

Learn & Earn Annual Report

DECEMBER 31, 2023

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Learn & Earn Summer Youth Employment Program

Learn & earn is a summer youth employment program developed as a community effort to empower young adults in Allegheny County and the City of Pittsburgh. Learn & earn helps young adults develop the skills and experience necessary to become successful members of our region's workforce. Learn & earn uses the knowledge and resources from the business and education communities, elected officials, community-based organizations, and the philanthropic community.

Learn & earn was developed through a partnership between Allegheny County, City of Pittsburgh, and Partner4Work. Allegheny County and City of Pittsburgh serve as thought leaders for the LE program. Through the partnership Partner4Work has been determined to be the organization that administers the program under the leadership of the Learn & Earn Advisory Committee made up of representatives from the 4 members of the City of Pittsburgh, 4 members of the Allegheny County, 3 members of Partner4Work, and one at-large member. Since 2014, the Learn & Earn program and a dedicated network of providers, application support centers, worksites, funders, and businesses in Allegheny County have served nearly 12,800 young people who have earned more than \$13 million in wages.

Program participants are between the ages of 14-24, with a select group of young adults 18- 24-year-old who will take part in the Corporate Internship. All Learn & Earn participants must live within Allegheny County and meet certain income requirements. Each participant is placed with a community-based provider. The community-based provider is responsible for ensuring employment placement and training of participants.

We've found that for many of our young adults, Learn & Earn is their first job experience. Each young adult that comes through Learn & Earn will receive and get.

- A positive and safe work environment for youth.
- Tailored work-readiness training that focuses on soft-skills development, professional development, and financial education.
- 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.
- Helps participants to build a professional and social network.
- Offers youth career mentorship.

2023 Program Highlights

Learn & Earn 2023 has taken the best of the innovations of past years and provided unique and diverse work experiences for young adults in our region. Through the continued leadership of Allegheny County, the City of Pittsburgh, Partner4Work and the efforts of 8 application support centers, 22 providers and more than 255 worksites, Learn & Earn has employed 1,253 young adults in a combination of in-person and virtual work experiences. Learn & earn is more than a job; it offers youth the opportunity to build workplace skills and get paid in the process.

Below are highlights from the 2023 program year:

Learn & Earn Financial Contributions back to the community.

During the 2023 program year, General Program participants earned a total of \$1,519,889.31 wages and worked 166,674.80 hours.

****Total includes work readiness/career exploration and work experience hours.*

Financial education evolved into financial empowerment

Financial education has always been a part of the Learn & Earn work readiness training; with youth learning to budget, develop an understanding of pay stubs, and taxes. In 2023 we developed relationships with a number of banking institutions. Example: we partner with Dollar Bank whose staff facilitate the opening of non-custodial accounts and facilitate financial education. This summer in partnership with the City of Pittsburgh we introduced Summer Jobs Connect. This initiative was funded by Cities for Financial Empowerment Fund (CFE) to provide banking support and access for young adults in the Learn and Earn program. Learn and Earn was one of 25 cities that CFE Funds supported.

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, aiding daycare staff in running summer camps, while learning how to successfully run social media campaigns. Learn and earn partnered with 256 worksites across Allegheny County; 247 worksites were in-person, and 9 worksites were fully virtual.

Providers met young people's unique needs.

Providers were positioned to support young adults facing systematic barriers to employment. Some of those barriers are as follows; Youth who have experienced homelessness, involved in foster care, young people with disabilities, children from newly immigrated families, and youth with experience in the juvenile justice system. Learn and earn was able to support young adults because it provided a safe and supportive environment to build work-ready skills needed for employment. Our provider network continues to break down barriers and make it possible for young adults to gain valuable work experience and build their resumes.

Role of corporate community

As part of the Learn and Earn program we've added a Corporate Internship program. The corporate program provides young adults between the ages of 18-24 more complex work experience during the summer months. We partnered with Twenty-six local employers who engaged in the 2023 Corporate Internship Program by not only providing opportunity, but also sponsoring youth to take part in the program.

2023 Program Overview

Learn & earn requires a large network of partners that help with recruiting young adults, provide application support, employ, and assign young adults to worksites. In addition, we have worked with organizations who provided application support. Those Application Support Centers were open for the duration of the application period starting March 10th and running until the close of the application in early June. For 2023 we partnered with eight Application Support Centers found throughout the City of Pittsburgh and Allegheny County. In addition to the Application Support Center Partner4Work and the City of Pittsburgh also helped young adults and their families complete the application process.

The community provider network developed partnerships with local businesses to create valuable and dynamic work experiences for youth. Young adults in the program spent six weeks working with a local organization to learn new skills, build a professional resume, gain valuable work experience, and build a professional network.

Application and Selection

The 2023 application period opened in March, and applications were accepted through the beginning of June. We partnered with Eight ASCs stationed throughout Allegheny County and the City of Pittsburgh who helped recruit, engage, and provided technical aid to youth and families in the completion of the online application.

Chart 1: Learn & Earn General Applications Over Time

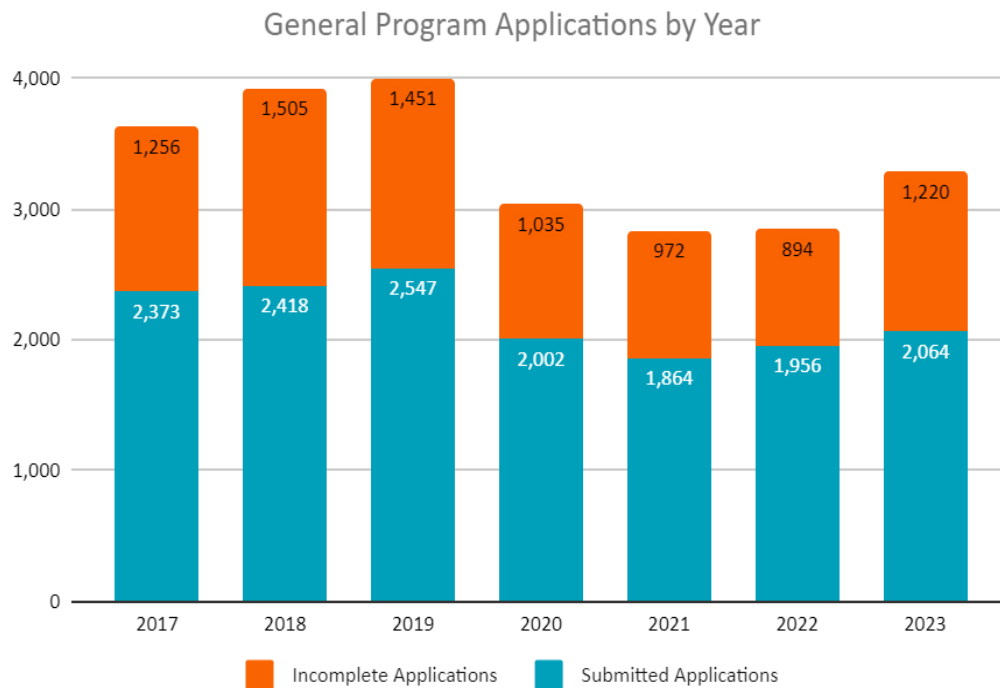


Table 2: Application Support Centers (ASC)

In 2023, we found that young adults that used an ASC completed their application 8.7 percent more often than those who applied on their own. Understanding this we improve the geographic reach of program recruitment by working to enhance the ASCs and added more locations to support expansion of outreach. The work of the City of Pittsburgh and Allegheny County teams, we developed pop-up events with the Housing Authority for the city and county. We also collaborated with local elected officials to better reach their constituents. ASCs spent time in schools across the city and county during lunch periods to assist youth in getting their applications started. CareerLink also opened their doors for any youth and families to receive aid with the application. A list of all contracted ASCs is below.

2023 Application Support Centers

Application Support Centers	
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 (5 locations)	Carnegie Library of Pittsburgh (18 locations)
Focus on Renewal	Goodwill of Southwestern PA

Program Participation

In 2023, 2,181 youth completed applications for Learn & Earn. Of those, 1,820 were determined eligible for the program. 1,606 young adults were offered a placement, but only 1,253 young adults (78%) accepted their offer and worked this summer.

Some of the reasons young adults declined a job: lack of available placements in areas of need, inability to reach the participant, or young adults were offered a job opportunity outside of Learn & Earn. To ensure all young adults eligible would get an opportunity, providers had to reach out to applicants at least 3 times via phone or email before declining a youth for inability to reach.

More than 91% of youth (1,143) completed the program, meaning they worked the entire summer.

Chart 3 describes the outcome of all applications for the general program disaggregated by residence of the applicant for 2023.

Chart 4 that follows provides a historical snapshot of the outcomes for all applications.

Table 3: 2023 General Learn & Earn Application Completion and Youth Served by Residence

	City	County	Total
Total Applications*			3,319
Incomplete Applications**			1,499
Eligible Applications	1,022	797	1,820
Ineligible***	74	54	135
Placed (offered a job)	886	720	1606

Declined	168	185	353
Served (worked at least one hour)	718	535	1,253
Resigned	21	16	37
Terminated	4	5	9
Completed	633	510	1,143

*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 decided; 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.

Table 4: Historic Learn & Earn Numbers 2016-2023

	2016	2017	2018	2019	2020	2021	2022	2023
Submitted Applications	2184	2402	2,450	2,590	2,053	2,072	2049	2,181
Eligible Applications	2143	2278	2,341	2,473	1,972	1,804	1703	1,820
Placed (offered a job)	1824	2242	2,341	2,335	1,972	1,804	1597	1,606
Served (worked at least one hour)	1813	1807	1,821	1,901	1,610	1,453	1306	1,253
Completed	1737	1677	1,656	1,778	1,505	1,396	1242	1,143
Placement Acceptance Rate	99%	81%	78%	81%	82%	81%	82%	78%
Completion Rate	96%	93%	91%	94%	93%	96%	95%	91%

Youth Participants

Similarly, in years past, 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 and 2022. However, the breakdown of participants by gender varied. Youth identifying as male made up 49.2% of program participants with the remaining being female, non-binary, and those who wish not to disclose. In 2023 we saw a spike in youth who lived in Public Housing communities; up 13.2% from 2022. This is due to the partnerships with public housing communities to host pop-up recruitment events to promote Learn & Earn and aid youth and families with the completion of the application.

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

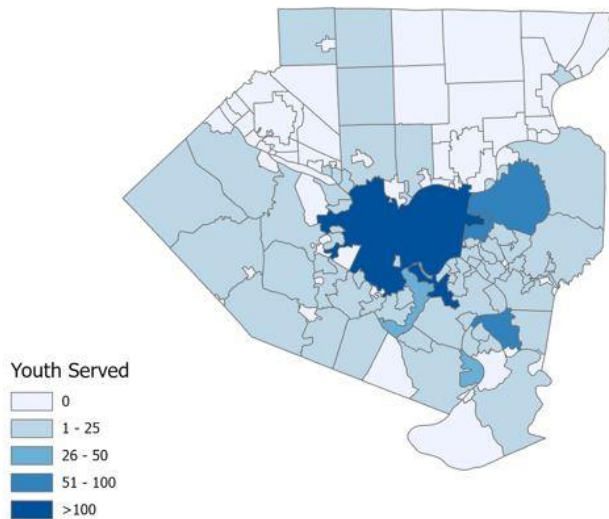
All Youth Served	2021		2022		2023	
	Number	Share	Number	Share	Number	Share
14-15	698	49.8%	678	53.5%	615	50.49%
16-17	501	35.7%	411	32.4%	425	34.89%
18-19	150	10.7%	143	11.3%	133	10.92%
20-21	51	3.6%	36	2.8%	44	3.61%
Gender						
Male	695	49.6%	605	47.7%	599	49.18%
Female	692	49.4%	641	50.6%	596	48.93%
Nonbinary/Other	12	0.9%	17	1.3%	19	1.56%
Do not want to show	1	0.1%	5	0.4%	4	0.33%
Race and Ethnicity						
Black or African American	1,177	84.1%	1092	86.1%	1017	83.50%
White or Caucasian	132	9.4%	137	10.8%	133	10.92%
Asian	81	5.8%	54	4.3%	68	5.58%
Other (Including American Indian or Alaskan Native, Pacific Islander)	72	5.1%	19	1.5%	78	6.40%
Program Support						
Receive Food Stamps	670	47.9%	664	52.4%	693	56.90%
TANF Cash Assistance Recipient	217	15.5%	261	20.6%	270	22.17%
Homeless Youth (no safe place to sleep)	22	1.6%	7	0.6%	11	0.90%
Public Housing Resident	125	8.9%	110	8.7%	267	21.92%
Income and Household Information						
Median Annual Household Income	\$25,688		\$28,077		\$27,228	
Median Household Size	4		4		4	

* Please see Appendix J for more demographic information about the 2023 participants.

Geographic Distribution of Learn & Earn Participants

The largest share of Learn & Earn participants lived in the City of Pittsburgh in 2023. Chart 6 includes a map of the concentration of youth by geography and the top 10 municipalities of participants.

Figure 6: Geographic Distribution of Youth Served
Learn & Earn 2023 - Youth Served
Allegheny County - Municipalities



Top Ten Municipalities by Learn & Earn Participants

Municipality	Served
Pittsburgh	716
Penn Hills	80
McKeesport	70
Wilkinsburg	47
Clairton	34
Baldwin	28
Whitehall	18
Stowe	17
Monroeville	14
Mount Oliver	13

Youth Experience

Each young adult was surveyed at the end of the summer. Responses said a high degree of satisfaction in the program. On top of the positive feedback for the type of work they were engaged in. Over 450 youth completed the end of year feedback survey; below are some highlights:

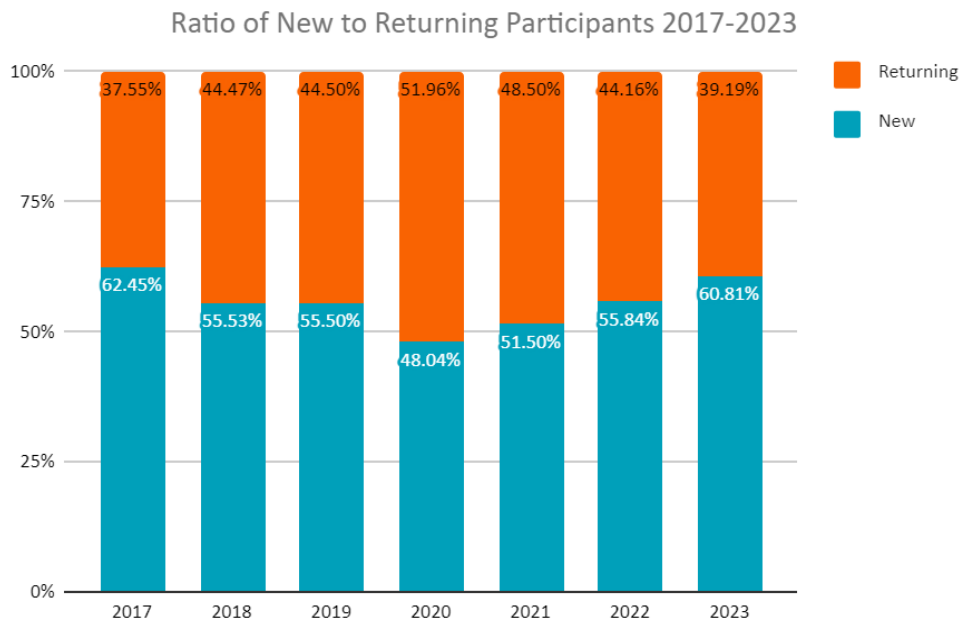
- 63% of youth reported that they would continue the project they were working on after the summer if permitted.

- 67% of youth reported feeling proud of the work they completed.
- 68% of youth learned about workplace ethics.
- 63% learned how to manage their time to complete projects.
- 91% of respondents stated that they would participate in Learn & Earn again next summer.
- 69% of youth reported that they felt supported by their supervisors and co-workers & felt they had someone to talk to if needed.
- 67% of youth learned something new at their worksite.

Returning Participants

In 2023, there was a smaller number of youths that returned in 2023 as in past years, however we also found that the 2023 program had the highest rate of new participants since 2017. Approximately 45% of youth participants return for a second year to the program annually and about 20% for a third year. Chart 7 shows the ratio of new to returning participants for the last seven program years.

Chart 7: Learn & earn returning participants 2017-2023



We believe that Learn & Earn participants return because of the caring environment and support they receive in the program. 66 percent of returning youth reported they came back because the program provides a sense of community, they felt supported in Learn & Earn and don't believe that level of support would have happened outside of the Learn & Earn program.

One program participant mentioned that he feels that Braddock Youth Project feels like home, and he enjoys being able to give back to the community as a member of their media team.

Providers

Twenty-two community organizations throughout Allegheny County and the City of Pittsburgh served as providers in 2023. Learn & Earn providers are experts in youth development who secure worksites for youth, provide youth with work readiness training, mentoring, case management services, and serve as the employer of record for the young adults.

Providers work to match young adults with worksites that align with their areas of interest. In some cases, placements are done because they are accessible to youth.

Chart 8 below shows a list of the 2023 providers.

Chart 8: 2023 Providers

2023 Providers	
Auberle **	Goodwill of Southwestern PA**
Bloomfield Garfield Corporation **	Homewood Children's Village
Boys & Girls Clubs of Western PA **	Jewish Family & Community Services
Braddock Youth Project	Latino Community Center *
Brookline Teen Outreach	Legacy Arts Project
Center that Cares	Main Street *
Communities in Schools	Neighborhood Learning Alliance
Community Empowerment Association	Phase 4 **
Dynamic Workforce Solutions	Pittsburgh Public Schools
Equus	Student Conservation Association
Garfield Jubilee Association*	Youth Enrichment Services **

** Also served as an Application Support Center.

* New provider in 2023

Training and Career Exploration

Youth must take part in a minimum of 12 hours of work readiness training and have the opportunity to work up to 150 hours.

The table below describes the six competencies that all young adults received by taking part in the work-readiness training.

Competency	Description	Suggested Activities
Communication	Articulates thoughts and ideas clearly and effectively; demonstrates public speaking skills; writes work-related materials clearly and effectively.	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.	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	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.	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.	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	Personal Budget Reading a Pay Stub Creating a Project Budget

Learn & Earn as Experiential Learning

All work experiences must meet the following criteria:

- Work is meaningful and productive; youth are not engaged in “busy work.”
- Work is safe and follows 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 take part in job shadowing for career exposure opportunities. All career exploration must be contextualized within and occur concurrently with the work experience.

Types of Work Experience

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

- Traditional worksites: Youth take part in work experience with their providers or at private businesses and nonprofits.
- Project-Based Work Experience: Youth work on teams or individually to design, complete, and reflect on a project that helps 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.

256 worksites took part in 2023. 247 worksites hosted in-person experiences and 9 engaged youth fully virtually. Youth had the opportunity to choose from virtual, hybrid, and in-person work formats. We’ve allowed providers to use their Learn & Earn budget to provide technology for youth who complete 100% work experiences virtually.

Corporate Internship Program

Learn & Earn Corporate Experience

The Learn & Earn Corporate program is the capstone opportunity within Learn & Earn for young adults ages 18-24. This experience allows for the young adults to receive more complex tasks by working closely with corporations, large nonprofits, and local government organizations. Corporate internship offers young adults more in-depth professional development and placements designed for individuals with prior work experience that supports their learning with experiences, skills, and tools for pursuing their careers. Corporate Internships have been supported by a combination of state funds, sponsorships by corporate host partners, and private donations. The Corporate program pays interns a higher wage (\$12.00/ hour) and offers an 8-week work experience for interns.

Corporate interns must upload a resume and engage in a 2-step interview process for participation in the program. Participants 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

35 young adults participated in the Corporate Internship Program in 2023. Of these participants, 84% (29) took part in previous years of Learn & Earn while 15.8% (6) were new to the program. Both in 2022 and 2023, the largest portion of young people were between the ages of 20-21(42%). The majority of interns in 2023 were currently enrolled in college when they participated in the program.

Corporate Host Partners

6 local employers engaged in the 2023 Corporate Internship Program through sponsorships as well as hosting interns. 27 employers 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 engaged 5 interns this 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 departments such as Client Services and Human Resources. Interns have aided 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 2023 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 received help from taking part 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 the end (88%). Eighty percent of hosts stated they would supervise again in the program in the upcoming years.

Looking Forward to 2024

As we look to the 10th year of Learn & Earn, 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. For 2024 the plan 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. Partner4Work staff will also make efforts to connect with schools outside of the city to ensure we reach all youth in Allegheny County. Another key change will be the implementation of standardized work readiness training that all young adults will receive.

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
- Highmark Blue Cross Blue Shield
- Hillman Foundation
- JP Morgan Chase Foundation
- PA Department of Labor and Industry
- Temporary Assistance for Needy Families Youth Development Fund
- Taco Bell

The Learn & Earn Advisory Committee

The Learn and Earn Advisory Committee is composed of 12 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 1,400 young adults each year.

Members	Affiliation
Becky Mercatoris	Allegheny County
Jace Ransom	Allegheny County
Darla Cravotta	Allegheny County
Chris Barnes	City of Pittsburgh
Deidra Cochran	City of Pittsburgh
Felicity Williams	City of Pittsburgh
Councilman Daniel Lavelle	City of Pittsburgh
Dr. Robert Scherrer	AIU
Errika Jones	PPS
Debra Caplan	P4W
Dr. Carl Wesley	P4W
Gene Walker	Cafe Momentum Pittsburgh

Appendix B: Youth Applications and Participation

Youth Applications and Participation by City and County Residence

	City	County	Total
Incomplete Application			1,499
Complete/Eligible Application	1,022	797	1,820
Ineligible	74	54	135
Placed	886	720	1,606
Declined	168	185	353
Served	718	535	1,253
Resigned	21	16	37
Terminated	4	5	9
Completed	633	510	1,143

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 - Participants continued in Learn & Earn from the date of their initial placement through the end of the program.

Appendix C: Application Support Centers

2023 Application Support Centers

Application Support Centers	
Auberle: Main Campus and 412 Youth Zone	Focus on Renewal
Bloomfield-Garfield Corporation	Phase 4: East Liberty & Pleasant Hills
Boys & Girls Clubs of Western Pennsylvania (5 locations)	Youth Enrichment Services
Carnegie Library of Pittsburgh (18 locations)	Goodwill of Southwestern PA

Youth Applications Compared by Support Received by Application Support Centers

	Started Application		Completed Application		Marked Eligible		Accepted Position		Completed Program	
Used App Support Center	1,695	N/A	1,084	64.00%	913	84.20%	616	67.50%	581	94.30%
No App Support Center	1,985	N/A	1,097	55.3%	907	82.70%	637	70.20%	562	88.20%
All Applicants	3,680	N/A	2,181	59.30%	1,820	83.4%	1,253	68.8%	1,143	91.2%

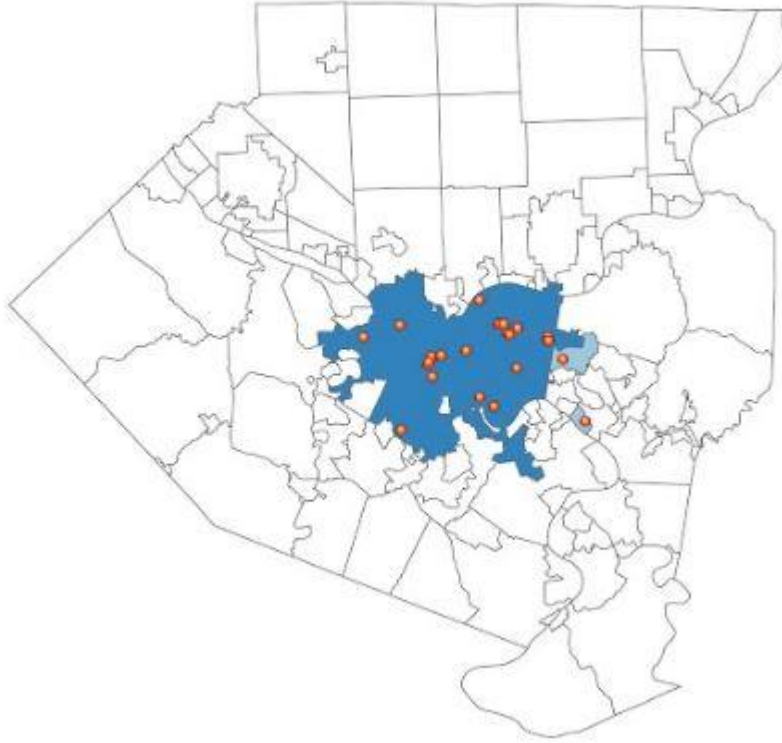
*All percentages are out of the total of the next larger category (i.e., eligible applications are out of completed applications; those accepting a position are out of those with eligible applications, etc.)

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
Phase 4	51	34	85
Youth Enrichment Services	67	25	92

Appendix D: 2023 Providers

2023 Providers by Municipality – Map



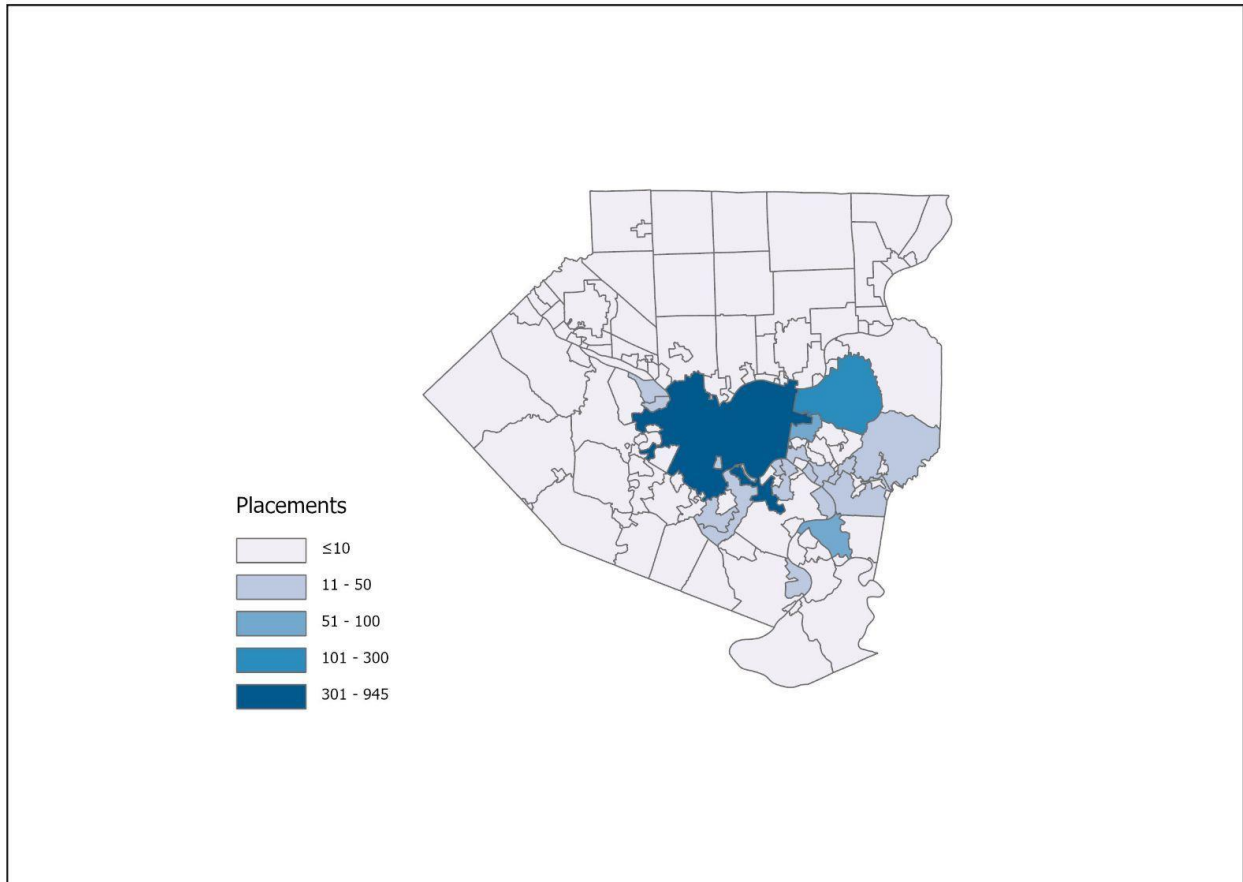
Providers			
Auberle	Community Empowerment Association	Latino Community Center	Student Conservation Association
Bloomfield Garfield Corporation	Dynamic Workforce Solutions	Legacy Arts Project	Brookline Teen Outreach
Boys & Girls Clubs of Western PA	Equus	Neighborhood Learning Alliance	Garfield Jubilee Association
Braddock/ Wilkinsburg Youth Project	Goodwill SWPA	Phase 4	Youth Enrichment Services
Center that Cares	Homewood Children's Village	Pittsburgh Public Schools	Main Street
Communities in Schools	Jewish Family & Community Services		

2023 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	16	72	88		4	4			0	16	68	84
Bloomfield Garfield Corporation	73	18	91	1	1	2	1		1	71	19	90
Boys & Girls Clubs of Western PA	28	38	66	1	1	2			0	27	37	64
Braddock Youth Project		58	58		2	2		2	2		54	54
Brookline Teen Outreach	16		16			0			0	16		16
Center that Cares	31	3	34			0			0	32	3	35
Communities in Schools	12	24	36	1		1		1	1	11	23	34
Community Empowerment Association	15	17	32	2		2			0	15	17	32
Dynamic Workforce Solutions	28	13	41			0	1		1	27	13	40
Equus	59	4	63	9	1	10			0	52	3	55
Garfield Jubilee	13	8	21		1	1	2		2	13	5	18
Goodwill SWPA	74	59	133	6	2	8		2	2	65	54	119
Homewood Children's Village	62	49	111	1	3	4			0	61	50	111
Jewish Family & Community Services	9	31	40			0			0	9	29	38
Latino Community Center	6	7	13	1		1			0	6	7	13
Learn & Earn Corporate	21	14	35		2	2			0	21	12	33
Legacy Arts Project	14	25	39		1	1		2	2	14	22	36
Main Street	17		17	1		1			0	17		17
Neighborhood Learning Alliance	72	33	105	2	2	4	1		1	69	31	100
Phase 4	101	89	190	2	2	4			0	99	88	187
Pittsburgh Public Schools	25		25			0			0	25		25
Student Conservation Association	34	14	48	3	1	4	2		2	32	13	45
Wilkinsburg Youth Project		2	2			0			0		2	2
Youth Enrichment Services	72	41	113			0			0	72	40	112
Grand Total	798	619	1,417	30	23	53	7	7	14	770	590	1,360

Appendix E: Youth Placed by Geography

Youth Placed by Municipality: Allegheny County



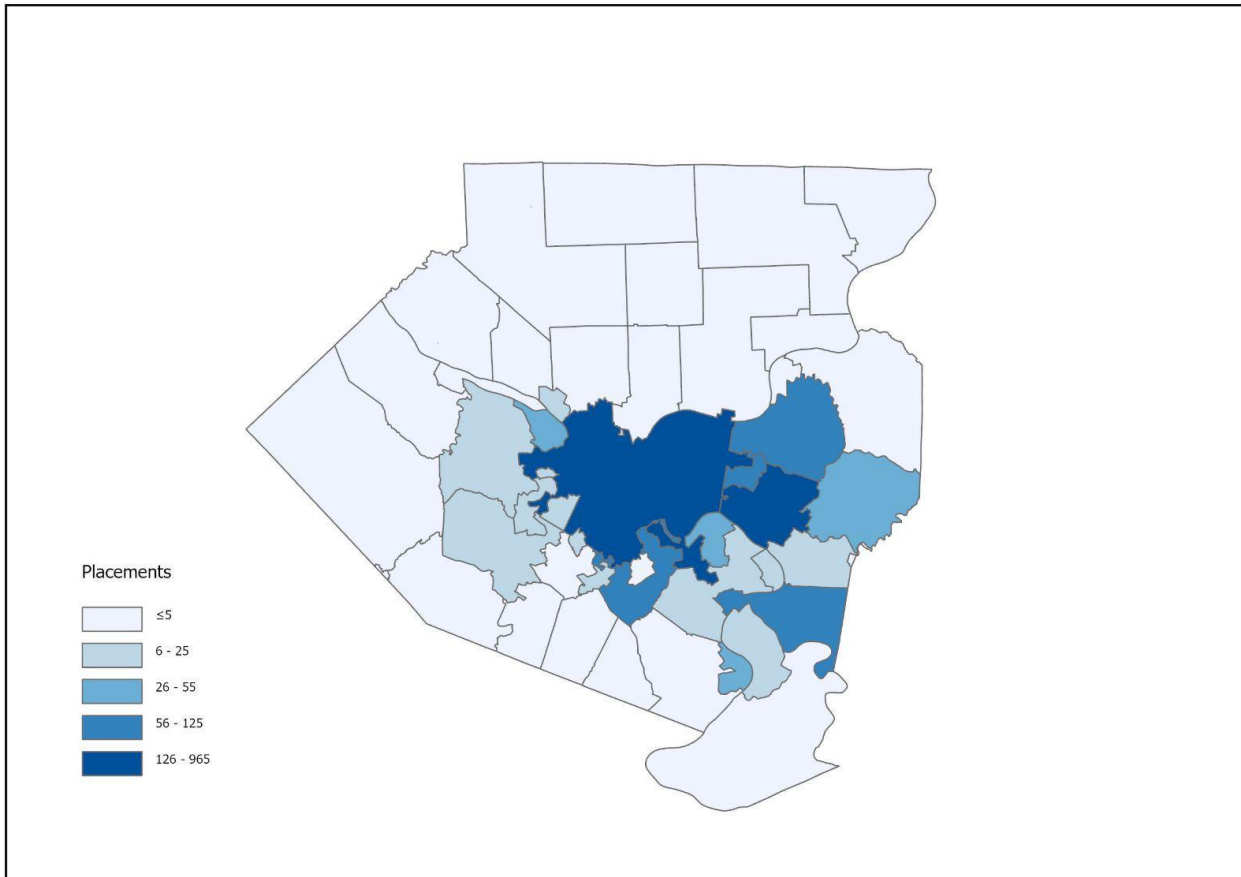
Municipality	Youth Placed	Municipality	Youth Placed	Municipality	Youth Placed
Pittsburgh	1,020	Dormont Borough	6	Ben Avon Borough	1
Penn Hills Municipality	121	Scott Township	5	Castle Shannon Borough	1
McKeesport	90	West Mifflin Borough	5	Chalfant Borough	1
Wilkesburg Borough	68	Wilkins Township	5	Edgewood Borough	1
Clairton	48	East McKeesport Borough	4	Emsworth Borough	1
Baldwin Borough	39	Jefferson Hills Borough	4	Findlay Township	1
East Pittsburgh Borough	28	Plum Borough	4	Forward Township	1
Braddock Borough	26	West Homestead Borough	4	Green Tree Borough	1
North Braddock Borough	26	Wilmerding Borough	4	Ingram Borough	1
Whitehall Borough	26	Bethel Park Municipality	3	Marshall Township	1
McKees Rocks Borough	24	Braddock Hills Borough	3	Millvale Borough	1
Stowe Township	24	Elizabeth Township	3	Moon Township	1
Swissvale Borough	24	Glassport Borough	3	North Fayette Township	1
Monroeville Municipality	21	Liberty Borough	3	Pleasant Hills Borough	1

Mount Oliver Borough	21	McCandless Township	3	Sewickley Borough	1
Duquesne	19	Ross Township	3	Tarentum Borough	1
Munhall Borough	19	Upper St. Clair Municipality	3	Whitaker Borough	1
Turtle Creek Borough	17	Avalon Borough	2	Verona Borough	1
Homestead Borough	15	Blawnox Borough	2		
North Versailles Township	12	Brentwood Borough	2		
Rankin Borough	10	Crafton Borough	2		
Pitcairn Borough	9	Collier Township	2		
White Oak Borough	9	Dravosburg Borough	2		
Bellevue Borough	7	Forest Hills Borough	2		
Port Vue Borough	7	Mount Lebanon	2		
Robinson Township	7	Pine Township	2		
Carnegie Borough	6	South Fayette Township	2		

Youth Placed by Neighborhood: City of Pittsburgh

Neighborhood	Youth Placed	Neighborhood	Youth Placed	Neighborhood	Youth Placed	Neighborhood	Youth Placed
Knoxville	54	Crawford-Roberts	18	Stanton Heights	9	Morningside	3
Northview Heights	51	Upper Hill	18	Fineview	8	Point Breeze	3
Carrick	43	Beechview	15	Shadyside	7	South Oakland	3
Garfield	43	Manchester	15	Troy Hill	7	Bluff	2
Homewood South	43	Middle Hill	14	West Oakland	7	Central Oakland	2
Sheraden	41	Beltzhoover	13	Windgap	7	Duquesne Heights	2
Lincoln-Lemington-Belmar	37	Arlington	12	Point Breeze North	6	Hays	2
Marshall-Shadeland	35	Larimer	12	South Side Slopes	6	Lincoln Place	2
Hazelwood	33	Allentown	11	Spring Hill-City View	6	Polish Hill	2
Homewood North	33	Bloomfield	11	Squirrel Hill South	6	Upper Lawrenceville	2
Terrace Village	31	Central Northside	11	Glen Hazel	5	Banksville	1
Brighton Heights	30	Highland Park	11	Westwood	5	Central Lawrenceville	1
East Hills	30	Mount Washington	11	Chartiers City	4	East Carnegie	1
Perry South	30	Elliott	10	East Allegheny	4	Esplen	1
Brookline	28	South Side Flats	10	Fairywood	4	Oakwood	1
East Liberty	28	California-Kirkbride	9	Mt. Oliver	4	Spring Garden	1
Crafton Heights	27	Greenfield	9	Allegheny Center	3	Squirrel Hill North	1
Perry North	22	Homewood West	9	Bon Air	3		
Bedford Dwellings	18	Overbrook	9	Lower Lawrenceville	3		

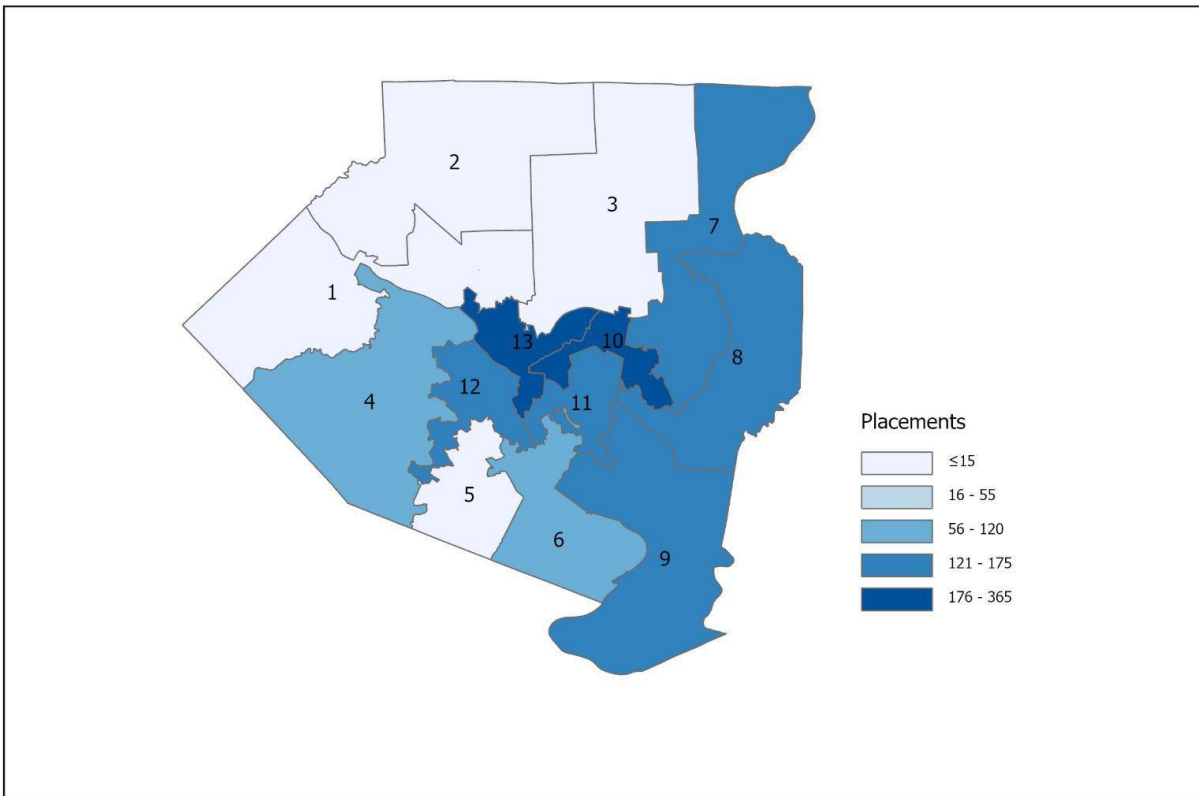
Youth Placed by School District



School District	Youth Placed	School District	Youth Placed	School District	Youth Placed
City of Pittsburgh	989	Other: Private or Parochial School	16	West Allegheny	4
Woodland Hills	132	South Allegheny	15	Moon Area	3
Penn Hills	117	Bethel Park	12	North Hills	3
McKeesport Area	107	Duquesne City	8	Shaler Area	3
Baldwin-Whitehall	64	Montour	8	Avonworth	2
Clairton City	48	Chartiers Valley	7	Fox Chapel Area	2
Wilkinsburg	45	Northgate	7	Highlands	2
Sto-Rox	43	Carlynton	6	Pine-Richland	2
Steel Valley	36	Keystone Oaks	5	South Fayette	2
Allegheny Valley	33	North Allegheny	5	Upper St. Clair	2
Gateway	32	West Jefferson Hills	5	Other: Career/Technical Institute	2
Other: Charter School	21	Brentwood	4	Riverview	1
East Allegheny	19	Elizabeth Forward	4	Quaker Valley	1

West Mifflin Area	17	Plum Borough	4	
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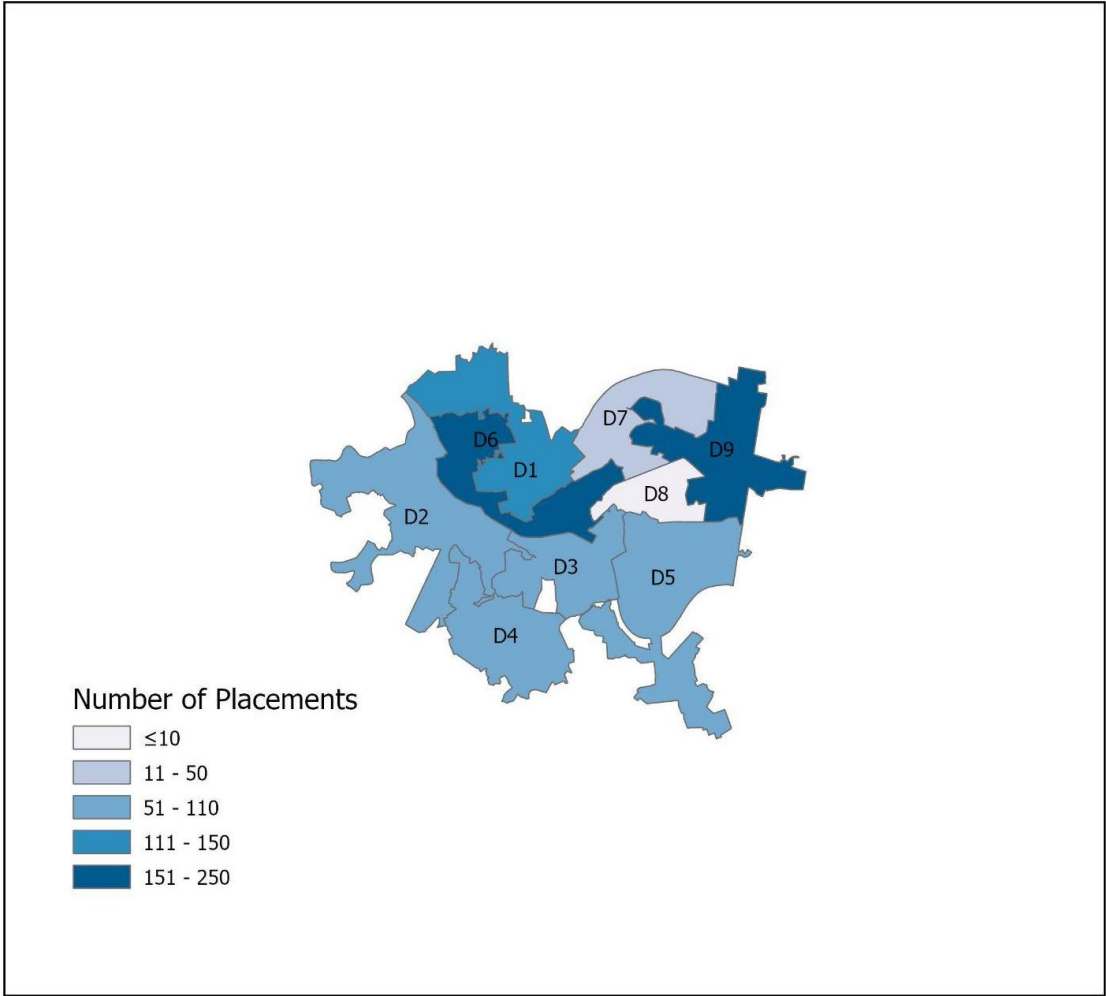
Youth Placed by Allegheny County Council District



County Council District	Youth Placed
District 1	9
District 2	7
District 3	2
District 4	56
District 5	13
District 6	107
District 7	123
District 8	168
District 9	148
District 10	364
District 11	171
District 12	161
District 13	360

** Note: Allegheny County Council districts were redrawn in 2023. This map uses the updated districts.

Youth Placed by Pittsburgh City Council District



City Council District	Youth Placed
District 1	122
District 2	106
District 3	107
District 4	92
District 5	51
District 6	189
District 7	36
District 8	10
District 9	232

Appendix F: Worksite List by Industry

Worksite Industries Experienced by Learn and Earn Youth

Worksite Industry	Served Youth
Agriculture	52
Apparel	6
Arts	43
Beauty	5
Childcare	101
Communications	17
Construction	5
Consulting	8
Education	296
Engineering	1
Entertainment	16
Environmental	71
Food & Beverage	28
Government	19
Healthcare	44
Hospitality	8
Legal	5
Machinery	1
Manufacturing	3
Media	35
Not For Profit	394
Other	44
Recreation	94
Religious	9
Retail	28
Shipping	3
Technology	67
Utilities	16

List of all Worksites Experienced by Learn and Earn Youth

Worksite	Provider	Worksite Industry
(CEC) Community Engagement Center Homewood	Homewood Children's Village	Education
2023 Hilltop Urban Farm/ South Side	Student Conservation Association	Environmental

2023 McKinley Park	Student Conservation Association	Environmental
2023 Riverview Park	Student Conservation Association	Environmental
2023 Summer Program	Legacy Arts Project	Arts
2023 Tree Pittsburgh Crew	Student Conservation Association	Environmental
2023 Woodland Hills	Student Conservation Association	Environmental
A Place Like Home Childcare	Communities in Schools	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 - YES	Youth Enrichment Services	Utilities
Allegheny Center Alliance Church	Auberle	Communications
Allegheny Conference	Learn & Earn Corporate	Not For Profit
Allegheny Dept. of Children Initiatives	Learn & Earn Corporate	Government
Allegheny General Hospital - PPS	Pittsburgh Public Schools	Healthcare
Alliance Childcare Center	Auberle	Childcare
Alliance for Refugee Youth Support & Education	Jewish Family & Community Services	Childcare
Amachi	Equus	Not For Profit
Amachi	Goodwill SWPA	Education
Ammon Recreation Center	Neighborhood Learning Alliance	Education
Angela After School of the Arts	Learn & Earn Corporate	Childcare
Art in the Garden	Youth Enrichment Services	Agriculture
Arts Excursion Unlimited	Pittsburgh Public Schools	Arts
Arts Excursions Unlimited - BGC	Bloomfield Garfield Corporation	Media
Ascender	Latino Community Center	Consulting
Assemble - BGC	Bloomfield Garfield Corporation	Education
Auberle	Auberle	Not For Profit
Auberle - Lawncare	Auberle	Agriculture
Auberle Kitchen Service Worker	Auberle	Food & Beverage
Baldwin Borough	Auberle	Education
Baldwin Whitehall School District	Jewish Family & Community Services	Education
Bam's Landscaping	Goodwill SWPA	Agriculture
Basketball Dreamz	Equus	Recreation
Best Buy Teen Tech Center	Phase 4	Technology
Best of the Batch Foundation	Goodwill SWPA	Other
Beta Builders	Neighborhood Learning Alliance	Technology
BGCWPA Duquesne City Clubhouse	Boys & Girls Clubs of Western PA	Not For Profit
BGCWPA Passport Academy	Boys & Girls Clubs of Western PA	Not For Profit
BGCWPA Sto-Rox Clubhouse	Boys & Girls Clubs of Western PA	Not For Profit
Bible Center Oasis Project	Homewood Children's Village	Not For Profit
Black Tea Brown Sugar Network	Neighborhood Learning Alliance	Communications
Bloomfield Garfield Corporation Youth Programs	Bloomfield Garfield Corporation	Education
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 - BGC	Bloomfield Garfield Corporation	Not For Profit
Brookline Teen Outreach	Brookline Teen Outreach	Not For Profit
Brothers and Sisters Emerging - BGC	Bloomfield Garfield Corporation	Childcare
Buchanan Ingersoll & Rooney	Learn & Earn Corporate	Legal
Busy Bee Playcare	Auberle	Education
BYP Gardening	Braddock Youth Project	Agriculture
BYP Media Team	Braddock Youth Project	Media
BYP Mentoring	Braddock Youth Project	Education
Cafe Momentum	Phase 4	Food & Beverage
Camp F.U.N.	Equus	Recreation
CARES at Jeron X. Grayson Community Center	Center that Cares	Not For Profit
CARES at Ozanam, Inc	Center that Cares	Not For Profit
CARES at Wesley	Center that Cares	Not For Profit
CARES. CommuniTEA Cafe	Center that Cares	Food & Beverage
Carlow University Health & Welfare	Neighborhood Learning Alliance	Education
Carnegie Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Carnegie Library - Northside/Allegheny - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh - East Liberty - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh - Oakland - BGC	Bloomfield Garfield Corporation	Education
Carnegie Library of Pittsburgh- Squirrel Hill	Bloomfield Garfield Corporation	Not For Profit
Center that Cares-Wesley	Phase 4	Not For Profit
Children and Adults Developmental Agency Programs (CADA)	Goodwill SWPA	Childcare
Children's Museum	Neighborhood Learning Alliance	Not For Profit
Churn	Goodwill SWPA	Food & Beverage
CISP	Goodwill SWPA	Not For Profit
Citiparks - Ammon - BGC	Bloomfield Garfield Corporation	Recreation
Citiparks - Brookline - BGC	Bloomfield Garfield Corporation	Childcare
City Dept Finance	Learn & Earn Corporate	Finance
City Dept Parks/Recreation	Learn & Earn Corporate	Other
City Dept-Innovation and Performance	Learn & Earn Corporate	Government
City of McKeesport - Auberle	Auberle	Government
City of Pittsburgh Mayor's Office	Auberle	Government
City of Pittsburgh Mayor's Office	Youth Enrichment Services	Government
City of Pittsburgh Parks & Rec	Bloomfield Garfield Corporation	Childcare
City of Pittsburgh: Department of Permits, Licenses and Inspections	Learn & Earn Corporate	Government
Clairton Family Center	Auberle	Childcare
Clairton School District	Auberle	Education
Clairton Summer Program - Clairton School District	Auberle	Education
CMU Robotics Academy	Youth Enrichment Services	Education
CoLab 18	Neighborhood Learning Alliance	Technology
Community Empowerment Association	Auberle	Childcare

Community Empowerment Association - Homewood	Community Empowerment Association	Not For Profit
Community Empowerment Association - McKeesport	Community Empowerment Association	Not For Profit
Community Forge/Boot Up	Neighborhood Learning Alliance	Technology
Construction Junction	Goodwill SWPA	Retail
Cut N Play Salon	Phase 4	Beauty
Dana's Bakery (Sandy Boo's Delights)	Homewood Children's Village	Food & Beverage
Diva On Fleek Boutique	Bloomfield Garfield Corporation	Retail
Dragon's Den	Goodwill SWPA	Recreation
Dress for Success Pittsburgh	Latino Community Center	Not For Profit
Duquesne School District	Auberle	Education
Dynamic Workforce Solutions	Dynamic Workforce Solutions	Government
Each One Teach One	Bloomfield Garfield Corporation	Education
Each One Teach One	Goodwill SWPA	Education
Each One Teach One	Homewood Children's Village	Childcare
Earthen Vessels Outreach - BGC	Bloomfield Garfield Corporation	Not For Profit
East End Cooperative Ministries	Youth Enrichment Services	Not For Profit
Eastside Neighborhood Employment Center - BGC	Bloomfield Garfield Corporation	Not For Profit
ECHT Coffeehouse	Goodwill SWPA	Food & Beverage
Equus Virtual Sessions	Equus	Technology
Estelle S. Campbell Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Everyday Cafe 2023	Homewood Children's Village	Food & Beverage
Exurbia Home Health Care	Communities in Schools	Healthcare
Faison Summer Camp 2023	Homewood Children's Village	Education
Fashion Team	Braddock Youth Project	Apparel
Fineview/Perry Hilltop Citizens Council	Dynamic Workforce Solutions	Not For Profit
FOR	Communities in Schools	Not For Profit
Future Focus Daycare	Phase 4	Childcare
Gaming Works	Homewood Children's Village	Technology
Geekadrome	Brookline Teen Outreach	Retail
Global Links	Latino Community Center	Healthcare
Graciano	Neighborhood Learning Alliance	Construction
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
GW Banksville	Goodwill SWPA	Retail
GW Centre Ave	Goodwill SWPA	Retail
GW Cheswick	Goodwill SWPA	Retail
GW Heidelberg Outlet	Goodwill SWPA	Not For Profit
GW Lawrenceville	Goodwill SWPA	Retail
GW Monroeville	Goodwill SWPA	Retail
GW Natrona Heights	Goodwill SWPA	Retail
GW North Hills	Goodwill SWPA	Retail
GW- Northside Common Ministries	Goodwill SWPA	Not For Profit

GW Penn Hills	Goodwill SWPA	Retail
GW Robinson	Goodwill SWPA	Retail
GW- ROC/ ECOMM	Goodwill SWPA	Not For Profit
GW WDC	Goodwill SWPA	Not For Profit
GW West Mifflin	Goodwill SWPA	Retail
H.O.P.E. for Tomorrow, Inc.	Equus	Other
Halycon Salon	Bloomfield Garfield Corporation	Other
Happy Day Dessert Factory	Dynamic Workforce Solutions	Food & Beverage
Happy Day Dessert Factory	Equus	Food & Beverage
HCV Graphic Design	Homewood Children's Village	Technology
Heinz History Center	Youth Enrichment Services	Arts
Hello Neighbor,	Neighborhood Learning Alliance	Not For Profit
Homestead Borough - P4	Phase 4	Government
Homewood Community Sports	Communities in Schools	Recreation
Homewood Senior Center	Learn & Earn Corporate	Healthcare
HOPE for Tomorrow	Communities in Schools	Not For Profit
Hope for Tomorrow	Phase 4	Education
House of Soul	Auberle	Food & Beverage
Hugs Away from Home	Bloomfield Garfield Corporation	Childcare
Ida's Sandwich Shop	Bloomfield Garfield Corporation	Food & Beverage
Industrial Arts Workshop	Auberle	Retail
Industrial Arts Workshop	Homewood Children's Village	Arts
Industrial Arts Workshop	Main Street	Arts
iShipping & Pack Co.	Youth Enrichment Services	Shipping
Islamic Center of Pittsburgh	Bloomfield Garfield Corporation	Education
Jefferson Recreation Center	Neighborhood Learning Alliance	Education
JFCS Refugee and Immigration Services	Jewish Family & Community Services	Not For Profit
Jones Day - L&E Corporate	Learn & Earn Corporate	Legal
Juanita Collins Daycare	Phase 4	Childcare
Keeley's Beauty Salon	Auberle	Other
KEF Robotics - BGC	Bloomfield Garfield Corporation	Engineering
Kidsville Daycare	Bloomfield Garfield Corporation	Childcare
Kingsley Association	Dynamic Workforce Solutions	Not For Profit
Knight Barber Shop & Salon	Communities in Schools	Beauty
Kucich Construction Inc	Goodwill SWPA	Environmental
Lady Carpenter	Youth Enrichment Services	Construction
LaRosa Club	Goodwill SWPA	Childcare
Latino Community Center	Latino Community Center	Not For Profit
Lawrenceville United	Learn & Earn Corporate	Not For Profit
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
Lighthouse Cathedral	Phase 4	Religious
Loch Mon Tavern	Auberle	Food & Beverage

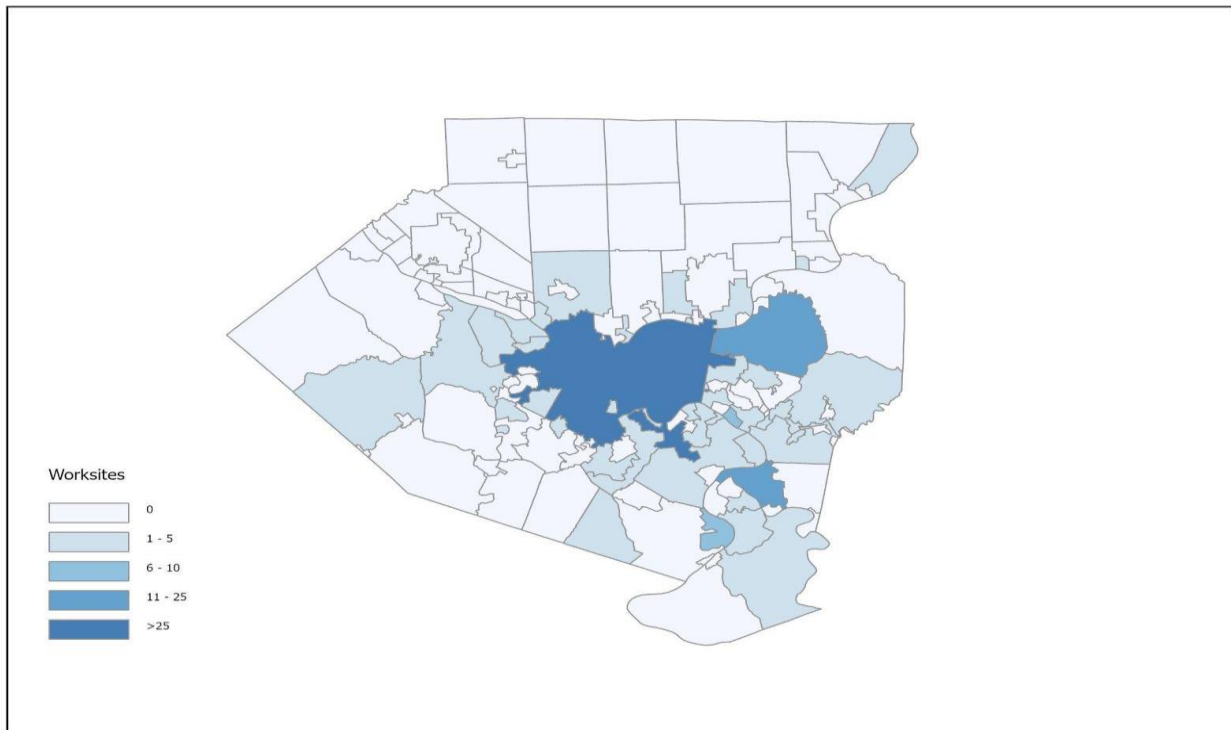
London Bridges Child Development Center	Youth Enrichment Services	Childcare
Los Sabrosos	Bloomfield Garfield Corporation	Recreation
Macedonia Family and Community Enrichment Center, Inc	Neighborhood Learning Alliance	Religious
Macedonia Senior Center	Neighborhood Learning Alliance	Other
Magee Recreation Center	Neighborhood Learning Alliance	Education
Magic Palace Salon	Auberle	Other
Main ST-JADA House International	Main Street	Media
Manchester Craftsmen's Guild	Bloomfield Garfield Corporation	Entertainment
Manchester Youth Development Center	Youth Enrichment Services	Education
Master Builders Association of Western PA	Learn & Earn Corporate	Construction
Mayor's Office-Neighborhood Services	Learn & Earn Corporate	Government
McGee Womens Research Institute	Neighborhood Learning Alliance	Healthcare
McKeesport Area School District	Auberle	Utilities
Meals on Wheels	Brookline Teen Outreach	Not For Profit
Melting Pot Ministries.	Goodwill SWPA	Childcare
Merlinos Pizza	Auberle	Food & Beverage
Mon Valley Initiative Produce Market	Auberle	Manufacturing
Mount Ararat Community Activity Center	Youth Enrichment Services	Childcare
Mt. Ararat Community Activity Center	Goodwill SWPA	Childcare
Mt. Ararat Community Center - HCV	Homewood Children's Village	Education
New Innovation Community Cleaning	Center that Cares	Environmental
NorthSide Partnership Project	Equus	Recreation
Northern Area Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Northside Partnership	Dynamic Workforce Solutions	Not For Profit
Northside Partnership Project	Pittsburgh Public Schools	Education
Office of State Rep Sara Innamorato	Learn & Earn Corporate	Government
OMA (Art in the Garden))	Latino Community Center	Education
Operation Better Block	Auberle	Other
Ozanam	Dynamic Workforce Solutions	Not For Profit
Ozanam	Youth Enrichment Services	Recreation
Ozanam P4	Phase 4	Not For Profit
Ozanam, Inc. - HCV	Homewood Children's Village	Recreation
Parkway West	Youth Enrichment Services	Not For Profit
Partner4Work - Communications	Learn & Earn Corporate	Communications
Paulson Recreation Center	Neighborhood Learning Alliance	Education
Penn Hills Library	Dynamic Workforce Solutions	Not For Profit
Penn Hills School District	Auberle	Education
Phase 4 Learning Center	Learn & Earn Corporate	Not For Profit
Phillips Recreation Center	Learn & Earn Corporate	Recreation
Phillips Recreation Center	Neighborhood Learning Alliance	Education
Phillips Recreation Center	Pittsburgh Public Schools	Recreation
Pine Run Ministries	Goodwill SWPA	Other
Pine Run United Methodist Church	Auberle	Recreation
Pine Run United Methodist Church	Phase 4	Not For Profit
Pittsburgh Bureau of Police	Bloomfield Garfield Corporation	Legal

Pittsburgh Community Science Workshop	Bloomfield Garfield Corporation	Education
Pittsburgh Higher Ground	Bloomfield Garfield Corporation	Healthcare
Pittsburgh Penguins	Learn & Earn Corporate	Recreation
Pittsburgh Promise	Neighborhood Learning Alliance	Technology
Pittsburgh Public Schools, Board of Education	Pittsburgh Public Schools	Education
Pittsburgh Steelers	Learn & Earn Corporate	Recreation
Pittsburgh Water and Sewer Authority	Learn & Earn Corporate	Utilities
POGOH	Homewood Children's Village	Recreation
POOR LAW	Homewood Children's Village	Media
Potomac Station Coffeehouse	Pittsburgh Public Schools	Food & Beverage
Precision Copy	Auberle	Retail
Project Destiny	Dynamic Workforce Solutions	Not For Profit
Project Destiny	Goodwill SWPA	Not For Profit
Project Destiny	Neighborhood Learning Alliance	Not For Profit
Project Love Coalition	Youth Enrichment Services	Not For Profit
Reading Warriors - Concord	Neighborhood Learning Alliance	Education
Reading Warriors - Morrow	Neighborhood Learning Alliance	Education
Reading Warriors - Woolslair	Neighborhood Learning Alliance	Education
Reading Warriors- Miller	Neighborhood Learning Alliance	Education
Reading Warriors- Morrow	Neighborhood Learning Alliance	Education
Red Lantern Bike Shop	Braddock Youth Project	Recreation
Reform Presbyterian Home	Bloomfield Garfield Corporation	Healthcare
Refresh	Pittsburgh Public Schools	Retail
Rolling Pepperoni	Phase 4	Food & Beverage
RP Home	Youth Enrichment Services	Healthcare
Ruth's Way	Homewood Children's Village	Education
Sankofa Village	Neighborhood Learning Alliance	Other
Sankofa Village P4	Phase 4	Agriculture
Sankofa Village Projects	Auberle	Agriculture
Sarah Heinz House	Auberle	Education
Sarah Heinz House	Goodwill SWPA	Childcare
Serenity Living Transitional Home	Homewood Children's Village	Childcare
Shady Lane	Homewood Children's Village	Education
Shadyside Boys & Girls Club	Boys & Girls Clubs of Western PA	Not For Profit
Sheena's Busy Body Daycare	Homewood Children's Village	Childcare
Sheena's Day Care	Phase 4	Childcare
SLB Radio	Neighborhood Learning Alliance	Media
South Allegheny School District	Auberle	Utilities
Steel City Arts Initiative	Equus	Arts
Steel City Impact	Communities in Schools	Not For Profit
Steel Valley School District	Dynamic Workforce Solutions	Education
Sto-Rox Library	Dynamic Workforce Solutions	Not For Profit
Summer Scholars	Youth Enrichment Services	Recreation
Sunset Room	Auberle	Hospitality
The Andy Warhol Museum	Youth Enrichment Services	Entertainment

The King Kids Barbershop	Auberle	Beauty
The Maker's Clubhouse 2022	Homewood Children's Village	Education
The Northside Chronicle	Neighborhood Learning Alliance	Communications
The Omni William Penn Hotel	Pittsburgh Public Schools	Hospitality
The Salvation Army - Pittsburgh Westside (BGC)	Bloomfield Garfield Corporation	Not For Profit
The Westin Convention Center	Pittsburgh Public Schools	Hospitality
This Generation Connect	Auberle	Environmental
Thomas Childcare and Learning Academy	Communities in Schools	Childcare
Thrift-N-That	Goodwill SWPA	Retail
Thrifty Diva's & Gents	Goodwill SWPA	Retail
Trying Together	Homewood Children's Village	Education
TTs Toy Box	Communities in Schools	Childcare
Tucker Family Supports	Homewood Children's Village	Healthcare
Uncle Jammy's	Youth Enrichment Services	Retail
University of Pitt Athletics IT Dept	Neighborhood Learning Alliance	Technology
University of Pitt Client Services	Neighborhood Learning Alliance	Technology
University of Pitt Health Services	Neighborhood Learning Alliance	Education
University of Pitt School of Public Health	Neighborhood Learning Alliance	Education
University of Pittsburgh - PPS	Pittsburgh Public Schools	Education
University Prep	Bloomfield Garfield Corporation	Education
UPMC - L&E Corporate	Learn & Earn Corporate	Healthcare
Urban Air	Goodwill SWPA	Entertainment
Urban Strategies Inc. (Larimer)	Youth Enrichment Services	Not For Profit
Urban Strategies Inc. (Northside)	Youth Enrichment Services	Not For Profit
Voices Against Violence - P4	Phase 4	Not For Profit
Voices Against Violence - RC	Equus	Not For Profit
Voices Against Violence Camp	Pittsburgh Public Schools	Education
We Are Beautiful	Homewood Children's Village	Other
We Are Beautiful Outreach	Youth Enrichment Services	Childcare
Welding Bootcamp	Pittsburgh Public Schools	Machinery
West Penn Hospital	Neighborhood Learning Alliance	Healthcare
Woodland Hills IT	Auberle	Technology
Woodland Hills Summer Camp	Braddock Youth Project	Education
WQED	Learn & Earn Corporate	Communications
WQED Multimedia	Bloomfield Garfield Corporation	Entertainment
Year Up	Learn & Earn Corporate	Education
YMCA	Auberle	Entertainment
YMCA McKeesport	Goodwill SWPA	Childcare
Youth Enrichment Services	Youth Enrichment Services	Not For Profit
Youth Invested in Music / Basketball Dreamz	Dynamic Workforce Solutions	Recreation
Youth Opportunities Development	Goodwill SWPA	Not For Profit
Youth Opportunities Development	Auberle	Communications
YWCA-Greater Pittsburgh	Homewood Children's Village	Not For Profit

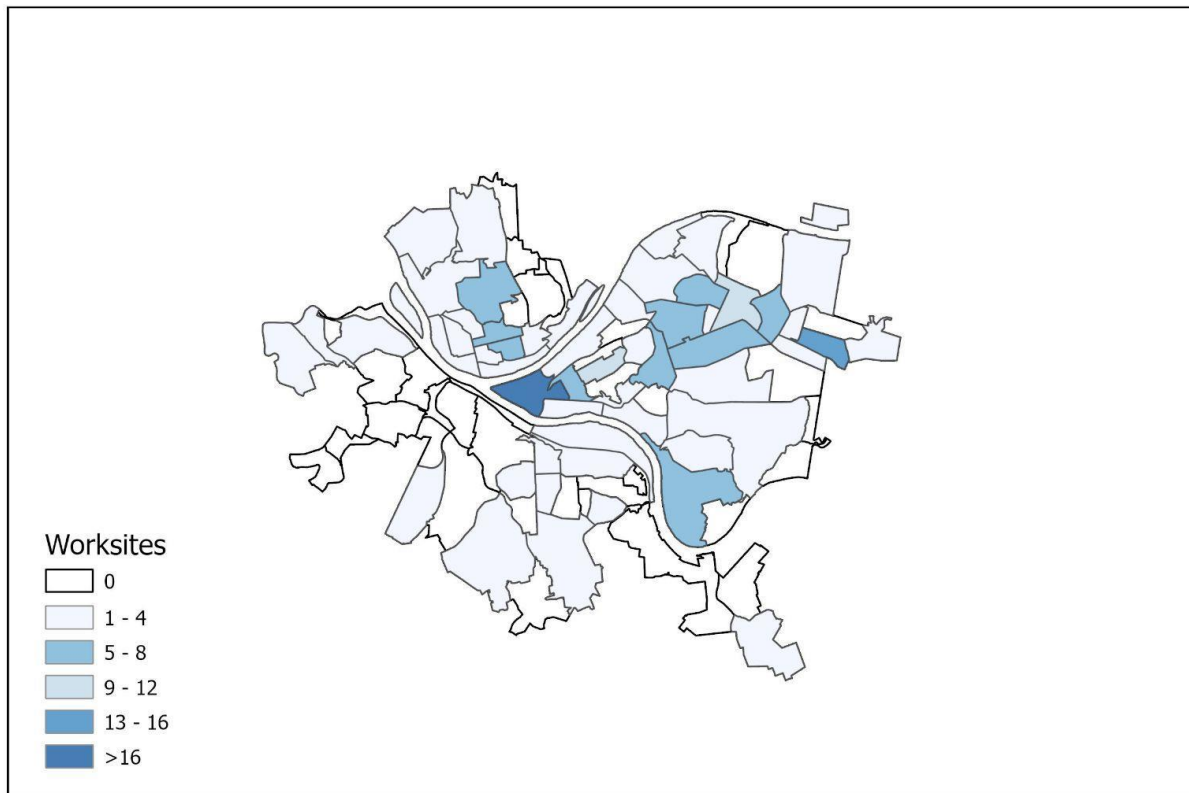
Appendix G: Worksites by Geography

Worksites by Municipality: Allegheny County



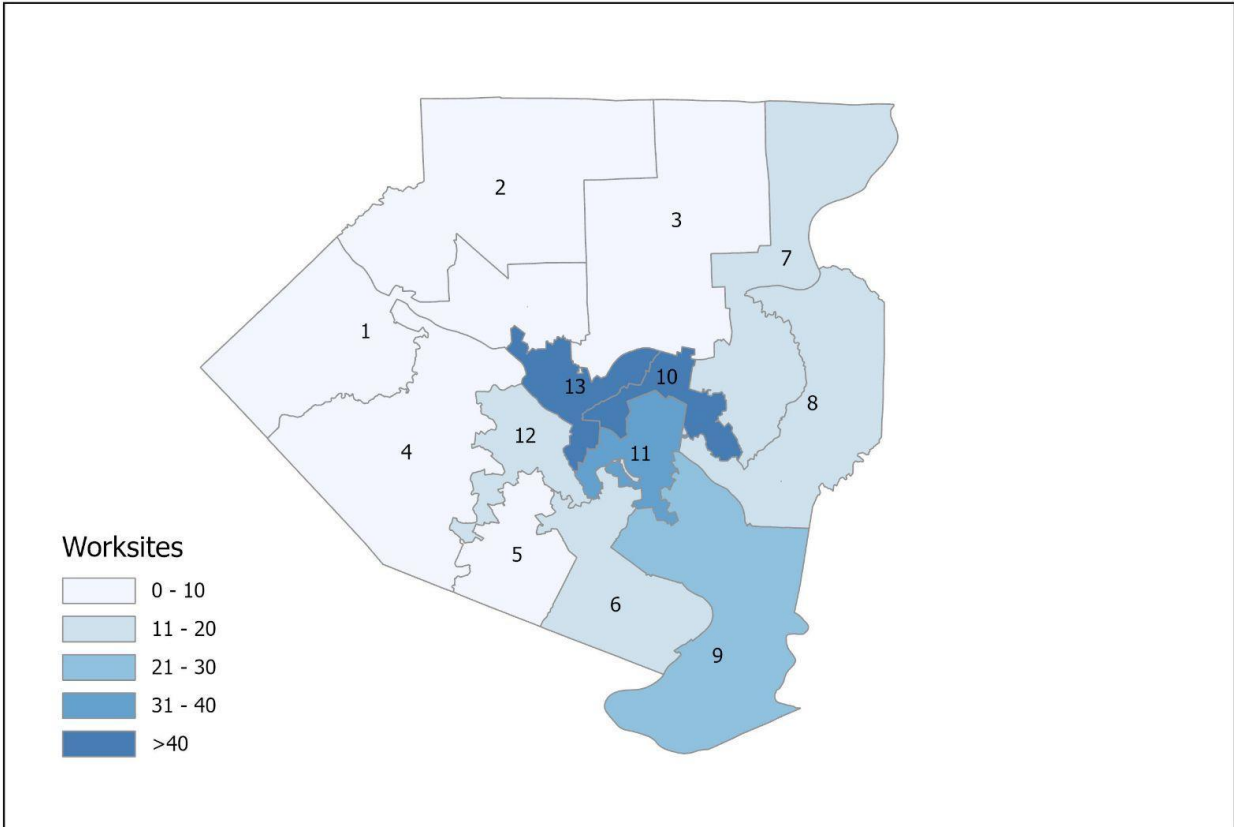
Municipality	Worksites	Municipality	Worksites	Municipality	Worksites
Baldwin Borough	1	Heidelberg Borough	1	O'Hara Township	1
Bellevue Borough	1	Homestead Borough	4	Penn Hills	14
Braddock Borough	7	Kennedy Township	1	Pittsburgh	208
Carnegie Borough	1	Liberty Borough	1	Robinson Township	1
Cheswick Borough	1	Lincoln Borough	1	Ross Township	1
Churchill Borough	2	McKees Rocks Borough	3	South Park Township	1
Clairton	10	McKeesport	14	Stowe Township	3
Dormont Borough	1	Millvale Borough	1	Swissvale Borough	1
Duquesne	3	Monroeville	1	Turtle Creek Borough	1
East Pittsburgh Borough	1	Mount Oliver Borough	2	West Mifflin Borough	1

Worksites by Neighborhood: City of Pittsburgh



Neighborhood	Worksites	Neighborhood	Worksites	Neighborhood	Worksites
Allegheny Center	6	East Liberty	12	North Shore	3
Allegheny West	2	Fairywood	1	Perry North	4
Allentown	1	Friendship	1	Perry South	7
Banksville	1	Garfield	7	Point Breeze North	2
Beltzhoover	4	Greenfield	1	Shadyside	6
Bloomfield	6	Hazelwood	7	Sheraden	1
Bluff	2	Homewood South	15	South Oakland	1
Brighton Heights	4	Homewood West	1	South Side Flats	1
California-Kirkbride	4	Knoxville	1	South Side Slopes	1
Carrick	4	Larimar	6	Squirrel Hill North	3
Central Business District	26	Lincoln Place	1	Squirrel Hill South	3
Central Lawrenceville	3	Lincoln-Lemington-Belmar	1	St. Clair	1
Central Northside	5	Lower Lawrenceville	3	Stanton Heights	1
Chateau	2	Manchester	1	Strip District	2
Crawford-Roberts	6	Marshall-Shadeland	1	Troy Hill	1
East Allegheny	2	Middle Hill	11	Upper Hill	2
East Hills	1	North Oakland	6	Upper Lawrenceville	4

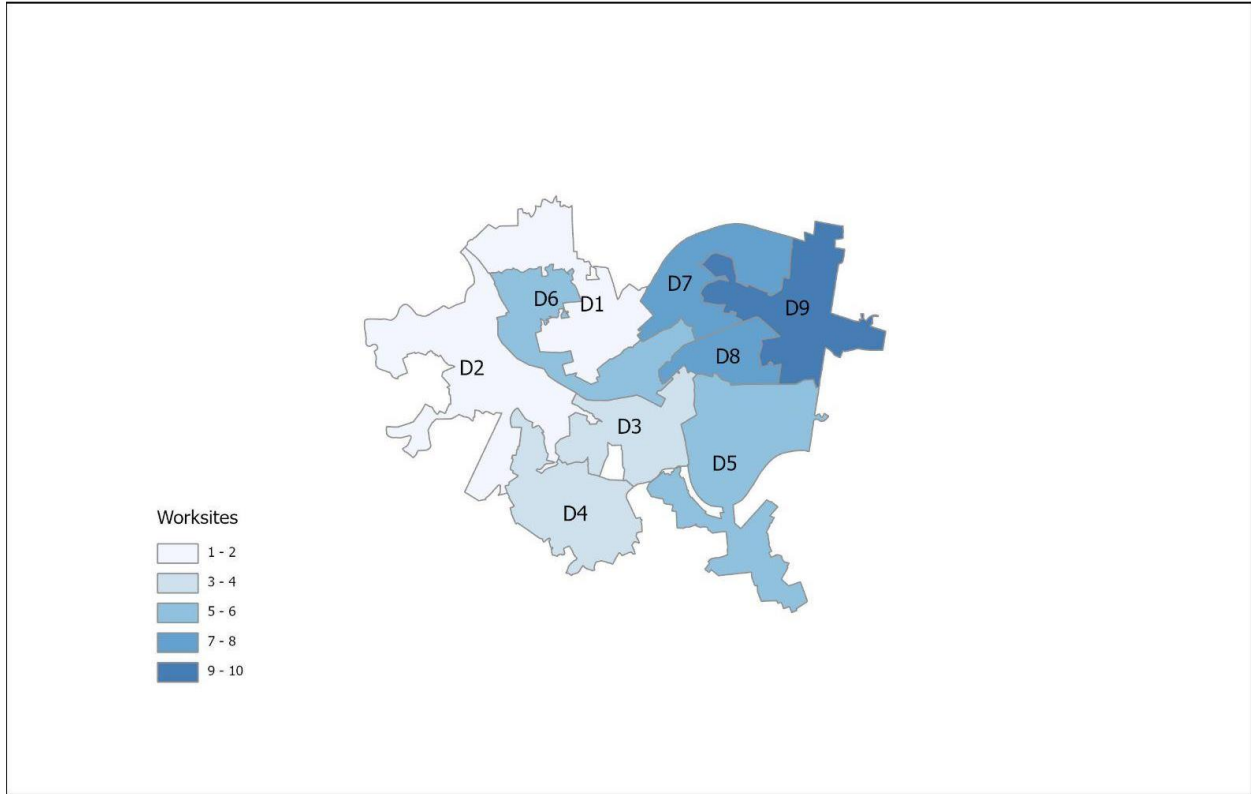
Worksites by Allegheny County Council District



County Council District	Worksites
District 1	1
District 2	0
District 3	2
District 4	10
District 5	1
District 6	13
District 7	18
District 8	19
District 9	25
District 10	78
District 11	35
District 12	13
District 13	97

** Note: this map uses the updated Allegheny County Council districts for 2022, per County Ordinance 21-22-OR

Worksites by Pittsburgh City Council District



City Council District	Worksites
District 1	40
District 2	7
District 3	11
District 4	8
District 5	12
District 6	50
District 7	19
District 8	17
District 9	44

Appendix H: 2023 Participant Data

Gender	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Male	784	48.82%	610	48.68%
Female	794	49.44%	619	49.40%

Other	14	0.87%	13	1.04%
Do Not Want to Disclose	8	0.50%	7	0.56%
	6	0.37%	4	0.32%
Total	1,606	100.00%	1,253	100.00%

Race/Ethnicity	Number	Percentage	Number	Percentage
Black or African American	1,323	82.38%	1,039	82.92%
White	184	11.46%	140	11.17%
Asian	95	5.92%	72	5.75%
Pacific Islander	10	0.62%	7	0.56%
American Indian	24	1.49%	18	1.44%
Do Not Want to Disclose	71	4.42%	55	4.39%
Total	1,606	100%	1,253	100.00%

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

Age (at start of program)	Number	Percentage	Number	Percentage
14	351	21.86%	278	22.19%
15	410	25.53%	337	26.90%
16	321	19.99%	242	19.31%
17	241	15.01%	183	14.60%
18	117	7.29%	86	6.86%
19	82	5.11%	60	4.79%
20	52	3.24%	42	3.35%
21	20	1.25%	15	1.20%
22	4	0.25%	3	0.24%
23	5	0.31%	4	0.32%
24	3	0.19%	3	0.24%
Total	1,606	100.00%	1,253	100.00%

Applicant/Family used Food Stamps within past 6 months (of application date)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Yes	912	56.79%	711	56.74%
No	573	35.68%	446	35.59%
Prefer Not to Answer	121	7.53%	96	7.66%
Total	1,606	100.00%	1,253	100.00%

Applicant/Family used TANF within past 6 months (of application date)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage

	Yes	344	21.42%	275	21.95%
	No	1,119	69.68%	862	68.79%
	Prefer Not to Answer	143	8.90%	116	9.26%
Total		1,606	100.00%	1,253	100.00%

English Proficiency	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Native English Speaker	1,322	82.32%	1,040	83.00%
Non-native English Speaker with Full Proficiency	231	14.38%	173	13.81%
Non-native English Speaker with Limited Proficiency	53	3.30%	40	3.19%
Total	1,606	100.00%	1,253	100.00%

Safe Place to Sleep at Night?	Number	Percentage	Number	Percentage
Yes	1,592	99.13%	1,240	98.96%
No	11	0.68%	11	0.88%
Prefer Not to Answer	3	0.19%	2	0.16%
Total	1,606	100.00%	1,253	100.00%

Foster Care (Present or Past)	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Yes, currently	27	1.68%	20	1.60%
Yes, in the past	66	4.11%	48	3.83%
No	1,484	92.40%	1,162	92.74%
Prefer not to answer	29	1.81%	23	1.84%
Total	1,606	100.00%	1,253	100.00%

Disability	All Youth Placed		All Youth Served	
	Number	Percentage	Number	Percentage
Yes	174	10.83%	140	11.17%
No	1,400	87.17%	1,091	87.07%
Do Not Want to Disclose	32	1.99%	22	1.76%
Total	1,606	100.00%	1,253	100.00%

OVR Services	Number	Percentage	Number	Percentage
Yes	29	1.81%	27	2.15%
No	156	9.71%	119	9.50%
Do Not Want to Disclose	3	0.19%	3	0.24%
Did Not Answer Question	1,418	88.29%	1,104	88.11%
Total	1,606	100.00%	1,253	100.00%

IEP or 504 Plan	Number	Percentage	Number	Percentage
Yes	330	20.55%	254	20.27%
No	1,203	74.91%	942	75.18%
Do Not Want to Disclose	32	1.99%	27	2.15%
Did Not Answer Question	41	2.55%	30	2.39%
Total	1,606	100.00%	1,253	100.00%

Appendix I: 2023 Corporate Intern Data

All Youth Served	2023		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 J: Corporate Host Partners

List of L&E Corporate Partners
Allegheny Conference
Allegheny County Department of Children Initiatives
Angela After School of the Arts
APRI
BotsIQ
Buchanan Ingersoll & Rooney
City of Pittsburgh Department of Hearing & Ethics
City of Pittsburgh Department of Parks and Rec
City of Pittsburgh Department of Innovation and Performance
City of Pittsburgh Department of Permits, Licenses, and Inspections
Common Cause Consultants
Homewood Senior Center
How to HR
Jones Day
Lawrenceville United
Master Builders Association of Western PA
Mayor's Office of Neighborhood Services
Partner4Work
Phase 4 Learning Center
Phillips Recreation Center
Pittsburgh Penguins
Pittsburgh Water & Sewer Authority
State Representative Sara Innamorato/ PA House of Representatives
UPMC
WQED
Year Up