



City of Pittsburgh
2015 Learn and Earn
Summer Employment Initiative



Pictured with Mayor William Peduto is Deputy Director of Administration, LaTrenda Leonard Sherrill (left), Financial Literacy program award winner, Samantha (right) and Ross Chapman, Manager of the Pittsburgh Partnership and Assistant Director of the City's Department of Personnel (far right).

“There are thousands upon thousands of economically disadvantaged youths in Pittsburgh who want jobs but don’t have the connections or resources to get them. We can provide that opportunity to them and their families, while building a job-training pipeline to the city’s growing network of 21st Century employers. Learn and Earn helps the young worker, helps their families and gives youth a little something in their pocket. Young workers are not only learning, but building experience and building self esteem. This is an initiative that is a partnership, not driven solely by City and County government, but driven by the community – its businesses, its foundations, its employers and its network of human service organizations. It instills the spirit of “I can do this.” **Pittsburgh Mayor William Peduto**

2015 Learn & Earn Summer Youth Employment Program



The Pittsburgh Learn & Earn Summer Youth Employment Program is an initiative of the City of Pittsburgh Mayor's Office and administered by the City's Department of Personnel and its workforce development training division, the Pittsburgh Partnership. The program provided six weeks of work experience. Program participants worked in a diverse range of occupational areas: in businesses and offices as well as in outdoor conservation work environments improving and reviving parks and public spaces.



A group of youth from Phase 4 working at Jefferson Hospital posing with their supervisors

Under the joint leadership of Mayor William Peduto, Allegheny County Chief Executive Rich Fitzgerald, and the Three Rivers Workforce Investment Board, the Pittsburgh Summer Youth Employment Learn and Earn Initiative created a system that helped launch youth to viable career pathways through academic support, work readiness coaching, and on-the-job skills training. The Learn and Earn Initiative is a means of developing a future workforce who are better prepared to secure meaningful employment and progress to post high school education. The evolution of the program will eventually include an enhanced self-directed approach, where applicants may select a preference for job or occupational tracts that are in line with growing or trending occupational areas within the Pittsburgh region.

This new program design allowed the individual Summer Youth Employment programs provided by the City of Pittsburgh, the County, and the Workforce Investment Board to evolve into a more comprehensive youth employment delivery system. The program incorporated a three-tiered model which allowed for more appropriate youth placement and job/skills matching. The Learn and Earn initiative's enhanced learning opportunities, coupled with peer to peer engagement, served to create enduring experiences that had transformative effects for each participant and their communities. The initiative expanded upon existing partnerships and collaborations to promote youth leadership and increase opportunities for personal growth and economic independence.

The Learn and Earn model allows for community management of neighborhood based programs through a network of contracted community organizations, local businesses, educational institutions and development entities. Contractors and some system-wide common services are selected through a competitive procurement process where funding is based on responses to a collaborative Request for Proposals. Geographical coverage, program design, efficiency and past performance are factors in contract awards.

The Learn & Earn Models



The tiered summer employment system was established as a means to place summer employment applicants in a work setting matching their experience or career aspirations. Applicants were evaluated on the basis of information on their application, resumes or other supporting documentation and determined to be appropriate for employment in one of the three tiers.

Tier One:

- Applicants have little or no prior exposure to the world of work.
- Applicants will work in groups in a paid work experience.
- Applicants will begin to build work readiness and soft skills necessary for the workplace.
- Applicants will be exploring their post-secondary goals.
- Applicants will be exploring various career tracks related to their interests.

Tier Two:

- Applicants have limited work experience.
- Applicants may have participated in prior Summer Youth Employment Programs.
- Applicants have an idea of their career interest(s).
- Applicants have limited work readiness training.
- Applicants will be evaluated as their interest and skill levels to further develop their post-secondary education and career goals.
- Applicants will exemplify the ability to comprehend basic work requirements, handle tasks under the direction of supervisors, capability to work on tasks solely with favorable outcomes or results.

Tier Three:

- Applicants will have identified their career goals, skills sets, and post-secondary education goals and identified the needs or means to attain the goal.
- Applicants must have submitted a resume with their application.
- Applicants will also have shown exemplary capabilities in the work world.
- Applicants must demonstrate that they are able handle tasks and projects from start to finish solely as team members.
- Applicants must demonstrate ability to think creatively for efficient results respective to career interest areas.



Youth from The Bridge of PGH recording a program at Union Edge Radio



YouthPlaces design and build a community garden in Beltzhoover



Pittsburgh Public Schools-SOS program work as part of the patient assistant team at Allegheny General Hospital



Bloomfield Garfield Corp. youth design and build drum sticks and other musical apparatus using high tech equipment at Tech Shop of PGH



Below: Phase4 youth manages inventory at Red, White & Blue Thrift Store



Moving the Lives of Kids present their mural in Homewood, one of many completed throughout the city



Neighborhood Learning Alliance participant worked for City Councilwoman Theresa Kail-Smith's Office



Student Conservation Association sponsored youth involved in Construction of a play box at Hazelwood Park



Students from Pittsburgh Public Schools-SOS program work at University of Pittsburgh Café



Garfield Jubilee Association youth on a Marketing Team pictured with the brochures they developed

Learn & Earn 2015 Facts



Application Period:

April 10 to April 30

Eligible Applicants Must Verify:

City of Pittsburgh Residency

Age of 14 – 21 years

U.S. Citizenship or Legal U.S. Work Status

Family Economic Criteria

Program Dates:

June 29 to August 7

Hours and Pay:

Up to 25 hours per week

PA Minimum Wage (\$7.25 Per Hour)

Facts



1746	Total Learn & Earn Applications Received
964	Participants Employed in Learn & Earn
228	Number of Worksites
24	Learn & Earn City Contractors
14	Application Sites

Funding



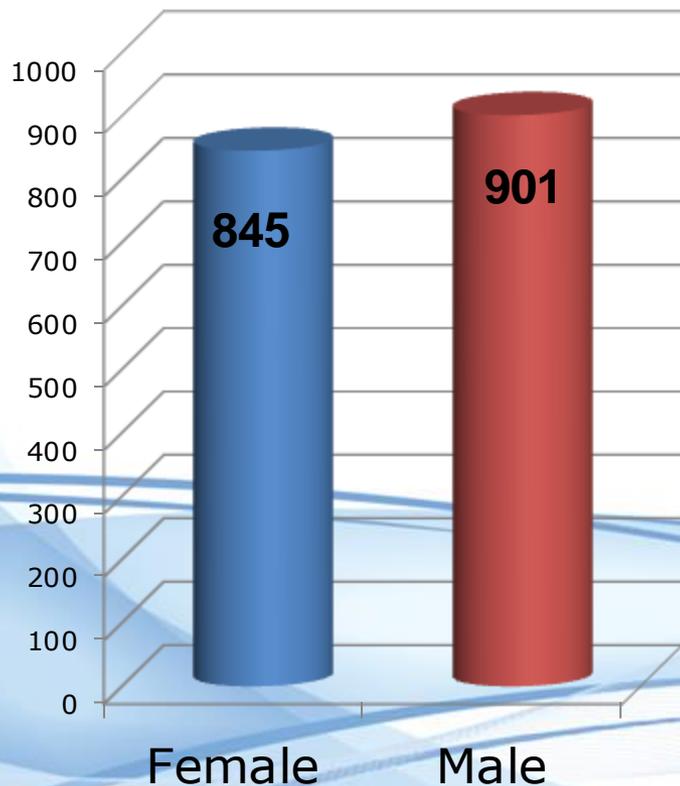
• City of Pittsburgh Pittsburgh City Council	\$ 1,000,000
• City of Pittsburgh Community Development Block Grant (CDBG)	\$ 700,000
• City of Pittsburgh Carry Over Funds	\$ 102,223
• The Pittsburgh Foundation (Robert C. Smith Fund and Betsy R. Clark Fund)	\$ 100,000
• Highmark Blue Cross Blue Shield	\$ 50,000
• University of Pittsburgh	\$ 11,800
• Dollar Bank	\$ 10,000
• U.S. Conference of Mayors Dollar Wise Initiative	\$ 4,000
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	Total
	\$ 1,978,023

Applicant Data

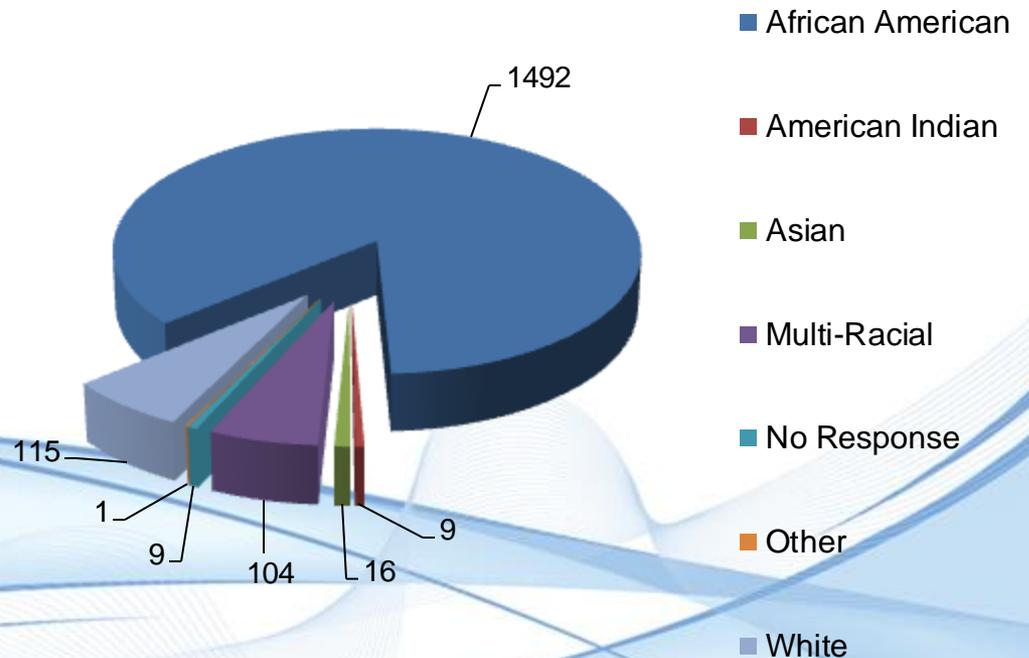
(Total of 1746 Applicants)



Applicants by Gender

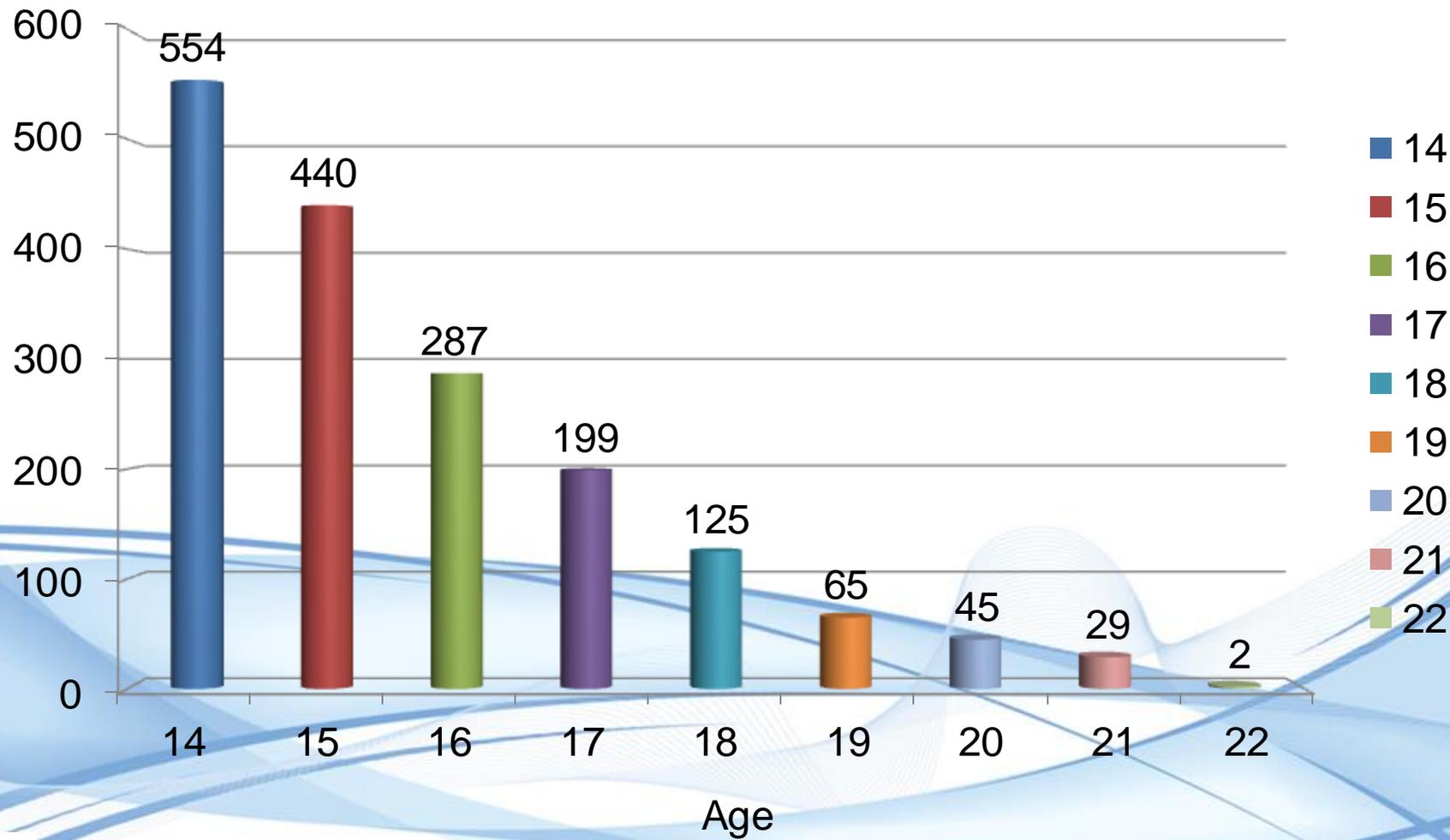


Applicants by Race





Applicant by Age

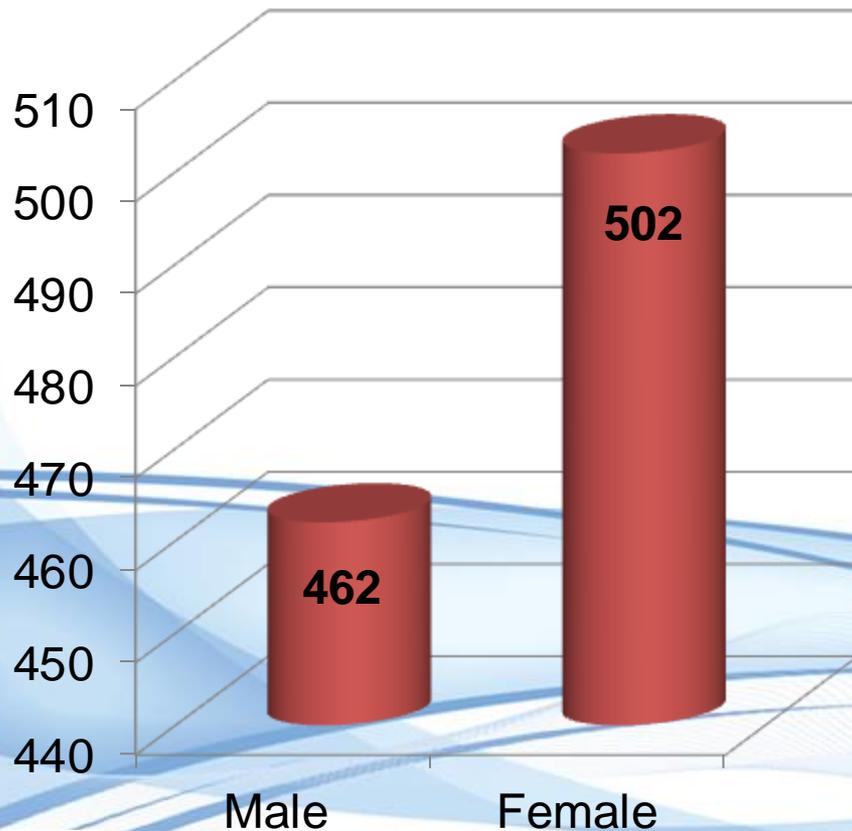


Participant Data

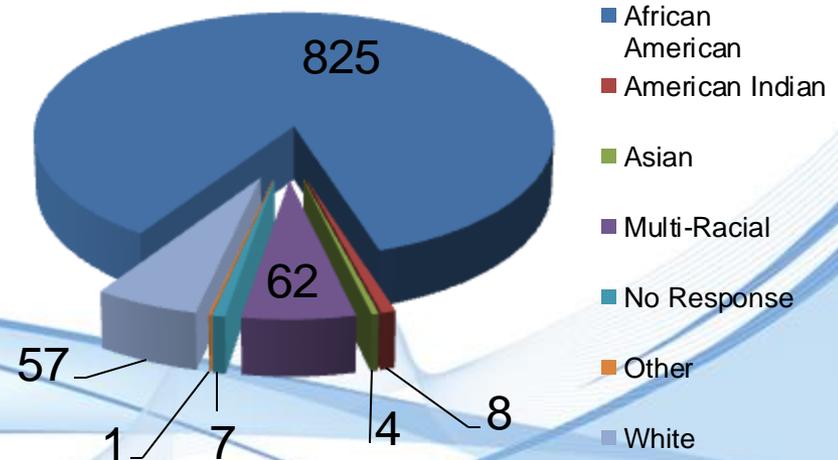
(Total of 964 Participants)



Gender



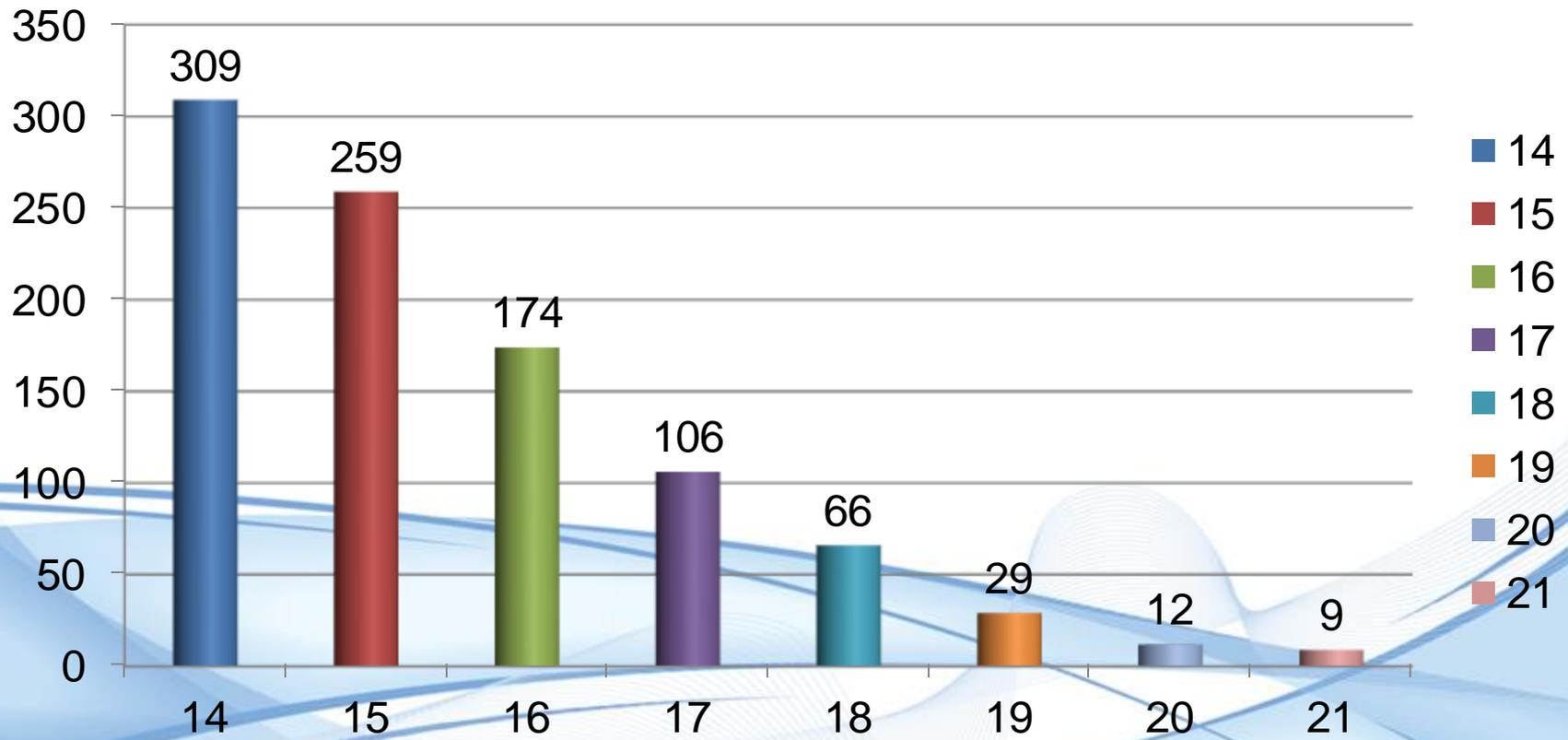
Race



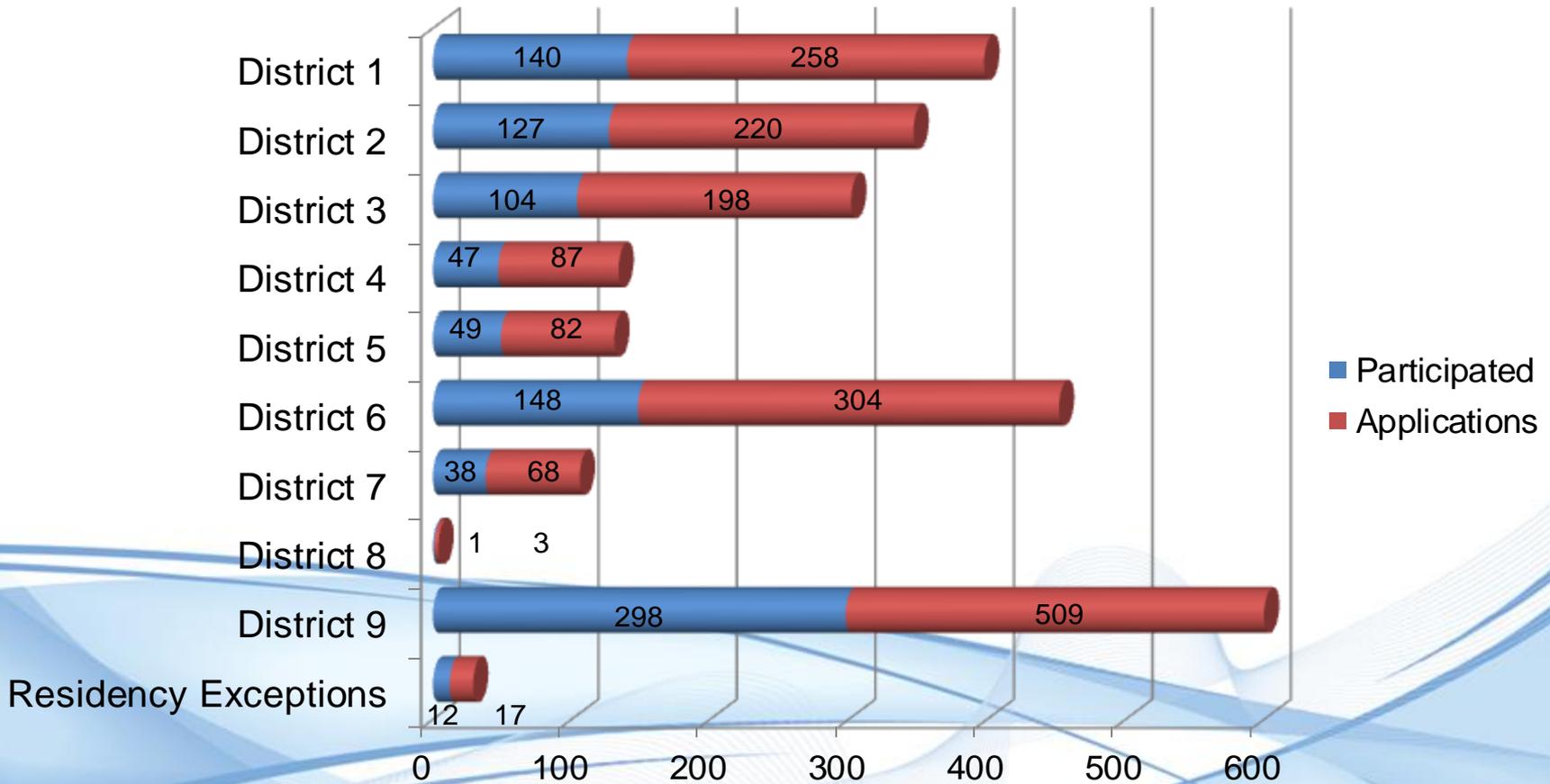
Participants by Age



Participants



Council District



2015 Learn & Earn Contractors

Organization Site	Address	City	State	Zip Code
Afro- American Music Institute	7131 Hamilton Avenue	Pittsburgh	PA	15208
A Second Chance	8350 Frankstown Avenue	Pittsburgh	PA	15208
Amani Christian CDC	544 Miltonberger Street	Pittsburgh	PA	15219
Arbor E & T - The Bridge of Pittsburgh	332 Fifth Avenue	Pittsburgh	PA	15222
Bloomfield Garfield Corporation	5149 Penn Avenue	Pittsburgh	PA	15224
Community Empowerment Association	7120 Kelly Street	Pittsburgh	PA	15208
Eastside Neighborhood Employment Center	5121 Penn Avenue	Pittsburgh	PA	15224
Garfield Jubilee Association	5323 Penn Avenue	Pittsburgh	PA	15224
Goodwill of SWPA	401 Wood Street, Suite 1500	Pittsburgh	PA	15222
Gwen's Girls	711 West Commons Street, 3 rd FL	Pittsburgh	PA	15212
Homewood Children's Village	801 N. Homewood Avenue	Pittsburgh	PA	15208
Jewish Family Children's Service	5743 Barlett Street	Pittsburgh	PA	15217
Kanmas Educational Support Center	5100 Penn Avenue	Pittsburgh	PA	15224
LifesWork	1323 Forbes Ave	Pittsburgh	PA	15219
Moving the Lives of Kids	7008 Bennett Street	Pittsburgh	PA	15208
Neighborhood Learning Alliance	5419 Penn Avenue	Pittsburgh	PA	15206
Northside Coalition for Fair Housing	1821 Brighton Road	Pittsburgh	PA	15212
Phase 4 Learning Center	121 Towne Square Way	Pittsburgh	PA	15227
Pittsburgh Public Schools	2323 Brighton Road	Pittsburgh	PA	15212
Student Conservation Association	239 Fourth Avenue	Pittsburgh	PA	15222
Three Rivers Area Labor Management Committee – Pittsburgh Pipeline	PO Box 112735	Pittsburgh	PA	15241
Urban League of Greater PGH	610 Wood Street	Pittsburgh	PA	15222
Youth Enrichment Services	6031 Broad Street	Pittsburgh	PA	15206
Youth Places	711 West Commons	Pittsburgh	PA	15212



Worksites

A For the People Insurance
A Second Chance
A+ Schools
Accenture
ACH Clear Pathways
AIU Lincoln Park Family Center
Allegheny General Hospital
Amani Office's
Assemble
Beltzhoover Neighborhood Council Inc.
Ben & Jerry's
BFG Café
BGC Summer Camp
BGC Water Polo – Fasion
BGC Water Polo – Langley
Bible Center - Color Coded
Bicycle Heaven
Bike Pittsburgh
Bistro To Go & Company
Bloomfield Development Corporation
Boys & Girls Club – Carnegie
Boys & Girls Club – Lawrenceville
Boys & Girls Club – Wilkinsburg
Boys & Girls Club The Zone
Brashear Association, Inc.
Brothers And Sisters Emerging
Carnegie Library - East Liberty
Carnegie Library - Homewood
Carnegie Library - Lawrenceville

Carnegie Library - Mt. Washington
Carnegie Library - Hazelwood
Carnegie Library - Oakland
Catholic Charities of St. Joseph House of Hospitality
Catholic Charities of the Diocese of PGH
CCAC Allegheny Café
C-Clear Empowerment
Center for Hearing and Deaf Services
Cheryl's Daycare
Children of the Kingdom
Children Youth Ministry
CitiParks Ammons Community Center
CitiParks Arlington
CitiParks Brookline
CitiParks Jefferson Recreation
CitiParks Ormsby
CitiParks Phillips Recreation
CitiParks West Penn
City of PGH - Bureau of Fire
City of PGH - City Clerk's Office
City of PGH - Commission on Human Relations
City of PGH - Department of City Planning
City of PGH - Department of Personnel & Civil Service
City of PGH - Department of Public Safety
City of PGH - Innovation & Performance
City of PGH - Mayor's Office
City of PGH - Office of Community Affairs
City of PGH - Office Of Municipal Investigations
City of PGH - Council Office

Claude Worthington Benedum Foundation
Community Kitchens Pgh
Community Based Participatory Research Project
Community Empowerment Association
Computer Clubhouse
Conflict Kitchen
Dana'a Styling Salon
Dollar Bank
Dream Cream Ice Cream
Earthen Vessels
East End Community Thrift Store
Eastminister Child Care
Eastminister Presbyterian Church
Eastside Neighborhood Employment Center
Familylinks Inc.
Father Ryan's Art Center
Financial Literacy Team
Fitness Warriors
Focus Pittsburgh
Forbes Center for Rehab & Healthcare
Frick Park
Garfield Jubilee Association
General Dentistry
Good-To-Go Café
Goodwill Career Link
Goodwill Computer Recycling Center
Goodwill Elderberry Junction
Goodwill Lawrenceville Retail Store
Goodwill Operations WDC



Worksites

Goodwill Reception & Marketing
Goodwill Retail Store-East
Goodwill Retail Store-North
Goodwill Retail Store-South
Grayson Law Firm
Greater Allen A.M.E Church
Grow Pittsburgh
Hallelujah Anyhow
Hazelwood Park
Higher Achievement Elementary School
Higher Achievement Middle School
Highland Park
Highway Robbery Vintage
Hilltop YMCA
Homewood Brushton YMCA
Homewood House
Interactive Story Adventures
Islamic Community Center of Pittsburgh
Jefferson Hospital
Jewish Association on Aging-Anathan Club
Jewish Association on Aging-Charles Morris
Jewish Association on Aging-Weinberg Village
Jewish Community Center
Judo SDA
Just Harvest
Kanmas Educational Support Center
Keely's Kingdom
Kelly Strayhorn Theater & Alloy Studios
Klavon's Ice-cream Parlor

KQV News Radio
Lawrenceville United
Life's Work-Café
Life's Work-File Room
Life's Work-Human Resources
Life's Work-Marketing Department
Life's Work-Mobile Work Crew
Life's Work-Vocational Evaluation
Life's Work-WorkReady
Life's Work-Workshop
Life's Work-Youth Department
Local 412 Store
Lots & Lots of Tots Childcare
Made Right Here
Manchester Youth Development Center
Mattress Factory
McKinley Park
Metamorphosis Salon
Mirror Image (Edgewood)
Mirror Image (Homestead)
MLK- Hazelwood Mural
MLK- Homewood Mural
MLK-Hill District Mural
Mount Ararat Baptist Church
Mt. Washington Community Development Corp
National Aviary
NeighborWorks Western PA
Neighborhood Learning Alliance
Northside Coalition for Fair Housing

Off the Floor Pittsburgh
Oliver City Wide Academy
One Person At A Time
Ozanam Summer Camp
Parks and Recreation - Ammon
Parks and Recreation - Arlington
Parks and Recreation - Brookline
Parks and Recreation - Jefferson
Parks and Recreation - Ormsby
Parks and Recreation - Paulson
Parks and Recreation - Phillips
Parks and Recreation - Warrington
PICT Classic Theatre office
Pittsburgh Cares
Pittsburgh Community Services
Pittsburgh Community Television
Pittsburgh Public Schools
Pittsburgh Public Schools Office
Positive Spin - West
Positive Spin - East
Priority Realty, LLC
Reading Warriors @BGC
Reading Warriors @Concord
Reading Warriors @Morrow
Red & White Thrift Store
Reformed Presbyterian Home
Riverview Park
Salvation Army - Northside
Salvation Army - Homewood Brushton



Worksites

Salvation Army Family Store - Southside
Salvation Army-Homewood
Schenley Heights Comm. Dev. Program
Schenley Park
Sewickley Creek Green House
Small Seeds Development, Inc
Sodexo Dining Services-Univ. of Pgh
South Avenue United Methodist
Southside Park
Squirrel Hill Community Food Pantry
Sto Rocks Family Center
Strong Women, Strong Girls
Summer Dreamers Academy – Faison
Summer Dreamers Academy – Langley
Summer Dreamers Academy - South Hills
Summer STEM
Swanson School of Engineering -U.ofPGH
Swim SDA
Tech Shop
Tech Warriors
The Bulletin
The First Tee Pgh
The Omni William Penn Hotel
The Pittsburgh Project
The Villa-Downtown
The Westin Convention Center
Three Rivers-Pittsburgh Pipeline Program
Union Edge Radio
Union Project

University of PGH
UPMC Family Health Center
UPMC Canterbury Place
Urban League - Downtown Offices
Voices Against Violence
Weinberg Terrace
West End Works
Salvation Army
West Penn Hospital
Western PA Humane Society
Western PA Conservancy
Wholey's
Wolfpack Electronics
Youth Enrichment Services Office
YouthPlaces – Beltzhoover
YouthPlaces – Garfield
YouthPlaces - Hays Manor - McKees Rocks
YouthPlaces – Hazelwood
YouthPlaces - Hill District
YouthPlaces – Homewood
YouthPlaces - HUB - North Side
YouthPlaces - Northview Heights

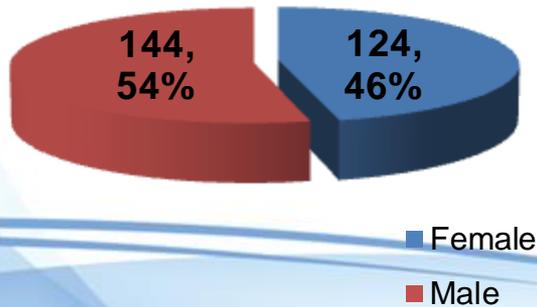
Learn and Earn Partners



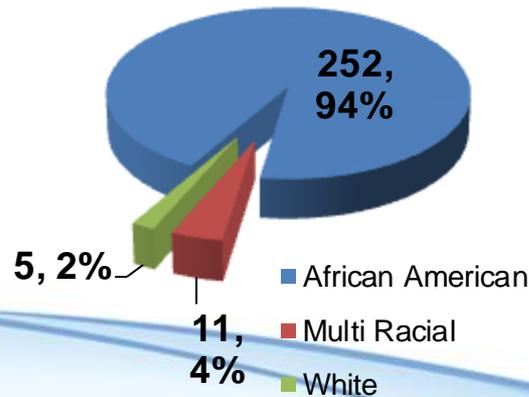
The City of Pittsburgh has two major partners in the administration and management of the county-wide Learn and Earn initiative. The Three Rivers Workforce Investment Board (3RWIB) managed the programming side of the initiative for Allegheny County applicants and program participants. In addition to managing Allegheny County summer employment programs, 3RWIB received funding for specific activities targeted for City residents. The City referred 268 City applicants to the 3RWIB to fill those positions.

Referrals to City Partners

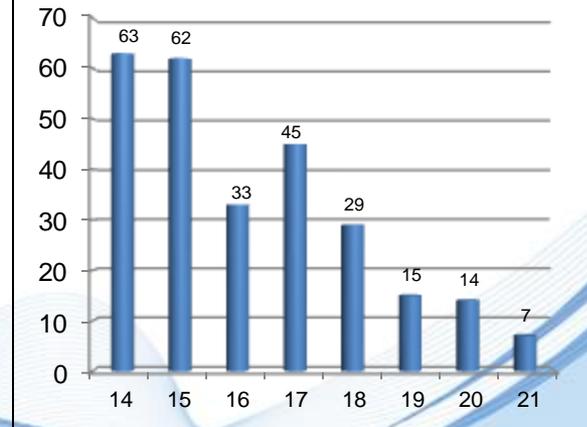
By Gender



By Race



By Age



Learn and Earn Partners Application Centers

Applications for the Learn & Earn 2015 were accepted at fourteen Learn and Earn Application Centers. Staff at the centers determined eligibility for the program by verifying age, income, and address through the review of supporting documents provided by applicants. The City of Pittsburgh processed and managed all application data for both the City and Allegheny County during the application process, utilizing its proprietary data collection software. Data for County applicants was transferred to Allegheny County and 3RWIB after the application period. The City of Pittsburgh maintained and managed program data specific only to City residents, subsequent to the application period.

City Locations

Eastside Neighborhood
Employment Center
5321 Penn Avenue
Pittsburgh, PA 15224

Goodwill of SWPA – Southside
2400 East Carson Street
Pittsburgh, PA 15203

Housing Authority - City of Pittsburgh
2305 Bedford Avenue
Pittsburgh, PA 15219

Northside Coalition for Fair
Housing
1821 Brighton Road
Pittsburgh, PA 15212

West End Works
825 Lorenz Avenue
Pittsburgh, PA 15220

County Locations

Allegheny County DHS
1 Smithfield Street
Pittsburgh, PA 15222

Auberle
1101 Hartman Street
McKeesport, PA 15132

Goodwill Retail
Operations Center
294 Lincoln Highway
North Versailles, PA 15137

Hosanna House
807 Wallace Avenue
Wilksburg, PA 15221

Focus on Renewal
701 Chartiers Avenue
McKees Rocks, PA 15136

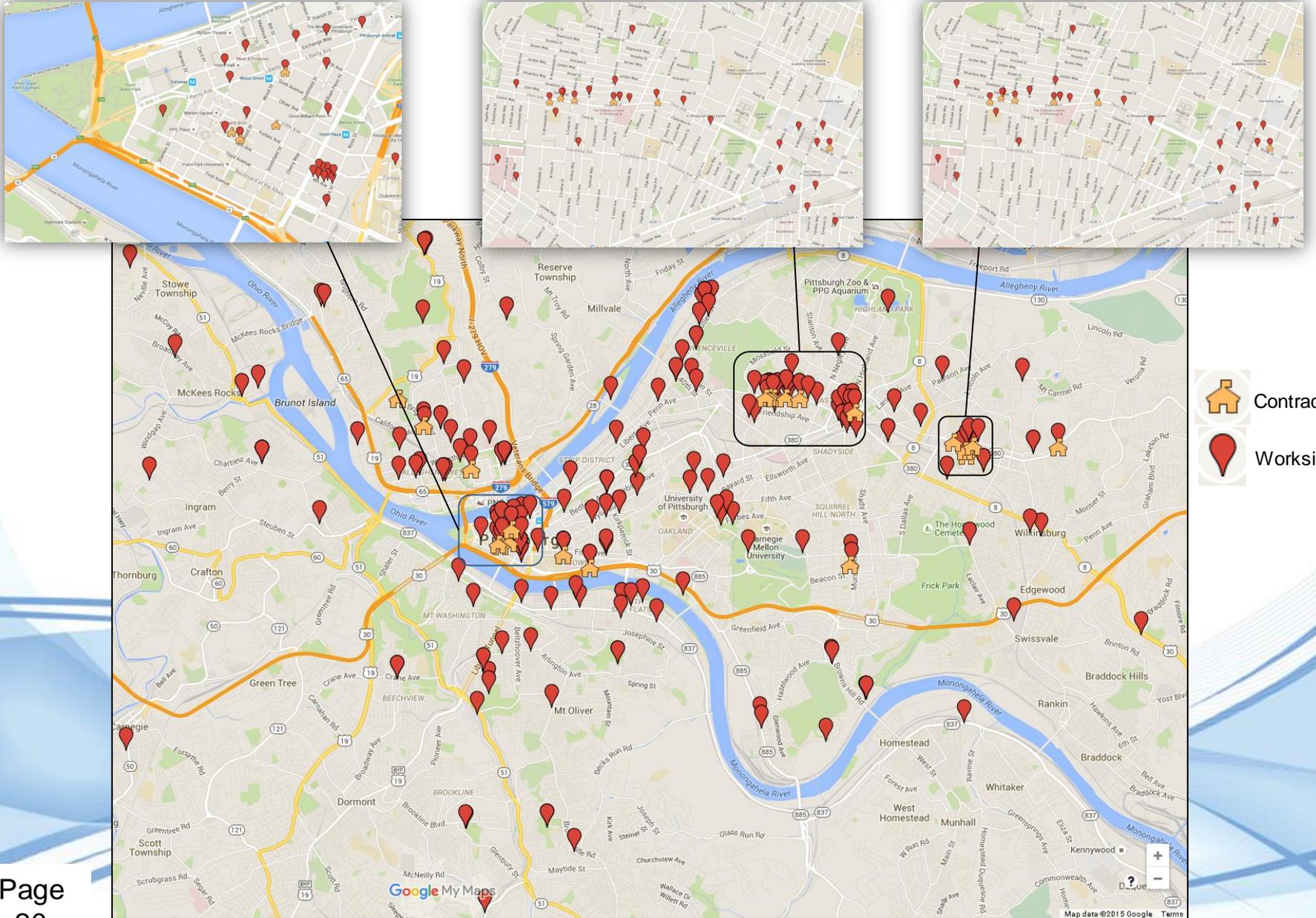
South Hills Interfaith Ministries
5301 Park Avenue
Bethel Park, PA 15102

Youth Places – Clairton
1090 Marion Circle
Clairton, PA 15025

Youth Places – Duquesne
938 Chestnut Street
Duquesne, PA 15110

YouthWorks/ Goodwill
401 Wood Street Suite 1500
Pittsburgh, PA 15222

Contractor and Worksite Locations



Learn & Earn Survey Results



91.7%	"I was satisfied with the job I had during the summer."
88.9%	"Traveling from home to my job was relatively easy."
88.2%	"I learned new things from my summer job."
83.7%	"I felt the work I did made a difference."
90.7%	"I feel better prepared to find and succeed in a new job."
55.7%	"I feel my job is related to my career goals."
64%	"I feel my job may help me in school."
89.7%	"My crew leader or supervisor was helpful."
90.9%	"My crew leader or supervisor was knowledgeable."
94.1%	"Overall, I had a good experience in the 2015 Learn & Earn Summer Youth Employment Program."

Percentages are based on the number of summer workers surveyed who responded to the above statements as being all true or mostly true.

Learn and Earn Participant Survey Comments



Please tell us the most important thing or things you learned this summer.

“How to talk to people/customer service skills.”
“Time Management.”
“Staying focused and maintaining a better attitude.”
“Career Skills.”
“How to write a resume.”
“Having a job is not easy, there are sometimes when it’s hard.”
“Take pride in anything you do.”
“Problems can be solved without yelling and arguing.”
“How to save money/ Financial Literacy.”
“Leadership skills”
“Hard work pays off.”
“Better communication and organization skills.”
“Computer skills.”
“It’s OK to take the time and get the job done right.”
“Ways to handle tough situations.”
“Team work is very important”
“Work hard to get where you want.”
“Working on a team is better than working alone.”
“How to become more aware of the environment.”
“Focus on your goals and career.”
“Got to learn more about the world of business.”
“How to approach people when advertising a business.”
“To conserve energy and water.”
“Different types of plants and how to care for them.”
“Building my resume.”
“Being on time, to have patience, and have fun.”
“Come prepared and have a positive attitude.”
“Respect”

Please tell us what you liked the MOST about your summer job.

“Being apart of something that interest me.”
“Hands-on experience.”
“Learning new things”
“Being able to see more of the city.”
“Instilling values into children.”
“Receiving my CPR Certification.”
“Working in a hospital environment”
“Cleaning up the neighborhood.”
“Everything, I loved my job and coworkers.”
“Making new connections and relationships.”
“Getting paid for something I love to do.”
“Making new friends.”
“Prepared me for my future.”
“Interacting with the elderly and children.”
“Everyone was helpful and kind.”
“I came to work everyday and learned something new each time.”
“Made a lot of money.”
“Finally able to experience work and responsibility.”
“Working close to home.”
“What we’ve done can help us and others in the future.”
“Chance to be creative.”
“Building trails for people to use.”
“Meeting new people and learning what it’s like being a x-ray technician.”



For More Information

Learn & Earn Summer Youth Employment Program
Department of Personnel, 406 City-County Building
414 Grant St., Pittsburgh, PA 15219

Tel: (412) 255-2675

Fax: (412) 255-8909

Contact: James Brenner james.brenner@pittsburghpa.gov

Website: <http://pittsburghpa.gov/personnel/pittsburghpartnership/psyep>

2015 Learn & Earn Support

Todd Siegel, Director, Department of Personnel and Civil Service
Commission

Ross Chapman, Assistant Director, Department of Personnel and Manager of
the Pittsburgh Partnership

James Brenner, Youth Program Supervisor

Leslie Jenks and William Woodward, Field Service Team

Mayor William Peduto



Pittsburgh City Council



Darlene
Harris
District 1

Theresa
Kail Smith
District 2

Bruce
Kraus,
Council
President
District 3

Natalia
Rudiak
District 4

Corey
O'Conner
District 5

Daniel
Lavelle
District 6

Deborah
Gross
District 7

Daniel
Gilman
District 8

Ricky V.
Burgess
District 9

We gratefully acknowledge the leadership of Mayor William Peduto for stimulating the unprecedented expansion of the summer employment initiative. We also offer sincere gratitude to President and City Council Members for their support of the Learn & Earn Summer Youth Employment Program. Additional funding for Learn and Earn was generously provided by the Robert C. Smith Fund and the Betsy R. Clark Fund of The Pittsburgh Foundation, Highmark Blue Cross Blue Shield, Dollar Bank and the DollarWise Initiative of the U.S. Conference of Mayors.