**FCC EEO Prong 3 Report**

**April 2019 through March 2020**

**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.
* WHYY’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 2019 through March 2020, 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 2019, WHYY representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHYY distributed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
  + On October 11, 2019, the Specialist, Staffing & Human Resources attended Temple University’s Recruiter Open House Career Fair at Klein College, meeting with approximately 120 students.
  + On October 14, 2019, the Specialist, Staffing & HR attended Temple University’s Communication and Social Influence Career Fair, meeting with approximately 70 students.
  + On October 16, 2019, the Specialist, Staffing and HR attended the PRSA & PRSSA Networking/Career Event, meeting with approximately 20 students.
  + On February 20, 2020, the Specialist, Staffing & Human Resources attended University of Pennsylvania’s Creative Career Fair, meeting with approximately 50 students.
  + On February 21, 2020, the Specialist, Staffing & Human Resources attended Temple University’s Media and Communications Internship Fair, meeting with approximately 120 students.

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

* WHYY is a work study partner with Cristo Rey High School, hosting 4 students for the 2019-2020 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 kindergarten through 12th. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
  + During April 2019 to March 2020, WHYY reached 2,217 students through in class projects. Note classes do occur June 2019 – August 2019.
  + During April 2019 to March 2020, WHYY held over 700 sessions of after-school programming, serving a total of approximately 600 students through after-school programs.
  + WHYY hosted a showcase highlighting work produced by high school student interns participating in the Pathways to Career Program.
* WHYY staff speak frequently to students and/or civic groups about careers in public media.
  + On April 2, 2019, Host/Creative Director of “The Pulse”, attended an event at Temple University, where she was interviewed by the Dean of the Public Health School about her work reporting on health and science, followed by a Q&A session with students.
  + On October 9, 2019, WHYY conducted a tour for approximately 20 students from a Visual Journalism class from Cabrini University, where the Specialist, Staffing and HR spoke about internship and entry level opportunities.
  + On October 16, 2019, WHYY hosted the PRSA and PRSSA Networking/Career Event, where the Specialist, Staffing and HR spoke to students about the internship program and entry level career opportunities. Approximately 20 students attended.

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

* For the period of April 1, 2019 through March 31, 2020, 50 students participated in WHYY’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.
* Through WHYY’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 2019 through March 2020, a total of two employees took advantage of this benefit.
* In 2019, WHYY hired a Youth Employment Specialist and initiated our Pathways to Careers Program. Twenty-three students from WHYY’s Media Arts Education Programs had paid work experiences at WHYY and seven other partner organizations in the media field. Students received resume, job skills, interview training, and had the opportunity to exercise their media skills at prominent work places.