



**TRADE INSTITUTE  
OF PITTSBURGH**

**A world  
where every  
person has an  
opportunity to  
find their **NEXT.****

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**2022 ANNUAL REPORT**





## OUR MISSION

**The Trade Institute of Pittsburgh's mission is to empower men and women with significant barriers to employment through skill building and career opportunities.**

## Board Members

**Janera Solomon**  
BOARD CHAIR

**David Jardini**  
BOARD VICE CHAIR  
AND TREASURER

**James Anderson**  
BOARD SECRETARY

**Reed Agnew**  
BOARD MEMBER

**Andrea Clark Smith**  
BOARD MEMBER

**Adam Harris**  
BOARD MEMBER

**Leon Haynes**  
BOARD MEMBER

**Francois Bitz**  
BOARD MEMBER

**John Earnest**  
BOARD MEMBER



**ON COVER: RODNEY, 2022 MASONRY GRADUATE**

"I came into the program afraid to talk to people and uncomfortable in social settings. TIP's Morning Circle helped me with my public speaking skills and boosted my confidence. TIP taught me that anything is possible."





FROM THE  
EXECUTIVE DIRECTOR  
**DONTA GREEN**

**"If our students  
are thriving,  
then so will our  
communities."**

Dear TIP Friends and Supporters,

2022 was a year for the books at TIP! Our core masonry program has surpassed pre-pandemic levels, graduating 77 students at a record-breaking average starting wage of \$19.31/hour. We piloted a carpentry program in which 29 students graduated over seven cohorts. We launched a workforce housing program for students and alumni experiencing housing insecurities. Through Project Reach, an initiative that provides opportunities for our students to contribute to the well-being of our neighborhoods, we completed nine community masonry projects that provided experiential learning for our students and helped to beautify our communities. Our goal is to offer a robust learning experience that places our students on a path toward upward mobility, and to match them with jobs that offer career growth with incomes and benefits that allow them to thrive. If our students are thriving, then so will our communities.

As we look ahead to 2023, we reflect on the past year and how 2022 will inform and shape us as we move into a new year. We also take time for gratitude, an important tenet of TIP. Every morning, TIP students and staff share what we are thankful for in Circle and why, and it helps us all to reflect, be vulnerable, gain confidence, heal, and grow. Recent alum, Kayla, shared, "TIP feels like a safe space, especially in Circle, where you can talk and open up, which reduces stress. My mom and I started Circle with our whole family during Sunday dinners because it is good for everyone! Along with my job, Circle is the best thing TIP gave me."

As we gear up for 2023 and carry out Year Two of our three-year strategic plan recommendations, we have more growth and additional initiatives planned:

- Increase students served in all programs
- Develop a robust Alumni Program
- Explore a Workforce Transportation Program
- Initiate a business plan to assess feasibility of a TIP social enterprise

Of course, we couldn't do it without YOU. On behalf of the Board, staff, and students, we are thankful for your support, and we look forward to partnering with you toward our shared mission for many years to come.

Warm regards,

# HIGHLIGHTS

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## PROGRAM

## CORE MASONRY

In our core program, students spend 11 weeks moving through a series of stations at which they learn how to lay brick to the line, level and plumb a wall, point brick, and more! Each step is increasingly more difficult so as to increase participants' skill level and develop confidence through progressive mastery of each station.

**In 2022, a record number of 77 students graduated from the Core Masonry Program, far exceeding pre-COVID numbers.**





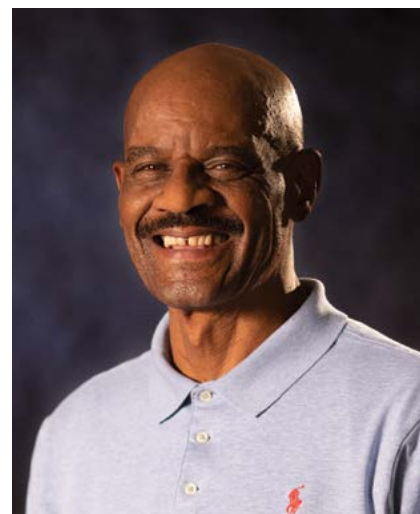
## PROGRAM

# PROJECT REACH

Under the guidance of TIP's instructors, students in the second half of the masonry program have the opportunity to work in the field on a variety of masonry projects. Projects range from retaining walls, foundations, and brick pointing, and can take anywhere from three to ten days. Through Project Reach, students gain real world experience prior to graduation. In addition to applying the masonry skills developed in the first half of the program, students develop transferable skills that include problem-solving, communication, adaptability, teamwork, and time-management. Students can then apply these transferable skills across the trades and beyond, ensuring economic mobility.

Project REACH beautifies and revitalizes under-resourced neighborhoods. Since TIP students come from many of these communities, Project Reach provides a powerful opportunity for our students to re-establish their relationship with their community.

**In its pilot year, Project Reach completed nine community masonry projects that provided experiential learning for our students and helped to beautify low-income communities.**



“Project Reach is important because it gives students the opportunity to work as a team in a real-life setting. It also gives students a sense of pride to know that the things they’ve built will remain in the community for years to come.”

—MR. RICH PRATER  
MASONRY INSTRUCTOR



# HIGHLIGHTS

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“The carpentry program has given me all the skills to not only build a house but to build a better life.”

—SHAWN  
2023 CARPENTRY GRADUATE

## PROGRAM CARPENTRY

TIP launched a carpentry program in response to two needs. First, there was unexpectedly high demand during the COVID-19 pandemic from employers seeking individuals with basic carpentry skills. Second, there was no carpentry training program in the region for this under-resourced population. TIP's carpentry program is a seven-week training course modeled on the core masonry program and is located in the same facility. The carpentry program provides participants with the basic knowledge of building practices and the practical use of power and hand tools in a safe and skilled manner. The primary method for developing these skills is the construction of a shed. Applying principles of homebuilding, the shed project is a hands-on learning experience in which participants are given instruction and practical application in measuring, cutting, and fitting lumber to standard building specification in the construction industry.

**In its pilot year, 29 students across seven cohorts graduated from the Carpentry Program.**





## PROGRAM

# PREMIERE EMPLOYER PARTNERSHIP

The objective of this program is for TIP employers to invest back into TIP in exchange for the opportunity to hire matched, ready-to-work men and women.

**The revenue goal for this pilot was to raise \$15k in 2022. Instead, TIP raised \$48,200 through the investment of employer partners.**



“I am now an apprentice with Union Bricklayers Local 9 and work with union contractors. I make much more money than I did working as manager for two fast food jobs. My dream is to one day create an organization like TIP in Africa. I want to give back something meaningful to others — the way TIP did for me.”

—CHARLES  
2022 MASONRY GRADUATE



# HIGHLIGHTS

## PROGRAM

## LICENSE TO DRIVE

92% of our students do not have driver's licenses when they enter TIP and many, although eligible to obtain a license, have fines and fees that create barriers towards license attainment. In April 2022, TIP purchased a vehicle designated for both driving practice and for taking the driver's exam. TIP's case manager works diligently with eligible students to ensure that they obtain a driver's license upon graduation. This support includes helping students resolve restoration fees, practicing driving and parallel parking, signing students up for the required physical exam, providing practice tests, escorting students to their driving test, and covering the cost of the license.

**To date, we have secured 19 permits and 18 driver's licenses.**

## A CRUCIAL STEP TO EMPLOYMENT

Reliable transportation is critical to obtaining family-sustaining employment. Students with

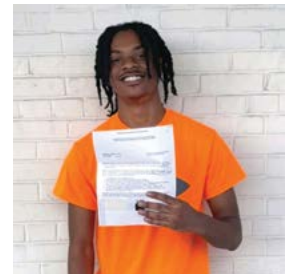


both a driver's license and a reliable vehicle have a **100%**

**job placement** at graduation, and their wages are **\$3 - \$8 more per hour** than those without a license and car.



“Here at TIP, if we see a need,  
we meet the need” —DONTA GREEN







## PROGRAM WORKFORCE HOUSING

By providing short-term housing, students and alum who are homeless or at risk of homelessness are able to stabilize, save money, and prepare for independent living; ultimately leading to prevention from recidivating and experiencing homelessness.

**In its pilot year,  
all tenants  
have sustained  
employment and  
successfully  
completed their ISPs.**



“TIP is a great  
place for new  
beginnings,  
opportunities,  
growth, and  
advancement”

—MALIK  
2022 MASONRY GRADUATE

## STRATEGIC PLAN UPDATE

We succeeded in completing two years of our three-year plan in 2022! Some of the accomplishments include:

- **Launching an Alumni Program**
- **Hiring strategic positions to build organizational capacity and serve more students**
- **Establishing a Premiere Employer Partnership Program and a suite of masonry and carpentry products to ensure sustainable funding**



## FINANCIAL SUMMARY

# AT A GLANCE

Goal #2 from TIP's three-year strategic plan was to diversify revenue streams. We are proud to report a significant increase in government contracts, corporate donations, and product sales from 2021 to 2022. Additional highlights from 2022:

- **100% participation in Board Giving**
- **100% participation in Staff Giving**
- **Thanks to alumni outreach efforts, 16 alumni participated in the #OneDay Campaign**

"I am living a life that many Black kids in my community dream about. I earn a good salary and benefits. I have a retirement fund, and I am only 18!"

—KAIRON  
2021 MASONRY  
GRADUATE

### 2021 REVENUE

FUNDING SOURCE	TOTAL
GRANTS	\$980,500
GOVERNMENT	\$48,885
CORPORATE	\$14,937
PRODUCT SALES	\$19,047
INDIVIDUAL	\$139,353
PPP FORGIVENESS	\$194,826
	\$1,397,548

### 2022 REVENUE

FUNDING SOURCE	TOTAL
GRANTS	\$752,500
GOVERNMENT	\$533,419
CORPORATE	\$12,970
PRODUCT SALES	\$49,345
INDIVIDUAL	\$130,625
SCHOLARSHIPS/PEP	\$48,200
RENTAL INCOME	\$2,700
	\$1,529,759

### CORE METRICS (COMPARISON BY YEAR)

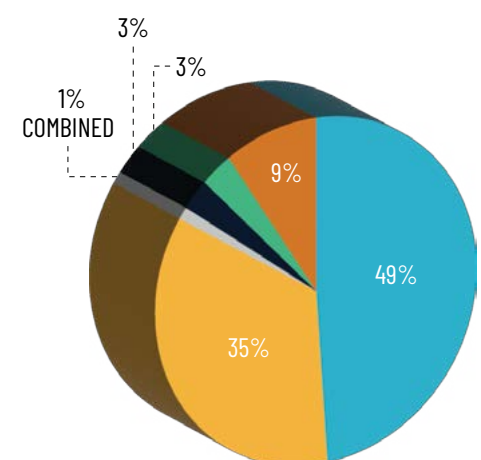
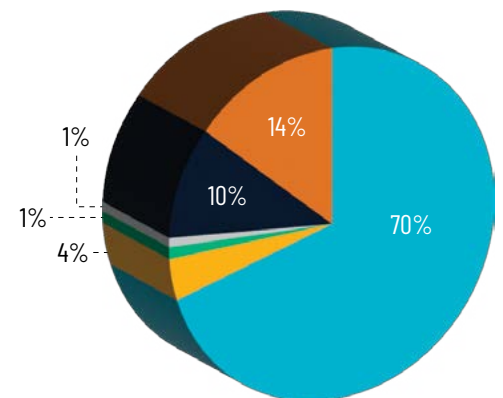
STUDENTS ENROLLED

STUDENTS REINCARCERATED

GRADUATED STUDENTS

GRADUATED & EMPLOYED

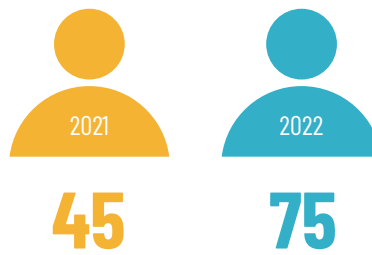
AVERAGE STARTING WAGE





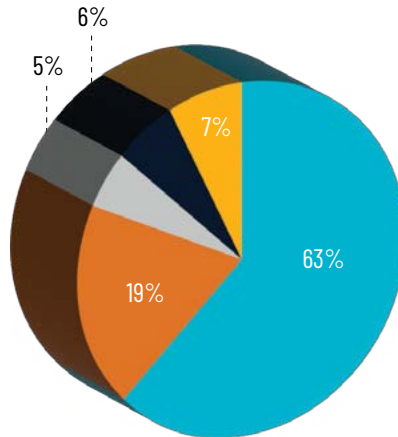
2020	2021	2022
101	110	93
12.25%	4%	0%
50	45	77
<b>45</b>	<b>45</b>	<b>75</b>
\$15.42	\$17.80	\$19.35

## GRADUATED & EMPLOYED



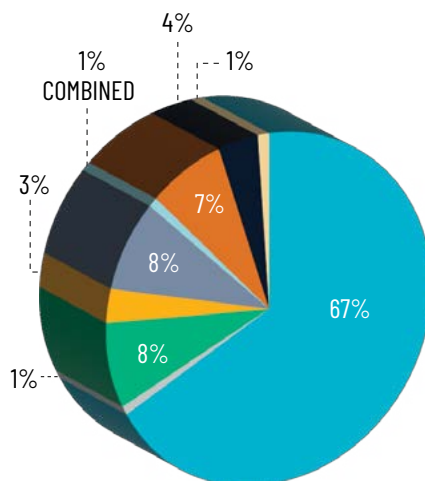
## 2022 EXPENSES BY PROGRAM

PROGRAM	
MASONRY	\$750,372.02
CARPENTRY	\$230,241.01
HOUSING	\$55,694.83
STRATEGIC INITIATIVES	\$75,230.29
ADMIN	\$78,234.04
	<b>\$1,189,772.19</b>



## 2022 EXPENSES BY CATEGORY

EXPENSE CATEGORY	
PAYROLL & STAFF	\$802,206.24
EQUIPMENT	\$8,263.69
FACILITIES	\$92,053.16
OFFICE	\$35,672.07
PROGRAM	\$89,805.21
TRAVEL & ENTERTAINMENT	\$486.85
COMMUNICATION	\$9,409.88
MARKETING	\$85,737.58
PROFESSIONAL SERVICES	\$45,096.05
INSURANCE	\$17,031.50
BANK FEES	\$1,009.96
MISCELLANEOUS	\$3,000.00
	<b>\$1,189,772.19</b>



# 2023 FUNDERS

3M

Alcoa Foundation

Allegheny Foundation

Appalachian Regional Commission

Auberle

The Benter Foundation

Bitz Foundation

City of Pittsburgh

Department of Human Services SNAP

EQT Foundation

First National Bank

Goodwill of Southwestern Pennsylvania

James & Melanie Crockard Foundation

KeyBank Foundation

McCune Foundation

Nicely Ridge Foundation

Partners4Work

PA DCED Neighborhood Assistance Tax Credit Program

PNC Foundation

POISE Foundation

Roy A. Hunt Foundation

Tippins Foundation

UPMC Health Plan



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**[tipgh.org](http://tipgh.org)**