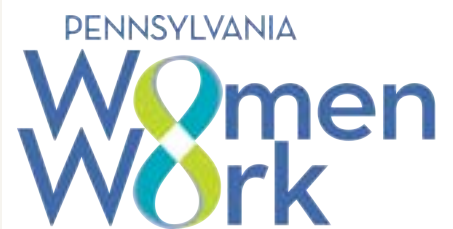




# 2022-2023 Annual Report

Pennsylvania Women Work



412-742-4362 | [www.pawomenwork.org](http://www.pawomenwork.org) | Pittsburgh, PA

## OUR YEAR IN REVIEW

Pennsylvania Women Work empowers women and individuals to achieve their professional goals, earn equitable compensation, and attain economic security through life-changing career development programs and mentorship.

From the highs to the lows and everything in between, our powerful community has provided unwavering support to individuals navigating their career paths. ***Through one-on-one career coaching, mentorship and group workshops, our dedicated staff has had the privilege of assisting more than 1,300 job-seeking Pennsylvanians this fiscal year.***

Each individual brings their unique story, perspectives, and goals to our community. We are proud to have impacted the lives of more than 72,000 job seekers over the last 31 years as they worked toward obtaining a fulfilling career and personal success.

Over this fiscal year, we found a new rhythm following the relaxation of Covid-19 restrictions and began reintroducing former offerings and launching new in-person programming and events. For PA Women Work, it was a year full of reflection and planning as we continued to assess the ever-evolving needs of our clients and a workforce deeply impacted by the aftermath of a multi-year pandemic. Our forward-thinking and adaptive staff explored new ways to connect with our participants in safe and enriching environments.



We are energized by our impact over these 12 months and are focused on addressing the changing needs of job-seeking and professional individuals in our region. We are grateful for the immense support and dedication of our community – our volunteers, donors, Board of Directors, and staff. Their trust in our organization and passion for our mission led to growth and accomplishments, such as expanded program offerings, a new client-centered registration process, and a record-breaking year for our 21st Annual Circle of Hope event.

***We invite you to learn more about our organization's programs, events and partnerships in this year's annual report.***



“

The New Choices and 3 Cups of Coffee programs are life-changing. My mentor helped me broaden my search and explore new opportunities. She even set up informational interviews for me that helped me land my new job. My mentor changed everything for me - I am so thankful for her and PA Women Work.

- Nithya Maneish

Nithya and her mentor, Julie Prough, worked together to help Nithya land a new position in Quality Assurance at UPMC. Nithya is working toward her next career goals and continues to stay in touch with her mentor. Watch her full story at [www.pawomenwork.org/success-stories](http://www.pawomenwork.org/success-stories).

# FINANCIAL SUMMARY

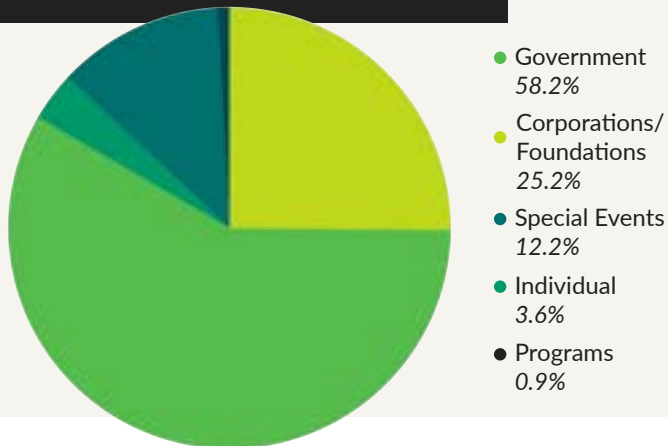
## REVENUE

	2022-2023	2021-2022	2020-2021
CORPORATIONS/FOUNDATIONS	\$414,762	\$490,605	\$467,714
GOVERNMENT	\$959,957	\$750,000	\$877,747
INDIVIDUAL	\$59,184	\$43,513	\$14,270
SPECIAL EVENTS	\$200,671	\$119,956	\$100,911
PROGRAM INCOME & OTHER	\$14,554	\$4,921	\$1,787
OTHER (PPP LOAN FORGIVENESS)	n/a	n/a	\$132,516
<b>TOTAL</b>	<b>\$1,649,128</b>	<b>\$1,408,996</b>	<b>\$1,594,945</b>

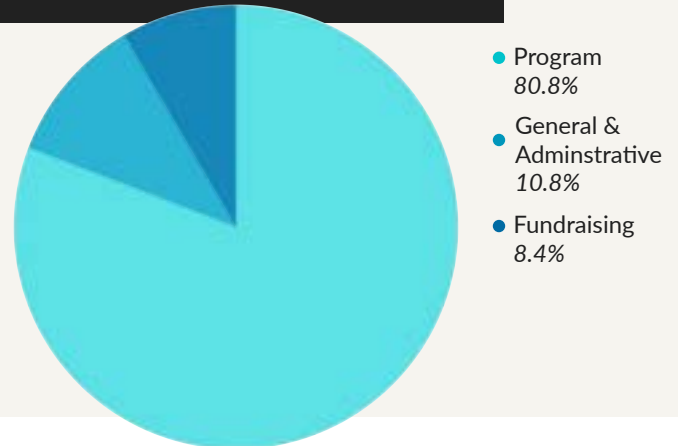
## EXPENSES

	2022-2023	2021-2022	2020-2021
PROGRAM	\$1,334,209	\$1,180,285	\$1,243,826
GENERAL & ADMINISTRATIVE	\$177,922	\$164,783	\$157,720
FUNDRAISING	\$138,855	\$76,235	\$71,162
<b>TOTAL</b>	<b>\$1,650,986</b>	<b>\$1,421,303</b>	<b>\$1,472,708</b>

2022-2023 REVENUE



2022-2023 EXPENSES



## WHO WE SERVE

Whether someone is new to their job search or looking to grow their career, PA Women Work supports every individual on their journey to success. Every job seeker who joins our organization finds a community of experienced career coaches, mentors, volunteers, and staff who walk beside them as they navigate their path to their goals.



62%

At intake, 62% of clients statewide were unemployed.



83%

At intake, 83% of participants were at 185% or less of the poverty level.

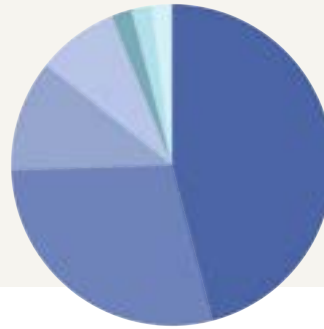


47%

47% of clients have a college education.



Average age of participants is 39.



- White 45%
- Black 25%
- Hispanic/Latino 11%
- Asian 8%
- Multiracial/Multicultural 2%
- American Indian/Alaskan Native 2%
- Prefer not to say 2%

## OUR IMPACT

PA Women Work provided career development support to more than **1,300 job seekers**. Women and individuals across our community found the support they needed to regain control of their stories and embark on their journey toward self-defined success.



76%

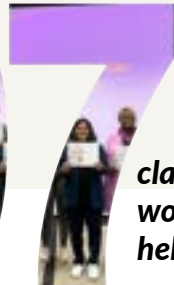
76% of graduates are placed into employment or training program.



98%

98% of graduates who achieve employment report a starting salary above PA's minimum wage.

\$39,000 is the average post-program salary for participants.



classes and workshops held

135 mentorships created through 3 Cups of Coffee.



“

Through New Choices, I learned a lot of things that I did not know. I learned about job training, resume building, mindfulness, and how to interact on a more professional level while still being myself.

- Christina Gremba

Christina battled a series of challenges as a young mom. After completing her GED and Associate's Degree, she discover PA Women Work, where she built her professional skills and learned to apply for positions that met her skills. After obtaining employment, Christina began working on her Bachelor's Degree in Social Work with help from a PA Women Work scholarship. Watch her story at [www.pawomenwork.org/success-stories](http://www.pawomenwork.org/success-stories).

# PROGRAMS SUMMARY

Last year, PA Women Work met the demands of an evolving job market by restructuring the organization to further support client needs. Our unwavering and committed staff worked alongside a record number of job-seeking individuals through our free group workshops and one-on-one career coaching.

In this new model, individuals join our community by arranging an introductory career coaching session with one of our caring and talented staff members. Together, the job seekers work with their coach to determine which of our free programs will fit their specific needs and discuss a path to success.

**The needs of our community continue to grow and evolve...and so do we. Check out some highlights from this fiscal year on this page.**

We also developed new community partnerships and expanded relationships and efforts with long-term ones. **Thank you to the following organizations for partnering with us:**

PA CareerLink Pittsburgh | Community College of Allegheny County | Westmoreland County Community College | Development Dimensions International (DDI) | Dress for Success Pittsburgh | Goodwill of Southwestern Pennsylvania | Greater Pittsburgh Community Food Bank | Literacy Pittsburgh | Passages to Recovery | Penn State New Kensington Digital Foundry | Pittsburgh Urban Leadership Service Experience (PULSE) | POWER | Sojourner House | South Hills Interfaith Movement | YWCA of Greater Pittsburgh

**For more details on our programs, visit [www.pawomenwork.org/programs](http://www.pawomenwork.org/programs).**



Brought in-person career development services to the East End with the UPMC Health Plan Neighborhood Center

Launched Career Kick-Start, a one-day event focused on building critical job search skills



Relaunched our in-person Next Level Career Development class with DDI



Partnered with Senator Bartolotta on a Career Kick-Start event in Washington County

Fall '22

RISE, our program for refugee and immigrant job seekers, expanded to the South Hills

Oct '22

Rebranded and relaunched our successful Communicating for Success certification workshop

Dec '22



Dec '22

Jan '23

Hosted a Job Training Provider Fair, connecting clients with 18 local job and training providers

April '23

April '23



May '23

Hosted collaborative event and training for statewide New Choices sites

May '23

Introduced improved client onboarding process to strengthen one-on-one support through individualized career coach model



“

PA Women Work taught me how to be patient with myself. Patience is one thing I didn't have. 'Trust me,' my career coach said. Be patient and it's going to be worth it in the end.

- Saumu Omar

Saumu, a mom of three from Kenya, struggled to find employment during the pandemic. With PA Women Work, she received one-on-one career coaching and individualized support that helped her succeed. She landed a job utilizing her experience and training as a birth doula. You can watch her full journey at [pawomenwork.org/success-stories](http://pawomenwork.org/success-stories).

Saumu is featured on the left in this photo with PA Women Work Program Manager, Kristen Tsapis.

# THE COFFEE CLUB



PA Women Work's Coffee Club is a group of generous donors whose monthly gifts sustain our 3 Cups of Coffee mentorship program. Their ongoing support makes more life-changing mentorships possible and empowers local job seekers with the tools and connections to find employment and advance their careers.

**Last year, PA Women Work's Coffee Club donors (with an average monthly gift of \$19) collectively contributed nearly \$15,000 in funding and enabled 135 mentee matches.**

For more information about The Coffee Club or to sign up as a monthly giver, visit [www.pawomenwork.org/the-coffee-club](http://www.pawomenwork.org/the-coffee-club).



*Here's what The Coffee Club made possible this fiscal year:*

**135** job seekers were matched with a mentor.

**79%** of 3 Cups of Coffee graduates found employment (or better employment) within six months of program completion.

**\$55,000** is the average annual salary of mentees who found employment.

**Thank you to our Coffee Club members for your generosity and ongoing commitment to empowering job seekers to unlock their full potential.**

Aderonke Adebajo *	Edie Hartman *	Kayla Pigan
Kristen Bell *	Stephany Hartstirn	Julie Prough
Alanna Caffas	Leslye Herrmann *	Mavis Rainey *
Angela Carducci *	Jennifer Highfield *	Bridget Ridge
Melissa Causer *	Jean Hilpert *	Lauren Riegelnegg * **
Andrea Clark Smith *	April Hincy	Mary Rudock
John Colborn	Lyn Hostetler *	Terrie Sackett
Amanda Cole *	Laura Hussey	Samantha Salopek
Heather Coleman	Kristin Ioannou * **	Mary Beth Sapienza
Nikki Costulas *	Amy Kaminski	Mary Saula
Ebony Dendy *	Diana Kiesel	Jamie Scarano
Kayla Druga *	Nicole King Yohe *	Sarah Simmer
Denise Dyni * **	Michele Kiraly * **	Stephanie Simmons *
Suzanne Wilcox English *	Sharon Kolarac Hein * **	Michelle Simon
Bonnie Evans	Michelle Kopriva *	Jaclyn Slaughaupt
Dawna Fisher *	Catherine Kraynik	Kathy Slencak * **
Summer Craze Fowler	Lori Mathieu *	Georgette Smith
Carla E. Frost *	Jennifer Mathieu *	Tammy Spencer Bey *
Brooke Fussner	Ronald McCloskey	Carolyn Steglich *
Christine Gallagher * **	Dianne McMaster *	Abby Swalga *
Hollie Geitner *	Sharon Menchyk *	Jane Updyke *
Erin George *	Dianne Mettrick * **	Tabatha Wendorff * **
Liz Gryger	Diane Milowicki *	Julie Wiles *
Lisa Hart *	Courtney Moran *	Brittany Winland *
	Marcia Oglan *	Ana Kay Yaghoubian
	Jeannine Neuschwander	Sharon Yeager
	Jill Patterson * **	Elizabeth Yurkovich



“

I support the 3 Cups of Coffee program because it provides a vital resource for women, fostering meaningful connections and empowering them to navigate their paths effectively. It's a unique initiative that offers crucial support during times of change or need, ensuring no woman feels alone on her journey.

- Christine Gallagher  
PA Women Work volunteer, and member of The Coffee Club

\* denotes two years of membership

\*\* denotes an increased monthly contribution during membership

# EVENTS SUMMARY

## MEET & MINGLE BREAKFAST

Last spring, PA Women Work held our inaugural Meet & Mingle Breakfast, celebrating the power of mentorship. A sold-out crowd of clients, volunteers, and supporters of our 3 Cups of Coffee mentorship program gathered at the LeMont Restaurant on March 1, 2023, to network and converse. The event was an opportunity to recognize the mentees who have participated in the program, honor the mentors who have volunteered their time, and thank those who give generously to make 3 Cups of Coffee possible.

## WORKING 9-TO-5 BINGO

On May 11, 2023, PA Women Work held our inaugural Working 9-to-5 Bingo event, a 70s-themed fundraiser in honor of the trailblazing women who started the work we continue today. The sold-out event raised nearly \$15,000 to support our life-changing free career development programs. Thank you to our "We Can Do It!" sponsor CentiMark Corporation and the generous volunteers and community members who made this new event such a resounding success!



## CIRCLE OF HOPE 2022

PA Women Work was delighted to bring back our in-person Circle of Hope Awards Dinner in 2022 (after two years of virtual celebrations) with the theme "Together, at Last." Over 350 community and business leaders joined us on October 26, 2022, as we recognized the accomplishments of our outstanding clients and community members. Generous sponsors and guests donated a record-breaking \$180,000 to support local job seekers on their path to employment and economic stability. Thank you to everyone who attended, donated and volunteered to help make our celebration a success!



### **Congratulations to our 2022 COH Awardees:**

<b>Circle of Hope Award</b> CentiMark Corporation	<b>Empowerment Award</b> <i>given in recognition of a client's personal and professional accomplishments</i>
<b>Woman of Inspiration Award</b> Kayla Druga	Nithya Maneish
<b>Corporate Volunteerism Award</b> Wendy OBrien	Christina Gremba Saumu Omar

### **Thank you to our 2022 COH Event Sponsors:**

<b>Executive Level</b> Howmet Aerospace Foundation PNC Bank
<b>Career Level</b> CentiMark Corporation   Partners Operating Platform   UPMC and UPMC Health Plan
<b>Training Level</b> ABARTA Coca-Cola   Aston Carter   FirstEnergy   Heritage Wealth Advisors   JPMorgan Chase & Co.   Peoples, an Essential Utilities Company
<b>Employer Level</b> 84 Lumber   Gateway Health Partners   Highmark Blue Cross Blue Shield   PandoLogic   PJ Dick Trumbell Lindy Group LLC
<b>Special thank you...</b> Eat'n Park Hospitality Group   FRANJO   Jones Day   Mary Lee Gannon   Pittsburgh Regional Transit   River's Casino   Schnader Harrison Segal & Lewis LLP   Shell

# VOLUNTEERISM/DONOR SUMMARY



1,850 hours of volunteerism

**Our work would not be possible without the time, support, and dedication of our volunteers.**

PA Women Work's committed and passionate community contributed an incredible 1,850 volunteer hours last year.

**On this page are just a few of the ways volunteers shared their time and expertise.**

## BOARD OF DIRECTORS

**A special thank you to our dedicated Board of Directors who contributed over 300 volunteer hours last year.**

This talented group of professionals provided invaluable support in creating and developing a three-year strategic plan with a bold vision to strengthen and grow the organization. With your guidance, we are able to envision and pursue impactful initiatives that empower individuals to overcome obstacles and achieve their career aspirations.

### Executive Committee

Leslye Herrmann, Board Chair  
Nicole King Yohe, Vice Chair  
Kimberly Stinson, Treasurer  
Amanda Cole, Secretary

### Members at Large

Beth Bodner | Ebony Dendy | Dawna Fisher | Summer Craze Fowler | Carla Frost | Hollie Geitner | Jazmine Grant | Robyn Gross | Meredith Klein | Ron McCloskey | Marcia Oglan | Mavis Rainey | Julie Wiles

111

professionals from a wide range of industries served as mentors in our 3 Cups of Coffee program.

25

human resources professionals participated in our Employee Partner Committee, helping us strengthen corporate connections and develop employment pipelines for our clients.

30

volunteers organized our annual fundraisers, including Circle of Hope and Working 9-to-5 Bingo, enabling us to raise critical funds to sustain our free programming.

16

volunteers from the banking industry taught financial wellness courses open to job-seekers in any of our programs.

**To learn how you can join a volunteer committee, please visit [www.pawomenwork.org](http://www.pawomenwork.org).**

“

I support Pennsylvania Women Work because sometimes everyone needs a little help. A mentor willing to advocate and provide support can make an immense difference in a person's career and life!

- Ron McCloskey

PA Women Work donor, volunteer and Board Member





# VOLUNTEERISM/DONOR SUMMARY

PA Women Work expresses our sincere appreciation to all who stood by us in empowering job-seeking individuals. **Whether you contributed during our Circle of Hope event, became a member of our Coffee Club as a monthly donor, or donated during our annual end-of-year campaign, we are incredibly grateful for your generosity and unwavering support.** Your involvement has played a pivotal role in positively impacting the lives of more than 1,300 Pennsylvanians, empowering them to achieve employment and financial stability, for a future filled with hope and promise.

To view a full list of individual, silent auction and matching gift donors, visit [www.pawomenwork.org/annual-report](http://www.pawomenwork.org/annual-report).



## THANK YOU TO OUR CORPORATE AND FOUNDATION PARTNERS!

AEO Foundation  
Ameriprise Financial  
Arconic Foundation  
Argo AI  
Avon Club Foundation  
Bank of America Foundation  
CentiMark Corporation  
CNX Foundation  
Emerson Power & Water Solutions

EQT Foundation  
G. C. Murphy Company Foundation  
H & J Fund of The Pittsburgh Foundation  
Highmark Blue Cross Blue Shield  
Howard and Nell E. Miller Foundation  
J. Jill Compassion Fund

Jack Buncher Foundation  
Jefferson Regional Foundation  
Kia America  
Marinus and Minna B. Koster Foundation  
Mary Hillman Jennings Foundation  
Mendel and Sylvia Solomon Charitable Trust

Nina Baldwin Fisher Foundation  
PNC Foundation  
The Robert S. and Louise S. Kahn Foundation  
Snee-Reinhardt Charitable Foundation  
Thrivent Financial  
UPMC Health Plan  
Women of Southwestern PA, Inc.



“

PA Women Work is an organization I'm proud to be part of. My involvement in the organization helps me strengthen the community I am trying to build in the city. It also gives me an opportunity to expand my professional network.

- Maple Chen  
PA Women Work donor and volunteer