

EEO Public File Report

WHYY, Inc. - WHYY-TV, WHYY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM

April 1, 2018 through March 31, 2019

The report below represents the recruitment activity for all all employment opportunities six months or longer in duration during the period of April 1, 2018 through March 31, 2019. All employees receive notification of open positions and all open positions are posted on WHYY's website. Notice of job openings are also sent to industry specific websites and local organizations, including colleges and universities.

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
Associate Grant Writer	8/22/2018	10/12/2018	Indeed.com	1	
			Greater Philadelphia Cultural Alliance	1	
			Employee Referral	2	
			WHYY website	1	1
			Total Interviewed	5	
Data Reporter	10/8/2018	11/8/2018	CPB.org		
			Datajournalismjobs.com		
			Journalismnext.com		
			Inn.org		
			Journalismjobs.com	1	
			Indeed.com	1	
			Employee Referral	1	1
			WHYY Website		
		Total Interviewed	3		
Development Assistant	11/19/2018	1/28/2019	Handshake.com		
			CPB.org		
			Greater Philadelphia Cultural Alliance	1	
			Indeed.com	1	
			Employee Referral	2	1
			WHYY Website	1	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			Total Interviewed	5	
Digital Marketing Coordinator	6/29/2018	8/13/2018	Technically		
			CPB.org		
			Greater Philadelphia Cultural Alliance		
			Handshake.com	1	
			LinkedIn	1	
			Employee Referral	5	
			Indeed.com	6	1
			WHYY Website	1	
			Total Interviewed	14	
Director, Donor Relations and Major Gifts	2/16/2018	4/12/2018	LinkedIn	1	
			Greater Philadelphia Cultural Alliance		
			Work for Good		
			PDN		
			Nonprofit Job Source		
			AFP		
			CPB.org		
			Current.org		
			Indeed.com	5	1
			Employee Referral	2	
			WHYY Website	3	
			Total Interviewed		
Digital Product Manager	5/31/2018	9/20/2018	PDN		
			Technically		
			CareerBuilder		
			LinkedIn	1	
			Generocity		
			Greater Philadelphia Cultural Alliance		
			Indeed.com	4	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			WHYY Website	1	
			Total Interviewed	6	
Facilities Coordinator	7/13/2018	10/4/2018	Greater Philadelphia Cultural Alliance		
			Indeed.com	3	
			Philadelphia Career Link		
			WHYY website	1	1
			Total Interviewed	4	
HRIS Generalist	6/5/2018	7/12/2018	LinkedIn	3	
			Philly SHRM		
			Tri-State HRMA		
			Work for Good		
			Greater Philadelphia Cultural Alliance		
			WHYY website	2	
			Indeed.com	2	1
			Total Interviewed	7	
Life/General Assignment Reporter	8/17/2018	12/28/2018	LinkedIn.com		
			Indeed.com	1	
			CPB.org	1	1
			Employee Referral		
			WHYY Website	4	
			Total Interviewed	6	
Keystone Crossroads Reporter	11/8/2018	12/28/2019	WHYY website	2	
			Employee Referral	3	
			Internal Candidate	4	1
			Indeed.com		
			CBP.org		
			Total Interviewed	9	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
Member Services Associate	12/6/2018	2/6/2019	Employee Referral	1	
			Greater Philadelphia Cultural Alliance	1	
			WHYY Website	3	1
			Internal Candidate	1	
			Indeed.com	1	
			Mediabistro.com	1	
			CPB.org		
			Total Interviewed	8	
Manager, TV Program Scheduling	5/2/2018	6/1/2018	Current.org		
			RTDNA.org		
			WHYY Website	1	1
			CPB.org		
			Internal Candidates	1	
			Total Interviewed	2	
Membership Growth Manager	11/19/2018	2/4/2019	Handshake.com		
			CPB.org		
			WHYY Website		
			Greater Philadelphia Cultural Alliance		
			Internal Candidate	1	
			Employee Referral	1	
			Indeed.com	2	1
			The Chronical of Philanthropy		
		Total Interviewed	4		
Morning News Associate	2/26/2018	4/11/2018	Internal Candidate	2	1
			Employee Referral		
			Indeed.com	1	
			WHYY website	1	
			Twitter	1	
			Total Interviewed	5	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
Multimedia Content Producer	7/20/2018	12/18/2018	CPB.org		
			Indeed.com	1	
			WHYY Website	3	
			Employee Referral	2	1
			Internal Candidate		
			Total Interviewed	6	
News Editor	4/10/2018	12/28/2018	Employee Referral	1	
			NABJ		
			PRNDI		
			CPB.org	1	
			Indeed.com		
			WHYY website	3	1
			Total Interviewed	5	
Reporter, PlanPhilly	12/18/2018	3/26/2019	Employee Referral	5	
			Indeed.com		
			Internal Candidates	1	1
			WHYY website		
			APASE.org		
			Professional Diversity Network		
			Planetizen		
			Streets Blog		
			Twitter		
			Next City		
			Journalism Jobs	3	
			Current.org		
			PlanPhilly		
			Total Interviewed	9	
Public Information Coordinator	3/19/2018	7/23/2018	WHYY website	2	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			PRSA		
			PPRA		
			Philadelphia Cultural Alliance		
			Employee Referrals	2	
			CPB.org		
			Indeed.com	5	1
			LinkedIn	1	
			Total Interviewed	10	
Producer, The Pulse	5/10/2018	10/5/2018	Journalismnext.com		
			Mediabistro		
			CPB.org	1	
			NABJ	1	
			NAHJ		
			AAJA		
			ACHJ		
			Internal Candidate	1	1
			Employee Referral	3	
			Indeed.com	1	
			WHYY website	5	
			Total Interviewed	12	
Producer, The WHY	9/28/2018	12/12/2018	Employee Referral	4	
			Mediabistro		
			WHYY website	6	
			Internal Candidates	2	1
			NABJ	1	
			CPB.org		
			Institute for Nonprofit News		
			Indeed.com	1	
		Total Interviewed	14		

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
Reporter, The Pulse	8/21/2018	2/25/2019	Employee Referral	2	1
			Indeed.com	1	
			Internal Candidates		
			WHYY website	3	
			PRNDI		
			NABJ		
			AAJA		
			CPB.org	1	
			NAHJ	1	
			AHCJ		
			Greater Philadelphia Cultural Alliance		
		Total Interviewed	8		
Programming & Production Coordinator	9/27/2018	11/2/2018	Employee Referral	2	
			Indeed.com	3	
			Internal Candidates	1	
			WHYY website	1	1
			RTDNA		
			Total Interviewed	7	
Promotions Producer	1/3/2019	3/26/2019	Employee Referral	1	1
			Indeed.com	1	
			Internal Candidates		
			WHYY website	1	
			TechnicallyMedia.com		
		CPB.org	3		
Radio Operations Assistant	9/6/2018	2/25/2019	Employee Referral		
			Indeed.com	1	
			Internal Candidates	1	
			WHYY website	3	1
			Current.org		

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			NAHJ		
			RTDNA		
			CPB.org		
			nonprofitjobsources.com	1	
			Total Interviewed	6	
Radio Times Producer (Part Time)	4/20/2018	5/15/2018	Employee Referral	1	
			Indeed.com		
			Internal Candidates	2	1
			WHYY website	2	
			Total Interviewed	5	
Radio Times Producer (Part Time)	12/18/2018	1/15/2019	Employee Referral	2	1
			Indeed.com		
			Internal Candidates	1	
			WHYY website	2	
			Greater Philadelphia Cultural Alliance		
			Total Interviewed	5	
Security Guard	8/14/2018	10/1/2018	Employee Referral		
			Indeed.com	6	
			Internal Candidates		
			WHYY website	1	1
			Total Interviewed	7	
Sr. Financial Analyst	3/29/2018	5/3/2018	Employee Referral	2	1
			Indeed.com	2	
			Internal Candidates		
			WHYY website		
			Knight Foundation		
			LinkedIn		
			Greater Philadelphia Cultural Alliance		

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			Total Interviewed	4	
Site Coordinator, Media Labs	8/10/2018	9/19/2018	Employee Referral	1	1
			Indeed.com	1	
			Internal Candidates	2	
			WHYY website	2	
			Greater Philadelphia Cultural Alliance		
			Total Interviewed	6	
Sr. Grants Accountant	7/30/2018	10/30/2018	LinkedIn	1	
			Indeed.com	3	
			Accounting.com		
			WHYY website	1	
			RobertHalf	1	1
			Total Interviewed	6	
Underwriting Coordinator	3/30/2018	4/26/2018	LinkedIn		
			Employee Referral	1	
			Greater Philadelphia Cultural Alliance		
			WHYY website	1	1
			CPB.org		
			Total Interviewed	2	
Video Producer	3/19/2018	6/4/2018	ZipRecruiter		
			All PDN Sites		
			RTDNA		
			WHYY website	3	1
			CPB.org		
			Philadelphia Cultural Alliance	1	
			Indeed.com	10	
			PBS	1	
			Internal Candidates	4	

Position	Date Opened	Date Filled	Recruitment Sources	Number Interviewed	Hired
			Total Interviewed	19	
Youth Employment Specialist	2/12/2019	3/29/2019	Employee Referral	4	1
			Indeed.com	1	
			Internal Candidates	1	
			WHYY website		
			Higher Ed	1	
			Total Interviewed	7	

Contacts

WEBSITES

Asian American Journalist Association

5 Third Street
San Francisco, CA 94103
Phone: 415-346-2051
Fax: 415-346-6343
Email: www.aaja.org

Public Radio News Directors Incorporated

P.O. Box 838
Strugis, SD 57785
Contact: Christine Paige Diers
Phone: 605-490-3033
cpaigediers@gmail.com

CareerBuilder.com

200 N. LaSalle, Suite 1100
Chicago, IL 60601
Contact: Rodney Williams
Phone: 888-692-4355
rwilliams@gannett.com

WHYY, Inc.

150 N. Sixth Street
Philadelphia, PA 19106
<http://www.whyy.org>

National Association of Black Journalist

1100 Knight Hall, Suite 3100
College Park, Maryland 20742
Contact: Keiona Davis
Phone: 301-405-0248
Fax: 301-314-1714
www.nabj.org

Corporate for Public Broadcasting

CPB Jobline
401 9th Street
Washington, DC 20004
Phone: 202-879-3600
www.cpb.org/jobline

Greater Philadelphia Cultural Alliance

1315 Walnut Street, Suite 732
Philadelphia, PA 19107
Phone: 215-557-7811
www.philaculture.org

Indeed

177 Broad Street, 6th Floor
Stamford, CT 0601
Phone: 1-800-462-5848
Phone: 1-800-462-5842
<http://ads.indeed.com>

Opportunity Knocks/ Work for Good

100 Peachtree St, NW Ste
Atlanta, GA 30303
Phone: 1-888-656-6257
Fax: 404-521-0487
Email: support@opportunityknocks.org
www.workforgood.org

NJ.com

67 East Park Place
Morristown, NJ 07960
Phone: 973-829-5100
www.nj.com

MediaBistro

475 Park Avenue South, 4th Floor
New York, New York 10016
Phone: 212-389-2000
Fax: 866-880-1429
www.mediabistro.com

Online News Association Journalist

P.O. Box 65741
Washington, DC 20035
Contact: Jeremiah Patterson
Email: jeremiah@journalists.org
Phone: 202-643-1662
www.journalists.org

Pennsylvania Job Gateway

PA CareerLink Suburban Station
1617 John F. Kennedy Blvd, Suite 200
Philadelphia, PA 19103
Phone: 2115-557-2592
www.jobgateway.pa.gov

Journalism Jobs

Berkely, CA 94702
Phone: 510-653-1521
Email: info@journalismjobs.com

LinkedIn

2009 Stierlin Court
Mountainview, CA 94042
<http://www.linkedin.com>

Twitter

795 Folsom Street, Ste. 600
San Francisco, CA 94103
www.twitter.com

National Public Radio

635 Massachusetts Avenue, NW
Washington, DC 20001
Contact: Luid Schmidt
Lschmidt@npr.org
www.npr.org

Columbia University

208 Hamilton Hall, Mail Code 2805
1130 Amsterdam Ave
New York, NY 10027
Phone: 212-854-9167
Email: careereducation@columbia.edu
<https://www.careereducation.columbia.edu/employers>

Princeton University

36 University Place Suite 200
Princeton, NJ 08540
Phone: 609-258-3325
Email: careerservices@princeton.edu

Ursinus College

601 E Main St.
Collegeville, PA 19426
Phone: 610-409-3599
Email: career@ursinus.edu

Villanova University

E County Line Rd
Villanova, PA 19085
Phone: 610-519-4060
www.careers.villanova.edu

Lincoln University

Office of Career Services
1570 Baltimore Pike
Lincoln University, PA 19352
Phone: 484-365-7588
Fax: 484-365-8097
www.lincoln.edu/departments/career-services

National Association of Hispanic Journalist

1050 Connecticut Avenue NW 10th Floor
Washington, DC 20036
Phone: 202-662-7145
Fax: 202-662-7144
Email: nahj@nahj.org

Philly Ad Club

P.O. Box 115 c/o Seamless Events
Havertown, PA 19083
Phone: 215-477-1993
www.phillyadclub.com

Icrunchdata

South Lamar Blvd.
Suite D109-378
Austin, TX 78704
Phone: 512-853-9690
www.icrunchdata.com

Drexel University

Drexel Alumni Center
3141 Chestnut Street
Philadelphia, PA 19104
Phone: 215-895-2000
Email: alumni@drexel.edu

University of Pennsylvania

3718 Locust Street
Philadelphia, PA 19107
Phone: 215-898-4827
Contact: Elaine Kirshner
www.vpul.upenn.edu/careerservices

Saint Joseph's University

Career Development Center
5600 City Line Avenue
Philadelphia PA 19131
Phone: 610-660-1000
Email: sju-csm@symplicity.com
www.SJU.edu/careers

Temple University

Career Center (Experience)
1800 Broad Street
Philadelphia, PA 19121
Contact: Linda R. Lawton
Phone: 215-504-7981
www.temple.edu/careercenter

Rutgers University

University Career Services
Gateway Transit Village
106 Somerset Street, 4th Floor
New Brunswick, NJ 08901
Phone: 848-445-7287
www.recruiting@echo.rutgers.edu

Rowan University

Memorial Hall
The Graduate School
Glassboro, NJ 08028
www.gradoffice@rowan.edu

Current

6930 Carroll Avenue, Suite 350
Takoma Park, MD 20912
Contact: Kathleen Unwin
www.current.org

Monster

5 Clock Tower Place
Maynard, MA 01754
Phone: 1-800-666-7837 ext. 2573
www.hiring.philly.monster.com

University of Delaware

Department of Career Services
Contact: Joyce Henderson
Phone: 302-831-8479
www.udel.edu

Non-Profit Times

201 Littleton Road, 2nd Floor
Morris Plains, NJ 07950
Phone: 973-401-0202
E-mail: info@nptimes.com

Society of Broadcast Engineers

9102 North Meridian St, Suite 150
Indianapolis, IN 46260
Phone: 317-846-9000

IBEW Local 98

1701 Spring Garden Street
Philadelphia, PA 19130
Phone: 215-563-5592
www.ibew98.org

Finance Jobs.net

541 Eastern Point Rod.
Bldg. 114
Graton, CT 06340
www.financejobs.net

National Assoc. of Black Accountants

7474 Greenway Center Drive
Suite 1120
Greenbelt, MD 20770
Phone: 301-474-6222
www.nabainc.org

Authentic Jobs. Inc.

242 S. Washington Blvd. #249
Sarasota, FL 34236
Phone: 941-677-8878
www.authenticjobs.com

Creative Circle Search & Staffing

100 N. 18th Street
Suite 815
Philadelphia, PA 19103
Phone: 215-625-3664
www.creativecircle.com

Dice (Search & Staffing)

12150 Meredith Avenue
Avondale, IA 50323
recruiting@edice.com

Kane Partners LLC (Search firm)

1816 W. Point Pike
Site 221
Lansdale, PA 19446
Phone: 215-699-5500
www.kanepartners.net

Randstad Staffing Agency

1700 Market Street
Suite 1500
Philadelphia, PA 19103
Phone: 215-569-3737
www.randstadusa.com

UX Magazine

Email: jobs@uxmag.com

Robert Half Search & Staffing Firm

2000 Market Street
Floor 25
Philadelphia, PA 19103
www.roberthalfstaffing.com

Cyber Coders Jobs

6591 Irvine Center
Suite 200
Ivonne, CA 92618
Phone: 949-885-5151
Email www.cybercoders.com

Delaware JobLink

American Job Center- Fox Valley Office
4425 N. Market Street
Wilmington, DE 19802
Phone: 302-761-8085
<http://joblink.delaware.gov>

Jobs 4 Jersey

Dept. of Labor & Workforce Development
1 John Fitch Plaza
P.O. Box 110
Trenton, NJ 08025-0110

American Planning Association

Pennsylvania Chapter
587 James Drive
Harrisburg, PA 17112
Phone: 717-671-4510
Fax: 717-545-9247
<https://planningpa.org>

Philadelphia Tribune

520 S. 16th Street
Philadelphia, PA 19146
Phone: 215-843-4050
www.phillytrib.com

Technical.ly Philadelphia

info@technically
Phone: 215-821-8745
www.technicallyphilly.com

Assoc. of Fund-Raising Professionals

4520 City Avenue
Philadelphia, PA 19131
www.afpgpc.org

Philly.com

P.O. Box 8263
Philadelphia, PA 19101
Phone: 215-854-2237
www.philly.com

Public Relations Society of America

33 Maiden Lane- 11th Floor
NY, NY 10038
Phone: 215-460-1400
www.prsa.org

Urban League of PA

121 S. Broad St, 9th Floor
Philadelphia, PA 19107
Phone: 215.985.3220
www.urbanleaguephila.org

LATPRO, Inc.

3980 North Broadway, Ste 103-147
Boulder, CO 80304
Phone: 954-727-3844
Fax: 954-727-3845
www.latpro.com

JournalismNext

Phone: 703-629-0178
Email: info@journalismnext.com
www.journalismnext.com

IT Diversity Careers

www.ITdiversitycareers.com

Nonprofit Job Source

130 Cloverhurst Court
Winston Salem, NC 27103
Email: clientserv@yourmembership.com
www.nonprofitjobsource.com

Planetizen

3530 Wilshire Blvd., Suite 1285
Los Angeles, CA 90010
Phone: 877-260-PLAN (7526)
Fax: 877-944-6792
www.planetizen.com

Data Journalism Jobs

www.datajournalismjobs.com

Ajilon Staffing Agency

1601 Market Street
Philadelphia, PA 19103
Phone: 215-636-5480
www.ajilon.com

NextCity

1500 JFK Blvd. #1220
Philadelphia, PA 19102
Phone: 267-239-0762
www.nextcity.org

Streetsblog

Jobs.streetsblog.org

Radio Television Digital News Association

The National Press Building
529 14th St, NW, Suite 1240
Washington, D.C. 20045
Fax: 202.223.4007
www.rtdna.org

Veteran Job Listings

Email: jobs@purpleplacement.com
www.veteranjoblistings.com

The Chronicle of Higher Education

1255 Twenty-Third St., N.W.
Washington, D.C. 20037
Phone: 202-466-1050
Fax: 202-296-2691
Email: jobs@chronicle.com
www.chronicle.com

PRSA Philly Job Bank

399 Market St, Suite 360
Philadelphia, PA 19106
Phone: 215-356-9001
www.philly.org

Institute for Nonprofits

714 W. Olympic Blvd, #931
Los Angeles, CA, 90015
Phone: 818-582-3560
<https://inn.org/>

AFP

1500 K Street NW, Suite 600
Washington, DC, 20005
Phone: 202-414-0600
<https://www.afp.com/en>

Philly SHRM

PO Box 1155
Havertown, PA, 19083
Phone: 484-461-2555
<https://phillyshrm.org/>

Handshake

<https://www.joinhandshake.com/>

Public Radio News Directors Incorporated

<https://www.prndi.org/>

Association of Health Care Journalists

10 Neff Hall
Columbia, MO, 65211
Phone: 573-884-5606
<https://healthjournalism.org/>

Accounting

PO Box 16567
Fort Lauderdale, FL, 33318
<https://www.accounting.com/>

Public Broadcasting Service

2100 Crystal Drive
Arlington, VA, 22202
Phone: 703-739-5000
<https://www.pbs.org>

Photo District News

<https://www.pdnonline.com/>

Generocity

<https://generocity.org/>

Tri-State HRMA

PO Box 4206
Cherry Hill, NJ, 08034
Phone: 856-428-7585
<https://www.tristatehr.org/>

The Chronical of Philanthropy

1255 23rd St NW
Washington, DC, 20037
<https://www.philanthropy.com/>

Philadelphia Public Relations Association

PO Box 579
Moorestown, NJ, 08057
<https://ppra.net/>

Knight Foundation

<https://knightfoundation.org/>

Zip Recruiter

<https://www.ziprecruiter.com>

(Through subscription to the **Professional Diversity Network**, WHYH employment opportunities are also posted on these minority-based sites, based on the applicability):

- **Black Career Network** – a professional network for African American professionals.
- **iHispano.com** – a professional network for Latino professionals.
- **Asian Americans.net** – a professional network for Asian Americans professionals.
- **Association of Latino Professionals** – (ALPHA) – the largest Latino association for business professionals and students.
- **Black Data Processing Association** – (BDPA) – a non-profit organization of professionals working in or having an interest in Computer Sciences and Information technology fields.
- **GreekDiversity** – networking organization among the predominantly African-American fraternities/sororities.
- **Hispanic Alliance for Career Enhancements (HACE)** – a national non-profit organization for advancement for Latino professionals.
- **WomentsCareerChannel.com**
- **Military2Career.com**
- **ProAble.net** – a professional network for individuals with disabilities.
- **OutProNet.com** – a professional network for the LGBT professionals.
- **HireVeterns.com**

*No organization requested that the station provide it with notice of all job vacancies.

FCC EEO Prong 3 Report

April 2018 through March 2019

Participate in general outreach efforts through job banks and internet programs.

- Significant use of a broad range of channels, including general and industry-specific sites, and organizations, such as universities, colleges and professional networking groups, designed to attract a diverse pool of candidates are used.
- WHY Y's Tour Program conducts tours of the Philadelphia location for groups or individuals providing information regarding radio and television broadcasting, at their request. From April 2018 through March 2019, tours have been provided to professional organizations, university student groups, high school groups, and community service organizations, in an effort to educate the public about the careers and opportunities in public media.

Participate in at least four jobs fairs by station personnel who have substantial responsibility in the making of hiring decisions.

- Since April 2018, WHY Y representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHY Y distributed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHY Y and collected resumes from interested attendees:
 - On April 5th, 2018, the Manager, Staffing & Human Resources attended Widener University's Career Fair. They spoke to approximately 17 students.
 - On October 10th, 2018, the Manager, Staffing & HR and Human Resources Generalist attended the Penn State University Brandywine Campus Career Fair, meeting with approximately 25 students.
 - On November 13th, 2018, the Manager, Staffing & Human Resources and Human Resources Generalist attended the Non-Profit and Government Career Fair held by Rowan University, chatting with 52 students.
 - On January 25th, 2019, the Manager of Staffing & Human Resources and Human Resources Generalist attended the University of Pennsylvania's Creative Career Fair, speaking with 56 students.
 - On February 13th, 2019, the Manager, Staffing & Human Resources and the Human Resources Generalist attended Temple University's Communications Internship Fair. They met with 84 students.
 - On February 21st, 2019 WHY Y's Manager, Staffing & Human Resources attended Rowan University's Spring Internship and Career Fair and met with 73 students.
 - On February 22nd, 2019 WHY Y's Manager, Staffing & Human Resources and the Human Resources Generalist attended Princeton University's Spring HireTigers event, speaking with 14 students.

Participate in at least four events over two years relating to career opportunities sponsored by educational institutions.

- As of September 3, 2014, WHYY became a work study partner with Cristo Rey High School, hosting 3 students for the 2018-2019 school year. The students work throughout the organization, in the grants department, human resources, finance, and the member services department.
- WHYY's Media Labs teach youth programs throughout the year to students in grades 2nd through 12th. These programs teach students to produce short documentaries, create original radio stories and operate the necessary equipment.
 - WHYY's Spring 2018 Youth Program Enrollment: 1497* students (* this is a larger number than last year's report, reflecting students who participated in the program in March, April, May and June.)
 - WHYY's Summer 2018 Youth Program Enrollment: 126 students
 - WHYY's Fall 2018 Youth Program Enrollment: 1706 students
 - WHYY's Spring 2019 Youth Program Enrollment: 1689 students
- WHYY staff speak frequently to students and/or civic groups about careers in public media.
 - On June 6, 2018, WHYY hosted the Philadelphia Chamber of Commerce "Futures Ready Program". Thirteen 8th grade students from the McCall School came into WHYY and spent the day learning how to be reporters and producers. They spent time with 8 employee volunteers, and 6 interview subjects (WHYY employees). This included the VP, News & Civic Dialogue, Morning Edition Producer, Morning Edition Host, NewsWorks NJ Reporter, Managing Editor of PlanPhilly, Assoc. Producer "The Pulse", and the Director of Digital News.
 - On July 26th, 2018 WHYY hosted the Temple Owl Leadership Program. 15 high school students attend a program at Temple University preparing them for college and giving them exposure to careers. The following individuals spoke to the students about careers:
 - From August 8-16, 2018, WHYY's Radio General Manager taught a week-long audio workshop at Columbia University School of Journalism.
 - On October 23rd, 2018, WHYY's Director of Educational Programs and Manager of School Partnerships spoke at Temple University to about 20 students.
 - November 5th, 2018 WHYY's Assistant News Director spoke at the American Water Res. Assoc. meeting in Baltimore, MD on media collaboration and water issues.
 - On November 8th, 2018 Muhlenberg College visited WHYY to learn about careers in public media. 12 students were in attendance and received information from Editorial Manager of "The Pulse", Host/Creative Director of "The Pulse", WHYY's Marketing Manager, and the Social Media Specialist.
 - On January 19, 2019, WHYY's Radio General Manager taught a one-day podcast workshop at CUNY's Craig Newmark Journalism School.
 - On February 26th, 2019, WHYY's Senior Community Media Instructor and Community Media Instructor spoke at West Chester University to about 20 kids.
 - On March 12, 2019, WHYY's Radio General Manager was a guest at a media class at Temple University, where she spoke about WHYY and public media.

Establishment of an internship program designed to develop skills needed for broadcast employment.

- For the period of April 1, 2018 through March 31, 2019, 47 students participated in WHY's paid internship program, in departments throughout the organization.

Establish training or mentoring programs designed to enable employees to acquire skills to qualify for higher level positions.

- Education Assistance Program available for a discounted tuition rate to all staff members at all levels of the organization through Rosemont College and West Chester University.
- Through WHY's tuition reimbursement benefit, regular, full-time employees, (upon successful completion of the course), can apply for tuition reimbursement for courses taken at accredited institutions related to professional advancement. From April 2018 through March 2019, a total of six employees took advantage of this benefit.