WHO WE SERVE: Since 1995, PENCIL has implemented programs that connect students to success in over 1,100 New York City public schools. In that time, over 9,250 individuals have participated in the acclaimed Principal For A Day® program, more than 7,000 volunteers worked with over 11,000 students in PENCIL School Partnership Programs, and upwards of 3,000 students have been placed in PENCIL internships. In the first year of its strategic growth plan, during the 2018-19 school year and summer, PENCIL served 7,127 students and engaged more than 1,600 volunteers from 352 companies.

Principal For A Day®
An annual event that invites the city’s top business and civic leaders to engage directly with schools through hands-on, authentic experiences with educators and students.

3,395 Students
158 Volunteers
154 Schools
124 Companies

School Partnership Program
PENCIL-facilitated workshops and experiences that create and support ongoing relationships between business partners, school staff, and students to prepare students for college and career success.

2,270 Students
627 Volunteers
57 Schools
44 Companies

Internship Program
In partnership with the New York City Department of Youth and Community Development’s Ladders for Leaders Program, PENCIL supports students (age 16–22) through a competitive training program and customized enrichment activities that culminate in a paid six-week summer internship.

992 Students
525 Volunteers
237 Companies

An estimated 72% of students at PENCIL partnership schools have economic needs.

An estimated 72% of students reported speaking more than one language, bringing 49 languages into the workforce.

73% of students are considered low income.

“The best thing that I learned was to overcome challenges and to never back down.”
-9th Grade Student, High School of Telecommunication Arts and Technology

“This internship training was a great way to know more about myself. This training introduced me to personal branding and interview skills and exposed me to the employment world.”
-Internship Trainee, 18 years old
**School Partnership Program**

During the 2018-19 school year, PENCIL conducted 202 partnership program sessions. These sessions included PENCIL’s signature workshops on topics such as networking, interview skills, personal branding, and resumes as well as career panels, sessions led by volunteers to introduce technical skills related to an industry, and special office visits giving students exposure to a professional environment.

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developmental Relationships</td>
<td>95%</td>
</tr>
<tr>
<td>Skills Attainment</td>
<td>95%</td>
</tr>
<tr>
<td>Access to Opportunity</td>
<td>95%</td>
</tr>
<tr>
<td>Students saw improvement</td>
<td>86%</td>
</tr>
</tbody>
</table>

Principal survey results recognized similar student impacts:

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report PENCIL had a &quot;significant impact&quot; on their school</td>
<td>58%</td>
</tr>
<tr>
<td>Report PENCIL encourages students to create goals that challenged their perceptions of possibility</td>
<td>100%</td>
</tr>
</tbody>
</table>

Programs have a higher impact when:

- They engage early high school students
- They use PENCIL’s curriculum
- Sessions are held at business sites
- Sessions are led by a mix of adult leaders
- Students attend 6+ sessions

**PENCIL Points of Engagement**

PENCIL Points of Engagements are single day events where volunteers work with students through one or more of PENCIL’s college and career readiness workshops, tailored to highlight unique elements of a company and/or industry.

During the 2018-19 school year, PENCIL conducted 12 Points of Engagement - connecting 470 students from 9 schools with 245 volunteers from 8 companies.

**Internship Program**

Students are required to attend at least 20 hours of pre-employment training facilitated by PENCIL staff and corporate volunteers to learn essential career-readiness skills. A total of 767 young adults went through PENCIL’s trainings. These events were supported by 525 volunteers from 15 companies.

PENCIL received additional feedback on three training events - personal branding, college and career panel, and mock interviewing.

Agree that “PENCIL connected me with professionals whom I would be unlikely to meet otherwise.” 90%

Agree that “Today’s session helped me feel proud of who I am.” 94%

Agree that “Today’s session helped me reflect upon my personal qualities.” 96%

**Interns earned over $1.3 million over the summer**

PENCIL placed 589 young adults into internships across 222 businesses. 225 of those placed were alumni of the Internship Program. The top participating industries, requested majors, and requested skills are:

- Internship Industries
  - 21% Government
  - 14% Non-Profit
  - 14% Communications
  - 11% Healthcare
  - 11% Marketing

- Requested Majors
  - 20% Business
  - 14% Communications
  - 14% Social Media
  - 12% Communications

- Requested Skills
  - 222

**Internship Enrichment Program**

The Internship Enrichment Program is an opportunity for high potential and highly motivated interns to complement their internship experience with additional networking and training opportunities. PENCIL held 10 events to further enrich interns’ experiences. 100 students from 53 schools participated in this year’s Internship Enrichment Program. The Internship Enrichment Program was supported by 149 volunteers from 9 companies.


PENCIL facilitated discussions that encouraged students and volunteers to find common ground.

Agree that “PENCIL connected me with professionals whom I would be unlikely to meet otherwise.” 98%

Volunteers encouraged students to challenge themselves and create new goals.

Agree that “Today’s session helped me feel proud of who I am.” 99%

Agree that “Today’s session helped me reflect upon my personal qualities.” 97%

Volunteers and students were able to relate to one another during the event.

Agree that “Today’s session helped me feel proud of who I am.” 98%

Agree that “Today’s session helped me reflect upon my personal qualities.” 99%