



## FAB THINGS HAPPEN IN PHILLY

### 2022 YEAR IN REVIEW



# ABOUT FAB YOUTH PHILLY

Fab Youth Philly's (FYP) has a unique, holistic model for youth development.

First, we **provide innovative, award-winning summer and afterschool programs for teens** with a focus on workforce development programming.

Second, we **connect with youth development professionals** working with or on behalf of youth through our Center for Youth Development Professionals (CYDP), which offers competency-based professional development and networking opportunities.

Third, we **consult with other youth-serving organizations** to provide a range of consulting services, ranging from curriculum development to retreats and small conferences.

**Our three-pronged approach to youth development is aimed at creating relevant, engaging, and empowering learning opportunities at the individual, professional, and community level.**

## LIKE AND FOLLOW US\*



**Website:** [www.fabyouthphilly.com](http://www.fabyouthphilly.com)

**YouTube:** <https://www.youtube.com/fabyouthphilly>

**Social Media:** Instagram & Facebook: @fabyouthphilly

\* we've stopped using Twitter and will remain off the site for the foreseeable future



## A NOTE FROM REBECCA



Recently, I stopped into the local branch of our TD Bank to deposit a check that was too large (yay!) to deposit on my phone. While the teller helping me was



entering in some information, I looked around and being polite, smiled over at the other teller when we made eye contact. **Then she walked past me to get a form, and I said to her at the same time as I was reading her name tag: "I know you. You were a Play Captain in 2019." She smiled and said "Yes- over on F Street."** I asked how long she had been working there (three months) and if she was in touch with any of the other Play Captains and she said she was with a few, but mostly just on social media. Finishing up my deposit, I asked if I could take her photo and said I'd come back some other time to chat and learn how she was doing.

I love when these moments happen, and they seem to be happening now more and more as **we have been providing youth programming for nearly seven years**, so that means the teens are a jobs aligned with career interests, like being a bank teller, like Rosemary.

People often ask if teens come back year after year to our programs, and while we LOVE when that happens, **it is not a primary goal of ours, rather, we want to provide that first job experience to help teens** develop workforce development skills, learn how to create a resume and cover letter, how to create a LinkedIn Profile, write professional emails and more, so they can go on to get jobs they dream about.

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## ... CONTINUED

Speaking of LinkedIn, I re-shared a post from colleague about a job opportunity and one of our Play Captains, who learned this summer how to create a LinkedIn profile, saw it on my page, because, of course we are "linked", and reached out to my colleague expressing interest in the opportunity. Just what LinkedIn is for!

In the coming year, **we plan to develop more job opportunities for teens**, so they can continue to create work history. Research shows, the more people are employed as teens, the more likely they are to be employed post high school into young adulthood.

We are also creating more opportunities for youth voice by **launching our Youth Advisory Board, which kicked off in December.**

You may have seen a few articles this summer in various Philadelphia news outlets where **we went on record calling out the summer WorkReady program for not paying teens on time**; many worked ALL six weeks without getting paid until the program was over. **We have since convened a growing group of Executive Directors to work to hold Philadelphia Youth Network and Philadelphia Works accountable** for a number of items they have publicly committed to improving.

If you get our newsletters, you know that **we regularly share our learning and reflect on our mistakes.** You can count on us to continue doing that in 2023! **Let us know if you'd like us to add you to our newsletter** - they come out every few weeks.

**Thank you** for the number of ways you continue to be a champion of our work! Read on to learn about specific successes this year, areas of growth, and ways you can become an on-going supporter.

With deep gratitude,

*Rebecca*

# YOUTH PROGRAMMING



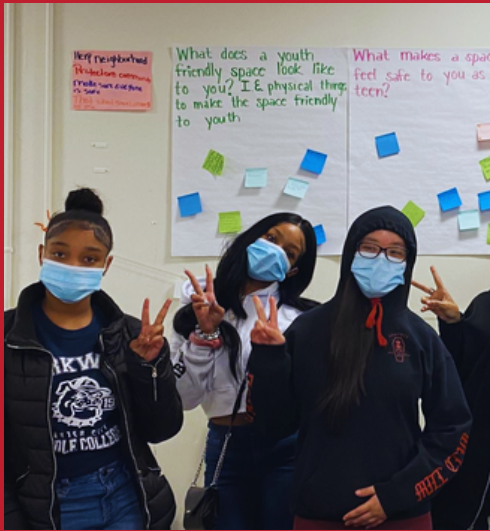
Our youth programming focuses on 15-19 year olds and emphasizes opportunities for teens to develop workforce skills and explore their passions.

This year, we partnered with Science Leadership Middle School and facilitated 2, 8 week in-school workshops on the topic of gender identity for 30 youth and we partnered with McPherson Square Library to provide afterschool STEM programming this spring, with support from a grant from the Kensington Resiliency Fund.

**We are excited to explore opportunities to offer more middle school programming in 2023!**

# SAFETY CAPTAINS

**“Being here, they really treat us like we matter in the world, and want to make sure we’ve got input on everything,” Ameerah Chennault, Safety Captain**



This spring we hosted our **5th cohort** of Safety Captains & **promoted two teens to Senior Safety Captains**. We had record numbers of teens apply this cycle as we were able to meet fully in-person again, having run a hybrid cycle before that, and being fully virtually in Spring 2021.

The Safety Captain Initiative is an afterschool job for teens that uses a project based learning approach to answer questions like: ***What makes a youth friendly neighborhood? What makes a neighborhood safe?***

The Safety Captains conducted asset maps, **went on field trips and welcomed visits** from Urban Planner, Melissa J. Kim, teens from Youth United for Change and also from Drexel's Digital Navigators. The Safety Captains were gifted laptops at the completion of their cycle, too.

We plan to start recruiting for our 6th cohort in mid-January.



# PLAY CAPTAINS



This year, we **expanded our Play Captain programming** on both Playstreets and at playgrounds in West Philly and also Kensington.

We also **tested a version of Play Captains with Mt. Airy CDC** and trained two adults as Group Leaders and three teens as Play Captains who incorporated playful learning activities into their literacy summer camp programming.

**Our work is strengthened through our partnerships** and we developed several new partnerships, allowing us to expand our reach in Kensington during the summer.

Each year, in partnership with Playful Learning Landscapes Action Network and Temple University, we **conduct rigorous evaluation of our programming** and are excited by the results, some of which are shown in the following pages. We'll be sharing a more substantial report in the New Year.

# SUMMER 2022 BY THE NUMBERS

44

## TEENS HIRED THIS SUMMER

Of the 44 teens, **8 were returning** as a Play Captain or had been a Safety Captain with us.

4

## SENIOR PLAY CAPTAINS

These are teens who had previously been a Play Captain and where **paid at a higher rate and had a little more responsibility.**

500+

## BOOKS DISTRIBUTED

Big **thank you to Book Smiles** for making a substantial donation!

115

## HOURS OF PLAYFUL LEARNING PROGRAMMING

Play Captains facilitated this many hours of playful learning programming at parks & playgrounds this summer.

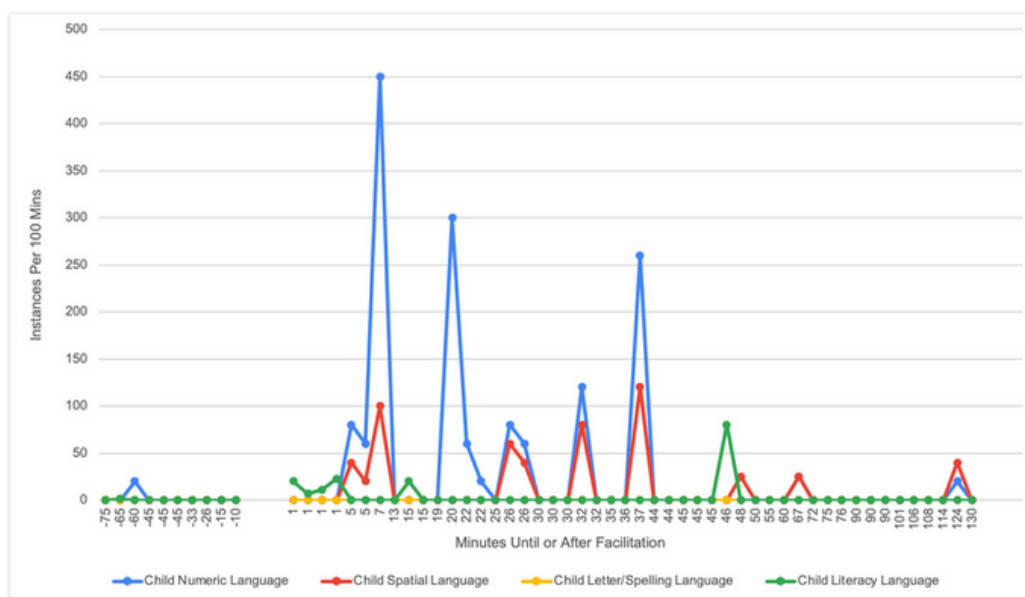
14

## NUMBER OF PLAYSTREETS & PLAY PARKS

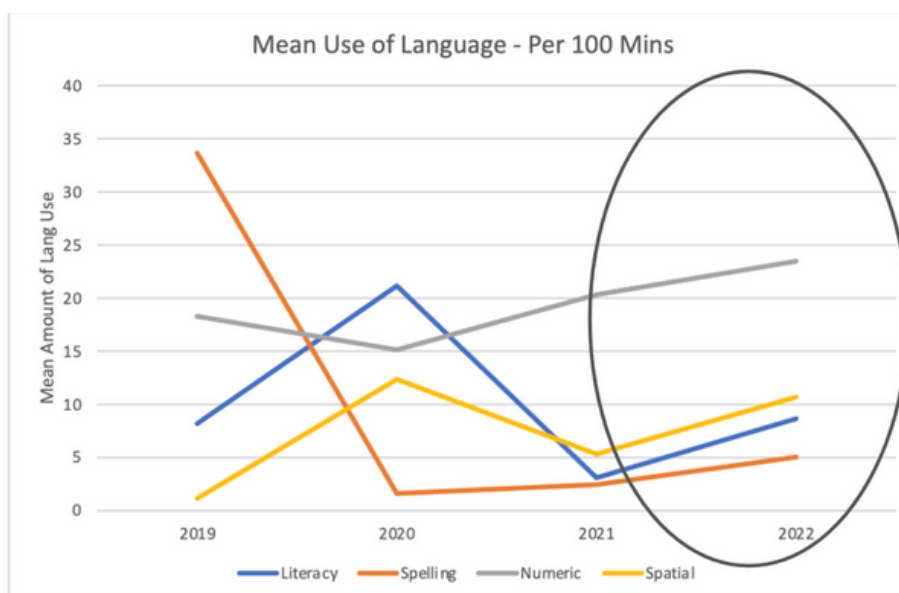
We played in 3 parks/playgrounds this summer and were on 11 Playstreets across West Philly & Kensington.

# SUMMER 2022 BY THE NUMBERS

In summer 2022, Play Captains spent 45 minutes leading playful learning activities on the Playstreets - **but the impact of their facilitation could be seen long after they left!** After the Play Captains were gone, children continued to show positive emotions, they were socially and physically active, and they used high-quality language.



In summer 2022, children used more literacy, spelling, numeric, and spatial language than the previous year! Children's use of literacy language (e.g., vocabulary words), spelling language (e.g., practicing letters), numeric language (e.g., counting), and spatial language (e.g., shapes and directions) all increased. See graph below.







# PLAY CAPTAINS PRESS 2022

- **Grid Magazine, Whose Streets?** "A Summer Philly Staple Transforms Through the Pandemic and the City's Gun Violence Crisis."
- **Philadelphia Citizen, Photo Essay:** "Fab Youth Philly's Play Captains."
- **Philadelphia Inquirer:** "These Kensington organizations offer safe spaces for the neighborhood's children."
- **Philadelphia Inquirer:** "After concerns of violence closed a pool and several Playstreets, neighborhood groups are working to shift perceptions of Kensington."
- **WHYY:** "'Children still live there': The fight for safe summer play in Kensington."
- **WHYY:** "Playstreets hires teens to run programs on Philly blocks, and trains them to respond to gunfire."



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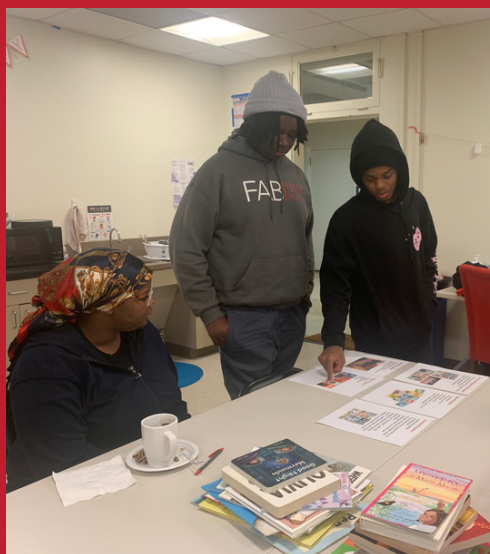
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# NEW AFTERSCHOOL JOBS: LITTLE LIBRARIES



We've added some new new youth programming we're excited to share.

The first is our **Little Libraries Stewards afterschool job**. Currently, three teens, Makih (he/him), Divine (he/him) and Kiarah (she/her) are each responsible for one little library in the 19014 zip code near our office at the Dornsife Center.

**On each library** is a sticker that says "Hi! I'm Kiarah, and I am responsible for this little library. Use the QR code to tell me how I'm doing and what kinds of books you'd like to see."

**The QR code links to a Google Doc**, that the teens review each week. Then, they get their cleaning materials and the books requested, and head out to their respective library.

The teens are learning how to **keep inventory using Excel**, how to **sort and select books that are age/developmentally appropriate** and other workforce development skills.

Most importantly, **they are developing work history**. Because this job is just once a week, they can also participate in other afterschool activities or even have another job, but they now have another job and new skills they can add to their resume!

We're thrilled to have support from Read by 4th, Reading Recycled and Drexel University's West Philadelphia Promise Neighborhood.



# Special Projects



## **Howard University Alternative Spring Break**

We had so much fun with the ASB students. They created recruiting tools and facilitated activities.

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## **Annual Cardboard Challenge**

This was our 6th Annual Cardboard Challenge. The Play Captains helped build and families played together.

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## **Fall & Winter Festivals in Kensington**

Partners came together to build a haunted house & for hayrides, and to create a winter festival!

**Throughout the year we initiate, or participate in, many special projects.**



# Special Projects



## Crochet at the Park

Thank you to Ms. Olga for teaching us how to crochet and for donating more than 30 winter hats!

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## Luminature at the Zoo

Inspired by the playful Penguin, our tree features our Yaya Book and the Six Cs of Playful Learning

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## Our first PlayGiving!

Initiated by the teens, we had our first Thanksgiving dinner together.

**#fabthingshappeninphilly**

# Staffing

We did something revolutionary with our two newest job postings in our **youth program**: offered them as full-time, year-round positions. Typically, these positions are part-time, hourly, temporary positions — and that is simply not working for us, or for our field, any longer.



Like many out-of-school time and afterschool programs, **we've had to hire program staff at least two, even three times per year.** While the function of these positions might be similar or even the same, because the time of day for the programs differs so greatly, we often have to hire different staff.

**continued on next page**

This creates a cycle of recruiting, interviewing, on-boarding, training and off-boarding that is **counterintuitive and counterproductive to the things we stand for in our field**: positive relationships between youth and adults and equitable career paths that have a living wage. It costs organizations of all sizes, but especially small organizations like ours, significant amounts of time and money, including for job postings, clearances, swag and staff salaries. It takes up valuable time that could be put towards programming, staff training, community engagement and more, because we are doing it every three, six and nine months to be able to staff our afterschool and summer programs.

**This approach to hiring is rooted in the nonprofit industrial complex and concepts like scarcity thinking.** It is a waste of time, money and talent and keeps the very people we say add value to our organizations poor and less able to establish a meaningful career in our field. But most of all, for us, at Fab Youth Philly, this hamster wheel of hiring **keeps us from building and maintaining trusting, caring and consistent relationships with the teens and their families we work with.** If there is a new person from an unknown phone number calling or texting or sending an email every six months, how is a teen supposed to feel connected to us? How do caregivers know who to contact if they have a question or concern?

**If you know of FAB Youth Development Professionals, please share the job description with them: [www.fabyouthphilly.com/job-openings](http://www.fabyouthphilly.com/job-openings)**





## CONSULTING PROJECTS



We've been hired by Kaboom! to help manage their Play Everywhere Playful Learning Ambassador Program.

This includes hiring and training the Playful Learning Ambassadors who will activate public play-spaces. This project is designed to provide the Play Everywhere grantees with some additional support to activate their playful learning installations.

Keep an eye out for the Ambassadors in a neighborhood near you this April-October!

We've also been hired by Action for Early Learning to implement a 8-module curriculum for Community Connectors and other professionals on the topics of Advocacy for Quality Pre-K, Child Development and more.

# **ARE YOU INSPIRED? SUPPORT THE WORK ALL YEAR**



**Consider becoming a sustaining donor with a reoccurring monthly contribution.**

**You can support our work with a donation in any amount.**

**\$5 month = \$60 yr  
\$15 month = \$180 yr  
\$20 month = \$240 yr  
\$50 month = \$600 yr  
\$75 month = \$900 yr  
\$100 month = \$1200 yr**







# FAB | YOUTH PHILLY

SUPPORT + CONNECT + INNOVATE

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**#playsafeplayhard**