

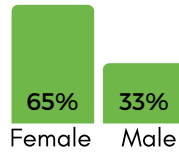
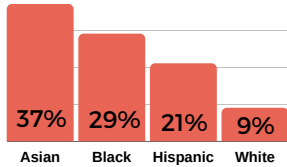


2020-2021 IMPACT REPORT

WHO WE SERVE: Since 1995, PENCIL has connected over **43,000 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 third year of PENCIL's strategic growth plan, during the 2020-21 school year and summer, **1,098 volunteers** from **177 businesses** served **5,394 students**.

Throughout the COVID-19 pandemic all of PENCIL's programs have been virtual. During this time PENCIL created several new, innovative programs to respond to school and student's needs that allowed us to increase our reach and impact. Since April 2020, PENCIL has served approximately **7,311 students** through over **650 virtual program touchpoints**.

Student Demographics



An estimated **79%** of participating students belong to low-income families

Principal For A Day®

An annual event, which was held virtually the week of April 26th, that invites the city's top business and civic leaders to engage directly with schools through hands-on, authentic experiences with educators and students.



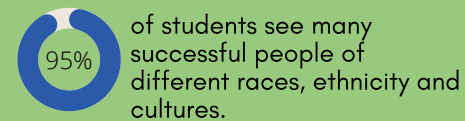
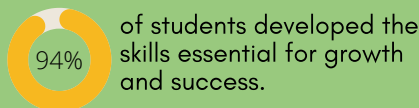
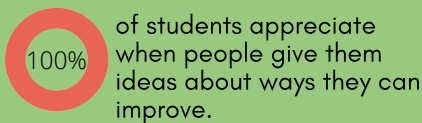
School Year Programs

SCHOOL PARTNERSHIP PROGRAMS: 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 2020-21 school year, PENCIL conducted **252 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 virtual office visits giving students exposure to a professional environment.



75%

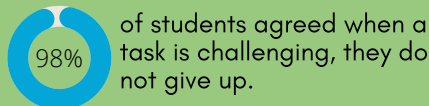
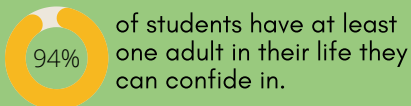
of students saw an increase in one or more "Keys to Success"



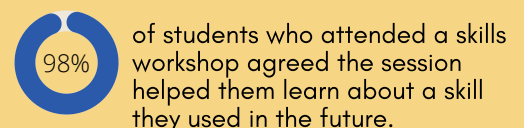
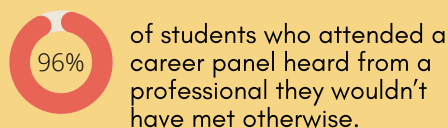
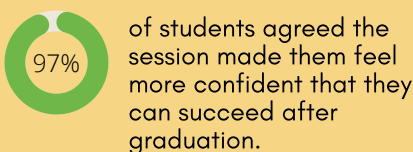
Developmental Relationships

Skill Attainment

Access to Opportunities



OPEN SOURCE PROGRAMMING: Open to all students at over **100 High 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. **79 sessions** were held, with **207 volunteers** from **56 businesses** serving **1,115 students**.



Summer Programs

PENCIL received **4,269 applications** for its summer employment programs. **892 students** received 20 hours of pre-employment training. **346 students** were placed in paid work-based experiences and internships. **51 of those students** participated in PENCIL's Career Explorers Program including a pilot group of **9 High School students** from New Rochelle.

PENCIL's PRE-EMPLOYMENT TRAINING: In the Spring of 2021 PENCIL facilitated over **93 virtual training sessions** with the support of **22 volunteers** from **26 companies**. Students gained skills in communication, goal-setting, collaboration, interviewing, and more.



of students understand the different components of a SMART Goal.



of students are more confident in their ability to effectively manage their summer projects.



of students have a better understanding of what to expect in a remote internship.

Top 5 Industries That Received Interns



14%

Non-profit



12%

Finance, Business and Insurance



12%

Educational Services



12%

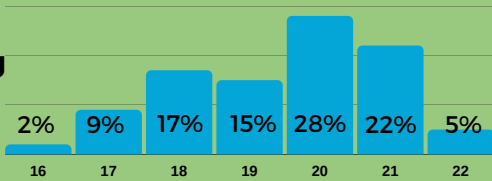
Government



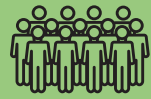
11%

TV, News Media, and Entertainment

Age of Participating Students



PENCIL students earned over **\$778,000** during the summer



90% of students saw an increase in one or more "Keys to Success"

Career Explorers

PENCIL recruited Career Explorers from **27 different schools**. They participated in a paid work-based learning experience that included one-on-one mentoring by **113 business volunteers** from around the city. Students worked on capstone projects that focused on industries like Real Estate, Law, Community Service, Finance and more.



of students are more interested in exploring a career in this industry.

"I became more aware of the fields I can go into, and am starting to consider fields that I never even thought of before this program."

-Victoria, Senior, Midwood HS, Career Explorer



of students were able to learn about business processes.

"It was incredibly rewarding to assist in a real estate related project with my mentee. I felt that I was truly making a difference and providing guidance."

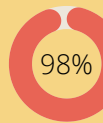
- Gregory, RXR, Career Explorer Mentor



of students will remain connected to individuals from this program.

Internships

269 interns, 165 in person and **104 virtual**, from **128 schools** were placed in positions at **101 companies** like DTCC, Bloomberg, Bank Street College and Teach For America. The students completed 150 hours of remote work and were paid \$15/hour. During their internships, they provided employers with support for critical functions such as marketing, program development, content creation, and financial management.



of students would ask their supervisor for a reference.

"I really enjoyed my experience and time working as a PENCIL intern because it gave me experience in the field that I am currently majoring in. Finding internships is extremely difficult, especially if you have no experience, but PENCIL supported me in finding my first one."

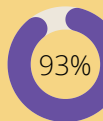
- Eric, Junior, CUNY - Baruch College, Intern, Numeraxial



of students were able to learn how their business operates.

"I am in complete awe of the professionalism and determination possessed by our intern. It says a lot about the organization to be able to provide interns who are capable of doing the work people in this organization have been doing for years with such ease."

- Minerva, NYC Parks, Intern Supervisor



of students developed the skills necessary to be successful in the internship.