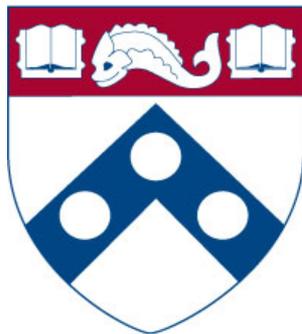


**How can higher educational and other anchor institutions
work with high schools to advance employment and college
and career readiness for Philadelphia youth?**

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Netter Center
for Community Partnerships

UNIVERSITY *of* PENNSYLVANIA

www.nettercenter.upenn.edu



University-Assisted Community Schools

A major component of the Netter Center's work is mobilizing the vast resources of the University to improve education and the quality of life for residents of West Philadelphia, Penn's neighboring community. We do this by helping traditional neighborhood schools transform themselves into innovative University-Assisted Community Schools (UACS).

University-Assisted Community Schools engage students (K-16+) in **real world, community problem solving** that is integrated into the school curriculum as well as into extended day programs. University-assisted community schools educate, engage, empower, and serve **all members of the community** in which the school is located.

Our University-Assisted Community Schools include Comegys School (K-8), Huey School (K-8), Lea School (K-8), Sayre High School, and West Philadelphia High School.

University-Assisted Community School Programs

School day, afterschool, summer programs include

- Arts & Culture partnerships
- College Access and Career Readiness programs
- Comprehensive After School and Summer programs
- Environmental Education and Improvement
- Literacy, Tutoring, and Mentoring Support
- Nutrition Education and Health Promotion
- Sports and Recreational Programming
- STEM (Science, Technology, Engineering, and Math) Education



Annually, University-Assisted Community Schools are supported by

- 60+ ABCS courses with over 1,600 students enrolled,
- approximately 300 Community Service Federal Work-Study students and Academic Interns (non work-study), and
- 200 Penn Student Volunteers

Context

- 600 students per school; approximately 100 seniors each
 - >95% African American
 - >95% Free and reduced price lunch
- 57% on-time graduation rate for Sayre; 68% for West*
- 26% college-going rate for Sayre; 42% for West
- 30.6% youth unemployment in Philadelphia**

*Graduation rate & college going rate data from <http://www.thenotebook.org/articles/2015/05/18/chart-2014-on-time-graduation-and-college-going-rates>, accessed February 1, 2016.

**Unemployment rate from <http://www.philaworks.org/workforce-trends-data/philadelphians-barriers-employment>, accessed October 15, 2015.

The Netter Center's Past CACR Supports

- The Netter Center operated the Student Success Center at (the now-closed) University City High School from 2010-2013.
- Supports provided by Netter staff and Penn students
 - 73% of 9th-12th graders received career services
 - 69% received post-secondary planning services
 - 53% received academic support services
 - Results for seniors
 - Worked particularly with 2011-12 seniors to help 94% of them graduate
 - 70% had post-secondary plans
 - Graduates secured more than \$740,000 in scholarship and grant awards

Past CACR Supports (continued)

- At Sayre High School in 2014-15, over 65 Penn students supported school-day and after-school STEM education programs
 - Results
 - Significant increase in science interest (13% at program's start v. 76% at program's end)
 - Honorable mention in George Washington Carver Science Fair, two students admitted into Penn's Summer Mentorship Program (SMP), one student admitted into SMP-Plus Program

Some of the Netter Center's Current CACR Supports

- Junior Jump Start
 - Second semester junior year: 20-32 students/year
- College Application Coaching
 - First semester senior year: 26-42 students/year
- College Application Coaching
 - Second semester senior year: 26-32 students/year
- College Bridge
 - Summer after graduation: 15-20 students/year
- First year of college supports: 20 students/year

Results

- Class of 2014: We worked with West only that year
 - We worked with a total of 44 seniors at West through the College Application Coaching program.
 - 27 enrolled in college in the fall of 2015 (60%, as compared to 42% school-wide).
- Group of Community College of Philadelphia students from the Class of 2015 (6 students) supported in cohort model
 - Significant lesson: The majority of students reported that they need to work while they attend college.

Estimated un- and underemployment figures

- Youth unemployment rate, citywide: 30.6%
- However, our figures, and our anecdotal knowledge of our graduates, indicate that
 - at Sayre, 100 students – 25% college-going = 75 students without plan for post-high school life; and
 - at West, 125 students – 42% college-going = 73 students without post-high school plan.
 - Thus, approximately 150 students per year are under- or unemployed, almost 2/3 of the graduates of both schools (150/225).
 - What CACR supports are we offering those students?

Yet...

- ...a few blocks away is Penn, the largest private employer in the city— plus HUP, Presby, the VA, Misericordia, CHOP, Drexel, University of the Sciences, University City Science Center, the IRS, etc.
- ...eds and meds generally are the largest employers, contractors, and purchasers of goods and services in both metropolitan and rural areas.
 - **Of the 15 largest private employers in Philadelphia, 12 come from the fields of higher education and health care.**

Philadelphia 2015: The State of the City, A Report from The Pew Charitable Trusts

<http://www.pewtrusts.org/en/research-and-analysis/reports/2015/03/philadelphia-2015-the-state-of-the-city>

Largest Private Employers in Philadelphia

1. Trustees of the University of Pennsylvania (15,738 Full-time staff)
2. Children's Hospital of Philadelphia
3. Thomas Jefferson University Hospital
4. Temple University (6,889 FT staff)
5. US Airways
- ...
9. Drexel University (5,445 FT staff)

The Big Question

- How do we not just prepare Sayre and West students and graduates for, but also successfully connect them to, local employment with anchor institutions, particularly at Penn?

Follow-up Questions

- For which students is immediate employment after graduation useful? How would we make that pipeline successful?
- Given the very low rates of completion for our students at both 2-year and 4-year colleges, can we integrate immediate employment with post-secondary education enrollment* and completion?

*Simultaneous or subsequent

What's in the works

- We are currently seeking funding for a proposal, **Building an Internship to Employment Pathway: Results-based Youth Workforce Development – Leveraging Penn as an Anchor Institution.**

Considerations in designing Internship to Employment

Many Sayre and West students

- lack any job experience prior to applying for positions, which puts them at a disadvantage;
- do not see a connection between education and employment, which affects their academic achievement and motivation both before and after graduation;
- do not possess extensive knowledge of different careers and the education required for those careers; and
- do not possess family and neighborhood connections (social capital) to jobs.

Brief description of Internship to Employment

- Interview preparation and soft skills training by Netter Center staff of a select group of students during the second semester of their sophomore/ junior year
- Interviews conducted by Penn staff to select students for the internship program at the end of sophomore/junior year
- Placement of high school students in internship positions at the beginning of the first semester of their junior/senior year
- Ongoing oversight of high school students by Netter staff and professional development from Penn site supervisors
- Sessions conducted by Penn staff as graduation approaches on post-graduation job opportunities at Penn and through its contractors and vendors
- Assistance to students by Netter staff, in conjunction with Penn staff, to prepare resumes with references and reinforce interview skills learned earlier in the program
- Applications and interviews for available jobs during April-May of senior year

We would appreciate all ideas and suggestions.