

The SPARK

CELEBRATING SUCCESSES SPARKED BY YOU!



PPG employees painted beautiful murals as part of the company's COLORFUL COMMUNITIES® program. These murals will greet visitors to our downtown teaching center. PPG's Colorful Communities program has positively impacted more than 9.2 million people through 500+ projects in 50 countries since its launch in 2015. Read more about our corporate partnerships on page 11.

THE YEAR IN REVIEW

The 2023-24 program year was marked by extraordinary demand.

Literacy Pittsburgh sits at the nexus of three urgent local and national issues: the ongoing worker shortage, increased immigration, and rapid technological change. During program year 2023-24, Literacy Pittsburgh served 20% more people than the prior year, reaching 3,340 adults in our region.

The launch of a new three-year strategic plan in January set forth a sharp focus on the student experience and ensuring each student has the tools and support to reach their goals. We reorganized our staffing structure to accommodate growth and improve programming. We appointed a Director of Strategic Initiatives to oversee career-focused educational offerings such as digital skills classes and specialized classes for healthcare. We also added new positions to our teaching team to better support classroom-based students.

Program innovations and enhancements led to increasing numbers of adults benefiting from digital skills classes (+14%), career-focused classes like math for the trades and English for health care (+9%), and career services such as career exploration, planning, post-secondary applications, and job searching (+78%).

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SPOTLIGHT ON SUCCESS: MELISSA

A new beginning
because of you!

"I lost my job in June and I wanted to make sure my computer skills were up to date," Melissa says. "Now, I'll be working with clients as a Career Navigator, helping them to make sure that they have what they need to be successful in the job market."

Melissa went to college for education in Georgia and spent a number of years working as a loan specialist for higher education. She wanted to make a switch

from customer service to something that made a bigger impact on the community.

She learned from PA CareerLink® that Literacy Pittsburgh offered free computer classes. She took many classes including Google Docs and LinkedIn. She improved her typing skills. Now, Melissa is working on earning her Microsoft Office Specialist certificate in Excel right now and plans to take the Expert



class next.

"I'm loving this class," Melissa says. "Excel is a major part of my new job

Continued on page 3 >>

YEAR IN REVIEW Continued from page 1

Student outcomes improved as well, with 38% more students obtaining or retaining a job, and 16% more students earning United States Citizenship than the prior year. Strong numbers of students attained their GED® and transitioned to postsecondary education or job training as well.

Our commitment to diversity and inclusion remained strong with regular all-staff educational programming several times a year including presentations on LGBTQ+ 101 and Building Safer Spaces at Work and in the Community. The DEIA Staff Engagement Committee has screened several films to spark discussion and create understanding. These initiatives, as well as efforts to diversify our board and staff, led us to earn a score of 84.5 on The Vibrant Index, seven points higher than last year.

This past year saw the launch of a literacy tutoring program for young children, Empowering Readers for Success (ERAS), which pairs adult tutors with children in Clairton City Schools, Catalyst Charter Academy, and Lincoln and Faison in Pittsburgh Public Schools. This exciting pilot project harnesses the power of Artificial Intelligence (AI) to evaluate the student's progress and create tailored lesson plans.

Our digital skills and career services offerings expanded significantly. You can read more about these new initiatives on page 10.

A wonderful and growing team of staff and volunteers supported students in achieving their goals and learning with us. Our staffing and volunteer corps have both grown by 11% over the past year, helping propel students toward their goals.

This growth is supported by a 16% growth in operating revenue compared to FY23 thanks to the generous

support of individual donors, corporations, foundations, government contracts, and partnerships. Our long-term sustainability grew this past year as well, thanks to a \$4 million investment in our endowment and operating reserve from an anonymous donor.

The increasingly important role of Literacy Pittsburgh and the amazing accomplishments of our students were recognized in local media with 30 earned media features over the course of the year.

We also celebrated, welcomed, and recognized the people contributing to our mission. We welcomed 16 new staff members and four new board members, Rich Fitzgerald, Michael Lamb, Steve Mazza, and Yaqi Wo. We celebrated two retiring staff members, Mary Leitao and Susan Mansueti. We said goodbye to two board members, Keeley Baronak and Lucy Russel. We mourned the loss of former board member Patsy Smith and celebrated her life and legacy as a champion for literacy. Additionally, we celebrated Chief Program Officer Lori Como's 25th anniversary at Literacy Pittsburgh. We also celebrated numerous staff and board awards and recognitions over the course of the year. We are so proud of our team.

None of our work would be possible without you—our volunteers, our donors, our partners, our friends. Thank you for joining us in creating better lives through learning.

With gratitude,



Carey Harris, Chief Executive Officer

The Alumni Club invites Literacy Pittsburgh students who have accomplished one or more of their goals to stay connected with their fellow students and continue their educational journey through exclusive opportunities and benefits. Membership is automatic and free, and all the opportunities are purely voluntary - students can participate as much or as little as they like.

Since starting the Alumni Club last year, membership has grown to more than 350 students who have been given the opportunity to take advantage of the Club's benefits. In addition, over 100 students took part in writing workshops and conversation groups.

We're proud to play an ongoing role in students' journey toward a better life. For more information, contact development@literacypittsburgh.org or call **(412) 393-7646**.





In May, we welcomed Literacy Pittsburgh supporters to a class to help students practice for the U.S. Citizenship test, including Senator Jay Costa and the Chiefs of Staff from Rep. Lindsay Powell, Rep. Jessica Benham and Rep. Arvind Venkat. Thank you for helping our students prepare for this important step!

SPOTLIGHT ON SUCCESS: MELISSA Continued from page 1

and this class can benefit me in future jobs.”

She took classes with two of our professional teachers, Adrianna Wright and Joe Rokicki. Melissa appreciated their patience. “They took the time that people needed and made sure they understood,” she explains.

Melissa looks forward to helping people succeed in her new role and she has come full circle: Her new position is housed at the PA CareerLink® offices.

“This is where my heart is,” Melissa says. “I want to be able to help people and teach them how to have the tools to be successful in life and move on.” ●



SPOTLIGHT ON SUCCESS: JESUS

Jesus became a Literacy Pittsburgh student in June 2022 when he moved to the area from Venezuela. He worked with volunteer tutor Barb Hopkins for 18 months and went from a high beginning to advanced level of English. Barb said Jesus was determined to learn English. His one goal was to better himself for the sake of his family. At the beginning of 2024 Jesus joined the Carpenter’s Union and is loving his new career.

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LITERACY PITTSBURGH FACTS & FIGURES 2023-24



2023-24 REVENUE

Contributions

Corporations & Foundations	\$5,503,380*
Individuals	\$402,035
Special Events	\$109,696
Total Contributions	\$6,015,111

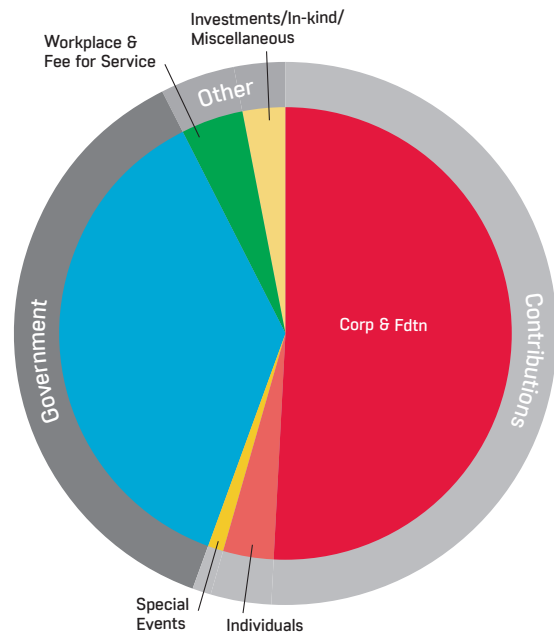
Government Grants

Total Government	\$4,005,638
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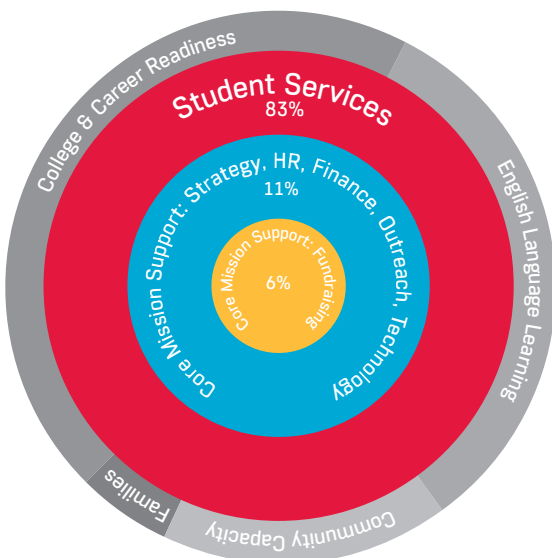
Other

Workplace & Fee for Service	\$472,066
Investments/In-kind/Misc	\$322,117
Total Other	\$794,183

TOTAL REVENUE	\$10,814,932
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*Includes a one-time endowment and working capital investment.



2023-2024 EXPENSES

Student Services

College & Career Readiness	\$2,374,226
English Language Learning	\$2,026,778
Building Community Capacity	\$1,146,098
Family & Children	\$243,695
Total Student Services	\$5,790,797

Core Mission Support

Management & General	\$747,523
Fundraising	\$425,472
Total Core Mission Support	\$1,172,995

TOTAL EXPENSES	\$6,963,792
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2023-24 PROGRAMS

STUDENTS SERVED

COLLEGE AND CAREER READINESS

Reading, writing, math
High school equivalency diploma prep
Digital skills

1,220

ENGLISH LANGUAGE LEARNING

English classes
Citizenship prep
Immigrant support

2,555

CHILDREN & FAMILIES

Family literacy
Oasis Intergenerational Tutoring

345

BUILDING COMMUNITY CAPACITY

Compass AmeriCorps

734

CORE PROGRAM OUTCOMES



Employment Outcomes
1,144



Became a U.S. Citizen
43



Gained High School Equivalency
58



Greater Confidence in English
1,065



Enter Postsecondary Education
99



Increased Reading/Writing/Math Skills
844

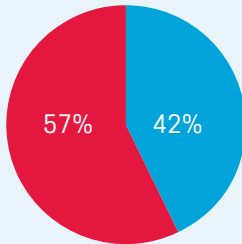


Advanced Educational Level
833



Average Hours per Student
38.34

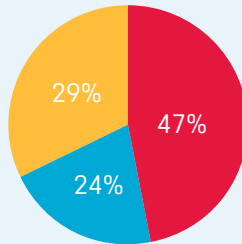
EMPLOYMENT UPON ENTRY



Employed
42%

Unemployed
57%

EDUCATION UPON ENTRY



Postsecondary
47%

HS diploma
24%

Less than high school diploma
29%

Note: Data includes outcomes related to a subcontract grant for adult literacy programs at Goodwill of Southwestern Pennsylvania

CELEBRATIONS

Our greatest strength is our people – our students, volunteers, and staff. Throughout the year, we set aside time to gather and celebrate their accomplishments and contributions.



Citizenship Recognition

For the past four years, Daughters of the American Revolution, Kuskushkee Trail Chapter have recognized students who became U.S. citizens in the past year.



GED Graduation Celebration

We hold a graduation ceremony in May for students who earned their GED credential over the past year. A guest speaker shares words of inspiration and certificates are given out. The best part of the evening is open mic time when grads and their family members speak about the journey.



Volunteer and Community Programs Celebration

In September, we hosted a picnic to thank our volunteer tutors for their time and talents. We also recognized our top ten volunteers who have tutored the longest and the top ten volunteers with the most tutoring hours last program year.



Staff Retreat

Each January and July, we hold a full staff retreat to align priorities, share information, and offer our 75 staff members time to connect with one other.

2023-24 INVESTORS

YARDUMIAN SOCIETY

Acknowledging individuals who invested \$1,000 or more in support of our students during the 2023-24 fiscal year.

Anonymous (3)
Scott Bartlett and
Joan Washington
Ms. Ritchie M. Battle
Nancy Bernstein and
Robert Schoen
Donald and Mary Block
Mr. Dustin Butoryak
Helen and Donald Calaiaro
Bill Campbell
Ms. Mona Colicchie
Lori Como
Danell R. Cooper
Ms. Nancy Crouthamel
The Cummings Family
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Wayne and Regina Desbrow
Browning-Dias Family
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Mr. Allen Baum
The Wright Family Charitable
Fund

PATHWAYS TO THE FUTURE

Acknowledging individuals who have made a legacy gift to Literacy Pittsburgh.

Anonymous
Donald Block
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Nancy J. Crouthamel
Carey Harris
James J. Harris*
Stan and Patricia Hasselbusch
Louise M. Herrle
Ellen Hildenbrand*
Patricia Pratt Jennings
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Elizabeth A. Smith*
Patricia O. Smith*
Susan and Phil Smith
Bertha G. Suter*
Naomi Thomas*
Marty Tiani
Mary Yardumian*

CORPORATE AND FOUNDATION INVESTORS

Acknowledging cumulative investments of \$1,000 or more during the 2023-24 fiscal year.

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* Deceased

We have made every effort to ensure that this list is complete and accurate. If we have inadvertently made an error, please call 412-393-7633 so that we may correct our records. We apologize for any omissions or errors. A complete donor list is available at our website at www.literacypittsburgh.org/public-documents/.

2023-24 INVESTORS

GIVING CIRCLE

Acknowledging individuals who invested up to \$999 in support of our students during the 2023-24 fiscal year.

Anonymous (28)
Ms. Tamara Abell
Ms. Sharon Abraham
Mr. Michael Abriatis
Martha Acuna
Amanda Adams
Olyvia Adkins
Mr. Jerry Agin
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Shirley Rykaceski	Lee and Myrna Silverman	Susan Tarquinio	Gail and Itsy Wedner
Ms. Linda Sanders	Mr. Martin J. Silverman	Julia Tebbets	Annie and Larry Weidman
Arlene Sanderson	Nikolette Simpson	Ms. Terra Teets	Mr. Kenneth Weiner and
Elizabeth Sarkisian	Mr. Michael Sipe	Anna Marie Tempero	Ms. Pamela Fleischer
Darci Saunders	Doug Sipes	Mr. David Temple	Helene Weinraub
Mr. Michael Saylor	Jennifer Skinner	Rev. Linda Theophilus	Ms. Harriett Weis
Ms. Stephanie and	Dr. Alfredo Sklar	Kristin Thiel	Rhonda Welty
Mr. Allen Schertz	Steve and Jeane Smith	Ashley Thomas	Jeffrey Werling
Christina Schessler	Susan M. Smith	Samuel Thomeier	Jess and Alan Whittington
Joyce Schlag	Sarah Smith	Ms. Jennifer Thompson	Ms. Julie Wiancko
Jennifer Schmitz	Jane Smith	Julie Throckmorton	Dennis and Christine Wilke
Tom and Carole Schroeder	Eleanor Smith	Mr. David S. Tinker	William Wilkins
Ron Schuler	Ms. Ruth R. Snyder	Ed Tipton	Ken and Ruth Willman
Linda Schultz	Ms. Barbara Anne Sodini	Ellen Toker	Mr. Christopher M. Winters
Rabbi Burt E. Schuman	Mr. and Mrs. Edward	Mr. William Toland	Lorin Wisniewski
Carol and Robert Schutte	Sokoloski	Kristen Tsapis	Ms. Yaqi Wo
Caitlin Schweighardt	Ricardo Solis	Mr. R. Conan Tuite	Louise Kay Woodside
Mr. Elmer and	Kathleen Spehar	Ms. Carol Tulikangas	Karen R. Worcester
Ms. Sharon Schweninger	Robert Stape	Ms. Deborah Twardy	Dr. and Mrs. John
Jennifer Schwoebel	Dr. Heidi Stark	Stacey Vaccaro	Wright, Jr.
Carol Scicutella	Adam Stehle	Ms. Kathleen Valchar	Ms. Adrianna Wright
Mr. Ferhat Seboussi	Patricia Stern	Letitia Valdes-McGuire	Joanne A. Wright
Ms. Abby Seeley	Sharon B. Stern	Arvind Venkat	David F. Yardumian
Mr. and Mrs. Martin I. Seltman	Ms. Laurel Stevens	Mr. and Mrs. Albert J.	Eric Yarnell
Hajie Sesay	Sondra Stevens	Vernacchio	Dr. Mary Ellen Zeppuhar
Tina Shackelford	Emily Stevick	Ms. Robyn Vittek	Marta Zimmerman
Anne Shaheen and	Frances and Charles Stewart	Lynette Vybiral	Dr. David Zubrow
R. Randall Tracht	Amy Stewart	Bob Walman	

PATHWAYS TO A BRIGHTER FUTURE

When Louise Herrle retired from her job in finance, she needed to do some important financial and estate planning. It was then that she decided to include a gift in her will to Literacy Pittsburgh.

“I have been truly blessed in my life and I am fortunate to be able to give back.” Louise shared. “With this legacy gift, I am able to continue to make financial contributions and ensure that Literacy Pittsburgh is able to do what they do best – give people what they need to build a better life. I don’t know what the future will bring, but I do want to help.”

Pathways to the Future was created as a way to recognize and honor Literacy Pittsburgh’s legacy donors. The name reflects our vision of a more inclusive and productive community driven by access to education. With their generous financial support, Literacy Pittsburgh’s Pathways to the Future donors are building a pathway to a brighter future for us all. If you’ve already included Literacy Pittsburgh in your plans, or would like more information, contact Tim Richart, Director of Development at 412-393-7633 or trichart@literacypittsburgh.org.



PATHWAYS
TO THE FUTURE

Literacy Pittsburgh

Learn more at
[literacypittsburgh.org/
smart-giving/](http://literacypittsburgh.org/smart-giving/)

LITERACY PITTSBURGH IN YOUR NEIGHBORHOOD

While this annual report talks about our financials, our programs, and our generous supporters, at the heart of everything we do is our students. We share in our students' excitement when they reach a goal, whether it is large or small. Every milestone is important, and one step closer to a better life.

Literacy Pittsburgh's headquarters and main teaching center are in downtown Pittsburgh and we have offices throughout Allegheny County and Beaver County. We asked the program coordinators who manage these offices to share a success story. You'll meet students who are learning English, boosting their computer skills, and obtaining a GED® credential.

These are the stories that matter the most. Our students couldn't reach their goals without your commitment to their success. Thank you!



PITTSBURGH EAST

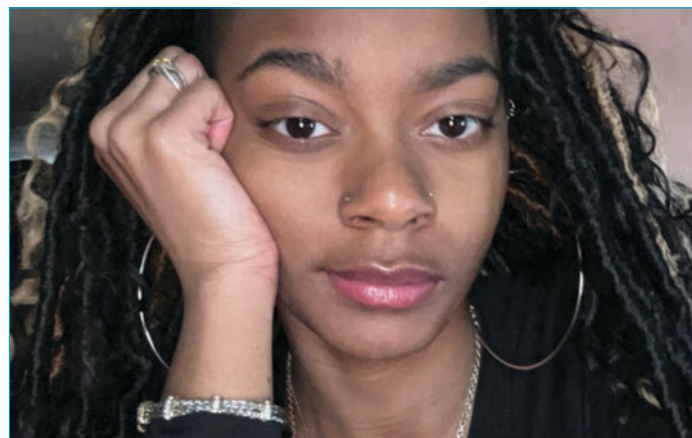
Elisabeta struggled to learn online through Covid and dropped out of high school after her sophomore year. She came to us in 2022 to study for the GED® exams. Elisabeta was matched with a tutor and the pair worked together until she passed the first two subject areas. Recently Elisa was able to pass the Social Studies portion, leaving her with only the Science left to go. Elisa came to Literacy Pittsburgh well prepared educationally, needing only encouragement and a few resources to achieve her diploma.

FAMILY LITERACY

Pau came to the United States as a refugee from Myanmar. She enrolled at Literacy Pittsburgh to learn English, improve her listening skills, and help her children with school. Pau obtained her citizenship last year, got her driver's license, and has been working at Giant Eagle. Her family also bought a house! She's a model student and her story has inspired other students in class to keep working hard toward their goals, too!

JEFFERSON-MON VALLEY

Xiaojing came to Literacy Pittsburgh because she wanted to communicate with people in her daily life and have the ability to search for job. Xiaojing was paired with volunteer tutor Renee. Because of their hard work and dedication, Xiaojing progressed from a Low-Intermediate level to Advanced in a little over a year. She feels comfortable talking with people she meets and has been accepted to complete a Secondary Education Master's Math program at Duquesne University.



NORTHSIDE – OHIO RIVER

Jerraea, a Pittsburgh native from the Northside, has been working closely with her tutor, Sarah Powell, as she pursues her goal of obtaining a GED® credential. Jerraea has completed three parts of her GED® and is diligently working on the final section. She aspires to continue her education in business, hoping to incorporate studies in wellness and self-care. Her ultimate dream is to open a massage therapy business.



SOUTH HILLS

Oleg has been a Literacy Pittsburgh student since 2018. Although his initial goal was to improve his English, he has accomplished so much more! Oleg has become a naturalized U.S. citizen, has improved his writing through journaling, and has grown his construction business. In fact, Oleg recently completed a project alongside his tutor. “I asked if would be interested in installing a new ceiling and trim in my son’s kitchen,” his tutor Jerry explains. “He offered a fair price and the job was completed in a matter of days. He is a skilled remodeler.”

PITTSBURGH WEST

Safari passed her citizenship interview this year. A single mom and refugee from Congo, she has been a longtime student at Literacy Pittsburgh and most recently attended an English class offered at Carnegie Elementary.

NORTH HILLS

Maria came to us working part-time as a hotel housekeeper. Over the summer, Maria got a job working full time at Holy Family Institute. She has worked very hard and plans to start the Upwardly Global program soon, which will help her apply her experience as an Engineer to U.S. employment.

SQUIRREL HILL

Olga and Alex are both from Russia and started working with their tutor, Melissa, in 2020. They BOTH became U.S. citizens during summer 2024!

BEAVER COUNTY – AIRPORT AREA

Shaymaa came to the United States from Iraq in 2016, a moment she describes as both beautiful and frustrating because everything was unfamiliar. She began at Literacy Pittsburgh soon after, but had to delay her studies because she needed to work to support her family. An accident further delayed her studies. When she returned, Shaymaa enrolled in English and citizenship prep classes, becoming a U.S. citizen in 2022. “The next step was to enter the GED® program,” Shaymaa explains. “I am proud to have passed my first subject, mathematics.”



Last year, 548 tutors in Allegheny and Beaver Counties provided 21,325 hours to help our students succeed. Thank you!

More students are waiting for someone like you! You can make the world a better place, one day, one student, one goal at a time. Learn about becoming a volunteer tutor by visiting literacypittsburgh.org/volunteer.



Join us for One Big Table: An International Tasting

April 3, 2025, 6:30 pm - 9:00 pm

New Location!

**Nova Place, 100 S Commons
Pittsburgh, PA 15212**

A celebration of global diversity, this Pittsburgh food festival highlights the flavors, talents, and creativity of cultures from around the world, all gathered at one magnificent table.

General Admission Tickets - \$125 per person

- Food samplings from many different cultures featuring 20+ restaurants
- Open Bar with beer (Cobblehaus Brewing), wine, and non-alcoholic beverages
- Artisan market
- Entertainment and activities

Get more information and tickets at www.onebigtablepgh.org

GET YOUR TICKETS TODAY!



BUILDING CAREER SKILLS

New offerings support students seeking employment.

Our new strategic plan outlines ambitious goals to expand our capacity to serve more students and increase persistence by reducing barriers to success. We also seek to create roadmaps that show students the way toward good careers as well as demonstrate to employers the value our students present. Literacy Pittsburgh's Student Support Services and Workforce Development teams are at the forefront of this work.

These expanded offerings helped 1,144 students achieve employment outcomes last year and 99 enter postsecondary education.

Digital Skills classes continue to grow in offerings and participation. Last year, classes attracted 541 attendees and 50 Microsoft Office Specialist certificates were earned. We are now offering Word, Excel, or PowerPoint prep classes multiple times a year and have added an Expert Level Excel certificate.

Healthcare Careers are the focus of English for Hospital Service Roles and Customer Service for Healthcare Roles to help students flourish in this high-demand field. In addition to workplace English specific to the roles, these 10-week classes offer digital skills, an opportunity to meet employers, soft skills, and job search/resume assistance.

Upwardly Global helps to bridge the gap between an immigrant's professional work experience and the American workplace. Through Upwardly Global's online learning platform, Literacy Pittsburgh can now serve more students with essential workforce education at a pace and in a setting of the student's choice. A great feature is a tool to evaluate foreign credentials.

Google Career Certificates are now available to students, staff, or tutors through Coursera to complete courses in Project Management, Cybersecurity Professional, Data Analysis, and more.

Personalized Career Advice expanded with the addition of a Career Services AmeriCorps member who can meet one-to-one with students and assist with career exploration and resume preparation.

Skill Building Workshops are offered throughout each month and many prioritize students on our waitlist so they can access vital services while waiting to be placed in a class or with a tutor. Topics include career exploration, resume basics, and navigating career changes.

Career Fairs are offered once per quarter to give students a chance to network with employers and often participate in on-site interviews. Our new student portal also lists area career fairs.



Thanks to the Pittsburgh Penguins Foundation, a group of Literacy Pittsburgh's new citizens were recently invited to cheer on our hometown team against the Detroit Red Wings. This is one of many ways that local corporations support our students.

CORPORATE GIVING SUPPORTS LEARNING GOALS

Volunteer opportunities bring employees closer to our mission, sparking giving and jobs.

Literacy Pittsburgh's emphasis on workforce development has helped engage new donors over the past several years, bringing new faces and excitement into the classrooms. This shift in programming has brought us closer to many companies, building out employment pipelines for our students and yielding greater overall support from some of Pittsburgh's most prominent corporations.

Companies like BNY Mellon, PPG Industries, and PNC Bank have recognized the vital nature of our programs and have looked to support our work beyond monetary investments. Our corporate volunteering program is designed to welcome our stakeholders into our classrooms, virtually or in person, to help our students build English language fluency, practice networking, or prepare to become United States citizens. Through these experiential activities, companies are getting to know our students and rooting for their success alongside Literacy Pittsburgh staff. This is particularly poignant as some of our students go on to work for the very companies that have helped them grow academically.

These relationship-building efforts have yielded higher levels of investment from our corporate partners, while helping them meet their goal of modeling effective corporate social responsibility. Corporate giving, coupled with employee volunteering, has become an essential part of Pittsburgh's philanthropic landscape. We are grateful to be able to help our corporate partners align their charitable goals with their hopes for overall social impact. ●



For more information, please scan the QR code or reach out to Christine Dickey, Manager of Corporate and Foundations: cdickey@literacypittsburgh.org.

More ways to give:

- Are you a Literacy Pittsburgh volunteer? If so, check to see if your company offers a company match for your volunteer time.
- Our Literacy Champions are multi-faceted corporate partners who support our work through general program support and event(s) sponsorship while enjoying exclusive volunteer opportunities and donor events.
- Did you know your company can reduce state tax liability by up to 90% while supporting Literacy Pittsburgh's vital programming? The Educational Improvement Tax Credit program through Pennsylvania's DCED offers credits for businesses that contribute to educational organizations such as Literacy Pittsburgh.



RECRUITING AND RETAINING IMMIGRANT TALENT

Literacy Pittsburgh partners with Pittsburgh Human Resources Association

With 9.5 million job openings in the U.S. but only 6.5 million unemployed workers, companies of every size and industry face hiring challenges. Recruitment and retention are a never-ending cycle. At the same time, the Pittsburgh region has been experiencing a significant increase in immigration during the past few years.

Recognizing the value immigrants bring to the workforce, Literacy Pittsburgh launched a series of articles earlier this year aimed at helping companies recruit and retain immigrant workers. The articles are published periodically in the Pittsburgh Human Resources Association monthly newsletter and through our LinkedIn newsletter.

“At PHRA, we’re proud to collaborate with Literacy Pittsburgh to share practical insights that empower companies to embrace and support immigrant talent. Together, we’re fostering workplaces that thrive through diversity and inclusion,” said Liz Lamping, Executive Director, PHRA.

The articles focused on how immigrants can help address hiring challenges across industries, hiring tips, advice for handling cultural differences in the workplace, and strategies for effective communication with non-native English speakers. ●



Scan the QR code to check out the articles.

LITERACY PITTSBURGH

OUR MISSION

Better lives through learning.

OUR VISION

A more inclusive and productive community driven by access to education.

OUR VALUES

- We believe that all people deserve the opportunity to learn in a place where their strengths are celebrated.
- We respect all people and their ability to shape their own lives.
- We have a duty to earn the trust of everyone we work with.
- Our collective well-being depends on welcoming diverse cultures and perspectives.
- As a leader, we embrace the responsibility to innovate, model best practices, and grow.



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(412) 393-7600
www.literacypittsburgh.org

A copy of the official registration and financial information for Literacy Pittsburgh may be obtained from the PA Department of State by calling toll free, within PA, 1-800-732-0999. Registration does not imply endorsement.

