

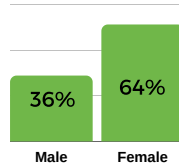
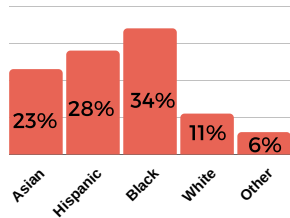


2019-2020 IMPACT REPORT

WHO WE SERVE: Over the last 25 years, PENCIL has connected more than **33,000 students** to success by building partnerships that bring together business professionals and students across New York City. Through increasing access to internships, mentorships, and school partnership programs, PENCIL has opened eyes, minds and doors for public school students in NYC. In the second year of PENCIL's strategic growth plan, during the 2019-20 school year and summer, over **1,892 volunteers** from **142 businesses** served **4,121 students**.

Starting in April, all programs were conducted virtually due to the devastating consequences of the COVID-19 pandemic. PENCIL quickly adapted to the remote environment by offering innovative virtual program models to schools and corporate partners for the remainder of the program year. Over **900 volunteers** from **140 businesses** served over **1,750 students** through **161 virtual sessions**.

Student Demographics



An estimated **74%** of participating students belong to low-income families

School Year Programs

PARTNERSHIP PROGRAM: PENCIL-facilitated workshops and experiences create and support ongoing relationships between business partners, school staff, and students to prepare students for college and career success. During the 2019-20 school year, PENCIL conducted **210 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.



1,609 Students



43 Schools



34 Businesses



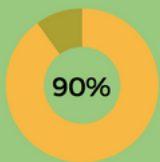
597 Volunteers

"This program has helped me grow and have trust in myself. It allows me to have the option of having a future in the business world."

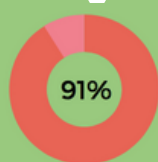
Lorena G., 11th Grade,
University Heights High School, Bloomberg Partnership

"One goal I accomplished through PENCIL is a clearer and more transparent future for myself. I have the skills to help me improve and to see others and myself better."

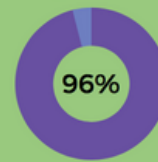
Kevin H., 7th Grade,
P.S. 226 Alfred De B. Mason, JPMorgan Chase partnership



of students feel more confident introducing themselves to new people in a professional setting



of students agreed that they are more confident they could successfully interview for a job



of students agreed that working with mentors helped them better understand the options they have after they graduate

PENCIL POINTS OF ENGAGEMENT: 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 2019-20 school year, PENCIL conducted **17 Points of Engagement** connecting **898 students** with **257 volunteers**.

OPEN SOURCE PROGRAMMING: Open to all students from our partner schools, these virtual sessions filled a gap in instruction during New York City's transition to distance learning and provided access to corporate volunteers that teachers could not achieve alone. Over **198 volunteers** from **32 businesses** served **534 students** through engaging in **28 open source sessions**.

92% of students agreed that PENCIL helped them develop the skills essential for their growth and success

89% of students agreed that PENCIL connected them to opportunities and experiences they didn't know about before

82% of students agreed that PENCIL connected them with professionals whom they would not have met otherwise

97% of students agreed that the session helped them think about future aspirations

95% of students agreed that the session provided them with a sense of belonging

Summer Programs

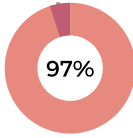
PENCIL placed **342 students** in paid work based experiences and internships. An additional **738 students** also received college and career training through PENCIL's programs. Overall, **620 volunteers** from **140 companies** participated in **95 virtual events** to connect students to success.

82%

of students saw improvement in one or more of PENCIL's indicators of success



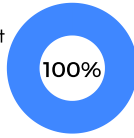
Developmental Relationships



of students agreed that they have at least one adult in their lives that they can confide in



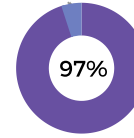
Skill Attainment



of students agreed that they appreciate when people give them ideas about ways they can improve



Access to Opportunities



of students agreed that they see many successful people of different races, ethnicity and cultures

95%

of students agreed the programs achieved all of their objectives

"I am super duper excited that I received an internship because I felt like it was a Godsend. It feels great to be employed, have some sort of income, and gain more professional experience." **Paola Hernandez, Iona College**



PENCIL students earned more than \$350,000 this summer

Remote Internships



85 INTERNS



16 EVENTS



80 BUSINESSES



356 VOLUNTEERS

Remote interns were placed in positions at companies like DTCC, Bloomberg, Bank Street College and Teach For America. Each intern completed at least 100 hours of remote work and provided employers with support for critical functions such as marketing, program development, content creation, and financial management.

98%

of students agreed that they will remain connected to individuals from their organization

97%

of students agreed that they believe people really care about them

97%

of students agreed that when a task is challenging, they do not give up

Career Explorers



46 EXPLORERS



10 EVENTS



16 BUSINESSES



99 VOLUNTEERS

Our Career Explorers program engaged high school and college participants in a paid work-based learning experience that included mentoring by business volunteers from around the city. Students worked on capstone projects that focused on industries like Real Estate, Law, Community Service, Finance and more.

100%

of students agreed that adults introduce them to people who can help them grow

97%

of students agreed that someone always stands up for them when they need it

96%

of students agreed that they would ask their mentor for a reference

New Visions Summer Career Exploration



85 STUDENTS



15 EVENTS



15 BUSINESSES



78 VOLUNTEERS

Developed in close collaboration with New Visions for Public Schools, the program enabled students to attend career panels and workshops designed to introduce new career paths and build career readiness skills. Over the course of the four-week program, students earned hours and completed tasks that could be applied to graduation requirements.

100%

of students agreed that they learned skills that will help them in future employment opportunities

97%

of students agreed that they have everything they need to live up to their full potential

96%

of students agreed that they feel comfortable speaking to corporate professionals

SYEP Summer Bridge



126 STUDENTS



54 EVENTS



54 BUSINESSES



124 VOLUNTEERS

PENCIL also served students through the NYC Department of Youth and Community Development's Summer Bridge program, a work-based learning experience designed to provide youth with career development opportunities.

97%

of students agreed that they learned about a skill they will use in the future

90%

of students agreed that today's session provided them with a sense of belonging

89%

of students agreed that today's session helped them think about their future aspirations