



# 2022-2023 IMPACT REPORT

WHO WE WORK WITH: Since 1995, PENCIL has connected over 50,000 students to success by building partnerships that bring together business professionals and students across New York City. Thank you to all of the supporters, donors and volunteers who have joined PENCIL in increasing access to internships, mentorships, and school partnership programs. Through this work, PENCIL has opened eyes, minds and doors for public school students in NYC. In the fifth and final year of PENCIL's strategic growth plan, during the **2022-23** school year and summer, **786 volunteers** from **133 businesses** worked with **11,125 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 2022-23 school year, PENCIL conducted **173 partnership program sessions**.

POINT OF ENGAGEMENTS: These events provide groups of corporate volunteers, with high impact one-day engagement opportunities to connect with New York City public schools and students. During the 2022-23 school year, PENCIL held **18 Engagements**. **337 volunteers** from **16 companies** worked with **483 students** from **12 schools**.

## Student Demographics

(SCHOOL PARTNERSHIP PROGRAMS)

# 54%

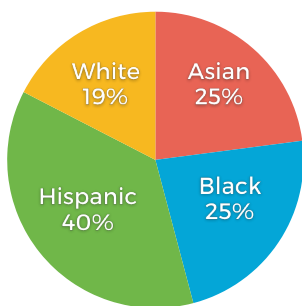
of students PENCIL served are Female

# 44%

of students PENCIL served are Male

# 59%

first-generation college bound students



\*Based on demographic information from approximately one third of participating students.



**1,338**  
Students



**35**  
Schools



**460**  
Volunteers



**173**  
Sessions



**24**  
Businesses

# 89%

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

### Developmental Relationships

**95%** of students agree that PENCIL connected them with professionals whom they would not meet otherwise.



### Skill Attainment

**97%** of students agree that PENCIL helped them develop the skills essential for their growth and success.



### Access to Opportunities

**94%** of students agree that PENCIL connected them to opportunities and experiences they didn't know about before.

## PRINCIPAL FOR A DAY®:

On May 10th 2023, PENCIL hosted Principal For A Day school visits! Principal For A Day is one of New York City's most enduring and prestigious way for business and civic leaders to get involved in public education. It's an immersive visit to a NYC public school where executives learn about what it takes to lead a school directly from principals as well as visit with students to offer insight into their career trajectory and opportunities that exist within their industry.



**5,167**  
Students



**134**  
Schools



**598**  
Teachers



**153**  
Executives



**56**  
Companies

# SUMMER PROGRAMS:

PENCIL received **3,906 applications** for its summer employment programs. **1,386 students** completed pre-employment training. **500 students** participated in paid work-based learning experiences and internships. **116** of those students participated in PENCIL's Career Explorers Program.

## Top Skills Students Improved on During Internship Training

(100% OF STUDENTS AGREED THAT THEY IMPROVED ON THE FOLLOWING SKILLS)



**Responsibility**



**Professionalism**



**Problem Solving**



**Written Communication**

INTERNSHIPS: **384 interns** worked in positions at companies like **Bloomberg, Civic Entertainment Group, Cushman & Wakefield, Fox 5 NY, L+M Development Partners, and Weil, Gotshal & Manges LLP**. The students participated in paid 6-week summer internships and earned at least \$15/hour. During their internships, they provided employers with support for critical functions such as marketing, program development, content creation, and financial management.



The Mayor's Office of Contract Services was a great learning opportunity for me and opened my eyes to new career possibilities!

-Chris, PENCIL Intern



Through PENCIL, we are able to expand our horizons and gain practical skills, allowing us to develop a deeper understanding of potential career options we may pursue.

-Hakeem, PENCIL Intern

## Student Demographics

(PENCIL TRAINED APPLICANTS)

**49%**

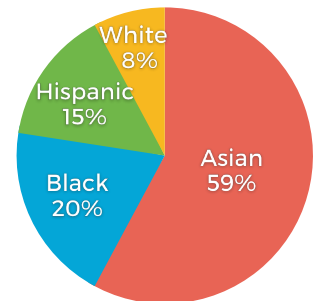
of students PENCIL served are Female

**50%**

of students PENCIL served are Male

**60%**

first-generation college bound students



## Top 5 Industries That Hosted Interns



**24%**

**Government**



**10%**

**Non-profit**



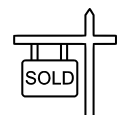
**8%**

**Educational Services**



**8%**

**Fashion and Interior Design**



**8%**

**Real Estate**

PENCIL students earned approximately **\$1.1M** during the summer.



CAREER EXPLORERS: PENCIL recruited **116 students** for Career Explorers. These students participated in a paid work-based learning experience that included one-on-one mentoring. Students worked on capstone projects that focused on industries like **Real Estate, Law, Community Service, Finance and more**.

## NEW INITIATIVES:

Through several strategic partnerships, PENCIL was able to leverage its models and track record to influence and inform work-based learning in schools and early talent development with employers. Working directly with school leaders as well as employer partners shaped the experiences of **thousands of additional students** as they discovered and experimented with new career pathways.

FUTUREREADY NYC: PENCIL coached three NYC high schools as they created plans to implement the five core components of FutureReady. As a result of PENCIL's support, schools are creating career pathway programs that reach their entire student population, improving the experience for over **1,100 students**.

### Five Core Components of FutureReady



BANK STREET INNOVATION FELLOWSHIP: PENCIL worked with Bank Street College to launch a fellowship for **20 Principals** in the broader FutureReadyNYC cohort. That cohort was convened for the first time in early August. PENCIL, and its community of business partners, advise the schools on best practices in industry partner development to support work-based programs.

**7,500+**  
**Students**

have the potential to experience transformative changes in the coming years through this ongoing initiative.

PUBLIC SECTOR PATHWAYS: With support from the Pinkerton Foundation and the New York City Department of Youth and Community Development, PENCIL has piloted the Public Sector Pathways program to ensure high-quality experiences for high school interns placed in city agencies during the Summer of 2023. In addition to directly supporting a cohort of interns, PENCIL provided training and support to intern supervisors throughout city agencies. This initiative aimed to prepare intern hosts for effectively guiding high school interns, thereby enhancing the overall summer internship experience.

### Impact of Public Sector Pathways Program



**510**  
**Intern Supervisors**



**1,500**  
**Summer Interns**



**60**  
**City Agencies**

