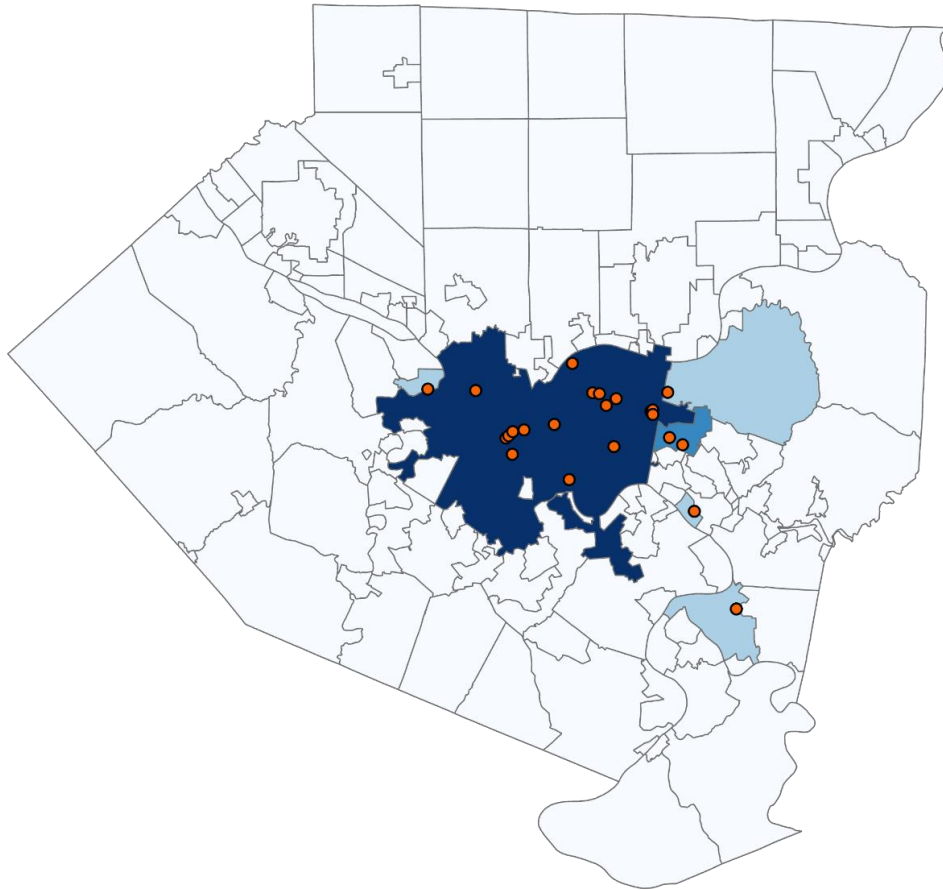
*All percentages are out of the total of the next larger category (i.e. eligible applications are out of completed applications; those accepting a position are out of those with eligible applications, etc.)

Applications Processed Per Application Support Center

Application Support Center	Approved for Enrollment	Not Approved	Total
Auberle	95	57	152
Bloomfield-Garfield Corporation	131	62	193
Boys & Girls Clubs of Western Pennsylvania	39	39	78
Carnegie Library	126	149	275
Focus on Renewal	30	14	44
Goodwill	69	54	123
Jewish Family & Community Services	43	18	61
Phase 4	51	34	85
Youth Enrichment Services	67	25	92
YouthPlaces	65	49	114

Appendix D: 2022 Providers

2022 Providers by Municipality – Map



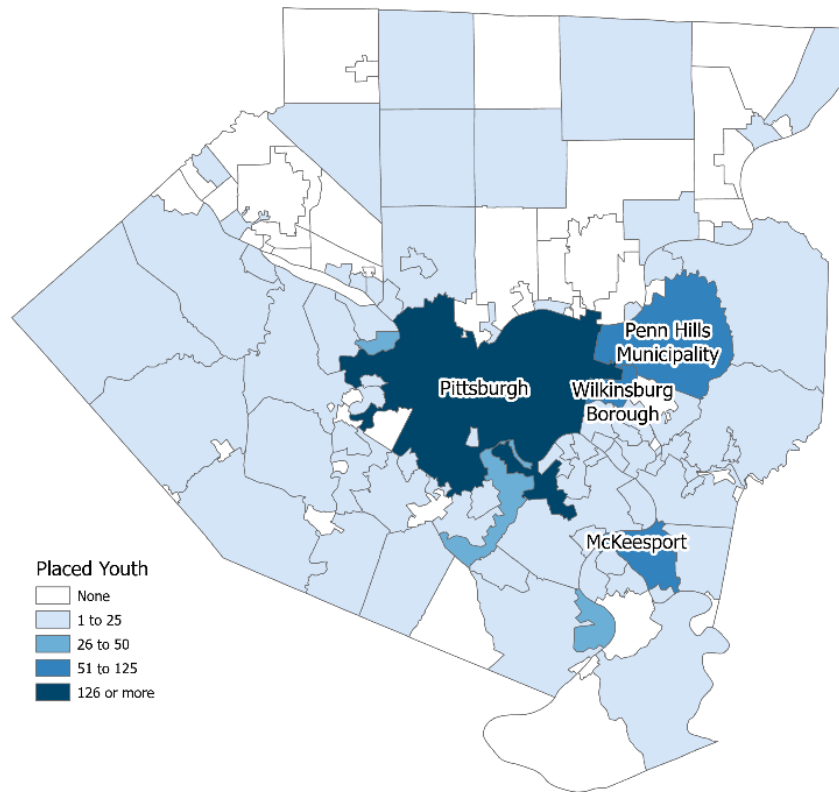
Providers			
Auberle	Community Empowerment Association	Learn & Earn Corporate	Student Conservation Association
Bloomfield Garfield Corporation	Dynamic Workforce Solutions	Legacy Arts Project	Western Penn Hills Community Action, Inc.
Boys & Girls Clubs of Western PA	Equus	Neighborhood Learning Alliance	Wilksburg Youth Project
Braddock Youth Project	Goodwill SWPA	Phase 4	Youth Enrichment Services
Center that Cares	Homewood Children's Village	Pittsburgh Public Schools	YouthPlaces
Communities in Schools	Jewish Family & Community Services		

2022 Youth Participation Status by Provider

Provider	Youth Served			Youth Resigned			Youth Terminated			Youth Completed		
	City	County	Total	City	County	Total	City	County	Total	City	County	Total
Auberle	17	62	79	1	5	6	1	1	2	15	56	71
Bloomfield Garfield Corporation	71	27	98	3	2	5	1		1	67	25	92
Boys & Girls Clubs of Western PA	26	34	60	1		1				25	34	59
Braddock Youth Project	1	49	50		4	4				1	45	46
Center that Cares	33	1	34				1		1	32	1	33
Communities in Schools	11	35	46		4	4				11	31	42
Community Empowerment Association	17	21	38							17	21	38
Dynamic Workforce Solutions	29	1	30							29	1	30
Equus	51	4	55	1		1	2		2	48	4	52
Goodwill SWPA	69	68	137	5	3	8				64	65	129
Homewood Children's Village	65	36	101	3		3				62	36	98
Jewish Family & Community Services	19	25	44	2	1	3				17	24	41
Learn & Earn Corporate	17	21	38	1		1				16	21	37
Legacy Arts Project	16	20	36	2		2		2	2	14	18	32
Neighborhood Learning Alliance	76	33	109	4		4	1		1	71	33	104
Phase 4	83	84	167	1	1	2				82	83	165
Pittsburgh Public Schools	23	2	25	2		2				21	2	23
Student Conservation Association	33	8	41	3		3	1	1	2	29	7	36
Western Penn Hills Community Action, Inc.	6	5	11		1	1	3	1	4	3	2	5
Wilkinsburg Youth Project		8	8								8	8
Youth Enrichment Services	65	28	93	1	1	2				64	27	91
YouthPlaces	12	1	13	3		3				9	1	10
Grand Total	740	573	1,313	33	22	55	10	5	15	697	545	1,242

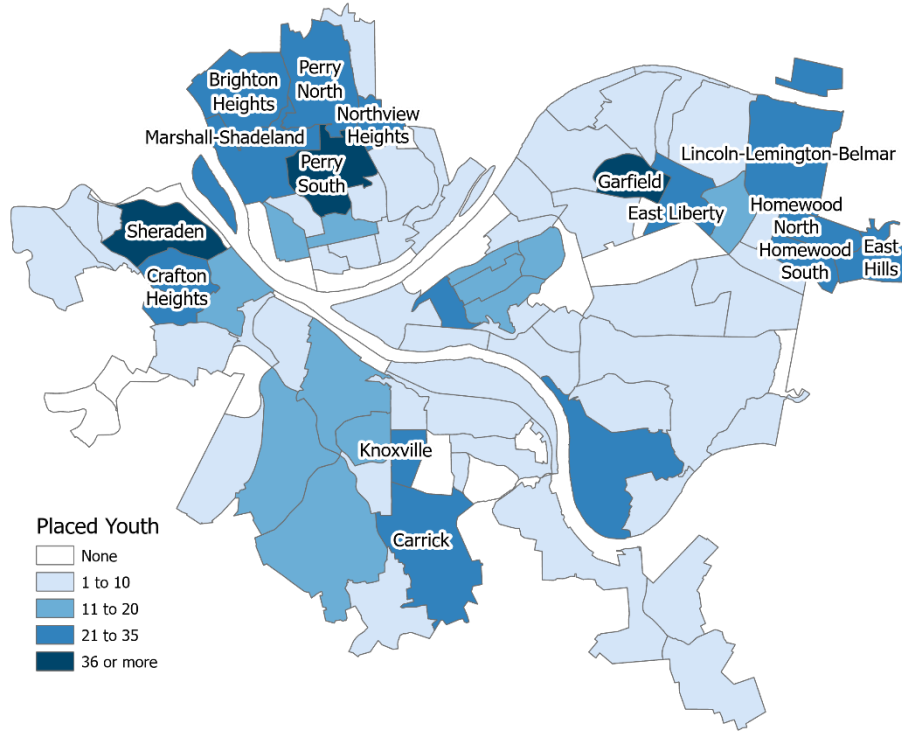
Appendix E: Youth Placed by Geography

Youth Placed by Municipality: Allegheny County



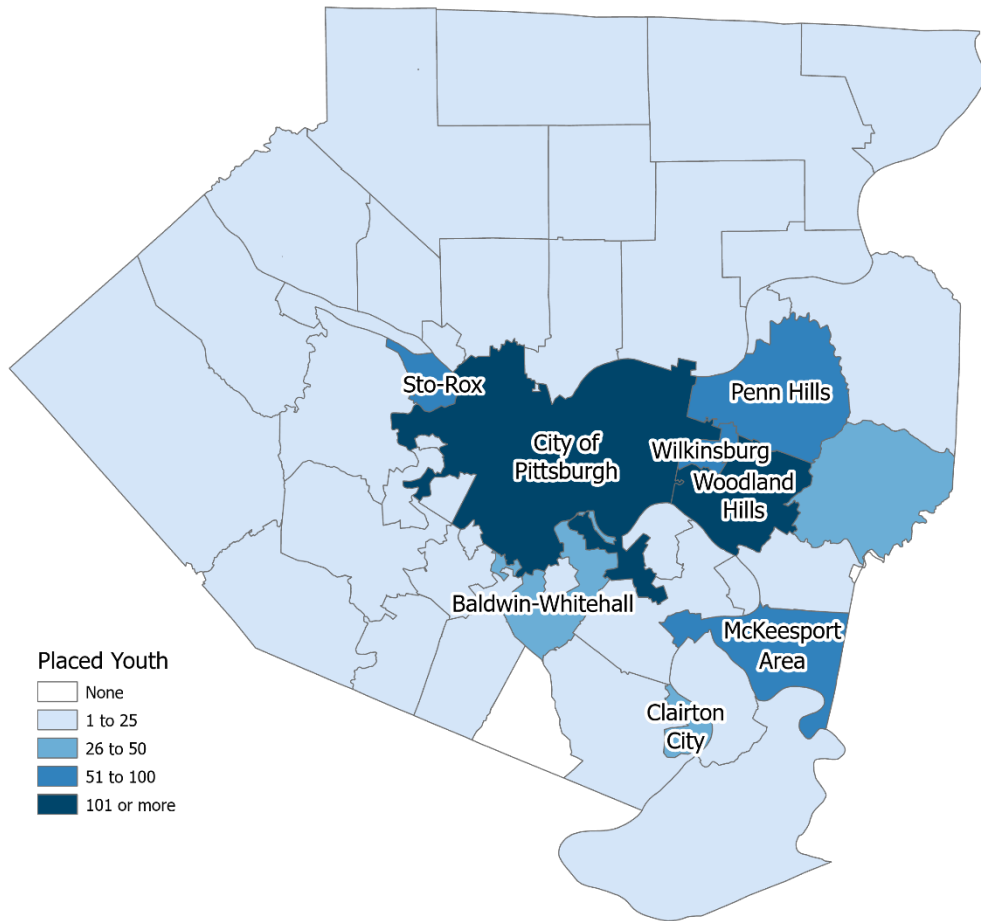
Municipality	Youth Placed	Municipality	Youth Placed	Municipality	Youth Placed	Municipality	Youth Placed
Pittsburgh	876	Rankin Borough	9	Millvale Borough	3	Braddock Hills Borough	1
Penn Hills Municipality	92	West Mifflin Borough	9	Pleasant Hills Borough	3	Dravosburg Borough	1
McKeesport	86	Carnegie Borough	7	Bethel Park Municipality	2	Emsworth Borough	1
Wilkesburg Borough	69	Munhall Borough	7	Collier Township	2	Findlay Township	1
Clairton	38	Bellevue Borough	6	Coraopolis Borough	2	Franklin Park Borough	1
McKees Rocks Borough	30	Wilkins Township	6	Dormont Borough	2	Glassport Borough	1
Baldwin Borough	28	Wilmerding Borough	6	East McKeesport Borough	2	Hampton Township	1
East Pittsburgh Borough	23	Forest Hills Borough	5	Edgewood Borough	2	Harmar Township	1
Stowe Township	21	Plum Borough	5	Elizabeth Township	2	Leet Township	1
Swissvale Borough	21	Ross Township	5	Harrison Township	2	Moon Township	1
North Braddock Borough	20	Jefferson Hills Borough	4	Liberty Borough	2	Mount Lebanon	1
Whitehall Borough	20	Robinson Township	4	McCandless Township	2	North Fayette Township	1
Braddock Borough	19	Scott Township	4	Port Vue Borough	2	Oakmont Borough	1
Turtle Creek Borough	17	Tarentum Borough	4	Sharpsburg Borough	2	Pine Township	1
Mount Oliver Borough	16	White Oak Borough	4	South Fayette Township	2	Sewickley Borough	1
Monroeville Municipality	15	Avalon Borough	3	Springdale Borough	2	Upper St. Clair Municipality	1
Duquesne	14	Brentwood Borough	3	West Homestead Borough	2	Versailles Borough	1
Pitcairn Borough	13	Crafton Borough	3	Baldwin Township	1	West Deer Township	1
Homestead Borough	10	Ingram Borough	3	Ben Avon Borough	1	West View Borough	1
North Versailles Township	9	Kennedy Township	3	Blawnox Borough	1	Whitaker Borough	1

Youth Placed by Neighborhood: City of Pittsburgh



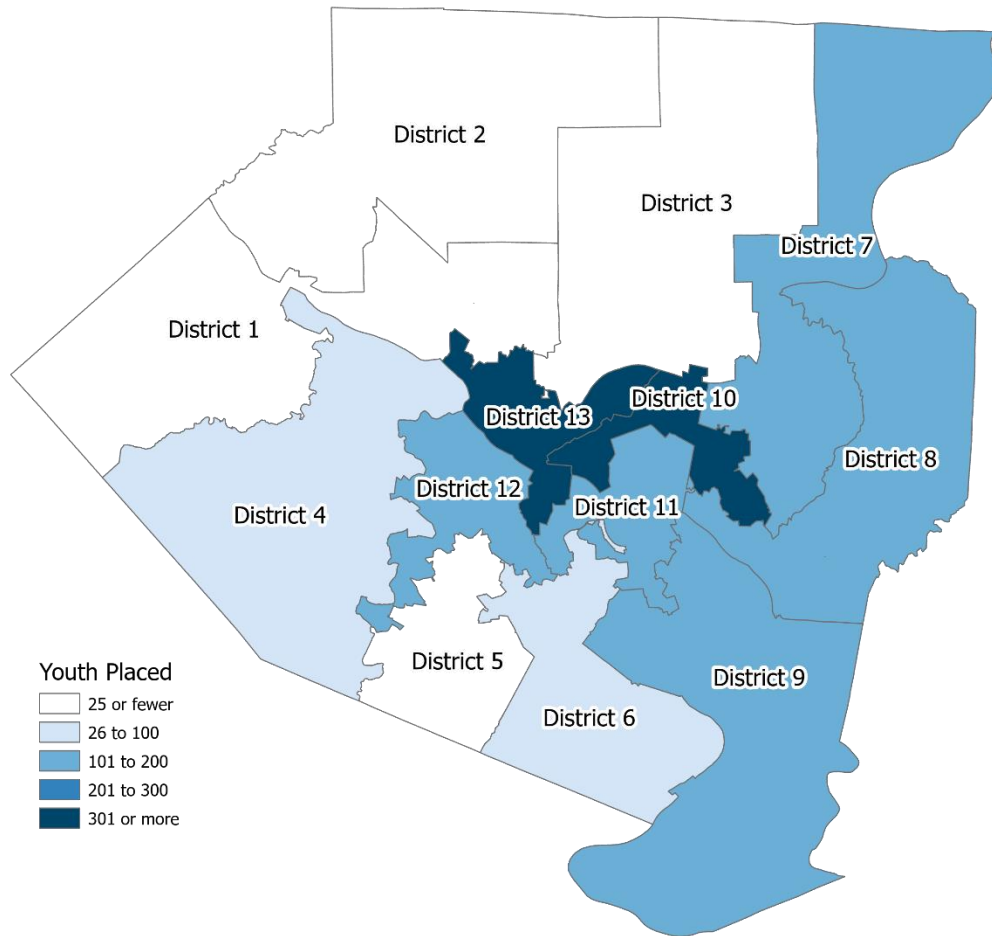
Neighborhood	Youth Placed	Neighborhood	Youth Placed	Neighborhood	Youth Placed	Neighborhood	Youth Placed
Garfield	41	Manchester	17	Point Breeze North	6	Polish Hill	3
Sheraden	41	Terrace Village	17	Westwood	6	Central Lawrenceville	2
Perry South	38	Beechview	16	Fairywood	5	Lower Lawrenceville	2
Knoxville	35	Bedford Dwellings	14	Glen Hazel	5	Upper Lawrenceville	2
Marshall-Shadeland	34	Central Northside	14	South Oakland	5	Allegheny Center	1
Carrick	33	Middle Hill	13	Squirrel Hill South	5	Allegheny West	1
Lincoln-Lemington-Belmar	32	Beltzhoover	12	West Oakland	5	Bluff	1
Homewood North	31	Elliott	11	Chartiers City	4	Bon Air	1
Crafton Heights	30	Larimer	11	Duquesne Heights	4	Central Business District	1
Homewood South	30	Mount Washington	11	Morningside	4	Central Oakland	1
Brighton Heights	29	Highland Park	10	South Side Flats	4	Fineview	1
Northview Heights	29	Allentown	9	South Side Slopes	4	Hays	1
East Hills	27	Overbrook	9	Spring Garden	4	Lincoln Place	1
East Liberty	27	Windgap	9	Spring Hill-City View	4	New Homestead	1
Perry North	26	Bloomfield	8	Arlington	3	Squirrel Hill North	1
Crawford-Roberts	23	Greenfield	8	Banksville	3	Summer Hill	1
Hazelwood	21	Stanton Heights	7	East Allegheny	3	Swisshelm Park	1
Brookline	19	California-Kirkbride	6	Mt. Oliver	3	Troy Hill	1
Upper Hill	19	Homewood West	6	Point Breeze	3	West End	1

Youth Placed by School District



School District	Youth Placed	School District	Youth Placed	School District	Youth Placed
City of Pittsburgh	892	West Mifflin Area	10	Bethel Park	2
Woodland Hills	123	Northgate	9	Cornell	2
McKeesport Area	92	West Jefferson Hills	7	Elizabeth Forward	2
Penn Hills	92	Chartiers Valley	6	Keystone Oaks	2
Wilkinsburg	69	Highlands	6	Quaker Valley	2
Sto-Rox	51	North Hills	6	South Fayette Township	2
Baldwin-Whitehall	49	Plum Borough	5	West Allegheny	2
Clairton City	38	South Allegheny	5	Deer Lakes	1
Gateway	28	Allegheny Valley	3	Hampton Township	1
Steel Valley	19	Brentwood Borough	3	Moon Area	1
East Allegheny	17	Fox Chapel Area	3	Mt. Lebanon	1
Duquesne City	14	North Allegheny	3	Pine-Richland	1
Carlynton	10	Shaler Area	3	Riverview	1
Montour	10	Avonworth	2	Upper St. Clair Area	1

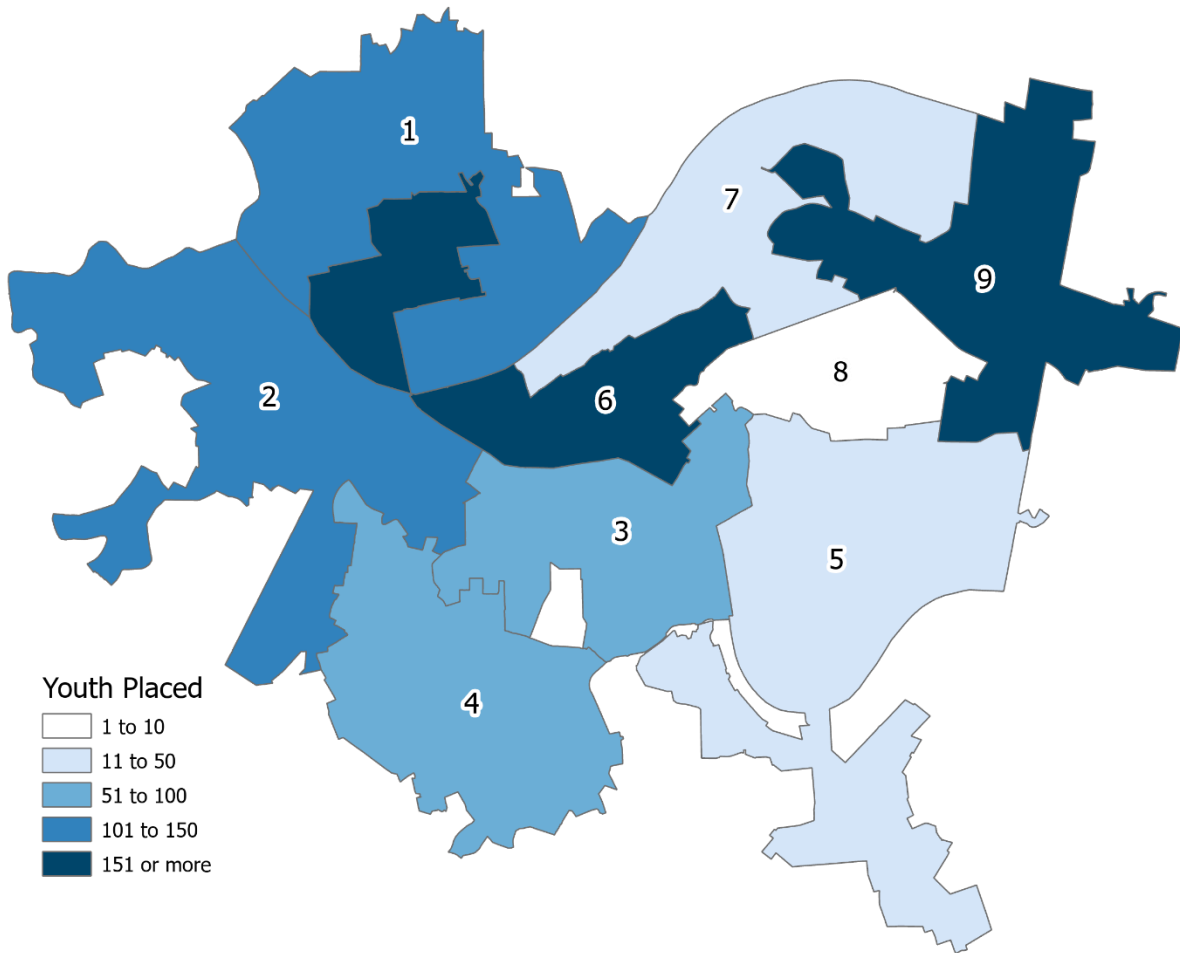
Youth Placed by Allegheny County Council District



County Council District	Youth Placed
District 1	13
District 2	6
District 3	7
District 4	72
District 5	6
District 6	97
District 7	109
District 8	159
District 9	130
District 10	363
District 11	174
District 12	334
District 13	330

** Note: Allegheny County Council districts were redrawn in 2022. This map uses the updated districts.

Youth Placed by Pittsburgh City Council District



Youth Placed

- 1 to 10
- 11 to 50
- 51 to 100
- 101 to 150
- 151 or more

City Council District	Youth Placed
District 1	144
District 2	121
District 3	81
District 4	76
District 5	43
District 6	158
District 7	31
District 8	1
District 9	221

Appendix F: Worksite List by Industry

Worksite Industries Experienced by Learn and Earn Youth

Worksite Industry	Served Youth
Agriculture	44
Arts	6
Beauty	7
Childcare	74
Communications	14
Construction	4
Consulting	9
Education	278
Electronics	4
Engineering	5
Entertainment	24
Environmental	42
Finance	1
Food & Beverage	27
Government	12
Healthcare	35
Hospitality	31
Legal	3
Manufacturing	2
Media	46
Not For Profit	371
Other	28
Recreation	74
Religious	12
Retail	4
Technology	40
Transportation	1
Utilities	19

List of all Worksites Experienced by Learn and Earn Youth

Worksite	Provider	Worksite Industry
3E Franchise	Goodwill SWPA	Other
412 Exotics Car Rentals	Youth Enrichment Services	Recreation
424 Athlete	Goodwill SWPA	Other
5 Generation Bakers	Youth Enrichment Services	Food & Beverage
5A Elite Empowerment	Neighborhood Learning Alliance	Education
5A Elite Empowerment - BGC	Bloomfield Garfield Corporation	Education
A Developmental JourneyChristian Childcare and Learning Center	Auberle	Childcare
A Second Chance, Inc. - BGC	Bloomfield Garfield Corporation	Not For Profit
A. Philip Randolph Institute	Learn & Earn Corporate	Education
Accenture Learning to Lead Internship	Boys & Girls Clubs of Western PA	Consulting
ACH Clear Pathways - GWSWPA	Goodwill SWPA	Other
Adrich	Neighborhood Learning Alliance	Technology
African Cuisine LLC	Neighborhood Learning Alliance	Hospitality
Alcosan	Pittsburgh Public Schools	Utilities
Alcosan - YES	Youth Enrichment Services	Utilities
Allegheny Center Alliance Church	Auberle	Communications
Allegheny Conference	Learn & Earn Corporate	Not For Profit
Allegheny County DHS	Learn & Earn Corporate	Other
Allegheny General Hospital - PPS	Pittsburgh Public Schools	Healthcare
Amachi	Equus	Not For Profit
Amachi	Goodwill SWPA	Education
Angela After School of the Arts	Learn & Earn Corporate	Childcare
Art in the Garden	Youth Enrichment Services	Agriculture
ARYSE	Neighborhood Learning Alliance	Not For Profit
ARYSE--PRYSE Academy	Jewish Family & Community Services	Education
Assemble - BGC	Bloomfield Garfield Corporation	Education
Auberle	Auberle	Not For Profit
Auberle - Lawncare	Auberle	Agriculture
Auberle Service Worker	Auberle	Utilities
Back to the Foodture	Pittsburgh Public Schools	Food & Beverage
Baldwin Whitehall School District	Jewish Family & Community Services	Education
Basketball Dreamz	Equus	Recreation
Best Buy Teen Tech Center	Phase 4	Technology

Best of the Batch Foundation	Goodwill SWPA	Other
Bethany Community Ministries	Homewood Children's Village	Religious
BGCWPA Sto-Rox Clubhouse	Boys & Girls Clubs of Western PA	Not For Profit
Bhutanese Community Association of Pittsburgh	Jewish Family & Community Services	Not For Profit
Bible Center Oasis Project	Homewood Children's Village	Not For Profit
Bloomfield-Garfield Corporation	Bloomfield Garfield Corporation	Not For Profit
Bloomfield-Garfield Corporation: Green Zone - BGC	Bloomfield Garfield Corporation	Environmental
BotsIQ	Learn & Earn Corporate	Technology
Boys & Girls Clubs: Career Works	Boys & Girls Clubs of Western PA	Not For Profit
Braddock Battlefield History Center	Youth Enrichment Services	Entertainment
Brashear Association	Goodwill SWPA	Not For Profit
Brentwood Library - JCFS	Jewish Family & Community Services	Education
Brothers and Sisters Emerging - BGC	Bloomfield Garfield Corporation	Childcare
Buhl Foundation	Learn & Earn Corporate	Not For Profit
Busy Beaver	Pittsburgh Public Schools	Construction
BYP Gardening	Braddock Youth Project	Agriculture
BYP Media Team	Braddock Youth Project	Media
BYP Mentoring	Braddock Youth Project	Education
Camp F.U.N.	Equus	Recreation
CARES at Jeron X. Grayson Community Center	Center that Cares	Not For Profit
CARES at Wesley	Center that Cares	Not For Profit
CARES. CommuniTEA Cafe	Center that Cares	Food & Beverage
Carnegie Library - Hill District - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh - Allegheny	Jewish Family & Community Services	Not For Profit
Carnegie Library of Pittsburgh - Downtown - JFCS	Jewish Family & Community Services	Education
Carnegie Library of Pittsburgh - East Liberty - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh - Homewood - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh - Knoxville - JFCS	Jewish Family & Community Services	Education
Carnegie Library of Pittsburgh - Mt. Washington - JFCS	Jewish Family & Community Services	Education
Carnegie Library of Pittsburgh - Oakland - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh Hazelwood	Bloomfield Garfield Corporation	Education
Carnegie Museum of Art	Youth Enrichment Services	Arts

Change Champions 2022	Homewood Children's Village	Environmental
Children Youth Ministry	Pittsburgh Public Schools	Not For Profit
Church of the Holy Cross	Bloomfield Garfield Corporation	Education
CISP	Goodwill SWPA	Not For Profit
City Dept Finance	Learn & Earn Corporate	Finance
City of McKeesport - Auberle	Auberle	Government
City of Pittsburgh Ethics Hearing Board & Citizen Police Review Board	Learn & Earn Corporate	Government
City of Pittsburgh Parks & Rec	Bloomfield Garfield Corporation	Childcare
City of Pittsburgh: Department of Permits, Licenses and Inspections	Learn & Earn Corporate	Government
City of Pittsburgh: Mayor's Office	Learn & Earn Corporate	Other
Clairton Family Center	Auberle	Childcare
Clairton School District	Auberle	Hospitality
Clara's Community Child Care	Neighborhood Learning Alliance	Childcare
Common Cause Consultants	Learn & Earn Corporate	Legal
Community Empowerment	Auberle	Education
Community Empowerment - P4	Phase 4	Not For Profit
Community Empowerment Association - Homewood	Community Empowerment Association	Not For Profit
Community Empowerment Association - McKeesport	Community Empowerment Association	Not For Profit
Dee's Beauty Bar & Spa LLC	Communities in Schools	Beauty
Dept City Planning	Learn & Earn Corporate	Government
Dollar Bank	Learn & Earn Corporate	Finance
Drafting Dreams	Homewood Children's Village	Engineering
Dragon's Den	Goodwill SWPA	Recreation
Duquense School District	Auberle	Education
Dynamic Workforce Solutions	Dynamic Workforce Solutions	Government
Each One Teach One	Homewood Children's Village	Communications
Each One Teach One (WYP)	Wilksburg Youth Project	Childcare
Earthen Vessels Outreach - BGC	Bloomfield Garfield Corporation	Not For Profit
East End CoOp	Pittsburgh Public Schools	Not For Profit
East End Cooperative Ministries	Youth Enrichment Services	Not For Profit
Eastside Neighborhood Employment Center - BGC	Bloomfield Garfield Corporation	Not For Profit
EAT Initiative/Finesse Institute	Equus	Food & Beverage
Equus Virtual Sessions	Equus	Technology
Estelle S. Campbell Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Everyday Cafe 2022	Homewood Children's Village	Food & Beverage

Exurbia Home Health Care	Communities in Schools	Healthcare
Fashion Team	Braddock Youth Project	Apparel
Fineview/Perry Hilltop Citizens Council	Dynamic Workforce Solutions	Not For Profit
FOR	Communities in Schools	Not For Profit
FOR Library	Communities in Schools	Not For Profit
Gazette 2.0	Communities in Schools	Media
Georgia Ford Daycare	Goodwill SWPA	Childcare
Golden Bone	Pittsburgh Public Schools	Other
Goodwill of SWPA	Goodwill SWPA	Not For Profit
Greater Valley Community Center	Braddock Youth Project	Not For Profit
Greater Valley Community Center	Phase 4	Not For Profit
Greater Valley Community Services	Dynamic Workforce Solutions	Not For Profit
Group A Virtual Learn and Earn	Phase 4	Education
Grow Pittsburgh 2022	Homewood Children's Village	Agriculture
GSM Therapeutic and Consulting Services	Auberle	Healthcare
Happy Day Dessert Factory	Dynamic Workforce Solutions	Food & Beverage
Happy Day Dessert Factory	Equus	Food & Beverage
HBCU Majority	Neighborhood Learning Alliance	Education
HCV Smart Dreams 2022	Homewood Children's Village	Education
HCV Video Game Design 2022	Homewood Children's Village	Technology
Hill Uptown Beautification Crew	Student Conservation Association	Environmental
Hilltop Urban Farm Crew	Student Conservation Association	Agriculture
History Team	Braddock Youth Project	Education
Homewood Community Sports	Communities in Schools	Recreation
Hope for Tomorrow	Phase 4	Education
Hugs Away From Home	Bloomfield Garfield Corporation	Childcare
Humane Animal Rescue	Youth Enrichment Services	Other
Industrial Arts Workshop	Auberle	Retail
Infinite Lifestyle Solutions	Goodwill SWPA	Not For Profit
Islamic Center of Pittsburgh	Bloomfield Garfield Corporation	Education
Jewish Community Center	Jewish Family & Community Services	Not For Profit
KEF Robotics - BGC	Bloomfield Garfield Corporation	Engineering
Kelly Strayhorn Theater	Equus	Entertainment
Kelly Strayhorn Theater - BGC	Bloomfield Garfield Corporation	Not For Profit
Kidsville Daycare	Bloomfield Garfield Corporation	Childcare
Klavons	YouthPlaces	Food & Beverage
Knight Barber Shop & Salon	Communities in Schools	Beauty
Lady Carpenter	Youth Enrichment Services	Construction

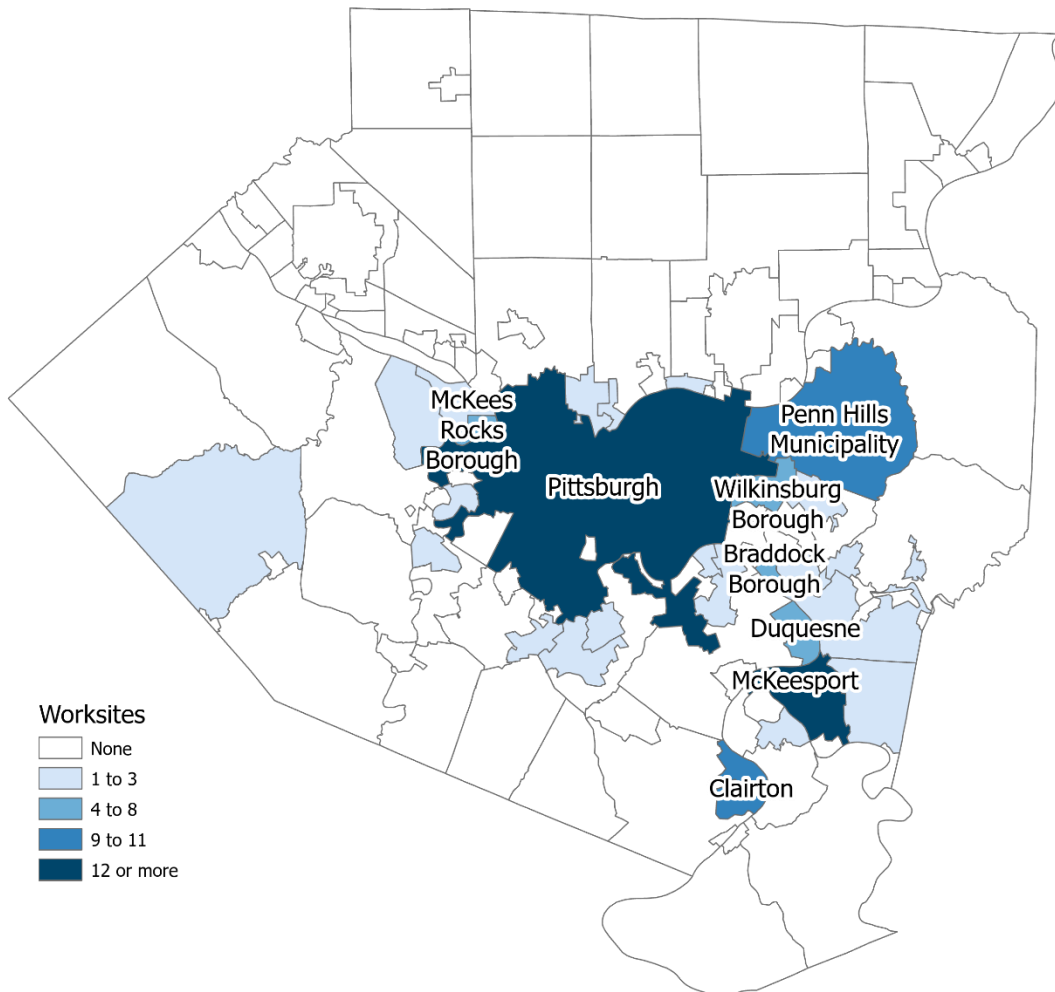
LaRosa	Auberle	Childcare
LaRosa Club	Goodwill SWPA	Childcare
Lawrenceville United - BGC	Bloomfield Garfield Corporation	Not For Profit
Learning Educational Daycare	Phase 4	Childcare
Learning Loft Childcare Center	Center that Cares	Childcare
Learning to Learn Childcare Center	Youth Enrichment Services	Childcare
Legacy Arts Project Summer Program2022	Legacy Arts Project	Arts
Lighthouse Cathedral	Phase 4	Religious
Little People Daycare	Auberle	Childcare
Livin Lavish	Youth Enrichment Services	Beauty
Manchester Craftmen's Guild	Bloomfield Garfield Corporation	Entertainment
McDonald's	Auberle	Hospitality
McKees Rocks Community Development Corporation	Communities in Schools	Not For Profit
McKeesport Area School District	Auberle	Utilities
McKinley Park Crew	Student Conservation Association	Entertainment
Moe's Childcare & Learning Center	Communities in Schools	Childcare
Mon Valley Initiative Produce Market	Auberle	Manufacturing
Mount Arat	Pittsburgh Public Schools	Not For Profit
Mt Ararat	Youth Enrichment Services	Childcare
Mt Ararat Center	Goodwill SWPA	Childcare
Mt. Ararat Community Center 2022	Homewood Children's Village	Childcare
Mt. Washington Community Rec Center	Youth Enrichment Services	Recreation
Neighborhood Allies-Marketing Financial Literacy	Homewood Children's Village	Finance
NLA Clerical Support Staff	Neighborhood Learning Alliance	Other
NLA Social Media	Neighborhood Learning Alliance	Media
North Side Partnership Project	Equus	Recreation
Northern Area Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Northside Leadership Conference	Auberle	Communications
Northside Partnership Project	Homewood Children's Village	Education
Off the Floor Pittsburgh	Jewish Family & Community Services	Recreation
Ozanam	Dynamic Workforce Solutions	Not For Profit
Ozanam	Youth Enrichment Services	Recreation
Ozanam - BGC	Bloomfield Garfield Corporation	Hospitality
Ozanam P4	Phase 4	Not For Profit
Ozanam, Inc. - GWSWPA	Goodwill SWPA	Recreation
Parkway West	Youth Enrichment Services	Not For Profit
Phase 4 Learning Center	Learn & Earn Corporate	Not For Profit

Pine Run Ministries	Goodwill SWPA	Other
Pine Run United Methodist Church	Auberle	Recreation
Pine Run United Methodist Church	Phase 4	Not For Profit
Pitcare	Goodwill SWPA	Not For Profit
Pitt Cares	Phase 4	Not For Profit
Pittsburgh Bureau of Police	Bloomfield Garfield Corporation	Legal
Pittsburgh Community Science Center	Bloomfield Garfield Corporation	Education
Pittsburgh Community Television	Youth Enrichment Services	Media
Pittsburgh Drone Service	Learn & Earn Corporate	Other
Pittsburgh Higher Ground	Bloomfield Garfield Corporation	Healthcare
Pittsburgh Knights	YouthPlaces	Electronics
Pittsburgh Public Schools, Board of Education	Pittsburgh Public Schools	Education
PNC - L&E Corporate	Learn & Earn Corporate	Banking
Poor Law 2022	Homewood Children's Village	Childcare
Project Destiny	Dynamic Workforce Solutions	Not For Profit
Project Destiny - GWSWPA	Goodwill SWPA	Not For Profit
Project Intern VLOG U	Auberle	Media
Prothaven	Bloomfield Garfield Corporation	Arts
Reading Warriors - Woolsliar	Neighborhood Learning Alliance	Education
Reading Warriors- Concord	Neighborhood Learning Alliance	Education
Reading Warriors- Morrow	Neighborhood Learning Alliance	Education
Riverview Park Crew	Student Conservation Association	Environmental
Robert Uber	Youth Enrichment Services	Transportation
Ruth's Way	Homewood Children's Village	Education
Salon XO	Youth Enrichment Services	Beauty
Salvation Army	Equus	Childcare
Sankofa (CADA programs)	Goodwill SWPA	Not For Profit
Sankofa Village P4	Phase 4	Agriculture
Shadyside Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Shanell Lamere Films	Neighborhood Learning Alliance	Media
SHAPE Training	Youth Enrichment Services	Recreation
Sister Thea Bowman Catholic Academy	Communities in Schools	Recreation
Small Seeds Inc	Youth Enrichment Services	Not For Profit
South Allegheny School District - Auberle	Auberle	Utilities
SOVA Project	Communities in Schools	Healthcare
St. Vincent DePaul	Auberle	Retail
Steel City Arts Initiative	Equus	Arts
Steel City Impact	Communities in Schools	Not For Profit
Steeltown Entertainment Project	Bloomfield Garfield Corporation	Media

Street MinistryInternational	Phase 4	Not For Profit
Summer Scholars	Youth Enrichment Services	Recreation
The Andy Warhol Museum	Youth Enrichment Services	Entertainment
The Maker's Clubhouse 2022	Homewood Children's Village	Education
The Omni William Penn Hotel	Pittsburgh Public Schools	Hospitality
The Pittsburgh Project - GWSWPA	Goodwill SWPA	Not For Profit
The Rose Bar & Grill	Communities in Schools	Food & Beverage
The Salvation Army - Pittsburgh Westside (BGC)	Bloomfield Garfield Corporation	Not For Profit
The United Methodist Church Union	Auberle	Hospitality
The Westin Convention Center	Pittsburgh Public Schools	Hospitality
This Generation Connect	Auberle	Environmental
Thomas Child Care and Learning Academy	Communities in Schools	Childcare
TTs Toy Box	Communities in Schools	Childcare
UPMC - L&E Corporate	Learn & Earn Corporate	Healthcare
Urban League	Goodwill SWPA	Not For Profit
Urban Strategies	Learn & Earn Corporate	Not For Profit
Voices Against Violence - P4	Phase 4	Not For Profit
Voices Against Violence - RC	Equus	Not For Profit
Warriors - Miller	Neighborhood Learning Alliance	Education
West Penn Hospital	Neighborhood Learning Alliance	Healthcare
Western Pennsylvania Diaper Bank	Communities in Schools	Not For Profit
Wilksburg Family Support Center	Youth Enrichment Services	Not For Profit
Woodland Hills Crew	Student Conservation Association	Environmental
Woodland Hills School District	Auberle	Education
Woodland Hills Summer Camp	Braddock Youth Project	Education
WPHCA	Western Penn Hills Community Action, Inc.	Not For Profit
WQED	Learn & Earn Corporate	Communications
Wyndham Grand Pittsburgh Downtown	Communities in Schools	Hospitality
WYP Media Team	Wilksburg Youth Project	Media
YMCA	Auberle	Entertainment
Youth Enrichment Services	Youth Enrichment Services	Not For Profit
Youth Invested In Music	Neighborhood Learning Alliance	Arts
Youth Invested In Music / Basketball Dreamz	Dynamic Workforce Solutions	Recreation
Youth Opportunities Development	Goodwill SWPA	Not For Profit
YouthPlaces HUB	YouthPlaces	Not For Profit
YWCA-Greater Pittsburgh	Homewood Children's Village	Not For Profit

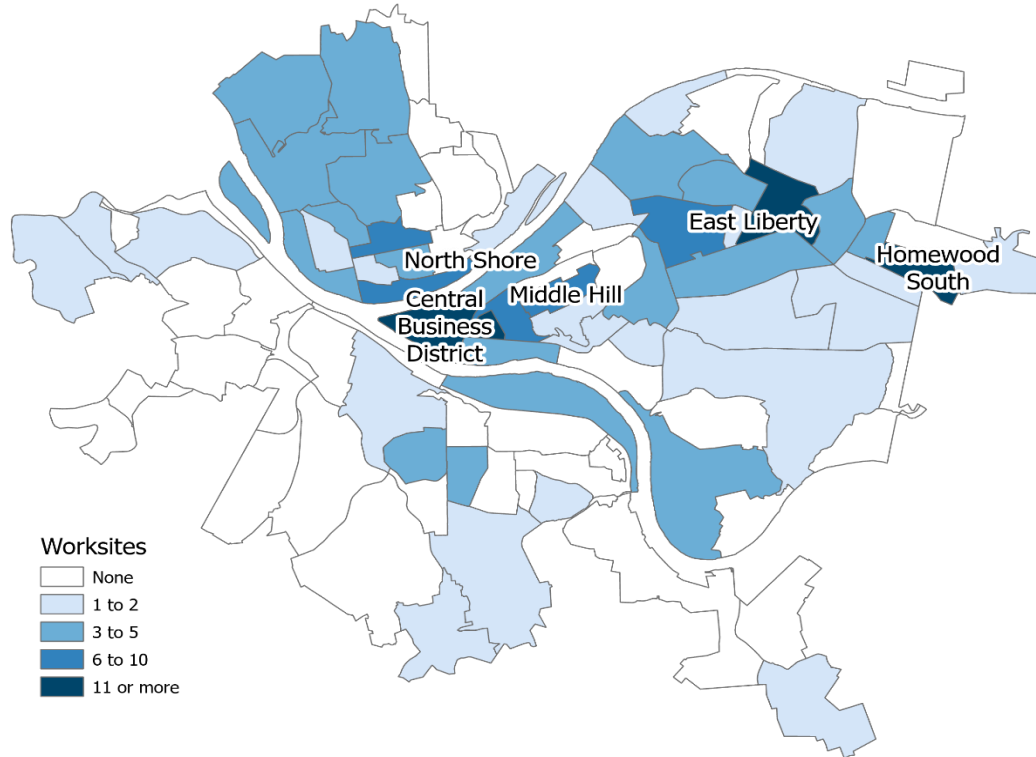
Appendix G: Worksites by Geography

Worksites by Municipality: Allegheny County



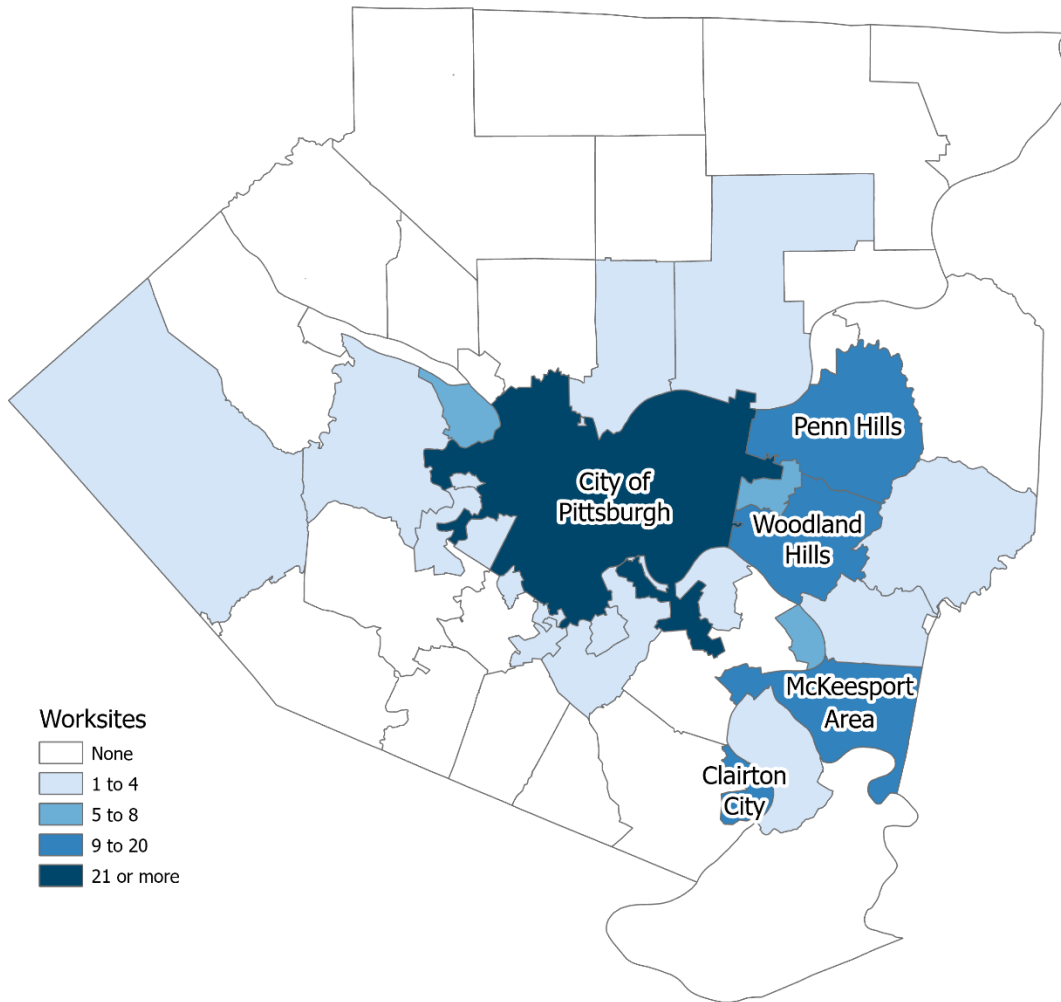
Municipality	Worksites	Municipality	Worksites	Municipality	Worksites
Braddock Borough	8	Kennedy Township	1	Pitcairn Borough	2
Brentwood Borough	2	Liberty Borough	1	Pittsburgh	182
Carnegie Borough	1	McKees Rocks Borough	5	Reserve Township	1
Castle Shannon Borough	1	McKeesport	12	Sharpsburg Borough	2
Churchill Borough	2	Millvale Borough	1	Stowe Township	2
Clairton	11	Munhall Borough	1	Turtle Creek Borough	1
Crafton Borough	2	North Braddock Borough	2	White Oak Borough	1
Duquesne	5	North Fayette Township	1	Whitehall Borough	1
East Pittsburgh Borough	1	North Versailles Township	1	Wilkinsburg Borough	6
Homestead Borough	3	Penn Hills Municipality	10		

Worksites by Neighborhood: City of Pittsburgh



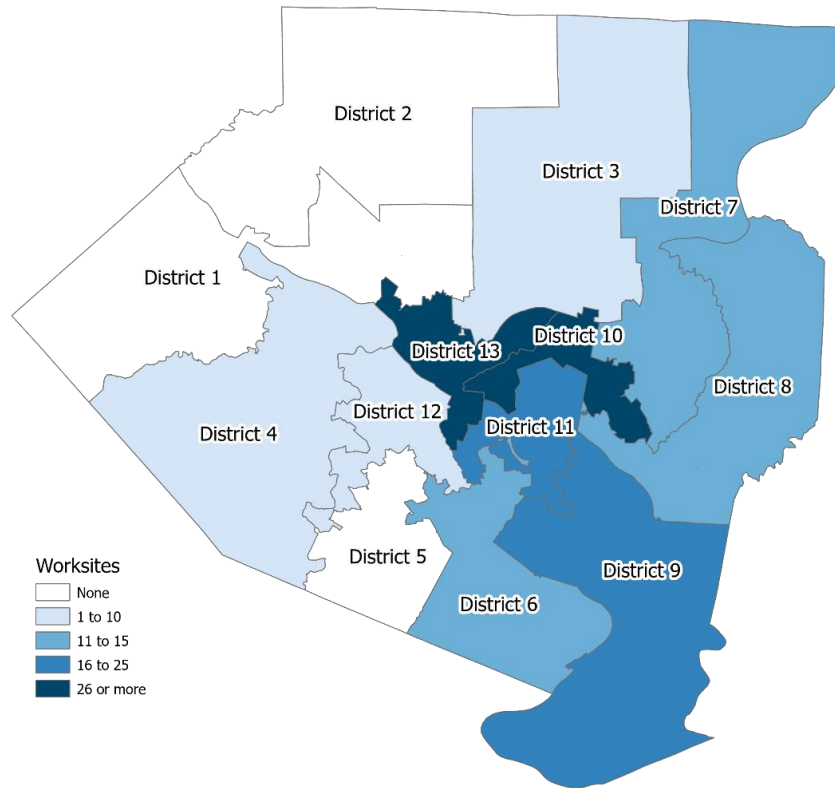
Neighborhood	Worksites	Neighborhood	Worksites	Neighborhood	Worksites
Allegheny Center	5	Friendship	2	Perry North	4
Allegheny West	2	Garfield	4	Perry South	5
Beltzhoover	4	Hazelwood	3	Point Breeze	1
Bloomfield	6	Highland Park	2	Point Breeze North	1
Bluff	4	Homewood South	14	Shadyside	4
Brighton Heights	3	Homewood West	4	Sheraden	1
California-Kirkbride	3	Knoxville	3	South Side Flats	3
Carrick	1	Larimer	4	Squirrel Hill North	1
Central Business District	20	Lincoln Place	1	Squirrel Hill South	2
Central Lawrenceville	3	Lower Lawrenceville	1	St. Clair	2
Central Northside	6	Manchester	2	Strip District	3
Central Oakland	1	Marshall-Shadeland	3	Terrace Village	1
Chateau	3	Middle Hill	8	Troy Hill	1
Crawford-Roberts	6	Mount Washington	2	Upper Lawrenceville	2
East Hills	1	North Oakland	5	West Oakland	1
East Liberty	11	North Shore	8	Windgap	2
Fairywood	2	Overbrook	1		

Worksites by School District



School District	Worksites	School District	Worksites
City of Pittsburgh	182	Brentwood Borough	2
Woodland Hills	14	Fox Chapel Area	2
McKeesport Area	13	Gateway	2
Clairton City	11	Shaler Area	2
Penn Hills	10	Baldwin-Whitehall	1
Sto-Rox	7	East Allegheny	1
Wilkinsburg	6	Keystone Oaks	1
Duquesne City	5	Montour	1
Steel Valley	4	South Allegheny	1
Carlynton	3	West Allegheny	1

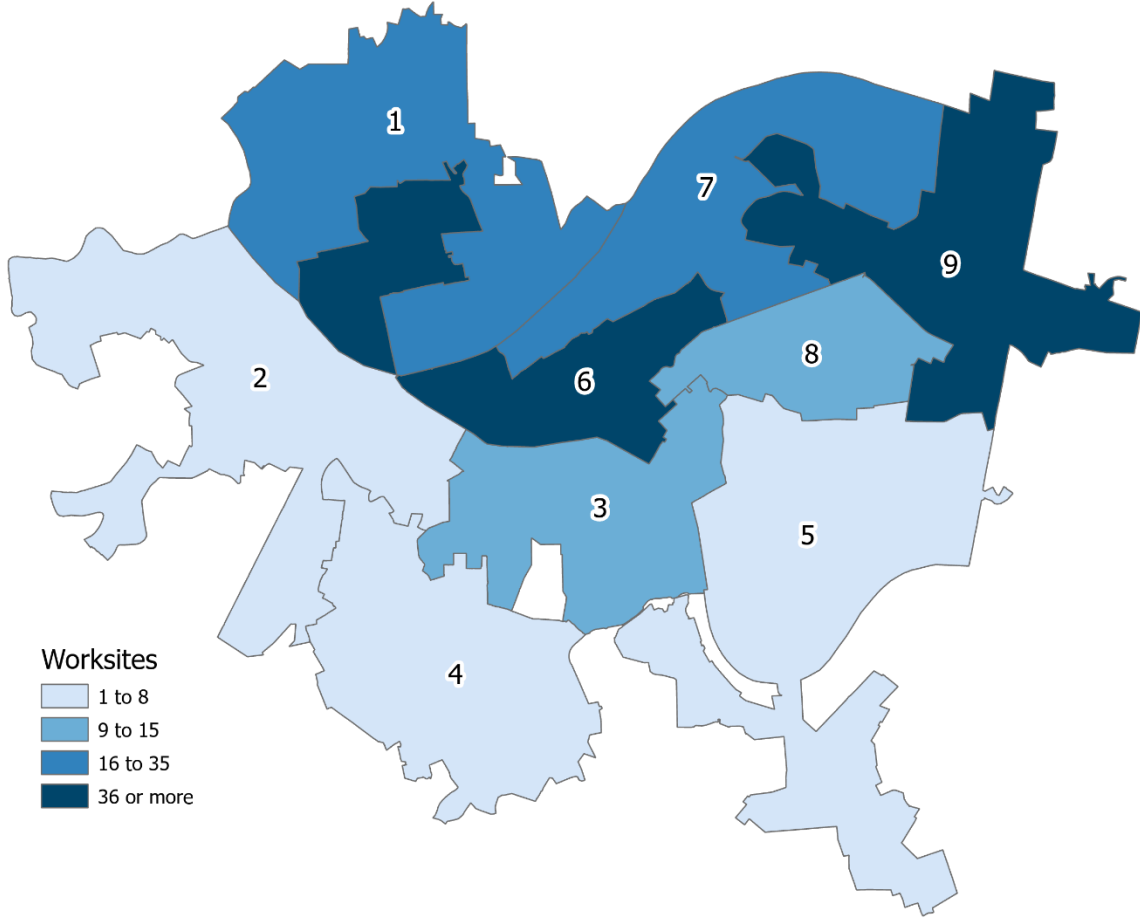
Worksites by Allegheny County Council District



County Council District	Worksites
District 1	0
District 2	0
District 3	4
District 4	10
District 5	0
District 6	15
District 7	12
District 8	15
District 9	20
District 10	72
District 11	21
District 12	10
District 13	90

** Note: Allegheny County Council districts were redrawn in 2022. This map uses the updated districts.

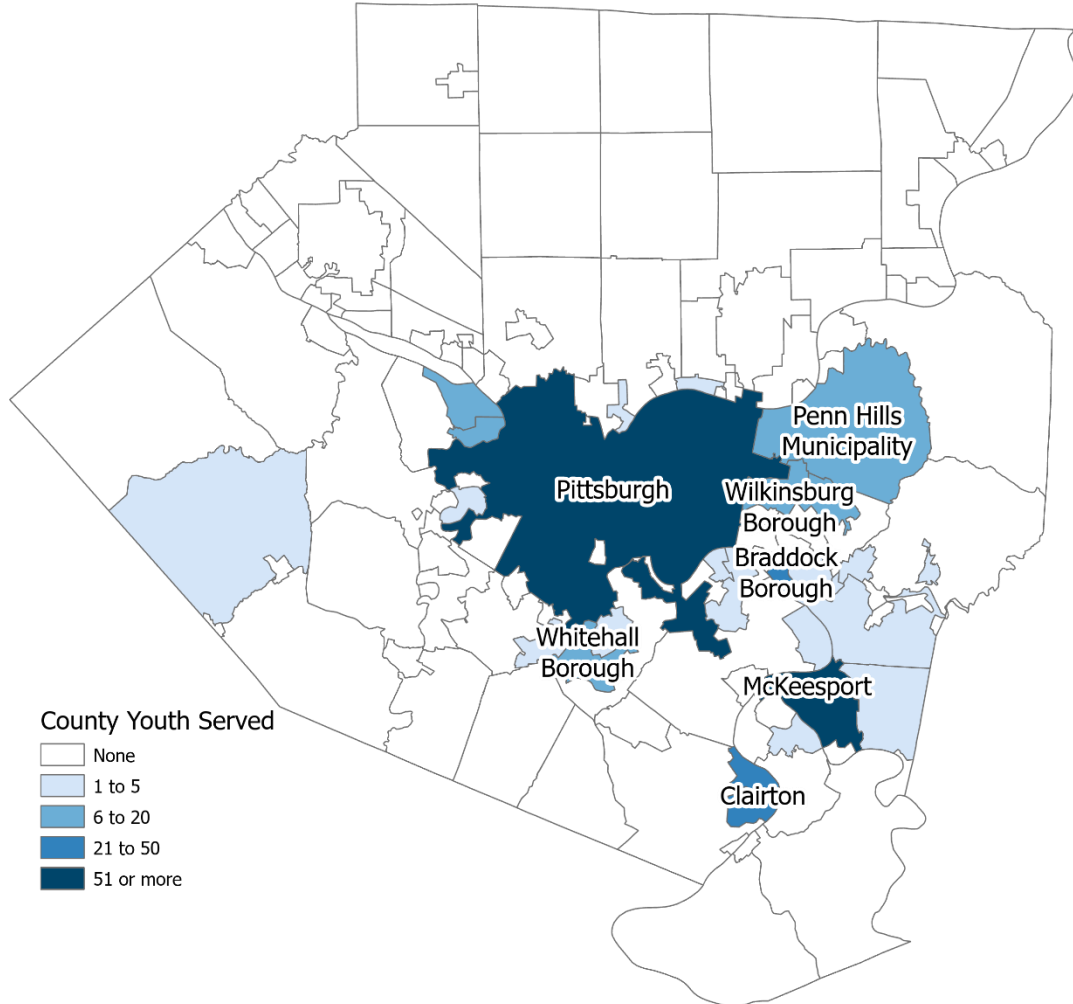
Worksites by Pittsburgh City Council District



City Council District	Worksites
District 1	31
District 2	7
District 3	13
District 4	2
District 5	6
District 6	54
District 7	19
District 8	10
District 9	40

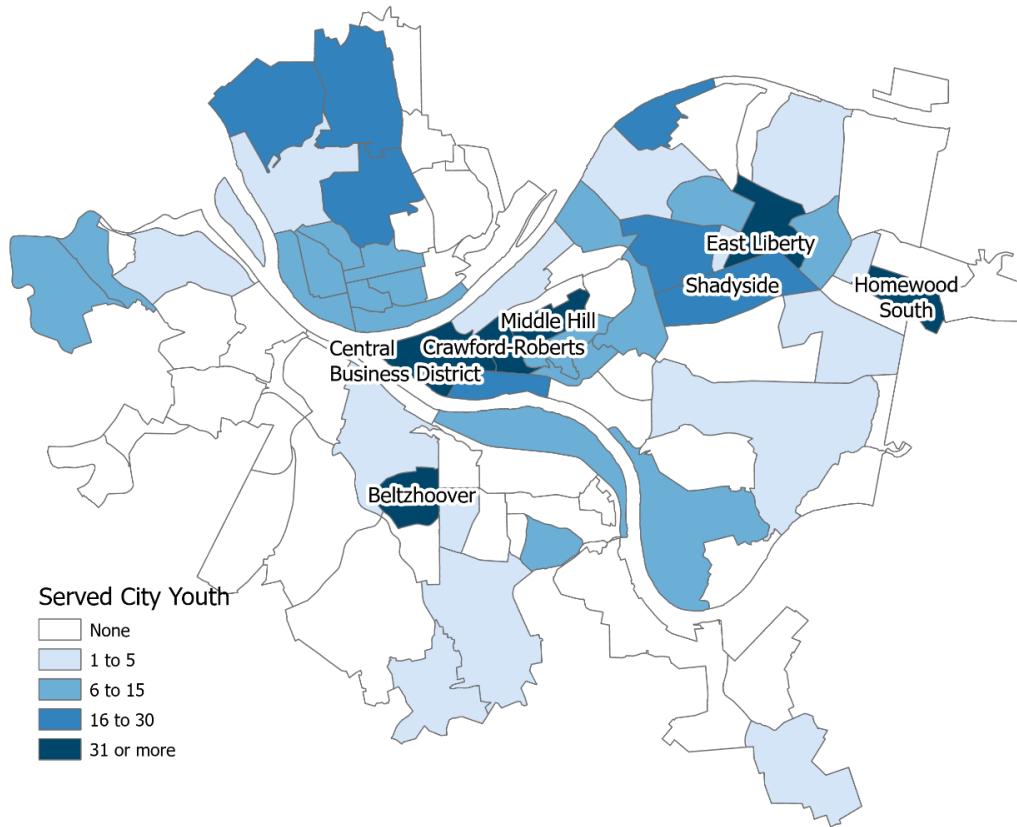
Appendix H: Youth Served by Geography and Worksite Type

Locations of In-Person Worksites Serving Allegheny County Residents



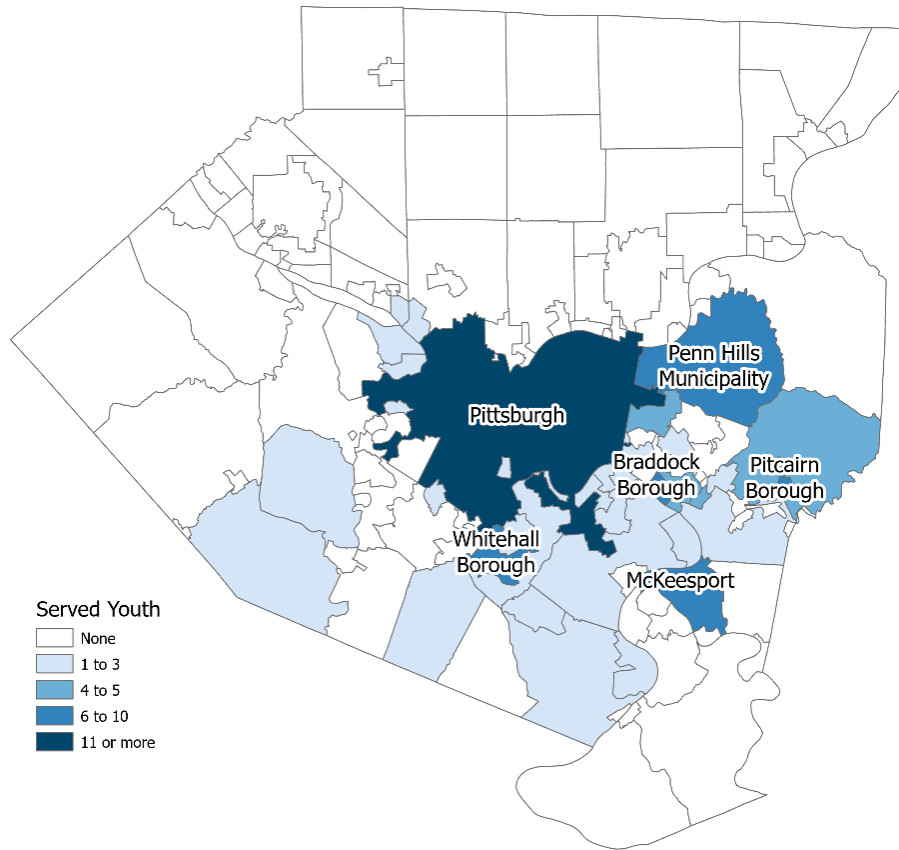
Municipality	Served Youth	Municipality	Served Youth	Municipality	Served Youth
Pittsburgh	208	Stowe Township	7	Brentwood Borough	2
McKeesport	68	Duquesne	5	East Pittsburgh Borough	2
Braddock Borough	40	North Braddock Borough	5	Millvale Borough	2
Clairton	26	Homestead Borough	4	Sharpsburg Borough	2
Whitehall Borough	20	North Fayette Township	4	Castle Shannon Borough	1
Wilkinsburg Borough	20	Turtle Creek Borough	4	Munhall Borough	1
Penn Hills Municipality	17	Crafton Borough	3	North Versailles Township	1
Churchill Borough	10	Liberty Borough	3	White Oak Borough	1
McKees Rocks Borough	9	Pitcairn Borough	3		

Locations of In-Person Worksites Serving City of Pittsburgh Residents



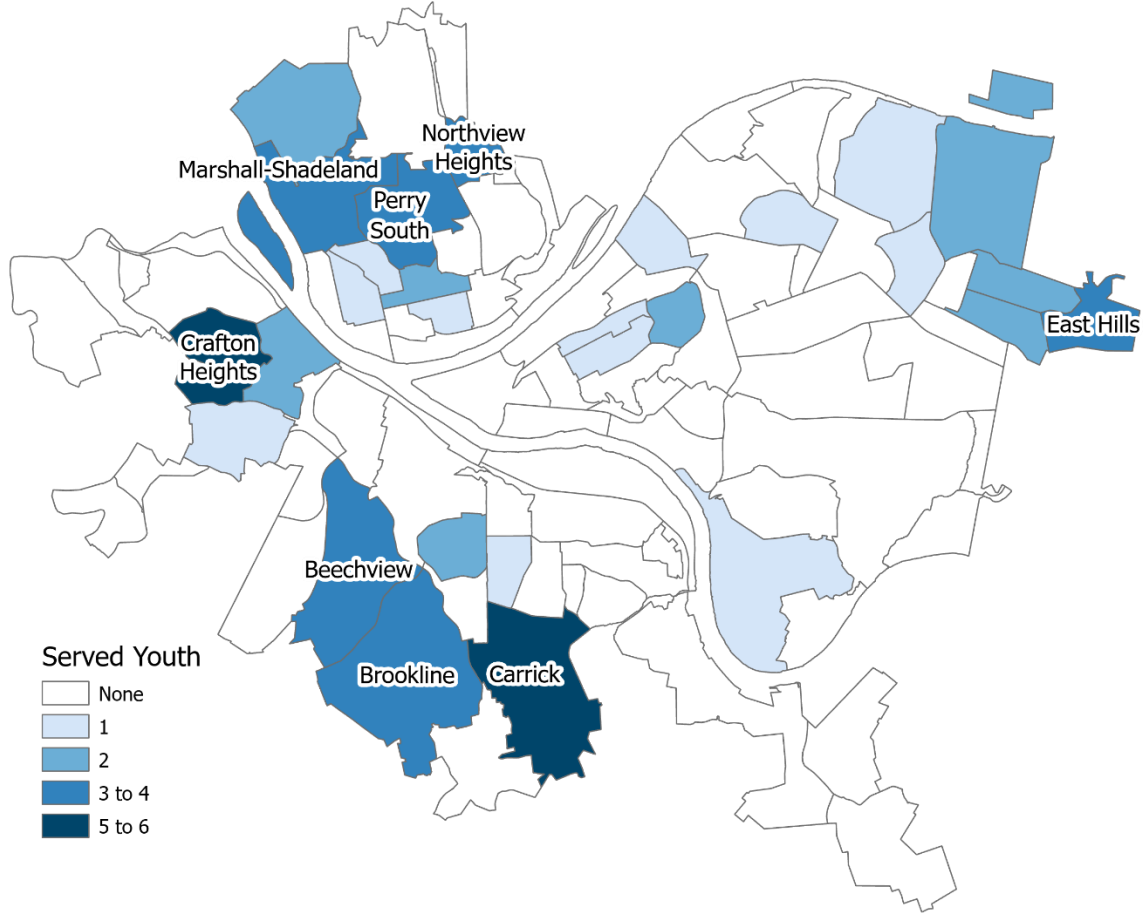
Neighborhood	Served Youth	Neighborhood	Served Youth	Neighborhood	Served Youth
Homewood South	66	Garfield	12	South Side Flats	6
Middle Hill	41	Central Northside	11	Central Lawrenceville	5
Crawford-Roberts	40	North Shore	11	Knoxville	5
Beltzhoover	37	West Oakland	11	Squirrel Hill South	5
East Liberty	34	Allegheny Center	10	Strip District	5
Central Business District	32	Windgap	10	Carrick	4
Shadyside	30	North Oakland	9	Friendship	4
Bloomfield	27	Terrace Village	9	Homewood West	4
Perry South	26	California-Kirkbride	7	Marshall-Shadeland	4
Bluff	22	Hazelwood	7	Highland Park	2
Brighton Heights	22	Larimer	7	Lincoln Place	2
Perry North	17	Allegheny West	6	Mount Washington	2
Upper Lawrenceville	17	Chateau	6	Overbrook	1
St. Clair	14	Fairywood	6	Point Breeze	1
Lower Lawrenceville	13	Manchester	6	Sheraden	1

Where Youth Lived Who Worked Virtually (Allegheny County)



Municipality	Served Youth	Municipality	Served Youth	Municipality	Served Youth
Pittsburgh	60	McKees Rocks Borough	3	West Homestead Borough	2
Penn Hills Municipality	9	Mount Oliver Borough	3	Avalon Borough	1
Braddock Borough	7	Stowe Township	3	Bethel Park Municipality	1
McKeesport	7	Baldwin Borough	2	Dormont Borough	1
Pitcairn Borough	6	Brentwood Borough	2	Duquesne	1
Whitehall Borough	6	Clairton	2	Forest Hills Borough	1
Wilkinsburg Borough	5	Collier Township	2	Homestead Borough	1
East Pittsburgh Borough	4	North Versailles Township	2	Ingram Borough	1
Monroeville Municipality	4	Pleasant Hills Borough	2	Munhall Borough	1
North Braddock Borough	4	Swissvale Borough	2	South Fayette Township	1
Bellevue Borough	3	Turtle Creek Borough	2	West Mifflin Borough	1
Jefferson Hills Borough	3				

Where Youth Lived Who Worked Virtually (City of Pittsburgh)



Neighborhood	Served Youth	Neighborhood	Served Youth	Neighborhood	Served Youth
Carrick	6	Central Northside	2	Garfield	1
Crafton Heights	5	Elliott	2	Hazelwood	1
Marshall-Shadeland	4	Homewood North	2	Highland Park	1
Northview Heights	4	Homewood South	2	Knoxville	1
Perry South	4	Lincoln-Lemington-Belmar	2	Larimer	1
Beechview	3	Upper Hill	2	Lower Lawrenceville	1
Brookline	3	Allegheny Center	1	Manchester	1
East Hills	3	Bedford Dwellings	1	Middle Hill	1
Beltzhoover	2	California-Kirkbride	1	Westwood	1
Brighton Heights	2				

Appendix I: 2022 Participant Data

Gender	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Male	745	47.82%	605	47.71%
Female	785	50.39%	641	50.55%
Other	21	1.35%	17	1.34%
Do Not Want to Disclose	7	0.45%	5	0.39%
Total	1,558	100.0%	1,268	100.0%

Race/Ethnicity	Number	Percentage	Number	Percentage
Black or African American	1,321	84.79%	1,092	86.12%
White	189	12.13%	137	10.80%
Asian	65	4.17%	54	4.26%
Pacific Islander	6	0.39%	4	0.32%
American Indian	16	1.03%	16	1.26%
Do Not Want to Disclose	53	3.40%	37	2.92%
Total	1,558	100.0%	1,268	100.0%

**** Applicants were able to select more than one field for race/ethnicity.**

Age (at start of program)	Number	Percentage	Number	Percentage
14	400	25.67%	336	26.50%
15	415	26.64%	342	26.97%
16	301	19.32%	242	19.09%
17	212	13.61%	169	13.33%
18	117	7.51%	88	6.94%
19	62	3.98%	55	4.34%
20	33	2.12%	24	1.89%
21	18	1.16%	12	0.95%
Total	1,558	100.0%	1,268	100.0%

Applicant/Family used Food Stamps within past 6 months (of application date)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Yes	827	53.08%	664	52.37%
No	647	41.53%	534	42.11%
Prefer Not to Answer	84	5.39%	70	5.52%
Total	1,558	100.0%	1,268	100.0%

Applicant/Family used TANF within past 6 months (of application date)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Yes	314	20.15%	261	20.58%
No	1,142	73.30%	923	72.79%
Prefer Not to Answer	102	6.55%	84	6.62%
Total	1,558	100.0%	1,268	100.0%

English Proficiency	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Native English Speaker	1,338	85.88%	1,091	86.04%
Non-native English Speaker with Full Proficiency	192	12.32%	155	12.22%
Non-native English Speaker with Limited Proficiency	28	1.80%	22	1.74%
Total	1,558	100.0%	1,268	100.0%

Safe Place to Sleep at Night?	Number	Percentage	Number	Percentage
Yes	1,543	99.04%	1,259	99.29%
No	11	0.71%	7	0.55%
Prefer Not to Answer	4	0.26%	2	0.16%
Total	1,558	100.0%	1,268	100.0%

Foster Care (Present or Past)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
No	1,441	92.49%	1,184	93.38%
Yes, In the Past	40	2.57%	27	2.13%
Yes, Presently	63	4.04%	45	3.55%
Prefer Not to Answer	14	0.90%	12	0.95%
Total	1,558	100.0%	1,268	100.0%

	All Youth Placed		All Youth Served	
Disability	Number	Percentage	Number	Percentage
Yes	199	12.77%	158	12.46%
No	1334	85.62%	1089	85.88%
Do Not Want to Disclose	25	1.60%	21	1.66%
Total	1,558	100.0%	1,268	100.0%

OVR Services	Number	Percentage	Number	Percentage
Yes	16	1.03%	11	0.87%
No	209	13.41%	163	12.85%
Do Not Want to Disclose	2	0.13%	2	0.16%
Did Not Answer Question	1331	85.43%	1092	86.12%
Total	1,558	100.0%	1,268	100.0%

IEP or 504 Plan	Number	Percentage	Number	Percentage
Yes	340	21.82%	268	21.14%
No	1164	74.71%	957	75.47%
Do Not Want to Disclose	29	1.86%	22	1.74%
Did Not Answer Question	25	1.60%	21	1.66%
Total	1,558	100.0%	1,268	100.0%

Appendix J: 2022 Corporate Intern Data

All Youth Served	2022		2021	
	Number	Percentage	Number	Percentage
Age				
18-19	21	39.6%	21	39.6%
20-21	22	41.5%	22	41.5%
22-24	10	18.9%	10	18.9%
Gender				
Male	15	39.5%	21	39.6%
Female	21	55.3%	30	56.6%
Other / Do not want to disclose	2	5.3%	2	3.8%
Race/Ethnicity				
Black or African American	29	76.3%	30	56.6%
White or Caucasian	8	21.1%	16	30.2%
Asian	2	5.3%	4	7.5%
Other (Including American Indian or Alaskan Native, Pacific Islander)	1	2.6%	4	7.5%
** Applicants were able to select more than one field for race/ethnicity.				

Appendix K: Corporate Host Partners

List of L&E Corporate Partners
A. Phillip Randolph Institute (APRI)
Allegheny Conference
Allegheny County DHS
Allegheny County DHS Youth Support Partner Unit
Angela After School of the Arts
ATI Metals
BotsIQ
Buhl Foundation
City of Pittsburgh Department of Finance
City of Pittsburgh Department of Permits, Licenses, and Inspections
City of Pittsburgh Ethics Hearing Board
Dollar Bank
Mayor Ed Gainey's Office
Partner4Work
Phase 4 Learning Center
City of Pittsburgh Department of City Planning
Pittsburgh Drone Services
PNC Bank
Sherille Industries
UPMC
Urban Strategies
WQED