



Thursday, June 20, 2024
10:00 AM – 12:00 PM

Hybrid Meeting
via Teams and In-person

One Penn Center at Suburban Station
1617 JFK Boulevard, Suite 1300
Philadelphia, PA 19103

PHILADELPHIA WORKS

BOARD OF DIRECTORS

Daniel K. Fitzpatrick
Chairman of the Board
President
Citizens Bank of PA/NJ/DE

Patrick J. Eiding
Secretary of the Board
Secretary - Treasurer
Philadelphia Building Trades

Steven Scott Bradley
Vice-Chairman of the Board
Principal, OneDigital - Senior Client
Executive One Digital

April Walker
Treasurer of the Board
Senior Vice President, Customer
Success Salesforce

Michelle Armstrong
Executive Director, Office of
Career & Technical
Education, School District of

William Bowie
President & CEO, Empower
Construction

Shari Brightful
Acting District Administrator,
Philadelphia County, PA Office
of Vocational Rehabilitation

Haniyyah Sharpe-Brown
Market Development Lead,
Philadelphia & Pittsburgh at
Accenture

David Crossed
Independent Business
Consultant

Brigitte F. Daniel, Esq.
Executive Vice President,
Wilco Electronic Systems Inc.

Donald Generals
President, Community
College of Philadelphia

Ed Grose
Executive Director, Greater
Philadelphia Hotel Association

Anuj Gupta
President & CEO, The
Welcoming Center

Stephanie L. Kosta
Vice President, Freedom
Region Comcast

Edward Krawczyk
Administrator, International
Association of Heat and Frost
Insulators and Allied Workers
JAC

Tonya Ladipo
CEO, The Ladipo Group

John W. Lasky
Chief Human Resources
Officer, Office of Workforce
Development, Temple
University Health System

****Richard Lazer**
Executive Director
Philadelphia Parking
Authority

Douglas Oliver
Senior Vice President of Governmental,
Regulatory, & External Affairs, PECO –
An Exelon Company

Kimmel Proctor
CEO, Beyond

Susan Schonfeld
Executive Director, Community Integrated
Services

Marybeth Ferguson Williams
Regional Director of Field Operations,
Bureau of Workforce Partnership and
Operations (BWPO) PA Dept. of Labor
and Industry

Christina Wong
Director/Producer, Comcast Campus
Content, Comcast Technology Center

**** Indicates additional Executive Committee Members. All Board Officers are Executive Committee Members.**

BOARD MEETING BRIEFING BOOK

June 20, 2024

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PHILADELPHIA WORKS

BOARD MEETING AGENDA

Thursday, June 20, 2024, | 10:00AM to 12:00PM

[Hybrid Board Meeting via Teams](#)

Presiding: Daniel K. Fitzpatrick, Chair

Welcome, Reports, & Presentations

I. Welcome

Daniel K. Fitzpatrick

II. Opening Remarks

- **ACTION:** Approval of the Consent Agenda
 - Mar 21, 2024, Board Meeting Summary
 - Committee Meeting Summaries and Reports for this Quarter

III. New Employees

H. Patrick Clancy

IV. CEO Report

H. Patrick Clancy

V. Operations Report

Patricia Blumenauer, Members of
Data & Research Team

Committee Updates and Actions

i. Finance

Zachariah Hughes

- Committee Update
- **ACTION:** Approval of Philadelphia Works FY25 Operating Budget and FY24 Operating Budget Modification
- **ACTION:** Approval of Philadelphia Works financial statements for ten months ending April 30, 2024

ii. Employer Engagement & Workforce Strategies Committee

- Committee Update
(Please refer to the meeting summary in this quarter's Board Briefing Book)

iii. Youth Standing Committee

- Committee Update
(Please refer to the meeting summary in this quarter's Board Briefing Book)

iv. One-Stop Operator

- Committee Update
(Please refer to the meeting summary in this quarter's Board Briefing Book)

Public Comment

Closing Remarks and Adjournment

Next Meeting: Thursday, September 19, 2024

Daniel K. Fitzpatrick

CONSENT AGENDA ITEMS

[Overview](#)

The following items are on the Philadelphia Works Consent Agenda for June 20, 2024:

- March 21, 2024, Board Meeting Summary (p. 2-6)
- Committee Meeting Summaries and Reports for this Quarter (p. 7-12)

Items on the Consent Agenda will not be discussed unless requested by a Board member. The following is a brief overview of each item.

[Meeting Summary: March 2024 Board Meeting](#)

The Board is being asked to approve the draft meeting summary from the March 21, 2024, Board Meeting.

[Committee Meeting Summaries](#)

The Board is being asked to approve the committee meeting summaries included in today's board briefing book.

Board and Committee Meeting Summaries

Welcome

Chairman of the Board Dan Fitzpatrick convened the meeting at 9:31AM. As part of his welcoming address, Mr. Fitzpatrick thanked the Philadelphia Works staff for its continued commitment to helping residents find employment.

MOTION: Mr. Fitzpatrick asked for a motion to approve the Consent Agenda as outlined on page 1 of the Philadelphia Works Board Briefing Book. The Consent agenda consisted of the following: Philadelphia Works Update, December 14, 2023, Board Meeting Summary and Committee Meeting Summaries and Reports for the quarter, January 12, 2024 Special Board Meeting Summary.

- Motion: Mr. Eiding
- Second: Mr. Bradley
- Abstentions: None

ACTION: Motion was approved unanimously.

Welcome to New Board Members and New Employees

Mr. Fitzpatrick welcomed new board members and Mr. Clancy introduced and welcomed new employees.

Economic Update/Update

Gloria Oh and Jessica Pierre-Louis updated the board on the following economic data:

- Quarterly Labor Market Update:
 - The unemployment rate hit a historic low of 3.7% in Philadelphia in December 2023.
 - PA has had a lower unemployment rate than the US in recent months.
 - Five-year relative employment growth has been strong in PA County.
- Recent Bureau of Labor Statistics Unemployment Rate Data as of January 2024:
 - PHL: 4.3% in January, up from 0.6 from December.
 - PA: 3.5% in January, up from 0.6 from December.
 - US: 4.1% in January, up from 0.6 from December.
- Philadelphia Labor Force:
 - Rebounded in January, adding +6,250 individuals after declining roughly 9,100 in December 2023.
 - Overall labor force stands at roughly +123,00 compared to January 2023.

ATTENDANCE

MEMBERS:

Michelle Armstrong
William Bowie
Shari Brightful
Manny Citron
David Crossed
Patrick Eiding
Marybeth Ferguson Williams
Dan Fitzpatrick
Donald Generals
Ed Grose
Stephanie Kosta
Tonya Ladipo
John Lasky
Doug Oliver
Kimmell Proctor
Steven Scott-Bradley
Haniyyah Sharpe-Brown
Christina Wong

REGRETS:

Brigitte Daniels, Esq.
Ed Krawczyk
Susan Schonfeld
Jasmin Sessoms
April Walker

STAFF:

Dawn Thomas
David Ervin II
H. Patrick Clancy
Jessica Pierre-Louis
Rebecca Ambrose
Zachariah Hughes
Marcus Hall
Gloria Oh
Patricia Blumenauer
Adrian Jezierski
Alonzo Jones
Ashlee Phillips
Joseph Kozlowski
Leah Schare

CEO Report

President and CEO H. Patrick Clancy updated the Board:

- New grants awarded include Industry Partnerships for Advanced Manufacturing of \$250,000 and Hospitality/Entertainment of \$250,000.
- Road Map to Good Jobs Update include ongoing convening with PEW Charitable Trust, Commerce, PIDC, Greater Philadelphia Chamber of Commerce and Visit Philly; developing regional strategy to engage both workforce and economic development organizations; and Infrastructure jobs.
- Pending grants include an opioid grant from the US Department of Labor and Comcast/US Conference of Mayors: Talent for Tomorrow.
- Mr. Clancy briefed the board on the current reauthorization of WIOA. Some concerns of note:
 - Local workforce area redesignation requirements describe how governors are directed to start a redesignation process for local workforce development areas (LWDAs). The bill provides three options:
 1. Governors can propose to maintain existing LWDAs,
 2. Governors can propose new designations which require approval from all local workforce boards to effect the change; or
 3. Even with opposition from a majority of the local workforce development boards (LWDBs), a third option of reducing local workforce areas into single statewide areas remains. This provision circumvents the will of mayors, jobseekers and employers and eliminates local control.
- A 50% training mandate for adult and dislocated worker funding which requires all local workforce boards to spend at least 50% of their Adult and dislocated worker funds on training. The legislation narrowly defines "training" and does not include support or wraparound services. This mandate would remove local flexibility for innovation and does not allow local boards to design services to meet specific local needs and will also lead to a reduction in other critical services.
- Potential increased state set-aside to 25% of total WIOA allocations. The new law includes language which allows for the creation of a new "Critical Industries Fund" of up to 10% of a state's allocation which in addition to the existing Governor's Reserve Fund of 15%, potentially permits a total of state-level aside of 25%, further reducing the local services remaining to deliver the increased training services newly mandated by the new law. Further, the new law allows use of other further federal funding which further erodes the ability of WIOA to leverage additional state funding for training opportunities in local areas.

ATTENDANCE

Sharon Robinson
Michael Joynes
Hebe Liu

Guests:
David Dopkin
Meredith McCarthy
Nicki Woods

Operations Report

Chief Operating Officer, Patricia Blumenauer, provided the following updates:

- The youth intermediary contracts are finalized or in final stages of approval:
 - Fiscal and contracting intermediary: JEVS Human Services.
 - Capacity Building Provider: Foundations, Inc.
 - Data Systems Consultant: Mathematica.
- Youth recruitment will start in April on a staggered schedule and the employer engagement process will be ongoing.
- The recent WIOA performance standards were released by the PA Department of Labor & Industry:
 - Received finalized performance measures for program year '22 (FY2023). A performance one-pager is included in the board book for context.
 - The state is providing a WIOA performance 101 webinar on May 10, 2024, from 11:30am for all SEPA Board members. An invite to follow.

- Training program procurement was completed in January 2024 for the following service providers; Full Circle Computing, OIC Philadelphia, Finishing Trades Institute and Energy Coordinating Agency. Existing programs currently recruiting include Congreso de Latinos Unidos for clinical medical assistant, CDL-A and emergency medical technician; Community College of Philadelphia for electronic health records; Full Circle Computing for phlebotomy training and Penn Asian Senior Services for clinical medical assistant.
- PA CareerLink® Updates:
 - In January, PA CareerLink Suburban Station held seven recruitment events including one at the Philadelphia Zoo where there were 54 attendees and 28 were recruited on the spot.
 - CHOP began another cohort of OJTs for 7 clinical lab assistants on 2/5/24 of which all are expected to begin full-time unsubsidized employment on 4/12/24.
 - PA CareerLink West is holding a Community Resource and Job Fair on 3/25/2024.
- Mr. Blumenauer described the revisions to the Philadelphia Works Apprenticeship Policy which included:
 - Overall clarification to ensure alignment with current processes and contracting requirements for WIOA funding.
 - Defining and clarifying the priority of funding for registered vs non-registered programs.
 - New employer incentives.

MOTION: Mr. Fitzpatrick requested a motion to approve the revised Philadelphia Works Apprenticeship Policy.

- Motion: Mr. Bradley
- Second: Ms. Kosta
- Abstentions: None.

ACTION: Motion was approved unanimously.

Update on apprenticeship activities by Philadelphia Works Director of Training & Apprenticeship, Rebecca Ambrose:

- The \$4,704,311 project is fully funded by the United States Department of Labor (USDOL) which was awarded to Philadelphia Works in August 2022. The goal is to increase registered apprenticeships and to reenergize and expand the apprenticeship hub in Southeast PA and increase and align Registered Apprenticeship Programs (RAPs) and Registered Pre-Apprenticeship Programs (RPAPs) to benefit of SEPA residents and employers.
- The shared vision includes decreasing the unemployment rate for youth, Black and brown people, and women. Leverage partnerships across SEPA to build capacity and systems change for apprenticeship and building RAPs and RPAPs. Collaboratively identify and implement career pathways that lead to family-sustaining wages and prioritize diversity, equity, inclusion, and accessibility and strategically build capacity to grow a cohesive, streamlined pathway for employers and apprentices to access.
- Partners:
 - Philadelphia Academies Inc.
 - Community College of Philadelphia
 - JEVS Human Services
 - Bayada
- Program highlights:
 - Updated APHL website: launched during National Apprenticeship Week 2023.
 - Committees: Education and Employer Engagement started November 2022
 - BAYADA: Nursing Pathways Grant from the state, leveraging WIOA funding.
 - CCP: Integrated proposed programming with existing programs and collaborated with the College's Division of Access and community Engagement to finalize details for HSE coursework.

- JEVS: Hosted strategic collaboration meetings with partners in Philadelphia and Bucks counties to develop and expand RPAP and RAP.
- PAI: expanding existing Philly Tech Gateway Afterschool Program into a registered pre-apprenticeship in cybersecurity technician with a launch date goal for a 2024-2025 school year.

The Director of Workforce Operations, Marcus Hall provided an update on PA CareerLink® services to justice impacted individuals:

- Since July 2023 PA CareerLink® have served 221 participants of which 122 attended the Welcome to PA CareerLink® workshop and 103 were enrolled in services.
- Successes include setting up recurring visits with each BCC location, systemized process to collect information pertinent to placement, interest, and experience; established regular cadence of meeting with staff leadership to address challenges and process improvements.
- Challenges include eligibility documentation and registration process; sporadic changes to residency; capacity of connectors.
- A Mobile Learning Lab collaboration commenced in December 2023. Staff from PA CareerLink®, and Beyond Literacy travel to PA Department of Corrections State Parole office to discuss education and employment-related options with potential customers.
- Success includes eight customers attended the Welcome to PA CareerLink Orientation Workshop and one client was enrolled.
- Challenges include monthly recurrence reduces the likelihood of follow up for some potential customers and participants sign up to meet up with representatives which restricts the number of participants served.
- Reentry orientation pilots with PA CareerLink locations established to fast-track referrals made from external criminal justice partners working with state, federal and local correctional institutions. The orientation will span two sessions over the course of two weeks and do not overlap. The goal is to provide participants an overview of career services available to them, to discuss the barriers that may be caused by previous incarceration and to explore strategies to overcome these barriers. At the conclusion of the two-week orientation period, these customers should be WIOA registered and can proceed with receiving services from a dedicated WIOA workforce advisor.

Financial Reports

Philadelphia Works Vice President Finance/Controller Zachariah Hughes presented the unaudited statements of financial position and statement of activities for the seven months ending January 31, 2024 and the annual audit for Philadelphia Works, Inc for FY2023.

MOTION: Mr. Fitzpatrick requested a motion to approve the financial statements for the seven months ending on January 31, 2024.

- Motion: Mr. Eiding
- Second: Ms. Kosta
- Abstentions: None.

ACTION: Motion was approved unanimously.

MOTION: Mr. Fitzpatrick requested a motion to approve the annual audit for Philadelphia Works, Inc, for FY2023.

- Motion: Mr. Eiding
- Second: Ms. Kosta
- Abstentions: None.

ACTION: Motion was approved unanimously.

Youth Standing and One Stop Committees

Ms. Shari Brightful provided updates for the One-Stop Operator:

- MOU renewal process nearly complete with only one partner needing to complete their MOU process; the PA CareerLink® staff continue to receive EEO trainings; the most recent Quarterly Partner Meeting was held on March 15, 2024; the next Partner Resource Fair planned at the West PA CareerLink center was held on Monday, March 25, 2024; and TPMA reviewed the updated PA CareerLink expulsion policy that will be finalized in March 2024.

Mr. Marcus Hall provided updates for the Youth Standing Committee:

- The committee met on February 29, 2024, where they received updates about the C2-PHL initiative and related working group and discussed future planning for the committee.

Ms. Patricia Blumenauer provided updates for the Employer Engagement and Workforce Strategies Committee.

Ms. Sarah Steltz updated the board that the committee met on February 26, 2024, in which received economic update on Philadelphia area labor and market trends, reviewed and discussed updated apprenticeship policy, received commerce department update, and discussed recruitment for C2-PHL business engagement working group initiative.

Public Comment

There was no public comment.

Adjournment

MOTION: Mr. Fitzpatrick requested a motion to adjourn the meeting.

- Motion: Mr. Citron
- Second: Mr. Eiding
- Abstentions: None

ACTION: Motion was approved unanimously, and the meeting ended at 12:26PM.

EXECUTIVE COMMITTEE MEETING SUMMARY

Wednesday, March 13, 2024 | 3:00-4:00 P.M.

Chair: Mr. Daniel Fitzpatrick

Virtual meeting via Microsoft Teams

Welcome

The meeting was called to order at 3:14 p.m. Mr. Daniel Fitzpatrick, Chair, welcomed committee members. Meeting commenced without a quorum as only three committee members were present.

CEO Report

Mr. H. Patrick Clancy updated the committee on:

- PEW Economic and Workforce Update – Working with County workforce boards and economic development agencies to develop comprehensive economic and workforce strategy.
- Hydrogen Hub – MACH 2 – Mr. Pat Eiding and Mr. Patrick Clancy visited.
- Philadelphia Works Space Renovation – Office enhancements will be covered by landlord via rent cost, as outlined in lease renegotiation
- Over the past two years, Philadelphia Works has experienced a dramatic increase in funding (approximately \$30,000,000) and new initiatives such as Career Connected Learning for youth, Good Jobs Challenge, Re-entry strategy, Apprenticeship activities.
- To best prepare for this additional work, A-Gemm Consulting will assist staff develop a Strategic Plan. The process will commence on March 13th and end before the end of the fiscal year.

ATTENDANCE:

MEMBERS:

Daniel K. Fitzpatrick
Steven Scott Bradley
Manny Citron
Patrick J. Eiding

STAFF:

H. Patrick Clancy
Patricia Blumenauer
John Daly
Zach Hughes
Megan Marshall
Maria Morton

New Grants Awarded:

- Advanced Manufacturing Industry Partnership - \$250,000.000
- Hospitality/Entertainment Industry Partnership - \$250,000.00

Proposals Submitted/Pending:

- PA Department of Labor and Industry Opioid Grant
- Staff is evaluating other potential grants.

Events:

Mr. Clancy advised of the following events occurring over the next few months:

- US Conference of Mayors Workforce Development Committee – Mr. Patrick Clancy will be attending and was recently elected as 2nd VP of group.
- National Association of Workforce Board – DC Conference

News

- Mr. Manny Citron joined the meeting and stated he will be leaving his role with the City of Philadelphia and therefore would be stepping down from the PW board.

COO Report

Ms. Patricia Blumenauer provided the following update:

- The PW Apprenticeship Policy is currently being updated:
 - Overall clarification and updates to ensure alignment with current processes and contracting requirements for WIOA funding.
 - Will be presented an action item for the board to vote on next week.

Finance Report

Mr. Zachariah Hughes PW Vice President Finance/Controller provided the committee with an update:

- The Fiscal Year 2023 audit is complete which included:
 - An unmodified clean opinion from the audit firm
 - Full implementation of GASB 87 (leases for buildings)
 - Review of 500 contracts and the appropriate invoices
 - All required information will be uploaded once the board provides approval.
- The current Budget v. Actual Analysis and Balance sheet was presented. Current expenditures are \$39,425,916,00, which is 55% of budget. No significant variances or concerns in regard to PW activities or projections.

Adjournment

With no further business to discuss, the meeting adjourned at 4:06 p.m.



EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES MEETING SUMMARY

Friday, May 24, 2024 | 10:00-11:00 AM

Chair: **Brigitte Daniel-Corbin**
Virtual meeting via

Welcome

The meeting was called to order at 10:03 a.m. Ms. Brigitte Daniel-Corbin welcomed committee members and guests. **MOTION** was made to approve the meeting minutes. **ACTION:** motion was approved unanimously.

Economic Update

Ms. Hebe Liu presented on the Philadelphia-area labor and market trends relevant to the committee's objectives. This data included data on Philadelphia's unemployment rates, labor force, employment by industry, and wage growth.

C2L-PHL Worksite & Business Recruitment

Mr. Marcus Hall briefed the committee on the C2L-PHL initiative, which aims to position Philadelphia's youth for success no matter which pathway they take through high school by achieving three interrelated objectives:

1. Youth are given access and experience to explore different career paths and fields.
2. Youth are equipped with the tools and skills they need to explore, set, and achieve career goals.
3. Youth know how to identify and utilize their strengths and passions to inform career decisions.

Providers are still seeking worksites to place youth for work-based learning activities; administrative and fiscal responsibility, including wages, would be provided by the Fiscal and Contracting Intermediary. The Capacity Building Provider will also provide toolkits, coaching for supervisors, a quarterly workshop series, and more to help support employers participating as worksites. Employers interested in participating as a worksite should fill out an [interest form](#).

Foundations, Inc. Employer/Worksite Portal Demonstration

Mr. Andrew Francis of Foundations, Inc., the C2L-PHL Capacity Building Provider, demonstrated the C2L-PHL Employer/Worksite Portal for the committee. The demonstration reviewed the portal's resource library which includes virtual professional development events, tools, templates, guides, and other resources for employer worksites, podcasts and other media, self-paced learning, and more.

Open Discussion

Committee members discussed strategies for effectively disseminating resources or best practices for hosting young people for work-based learning experiences.

Adjournment

With no other business to discuss, the meeting adjourned at 10:53 a.m.

ATTENDANCE

MEMBERS:

Brigitte Daniel-Corbin
Ed Grose
Jeffrey Missan
Erin Phovilaychit
Nicole Pumphrey
John Sanchez
Marybeth Williams

REGRETS:

Shari Brightful
Rochelle Cooks
Donald Generals
Valerie Grant
Gianna Grossmann
Megan Heileman
Gregory Mason
Samuel Starks

Guests:

Andrew Francis

STAFF:

Patricia Blumenauer
Marcus Hall
Abby Jones
Hebe Liu
Gloria Oh
Marlene Pringle
Nichol Wilkins

Welcome

The meeting was called to order at 2:02 p.m. Ms. Patricia Blumenauer welcomed the committee members and reviewed the meeting agenda.

C2L-PHL Update

Ms. Blumenauer informed the committee that 8,000 slots have been secured for youth work-based learning experiences in summer 2024, and over 13,000 inquiry forms and over 8,000 applications have already been completed, respectively.

Foundations, Inc. Presentation

Ms. Shanika Peck and Mr. Andrew Francis of Foundations, Inc., the C2L-PHL Capacity Building Provider, discussed the supports that they provide to businesses hosting youth for work-based learning experiences. Ms. Peck and Mr. Francis also demonstrated the C2L-PHL Employer/Worksite Portal for the committee, reviewing the portal's resource library which includes virtual professional development events, tools, templates, guides, and other resources for employer worksites, podcasts and other media, self-paced learning, and more.

Procurement Timeline

Ms. Blumenauer updated the committee regarding the upcoming procurement for TANF and WIOA Youth providers; Philadelphia Works, Inc. intends to release an RFP in late summer. Providers applying for both RFPs are expected to align with the C2L-PHL framework, and new provider contracts are expected to start January 1, 2025.

Adjournment

With no other business to discuss, the meeting adjourned at 2:31 p.m.

ATTENDANCE

MEMBERS:

Patrick Eiding
Sarah Hollister
Stephanie Kosta
David Thomas

REGRETS:

Michelle Armstrong
Deborah Buhles
Lisa Coriano
Daniel Fitzpatrick
Heloise Jettison
Christine Piven
Ali Robinson-Rogers
April Voltz

STAFF:

Patricia Blumenauer
H. Patrick Clancy
Abby Jones

ONE-STOP OPERATOR MEETING SUMMARY

Wednesday, May 22, 2024 | 9:00-10:00 AM

Co-Chairs: Kimmell Proctor, Shari Brightful

Virtual Meeting via Microsoft Teams

Welcome

The meeting was called to order at 9:03 a.m. Ms. Shari Brightful welcomed committee members and guests. **MOTION** was made to approve the meeting minutes. **ACTION:** motion was approved unanimously.

Title II Updates

Ms. Kimmell Proctor provided updates regarding adult literacy and Title II programs. There are three Title II state-funded adult education agencies across the city – Beyond Literacy, Temple University, and District 1199c Training & Upgrading Fund – and these agencies provide courses for adult Philadelphians focusing on literacy and English language proficiency, working closely with the PA CareerLink® centers. Title II programs function as workforce development, helping Philadelphians attain necessary credentials to obtain quality employment. Ms. Proctor also shared that Beyond Literacy was recently awarded a workforce innovation grant by Sen. Bob Casey, so in Fiscal Year 2025 they will expand their current programs and supports for learners.

C2L-PHL Updates

Mr. Marcus Hall updated the committee on Career Connected Learning Philadelphia (C2L-PHL) activities. Career Connected Learning Philadelphia (C2L-PHL) initiative, which aims to position Philadelphia's youth for success no matter which pathway they take through high school by achieving three interrelated objectives:

1. Youth are given access and experience to explore different career paths and fields.
2. Youth are equipped with the tools and skills they need to explore, set, and achieve career goals.
3. Youth know how to identify and utilize their strengths and passions to inform career decisions.

C2L-PHL includes programming focusing on young people's career awareness, preparation, and launch, with both summer and school year cohorts available, and is broken into three contracts:

1. Fiscal and Contracting Intermediary – JEVS Human Services
2. Capacity Building Provider – Foundations, Inc.
3. Database Consultant – Mathematica, Inc.

Providers are still seeking worksites to place youth for work-based learning activities; administrative and fiscal responsibility, including wages, would be provided by the Fiscal and Contracting Intermediary. The Capacity Building Provider will also provide toolkits, coaching for supervisors, a quarterly workshop series, and more to help support employers participating as worksites.

There are 8,000 slots available to young people for summer 2024 programs, and 2,000 slots available for school year 2024-2025 programs; as of this meeting, over 6,000 young people have completed applications for work-based learning experiences.

ATTENDANCE

MEMBERS:

Shari Brightful
Peggy Dugan
Valerie Grant
Kimmell Proctor
Marybeth Williams

REGRETS:

Stephen Gardner
Heloise Jettison

GUESTS:

Jamaine Jackson

STAFF:

H. Patrick Clancy
Tracy Crawford-Carter
Delores Gay
Marcus Hall

One-Stop Manager Report

Mr. Jamaine Jackson of Thomas P. Miller & Associates (TPMA), Philadelphia's One-Stop Operator provider, shared the One-Stop Operator activities that have taken place since the previous quarter's meeting.

[MOU Renewal Process Updates](#)

Mr. Jackson informed the committee that all MOU renewals have been completed. TPMA is also currently vetting some new or re-engaging partners to introduce into the MOU network.

[PA CareerLink® EO Training](#)

Mr. Jackson noted that the next EO training for PA CareerLink® staff will be a Behavioral Awareness Training held at the end of May, as part of Behavioral Health Awareness Month. This training will include presentations by the Department of Behavioral Health and Project Transition to talk about each agency's programs and processes.

[Planning for Next Quarterly Partner Meeting](#)

Mr. Jackson shared that TPMA and Philadelphia Works are planning to hold the next Quarterly Partner Meeting at the end of June.

[Partner Resource Fair Planning](#)

Finally, Mr. Jackson shared that the next quarterly partner resource fair will be held at the PA CareerLink® North center on June 26.

PA CareerLink® Philadelphia Updates

Mr. Jesse James provided an update on activities at PA CareerLink® Philadelphia Centers. Mr. James shared success stories from across the Philadelphia centers, including customers enrolled in the Trade Act assistance program at the North and Northwest centers, a training program to become a Certified Medical Assistant at the West center, and a meet-and-greet focusing on healthy relationships at the Suburban Station center.

Adjournment

With no other business to discuss, the meeting adjourned at 10:00 a.m.

Action Items

(2)

Action Item (1): Approval of Philadelphia Works Financial Statements

Background

Philadelphia Works is required to prepare a financial statement which are to be approved by the Philadelphia Works Board of Directors. Financial statements include statements of Financial Position and Statements of Activities.

Action

Approval of Philadelphia Works Inc. financial statements for ten months ended April 30, 2024.

Recommendation

Approval of the Philadelphia Works Inc. Financial Statements.

Action Item (2):
Approval of Philadelphia Works FY25 Operating Budget and
FY24 Operating Budget Modification

Background:

Philadelphia Works is required to prepare a financial statement which are to be approved by the Philadelphia Works Board of Directors. Financial statements include statements of Financial Position and Statements of Activities.

Action

- Approval of the FY24 Budget Modification
- Approval of Philadelphia Works FY25 Operating Budget

Recommendation

Approval of the Philadelphia Works FY25 Operating Budget and FY24 Budget Modification.

Financial Reports



*PHILADELPHIA WORKS INC.
FOR TEN MONTHS ENDED
April 30, 2024*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC
Budget vs. Actual Expense Analysis
As of April 30, 2024

| | <u>FY 2024 Available Funding</u> | <u>4/30/2024 Actual Expenses</u> | <u>4/30/2024 Variance</u> | <u>Comments</u> |
|---|--------------------------------------|--------------------------------------|-------------------------------|---|
| <u>USDOL</u> | | | | |
| Career Dislocated Worker Grant - 9/12/23 | 2,447,449 | 986,831 | 1,460,619 | |
| Good Jobs Challenge -Year 2 | 21,811,695 | 2,432,344 | 19,379,351 | |
| Apprenticeship Building America (ABA) -Year 2 | 4,654,115 | 561,264 | 4,092,851 | |
| Community Projects-Community Hilco | <u>910,180</u> | <u>240,586</u> | <u>669,594</u> | |
| | <u>29,823,440</u> | <u>4,221,025</u> | <u>25,602,415</u> | |
| <u>PA-DHS</u> | | | | |
| TANF (Cost Reimbursement) - FY24 Allocation | 32,271,547 | 24,716,293 | 7,555,254 | |
| TANF YOUTH - FY23 Carryover | 1,596,452 | 1,596,452 | - | |
| TANF YOUTH FY24 | <u>11,336,189</u> | <u>7,234,109</u> | | |
| TOTAL TANF | <u>45,204,188</u> | <u>33,546,854</u> | <u>11,657,334</u> | |
| <u>PADOL</u> | | | | |
| WIA YOUTH FY24 | 7,596,464 | 4,832,400 | 2,764,063 | |
| WIA YOUTH C/O FY23 | 1,237,225 | 1,237,225 | - | |
| WIA ADUL FY24 1st Incr. | 1,419,168 | 1,277,251 | | |
| WIA ADUL FY24 2nd Incr. | 5,836,966 | 4,769,637 | 141,91 | |
| WIA ADUL FY23 Transfer-In(1) | 1,732,564 | 1,027,347 | 7 | |
| WIOA ADUL FY24 Transfer-In | 1,111,200 | 0 | 1,067,329 | |
| WIA ADUL C/O FY23 1st Incr. | 84,739 | 84,739 | 705,217 | |
| WIA ADUL C/O FY23 2nd Incr. | 535,386 | 535,386 | 1,111,200 | |
| WIA DLW FY24 1st Incr. | 1,095,272 | 1,045,584 | - | |
| WIA DLW FY24 2nd Incr. | 2,872,323 | 2,141,088 | - | |
| WIA DLW C/O FY23 2nd Incr. | 244,366 | 244,366 | | |
| WIOA DLW BEP Funds | 99,056 | 53,319 | 49,68 | |
| WIA DLW BEP Funds 2nd SW | 150,000 | 60,203 | 9 | |
| | <u>-</u> | | <u>731,235</u> | |
| TOTAL WIOA | <u>24,014,728</u> | <u>17,308,543</u> | <u>-</u> | |
| OTHER | | | | |
| | <u>4,796,274</u> | <u>1,425,341</u> | <u>3,370,933</u> | Other Funding, IP, WINC, PHA, PA Smart, Wn Penn, Clean Energy, JPMC, Wallace Fdn, City of Phila Commerce, NRW |
| TOTAL | <u>103,838,631</u> | <u>56,501,763</u> | <u>47,336,867</u> | |

PHILADELPHIA WORKS, INC.
Statements of Financial Position
As of April 30, 2024

| | 4/30/2024 | 4/30/2023 |
|--|--------------------------|--------------------------|
| | Unaudited | Unaudited |
| ASSETS | | |
| <i>Current Assets:</i> | | |
| Cash | 5,257,195 | 3,858,845 |
| Accounts receivable - grants and contracts | 11,137,480 | 10,524,337 |
| Other current assets | 719,611 | 1,040,215 |
| Total current assets | <u>17,114,286</u> | <u>15,423,397</u> |
| <i>Property and Equipment:</i> | | |
| Furniture and equipment | 358,486 | 358,486 |
| Computer equipment | 425,807 | 425,807 |
| Leasehold improvements | 2,773,935 | 2,773,935 |
| Lease Assets | <u>19,765,864</u> | <u>19,765,864</u> |
| | 23,324,092 | 23,324,092 |
| Less: accumulated depreciation | <u>(9,055,849)</u> | <u>(5,732,192)</u> |
| Net property and equipment | <u>14,268,243</u> | <u>17,591,900</u> |
| Other Assets- Security & Other deposits | 451,967 | 467,706 |
| Total assets | <u><u>31,834,496</u></u> | <u><u>33,483,003</u></u> |
| LIABILITIES AND NET ASSETS | | |
| <i>Current Liabilities:</i> | | |
| Due to subrecipients | 10,153,010 | 10,354,401 |
| Accounts payable and accrued expenses | 54,125 | 41,713 |
| Advances | - | - |
| Due to Commonwealth of Pennsylvania | 2,169,066 | 2,167,885 |
| Other current liabilities | <u>4,382,505</u> | <u>2,612,332</u> |
| Total current liabilities | 16,758,705 | 15,176,332 |
| Due to State- Deposits | 451,967 | 467,706 |
| Lease Allowance | 325,953 | 503,689 |
| Lease Assets | <u>13,735,235</u> | <u>16,816,778</u> |
| Total liabilities | 31,271,859 | 32,964,505 |
| <i>Net Assets:</i> | | |
| Unrestricted Net Assets | 355,581 | 247,066 |
| Equity value of government funds | <u>207,056</u> | <u>271,434</u> |
| Total net assets | <u>562,637</u> | <u>518,501</u> |
| Total liabilities and net assets | <u><u>31,834,496</u></u> | <u><u>33,483,003</u></u> |

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of April 30, 2024

| | April 30, 2024 | | | April 30, 2023 |
|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Training | Management | | |
| | Program Services | and General | Total | Total |
| Support and Revenue | | | | |
| TANF (Cost Reim/Youth) | 29,815,218 | 3,731,636 | 33,546,854 | 33,706,008 |
| TANF Performance | | | | |
| WIOA (Adult / DLW / RR / Youth) | 15,838,385 | 1,470,159 | 17,308,543 | 16,557,409 |
| Other | <u>5,306,843</u> | <u>200,065</u> | <u>5,506,908</u> | <u>979,287</u> |
| Total support and revenue | <u>50,960,445</u> | <u>5,401,860</u> | <u>56,362,306</u> | <u>51,242,703</u> |
| Expenses | | | | |
| Salaries | 2,273,638 | 3,400,789 | 5,674,427 | 5,127,900 |
| Fringe benefits | <u>592,950</u> | <u>807,315</u> | <u>1,400,265</u> | <u>1,330,129</u> |
| Total salaries and fringe benefits | <u>2,866,588</u> | <u>4,208,104</u> | <u>7,074,692</u> | <u>6,458,029</u> |
| Subrecipient services | 46,448,444 | - | 46,448,444 | 41,959,633 |
| Professional and consulting services | 419,689 | 270,630 | 690,320 | 441,756 |
| Facilities costs | 558,566 | 342,445 | 901,011 | 847,397 |
| Depreciation | 139,458 | - | 139,458 | 141,391 |
| Maintenance and System Support | 112,418 | 67,815 | 180,233 | 221,295 |
| Cloud Services | 11,556 | 14,514 | 26,069 | 7,477 |
| Special Projects | 282 | 1,379 | 1,661 | 0 |
| Disaster Recovery | 26,814 | 16,434 | 43,248 | 42,500 |
| Equipment and Software Purchases | 67,499 | 41,658 | 109,156 | 166,434 |
| Outreach/Marketing | 79,548 | 51,072 | 130,619 | 234,517 |
| Meetings, Conferences & Travel | 120,011 | 105,112 | 225,123 | 167,276 |
| Office supplies and printing | 5,424 | 2,982 | 8,405 | 19,201 |
| Telephone | 18,614 | 11,409 | 30,022 | 34,653 |
| Temporary Help | 5,197 | 68,254 | 73,451 | 172,024 |
| Employee Development | 6,358 | 38,216 | 44,573 | 84,953 |
| Office Expense | 213,438 | 161,839 | 375,277 | 378,169 |
| Miscellaneous | <u>-</u> | <u>-</u> | <u>-</u> | <u>59</u> |
| Total expenses | <u>51,099,903</u> | <u>5,401,860</u> | <u>56,501,763</u> | <u>51,376,764</u> |
| Changes in net assets | (139,458) | 0 | (139,458) | (134,063) |
| **Net assets, beginning of period | <u>346,514</u> | <u>355,581</u> | <u>702,095</u> | <u>652,563</u> |
| Net assets, end of period | <u><u>207,056</u></u> | <u><u>355,581</u></u> | <u><u>562,637</u></u> | <u><u>518,500</u></u> |

**Net assets were updated to agree to PWT's audited financial statements for the period that ended June 30, 2023

PHILADELPHIA WORKS, INC.
Projected Costs vs. Actual Expenses - Admin & Program Combined
As of April 30, 2024

| | FY24 Approved Budget Combined | YTD Actual Expenses 4/30/2024 | Remaining Budget Available 4/30/2024 | % of Budget Remaining |
|--|--|--|---|----------------------------------|
| <i>Expenses</i> | | | | |
| Salaries | 7,949,423 | 5,674,427 | 2,274,996 | 29% |
| Fringe benefits | 2,352,350 | 1,400,265 | 952,085 | 40% |
| Total Salaries and Fringe Benefits | 10,301,773 | 7,074,692 | 3,227,081 | 31% |
| Subrecipient services | 72,581,802 | 46,448,444 | 26,133,358 | 36% |
| Professional and consulting services | 829,000 | 690,320 | 138,680 | 17% |
| Facility costs | 1,084,164 | 901,011 | 183,153 | 17% |
| Depreciation | - | 139,458 | (139,458) | 0% |
| Maintenance and System Support | | 180,233 | 102,767 | 36% |
| Cloud Services | 283,000 | 26,069 | 92,481 | 78% |
| Special Projects | 118,550 | 1,661 | 376,339 | 100% |
| Disaster Recovery | 378,000 | 43,248 | 26,752 | 38% |
| Equipment and Software Purchases | 70,000 | 109,156 | 2,544 | 2% |
| Outreach | 111,700 | 130,619 | 44,881 | 26% |
| Meetings, conferences, and travel | 175,500 | 225,123 | 43,525 | 16% |
| Travel and Transportation | 268,648 | 0 | 1,500 | 100% |
| Office supplies and printing | 1,500 | 8,405 | 12,745 | 60% |
| Telephone | 21,150 | 30,022 | 22,278 | 43% |
| Temporary help | 52,300 | 73,451 | 26,549 | 27% |
| Employee development | 100,000 | 44,573 | 77,927 | 64% |
| Office expense | 122,500 | 375,277 | 97,523 | 21% |
| Total Operating Costs | 76,670,614 | 49,427,071 | 27,243,543 | 36% |
| Total Personnel and Operating Costs | 86,972,387 | 56,501,763 | 30,470,624 | 35% |

Philadelphia Works, Inc.
Statements of Activities By Funding Source
As of April 30, 2024
(Unaudited)

| | TANF ADULT | WIOA | TANF YOUTH | Industry Partnership | Equity | Others | Total |
|----------------------------------|-------------------|-------------------|------------------|----------------------|------------------|------------------|-------------------|
| Revenues | | | | | | | |
| Grants and Contributions | 24,716,293 | 17,308,543 | 8,830,561 | 215,900 | - | 5,244,699 | 56,315,997 |
| Interest Income | | | | | | 46,308 | 46,308 |
| Total Revenues | 24,716,293 | 17,308,543 | 8,830,561 | 215,900 | - | 5,291,007 | 56,362,308 |
| Expenses | | | | | | | |
| Salaries | 2,692,965 | 1,435,771 | 1,067,022 | 12,417 | - | 466,252 | 5,674,427 |
| Fringe benefits | 683,974 | 357,640 | 260,563 | 4,593 | - | 93,495 | 1,400,265 |
| Subrecipient Services | 20,057,776 | 14,911,838 | 7,035,959 | 155,271 | - | 4,287,600 | 46,448,444 |
| Professional fees and Consulting | 213,892 | 102,109 | 72,929 | 43,072 | - | 258,318 | 690,320 |
| Facility Cost | 491,539 | 218,286 | 168,467 | - | - | 22,719 | 901,011 |
| Depreciation expense | - | - | - | - | - | - | 139,458 |
| Maintenance and System Support | - | - | - | - | 139,458 | 2,815 | 180,233 |
| Cloud Services | 99,340 | 44,517 | 33,561 | - | 8 | 280 | 26,069 |
| Special Projects | 0 | 7 | 1 | - | - | 27 | 1,661 |
| Disaster Recovery | 16,447 | 7,144 | 2,198 | - | - | 254 | 43,248 |
| Equipment and Software Purchases | 1,104 | 531 | - | - | - | 409 | 109,156 |
| Outreach/Marketing | 24,026 | 10,718 | - | - | - | 45,918 | 130,619 |
| Mtgs, conferences, travel | 46,661 | 33,423 | 8,240 | - | - | 101,235 | 225,123 |
| Office Supplies and Printing | 38,913 | 22,699 | 9 | 30 | - | 48 | 8,405 |
| Telephone | 71,032 | 30,950 | 28,662 | 2 | - | 182 | 30,022 |
| Temporary Help | 4,555 | 2,214 | 23,089 | 246 | - | 921 | 73,451 |
| Employee Development | 16,810 | 7,391 | 21,604 | - | - | 541 | 44,573 |
| Office Expense | 35,467 | 20,994 | 1,343 | - | - | 9,992 | 375,277 |
| Others | 20,353 | 12,668 | 5,640 | - | - | - | - |
| Total Expenses | 201,439 | 89,651 | 16,069 | - | - | 5,291,008 | 56,501,763 |
| Net Income | - | - | - | - | (139,458) | - | (139,458) |

PHILADELPHIA WORKS, INC.
Comparative Operating Budget
For the Year Ending June 30,
2024-Revised

Philadelphia Works
Comparative Operating Budget
For the Year Ending June 30, 2024-Revised

| | Approved FY24 Budget | Revised FY24 Budget | Change |
|--|--------------------------|--------------------------|---------------------|
| Expenses | | | |
| Salaries | 7,949,423 | 7,949,423 | |
| Fringe Benefits | <u>2,352,350</u> | <u>2,352,350</u> | - |
| Total Salaries and Fringe Benefits | <u>10,301,773</u> | <u>10,301,773</u> | - |
| Operating Expenses | | | |
| Subrecipient services | 73,000,000 | 72,581,802 | (418,198) |
| Professional and Consulting Services | 467,950 | 829,000 | 361,050 |
| Facility Costs | 1,084,164 | 1,084,164 | - |
| Maintenance and system support | 283,000 | 283,000 | - |
| Cloud Services | 118,550 | 118,550 | - |
| Special Projects | 378,000 | 378,000 | - |
| Disaster Recovery | 70,000 | 70,000 | - |
| Equipment and Software | 111,700 | 111,700 | - |
| Outreach | 175,500 | 175,500 | - |
| Meetings, conferences and travel | 213,000 | 270,148 | |
| Office supplies and printing | 21,150 | 21,150 | 57,14 |
| Telephone | 52,300 | 52,300 | 8 |
| Temporary help | 100,000 | 100,000 | - |
| Employee development | 122,500 | 122,500 | - |
| Office expense | <u>472,800</u> | <u>472,800</u> | - |
| Total Operating Costs | <u>76,670,614</u> | <u>76,670,614</u> | - |
| Total Personnel and Operating Costs | 86,972,387 | 86,972,387 | - |
| Less: | | | |
| Depreciation | - | - | - |
| Total Available Revenue | <u><u>86,972,387</u></u> | <u><u>86,972,387</u></u> | <u><u>0.00%</u></u> |

*PHILADELPHIA WORKS
FOR THE FISCAL YEAR ENDING
JUNE 30, 2025
BUDGET*

**Philadelphia Works
Revenue Budget
Fiscal Year 2025**

| Revenue | FY25 Budget | FY 24 Budget | Variance |
|--|--------------------|---------------------|--------------------|
| TANF EARN Adult | | | |
| Cost Reimbursement | <u>32,271,547</u> | <u>32,271,547</u> * | <u>-</u> * |
| Total EARN | <u>32,271,547</u> | <u>32,271,547</u> | <u>-</u> |
| WIOA Adult | | | |
| Title I - Adult | 6,848,434 | 7,256,133 | (407,699) |
| Title I- Dislocated Worker | 4,667,128 | 5,078,795 | (411,667) |
| Total WIOA | <u>11,515,563</u> | <u>12,334,929</u> | <u>(819,366)</u> |
| Total Adult WIOA & TANF | <u>43,787,110</u> | <u>44,606,476</u> | <u>(819,366)</u> |
| Youth | | | |
| Title I | 7,085,960 | 7,596,464 | (510,504) |
| TANF | <u>10,858,538</u> | <u>11,336,189</u> | <u>(477,651)</u> |
| Total Youth Funding | <u>17,944,498</u> | <u>18,932,653</u> | <u>(988,156)</u> |
| Total TANF / WIOA Funding | <u>61,731,607</u> | <u>63,539,129</u> | <u>(1,807,522)</u> |
| Projected Funding Carryover | | | |
| WIOA Formula (adult, dw and youth) | 3,523,976 | 3,884,225 | (360,249) |
| TANF YOUTH | 736,962 | 2,900,000 | (2,163,038) |
| NDWG (Career Dislocated Worker Grant) | 1,263,252 | 2,506,492 | (1,243,240) |
| Apprenticeship Building America | 3,980,599 | 4,600,000 | (619,401) |
| Other Foundation Funding | 648,909 | 308,500 | 340,409 |
| Clean Energy Grant | 354,285 | 450,000 | (95,715) |
| JP Morgan Chase | 320,000 | - | 320,000 |
| WIOA BEP | - | | (235,000) |
| Industry Partnership | | 235,00 | 4,715,500 |
| Community Projects Grant | 4,999,50 | 0 | (378,523) |
| Wm Penn Foundation | 0 | 284,000 | 1,722 |
| PA Smart (Ambassador & Diverse Industry) | 621,477 | 1,000,000 | (198,000) |
| Good Jobs Challenge | 2,311,247 | 2,309,525 | (2,717,328) |
| Total Other Funding | <u>-</u> | <u>198,000</u> | <u>(2,632,862)</u> |
| | | <u>21,811.69</u> | <u>(4,440,384)</u> |

*Funding allocation not received, budget assumes level funding.

**Philadelphia Works
Administrative Revenue
By Funding Source
FY 2025**

| | <u>FY 25 Revenue</u> | <u>FY 24 Revenue</u> | <u>% Change</u> |
|------------------------------------|-----------------------------|-----------------------------|--------------------------|
| TANF EARN Adult | <u>3,227,155</u> | <u>3,227,155</u> | <u>0.00%</u> |
| WIOA Adult | | | |
| Title I - Adult | 684,843 | 725,613 | -5.62% |
| Title I- Dislocated Worker | <u>466,713</u> | <u>507,880</u> | <u>-8.11%</u> |
| Total | <u>1,151,556</u> | <u>1,233,493</u> | <u>-6.64%</u> |
| Total Adult WIOA & TANF | <u>4,378,711</u> | <u>4,460,648</u> | <u>-1.84%</u> |
| Youth | | | |
| Title I | 708,596 | 759,646 | -6.72% |
| TANF | <u>1,085,854</u> | <u>1,133,619</u> | <u>-4.21%</u> |
| Total Youth | <u>1,794,450</u> | <u>1,893,265</u> | <u>-5.22%</u> |
| Total TANF / WIOA Funding | <u>6,173,161</u> | <u>6,353,913</u> | <u>-2.84%</u> |
| Formula Carryover Admin | <u>1,390,974</u> | <u>1,636,645</u> | <u>-15.01%</u> |
| Grand Total | <u>7,564,135</u> | <u>7,990,558</u> | <u>-5.34%</u> |

Philadelphia Works
Comparative Operating Budget
For the Year Ending June 30, 2025

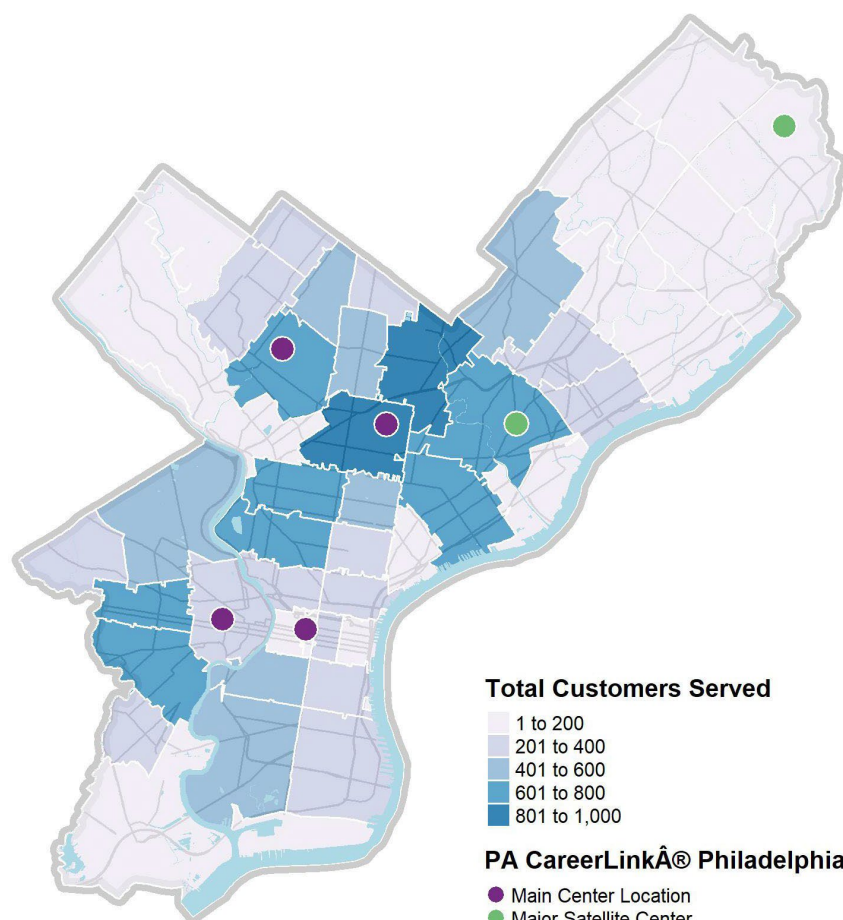
| | FY24 Budget | Actual April 30, 2024 Expense | Projected May 1 through June 30, 2024 Expense | Projected Total June 30, 2024 Expense | Proposed FY25 Budget | Proposed FY25 vs FY24 Budget |
|--|--------------------|--|--|--|---------------------------------|---|
| Expenses | | | | | | |
| Salaries | 7,949,423 | 5,674,427 | 1,268,202 | 6,942,629 | 7,932,924 | (16,499) |
| Fringe Benefits | 2,352,350 | 1,400,265 | 330,803 | 1,731,068 | 2,358,137 | 5,787 |
| Total Salaries and Fringe Benefits | 10,301,773 | 7,074,692 | 1,599,005 | 8,673,697 | 10,291,061 | -10,712 |
| Operating Expenses | | | | | | |
| Subrecipient services | 72,581,802 | 46,448,444 | 10,500,000 | 56,948,444 | 73,000,000 | 418,198 |
| Professional and Consulting Services | 829,000 | 690,320 | 138,064 | 828,384 | 1,072,000 | 243,000 |
| Facility Costs | 1,084,164 | 901,011 | 180,202 | 1,081,213 | 1,065,736 | (18,428) |
| Maintenance and system support | 283,000 | 195,213 | 39,043 | 234,256 | 264,000 | (19,000) |
| Cloud Services | 118,550 | 26,069 | 5,214 | 31,283 | 278,433 | 159,883 |
| Special Projects | 378,000 | 1,661 | 332 | 1,993 | 150,000 | (228,000) |
| Disaster Recovery | 70,000 | 43,248 | 8,650 | 51,898 | 70,000 | - |
| Equipment and Software | 111,700 | 109,156 | 21,831 | 130,987 | 327,920 | |
| Outreach | 175,500 | 130,619 | 26,124 | 156,743 | 168,000 | 216,22 |
| Meetings, conferences and travel | 270,148 | 225,123 | 45,025 | 270,148 | 287,500 | 0 |
| Office supplies and printing | 21,150 | 8,405 | 1,681 | 10,086 | 21,200 | (7,500) |
| Telephone | 52,300 | 30,022 | 6,004 | 36,026 | 50,000 | 17,352 |
| Temporary help | 100,000 | 73,451 | 14,690 | 88,141 | 125,000 | 50 |
| Employee development | 122,500 | 44,573 | 8,915 | 53,488 | 62,750 | (2,300) |
| Office expense | 472,800 | 360,297 | 72,059 | 432,356 | 340,900 | 25,000 |
| Total Operating Costs | 76,670,614 | 49,287,612 | 11,067,834 | 60,355,446 | 77,283,439 | 612,825 |
| Total Personnel and Operating Costs | 86,972,387 | 56,362,304 | 12,666,839 | 69,029,143 | 87,574,500 | 602,113 |
| Less: | | | | | | |
| Depreciation | - | 139,458 | 27,892 | 167,350 | - | - |
| Total Available Revenue | 86,972,387 | 56,501,762 | 12,694,730 | 69,196,492 | 87,574,500 | 0.69% |

Service and Performance Data Reports

Service and Performance Snapshot

Q3 Program Year 2023

Customers Served by Zip Code of Residence
January 2024 through March 2024



8,525

Unique Customers Served
January 2024 through March 2024

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for **8,525** individuals across programs.

Since customers may receive services through multiple programs, totals do not sum.

48,208

New Career-Seeker Services Delivered
January 2024 through March 2024

In the most recent quarter, **48,208** individual services were started. Most common services included job-search assistance and career counseling.

Service Summary by Program

Customers Served by Program, January 2024 through March 2024

| Program Title | Most Recent Quarter | | Program Year-to-Date | |
|----------------------------------|---------------------|----------------|----------------------|----------------|
| | Total Customers | Total Services | Total Customers | Total Services |
| WIOA Labor Exchange | 6,586 | 36,582 | 16,426 | 105,604 |
| EARN TANF | 901 | 2,252 | 2,082 | 7,269 |
| WIOA Adult and Dislocated Worker | 1,762 | 6,868 | 2,751 | 18,091 |
| WIOA Youth | 418 | 1,927 | 640 | 6,206 |
| TANF Youth* | 33 | 275 | 96 | 943 |
| EARN SNAP | 47 | 161 | 122 | 517 |
| Other Programs | 111 | 223 | 309 | 836 |

*TANF Youth includes multiple programs of which Philadelphia Works is one of multiple funders.

WIOA Title I – Adult and Dislocated Worker Services

Q3 Program Year 2023

The Workforce Innovation and Opportunity Act (WIOA) helps to fund career services and training opportunities for individuals and employers. Title I Adult and Dislocated programs prioritize services for low-income individuals, individuals with existing barriers to employment, and individuals that have lost employment.

Customers Receiving Services: January through March 2024

| Service Category | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-----------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Career Development and Counseling | 1,474 | 2,554 | +11.1% | +19.0% |
| Job Search / Prep Training | 1,003 | 2,154 | +21.0% | +8.0% |
| Essential Case Management | 744 | 1,790 | +32.4% | +14.9% |
| Supportive Services | 248 | 524 | +6.0% | +42.4% |
| Training and Education | 198 | 433 | +52.3% | +1.6% |
| Work Experience | 40 | 143 | -20.0% | -5.3% |
| Other Services | 8 | 17 | +60.0% | -5.6% |

Customer Outcomes: January through March 2024

| Measure | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|---------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Total Exits | 567 | 1,477 | +10.5% | +13.4% |
| Exits to Military or Employment | 180 | 423 | +30.4% | +21.9% |
| Exits with No Outcomes | 383 | 1,044 | +3.0% | +9.5% |
| Education or Training Completed | 4 | 10 | +33.3% | +233.3% |
| Placements | 169 | 448 | +6.3% | +17.9% |

Outcome data only include outcomes entered into CWDS, the state data entry system, by service providers.
Due to the data reporting process, additional program exits may be added to these totals at a later date.

State and Federal Performance Measures: January through March 2024

| Program | Measure | Negotiated Level | Actual Performance | % of Goal Achieved |
|--------------------------|--|------------------|--------------------|--------------------|
| Adult | Average Program Score: 105.9% | | | |
| | Employment 2 nd Quarter After Exit | 68.0% | 72.5% | 106.6% |
| | Employment 4 th Quarter After Exit | 66.0% | 71.5% | 108.3% |
| | Median Earnings 2 nd Quarter After Exit | \$5,900 | \$7,935 | 134.5% |
| | Credential Attainment Rate | 52.0% | 41.2% | 79.2% |
| | Measurable Skill Gain | 45.0% | 45.4% | 100.9% |
| Dislocated Worker | Average Program Score: 104.1% | | | |
| | Employment 2 nd Quarter After Exit | 73.0% | 73.9% | 101.2% |
| | Employment 4 th Quarter After Exit | 70.0% | 79.7% | 113.9% |
| | Median Earnings 2 nd Quarter After Exit | \$8,600 | \$9,093 | 105.7% |
| | Credential Attainment Rate | 48.0% | 61.3% | 127.7% |
| | Measurable Skill Gain | 48.0% | 34.5% | 71.9% |

WIOA Title I – Youth Services

Q3 Program Year 2023

The Workforce Innovation and Opportunity Act (WIOA) helps to fund career services and training opportunities for individuals and employers. Title I Youth programs prioritize services for young individuals, focusing on job training, education, and career development.

Customers Receiving Services: January through March 2024

| Service Category | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-----------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Career Development and Counseling | 219 | 469 | -2.7% | +4.5% |
| Training and Education | 195 | 333 | -3.0% | +2.8% |
| Supportive Services | 192 | 316 | +17.8% | -3.1% |
| Essential Case Management | 138 | 534 | -29.6% | +8.1% |
| Work Experience | 35 | 107 | +29.6% | -43.4% |
| Other Services | 8 | 17 | -20.0% | -52.8% |
| Job Search / Prep Training | 14 | 27 | +16.7% | +350.0% |

Customer Outcomes: January through March 2024

| Measure | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|---------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Total Exits | 79 | 167 | +92.7% | -23.7% |
| Education or Training Completed | 25 | 61 | +92.3% | -53.1% |
| Exits to Military or Employment | 6 | 13 | +100.0% | +225.0% |
| Exits to Education | 0 | 0 | 0.0% | -100.0% |
| Exits with No Outcomes | 48 | 93 | +92.0% | +14.8% |
| Placements | 59 | 132 | -4.8% | +16.8% |

While Adult programs target employment outcomes, Youth programs largely target education and service outcomes.

Outcomes data only include outcomes entered into CWDS, the state data entry system by service providers.

Due to the data reporting process, additional program exits may be added to these totals at a later date.

State and Federal Performance Measures: January through March 2024

| Measure | Negotiated Level | Actual Performance | % of Goal Achieved |
|---|------------------|--------------------|--------------------|
| Average Program Score: 110.7% | | | |
| Employment/Education 2 nd Quarter After Exit | 63.0% | 76.8% | 121.9% |
| Employment/Education 4 th Quarter After Exit | 61.0% | 74.1% | 121.5% |
| Median Earnings 2 nd Quarter After Exit | \$2,900 | \$4,491 | 154.9% |
| Credential Attainment Rate | 65.0% | 65.2% | 100.3% |
| Measurable Skill Gain | 53.0% | 29.0% | 54.7% |

WIOA Title III – Labor Exchange

Q3 Program Year 2023

Title III services, also known as Wagner-Peyser, are available to all individuals that need help during their job search or career development. Outcomes are not currently assessed for this program.

Customers Receiving Services: January through March 2024

| Service Category | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-----------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Job Search / Prep Training | 5,174 | 13,922 | -2.9% | +32.6% |
| Essential Case Management | 4,304 | 10,710 | +6.5% | +15.6% |
| Career Development and Counseling | 3,132 | 8,176 | +11.2% | +51.2% |
| Training and Education | 14 | 23 | +100.0% | +15.0% |
| Work Experience or Employment | 0 | 2 | -100.0% | ++% |
| Other Services | 1,043 | 2,717 | +20.2% | +58.6% |

WIOA State Performance Measures: Average Indicator Scores

Q3 Program Year 2023

In addition to individual program performance metrics, the Commonwealth of Pennsylvania provides combined indicator scoring. These scores show the combined performance across all WIOA programming.

Combined Indicator Performance Measures: January through March 2024

| Measure | Average Indicator Score |
|---|-------------------------|
| Employment/Education 2 nd Quarter After Exit | 109.9% |
| Employment/Education 4 th Quarter After Exit | 114.6% |
| Median Earnings 2 nd Quarter After Exit | 131.7% |
| Credential Attainment Rate | 102.4% |
| Measurable Skill Gain | 75.8% |

EARN TANF and SNAP Services

Q3 Program Year 2023

Individuals that receive Temporary Assistance for Needy Families (TANF) or Supplemental Nutrition Assistant Program (SNAP) benefits enroll in Employment, Advancement, and Retention Network (EARN) programs. EARN services include case management, education and job training, and supportive services.

Referrals and Enrollments: January through March 2024

| Measure | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-------------|---------------------|----------------------|----------------------------------|------------------------------|
| Referrals | | | | |
| TANF | 1,470 | 3,683 | -1.1% | -18.9% |
| SNAP | 86 | 236 | -2.3% | +5.4% |
| Enrollments | | | | |
| TANF | 580 | 1,764 | -10.9% | -11.4% |
| SNAP | 34 | 109 | -20.9% | +39.7% |

Customers Receiving Services: January through March 2024

| Service Category | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Essential Case Management | 747 | 2,061 | -12.3% | -8.6% |
| Job Search / Prep Training | 344 | 694 | +46.4% | -24.2% |
| Work Experience or Employment | 214 | 585 | +4.9% | +1.6% |
| Education or Job Training | 111 | 273 | +27.6% | +17.2% |
| Community Service | 6 | 17 | -14.3% | +183.3% |
| Other Services | 626 | 1,882 | -14.9% | -13.9% |

Customer Outcomes: January through March 2024

| Measure | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|----------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Case Closures | 675 | 1,821 | +9.6% | -14.3% |
| Placements into Employment | 239 | 625 | +4.4% | +2.3% |

Outcome data only include outcomes entered into CWDS, the state data entry system, by service providers. Due to the data reporting process, additional program exits may be added to these totals at a later date.

TANF Youth Development Services

Q3 Program Year 2023

TANF Youth Development programming is funded by the TANF Block Grant and administered by the Pennsylvania Department of Labor and Industry, local workforce development boards, and local youth councils. Services focus on providing employment opportunities and career development for low-income and at-risk youth.

Customers Receiving Services: January through March 2024

| Service Category | Most Recent Quarter | Program Year-to-Date | Percent Change Over Last Quarter | Percent Change Over Last PYD |
|-------------------------------|---------------------|----------------------|----------------------------------|------------------------------|
| Education or Job Training | 32 | 94 | -18.0% | -58.2% |
| Supportive Services | 32 | 47 | -15.8% | -70.1% |
| Work Experience or Employment | 31 | 60 | -39.2% | -68.6% |
| Other Services | 0 | 0 | 0.0% | -100.0% |

Customer Enrollments by Program: July 2023 through June 2024

| Program | Total Slots Budgeted | Active (Program-Year-to-Date) | Enrollment Rate |
|------------------------|----------------------|-------------------------------|-----------------|
| Employment Connections | 142 | 148 | 104.2% |
| Career Readiness | 841 | 937 | 111.4% |
| Total | 983 | 1,085 | 110.4% |

Thank you to all the staff who contributed to the production of this book.

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JEVS Human Services serves as the fiscal and contracting intermediary for Career Connected Learning Philadelphia (C2L-PHL). C2L-PHL is managed by Philadelphia Works, Inc., the City of Philadelphia, and the School District of Philadelphia. Foundations, Inc. serves as the capacity building provider for C2L-PHL and is managed solely by Philadelphia Works, Inc.

WIOA Youth and TANF Youth Development services are provided by Big Picture Philadelphia, Children's Hospital of Philadelphia, Community Integrated Services, Communities in Schools of Philadelphia, Congreso de Unidos Latinos, Connection Training Services, Dimplez 4 Dayz Inc., District 1199c Training and Upgrading Fund, Drexel University, Eckerd Connects, EDSI, Federation of Neighborhood Centers, JEVS Human Services, Liguori Academy, Mural Arts, Nationalities Service Center, NOMO Community Development Co., PowerCorpPHL, Temple University, YouthBuild Philadelphia Charter School, Urban Affairs Coalition – YOACAP, Valley Youth House, and YEAH Philly.

For more detail about the youth service providers, please visit
<https://www.philaworks.org/workforce-services/young-adults/>

WIOA Title I Adult and Dislocated Worker Services and EARN program services are provided by EDSI, ENPWDC, Impact Services, JEVS Human Services and Eckerd Connects through four PA CareerLink® Philadelphia centers. Specialized Employment and Training Service Providers funded via WIOA Title I Adult and Dislocated Worker funds are provided by EDSI, Congreso, HIAS PA, The Welcoming Center for New Pennsylvanians, and Propel America.

One-Stop Operator services are provided by Thomas P. Miller & Associates.

For a current listing of PA CareerLink® Philadelphia locations, please visit
<http://www.pacareerlinkphl.org/contact/>



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