



Thursday, March 21, 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

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

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

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

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

Donald Generals
President, Community College
of Philadelphia

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

William Bowie
President & CEO, Empower
Construction

Ed Grose
Executive Director, Greater
Philadelphia Hotel Association

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

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

Anuj Gupta
President & CEO, The
Welcoming Center

Kimmel Proctor
CEO, Beyond Literacy

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

Stephanie L. Kosta Vice
President, Freedom Region
Comcast

Susan Schonfeld
Executive Director, Community Integrated
Services

****Manny Citron**
Chief of Staff, Mayor's Office
of Labor

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

Jasmine Sessoms
Chief Engagement Officer, Community
College of Philadelphia

David Crossed
Independent Business
Consultant

Tonya Ladipo
CEO, The Ladipo Group

Sarah Steltz
The Chamber of Commerce of Greater
Philadelphia

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

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

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.*



BOARDMEETING BRIEFING BOOK

March 21, 2024

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PHILADELPHIA WORKS BOARD MEETING AGENDA

March 21, 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
 - **ACTIONS:** Approval of the Consent Agenda
 - Dec. 14, 2023, Board Meeting Summary
 - Committee Meeting Summaries and Reports for this Quarter
 - Jan. 12, 2024, Special Board Meeting Summary

- III. New Employees H. Patrick Clancy

- IV. Economic Overview/Update Jessica Pierre-Louis & Gloria Oh

- V. CEO Report H. Patrick Clancy

- VI. Operations Report Patricia Blumenauer, Marcus Hall & Rebecca Ambrose
 - **ACTION:** Approval of the revised Apprenticeship Policy

Committee Updates and Actions

- Zachariah Hughes
 - i. Finance
 - Committee Update
 - **ACTION:** Approval of the Financial Statements for seven-months ending January 31, 2024
 - **ACTION:** Approval of the GASB Audit for Philadelphia Works, Inc. for FY2023

 - ii. Employer Engagement & Workforce Strategies Committee Patricia Blumenauer
 - Committee Update

 - iii. Youth Standing Committee Marcus Hall
 - Committee Update

 - iv. One-Stop Operator Shari Brightful
 - Committee Update

Public Comment Daniel K. Fitzpatrick
Closing Remarks and Adjournment

Next Meeting: Thursday, June 20, 2024

CONSENT AGENDA ITEMS

[Overview](#)

The following items are on the Philadelphia Works Consent Agenda for March 21, 2024:

- December 14, 2023, Board Meeting Summary (p. 2-5)
- January 12, 2024, Special Board Meeting Summary (p. 6)
- Committee Meeting Summaries and Reports for this Quarter (p. 7-15)

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: December 2023 Board Meeting](#)

The Board is being asked to approve the draft meeting summary from the December 14, 2023, Board Meeting.

[Meeting Summary: January 2024 Special Board Meeting](#)

The Board is being asked to approve the draft meeting summary from the January 12, 2024, Special 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 3:10PM. 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, September 14, 2023, Board Meeting Summary and Committee Meeting Summaries and Reports for the quarter.

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

ACTION: Motion was approved unanimously.

Welcome to New Board Members and New Employees

Mr. Fitzpatrick introduced and welcomed Haniyyah Sharpe-Brown, Anuj Gupta and Tonya Ladipo as new board members and six new employees.

CEO Report

President and CEO H. Patrick Clancy updated the Board:

- Road Map to Quality Jobs convened by PEW Charitable Trust with co-sponsors prioritizing:
 1. The establishment of a regional, industry-focused equity-centered economic development strategy with a permanent oversight strategy along with a permanent structure to oversee its implementation, including an ongoing research team and data hub.
 2. The building of a talent hub to help businesses navigate the workforce system and community of related providers; engage employers in the design and delivery of effective workforce training; and expand equitable opportunities for Philadelphians to secure quality jobs and advance along career pathways.
- Overview of PhilaWorks in 2023 as a year of growth and organization, professional development with a focus on DEIA wherein a consultant was brought in and Mr. Clancy currently in a masterclass for DEI.
- Overview of grants awarded:
 - \$750 million hydrogen hub grant
 - \$450,000.00 JPMC Foundation – Philadelphia Fair Chance grant

ATTENDANCE

MEMBERS:

Steven Scott Bradley
Anuj Gupta
Michelle Armstrong
William Bowie
Shari Brightful
Haniyyah Sharpe-Brown
Manny Citron
Edward Krawczyk
Kimmel Proctor
David Crossed
Sarah Steltz
Brigitte Daniel
Marybeth F Williams
Tonya Ladipo
Donald Generals
Patrick Eiding
Daniel Fitzpatrick
Stephanie Kosta
Christina Wong
Douglas I Oliver

REGRETS:

John Lasky
Richard Lazer
Susan Schonfeld
Jasmine Sessoms
Ed Grose
April Walker

STAFF & GUESTS:

H. Patrick Clancy
Patricia Blumenauer
Zachariah Hughes
Michael Joynes
Rebecca Ambrose
Danny Pietrovito
Maria Morton
Jessica Pierre-Louis
Nicole Harrell
Tyrone Hampton
Marcus Hall
Alonzo Jones
John Daly

- Pending grants:
 - PA Dept of Labor & industry - PA Smart Grants: Industry Partnerships
 - USDOL Opioid Disaster Employment (sub guarantee of L&I)
 - Jobs for the future quality green jobs regional challenge and electric vehicle charger installation (partnership with the City of Philadelphia).
- The Earn and Learn Models with the Philly Shipyard for material handler and laborer; Penn Medicine Internship with rotations with employment beginning at \$19/hour; Children’s Hospital of Philadelphia OJT for clinical lab assistant; and Wistar/WPSI for biomedical technician training.
- ApprenticeshipPHL’s 5th year anniversary with its membership increasing by 33 this year for a total of 133.

Operations Report_

Philadelphia Works Chief Operating Officer, Patricia Blumenauer, presented the following updates:

- The Youth Intermediary RFPs were re-released with a due date of December 21, 2023, and an ad hoc virtual board meeting is scheduled for January 12, 2024, at 9AM to vote on the contracting recommendation.
- In 2023 Philadelphia Works served 24,969 customers; 153,333 individual services were delivered; 124 employers participated in industry partnerships; 570 contracts were executed; 6,719 portal courses were completed; and a total of 8,027 youth participated in summer work experiences.
- An overview of the PA CareerLink® digital intake form was presented which will be used to collect information within offices to get a better snapshot of job seeker demographics and potential barriers. The idea is to minimize job seekers repeating sensitive info and better understand the job seekers' experience who engage with PA CareerLink® staff. Once fully implemented, the intake/sign-in process will be easier for offices during busy times, allowing for more streamlined management of job seekers and visitors.
- An update and timeline were provided for PA CareerLink® security upgrades from Fall 2022 when assessments were completed for each PA CareerLink® office. This covered the award of funds, approval by the Commonwealth of its procurement plans to Fall/Winter 2023, when such equipment including metal detectors, upgraded camera systems and video intercom systems were installed.
- Priority populations were identified to be serviced by PA CareerLink®.
 - Individuals impacted by justice involvement with each center having a dedicated re-entry specialist.
 - Engagement with the Bureau of Community Corrections to provide comprehensive services at each site regularly.
 - WIOA specialized training services for foreign-born individuals with degrees
 - Single mothers who are not eligible for TANF
 - Justice-involved non-custodial parents.
- The launch of the Outreach and Engagement Project with Impact Services at the North, West and Southwest Philadelphia areas:
 - Expansion of the toll-free line to streamline adult education and workforce referrals.
 - Beyond literacy mobile learning lab partnership

Dawn Thomas
 Chloe Tippins
 Joseph Kozlowski
 Kaila Shannon
 Gloria Oh
 Fatima Troutman
 Jessica Sances
 Kimberly McCaffrey
 Fred Randall
 Gloria Fallini
 Nicki Woods
 Meredith McCarthy
 Adrian Jezierski
 Fatima Martin
 Maxwell Amoako
 Liz Pisarczyk
 Valerie Grant
 Fatima Troutman
 Carniesha Kwashie
 Heloise Jettison
 Waleska Maldonado
 Jesse James
 Jerry Nidiffer

- PA CL community resource fair at each CareerLink® center to really draw back people in the space.
- Career Connected Learning PHL (C2L-PHL), is a shared investment program between the City of Philadelphia, Philadelphia Works, and the School District of Philadelphia, to position Philadelphia youth for career success and will be used to fund 8,000 participants through a combination of year-round and summer programming for youth ages 12-24 y/o, prioritizing in-school youth or 14–18-year-olds (9th-12th grades).
- Employer/industry partnerships with SEPMA, Educate PHL, Hospitality & Entertainment.
- PhilaWorks support for the pilot program of Chamber’s Greater Philadelphia Talent Network.
- Increased engagement of employers in the clean energy sector
- Upcoming launch of Keystone LifeSci Collaborative.
- Apprenticeship Building America, which is fully funded by the US Department of Labor and includes PA CareerLink® training delivered to 140 staff.
- Two apprenticeship accelerator programs held last June and October and the partnership with Philadelphia Apprenticeship Network.
- Strategic training investments of the top training programs which include phlebotomist technician, clinical medical assistant, CompTIA A+, medical billing and coding, general shop welding.
- Partnerships with SEPTA and Collegiate Consortium. Focusing on current procurement areas in healthcare, clean energy, and maintenance/manufacturing.

Financial Reports

Mr. Zachariah Hughes presented the unaudited statements of financial position and statement of activities for the four months ended on October 31, 2023, and 12 months ended June 30, 2023, for approval.

MOTION: Mr. Fitzpatrick requested a motion to approve the financial statements for the four months ending on October 31, 2023, and 12 months which ended on June 30, 2023.

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

ACTION: Motion was approved unanimously.

Youth Standing and One Stop Committees

Ms. Kimmel Proctor provided updates for the One-Stop Operator.

- TPMA introduced Jamaine Jackson, the new Philadelphia One-Stop Operator.
- All 26 MOU agreements have been finalized, including Title II MOUs
- PA CareerLink® staff have received several EO trainings of which the next is planned for December 2023
- A quarterly partner meeting was held last October with the next scheduled for February 2024. S
- PA CareerLink® Philadelphia's Certification Process with the One-Stop Operator along with Philadelphia Works staff evaluated each PA CareerLink® location to ensure that they met requirements to be certified.
- Language detailing virtual service enhancements during COVID-19 was added.

MOTION: Ms. Kimmel Proctor requested a motion to approve the certification of the four PA CareerLink® PHL Centers.

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

ACTION: Motion was approved unanimously.

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

- Mr. Marcus Hall updated that they met on November 29, 2023, where they received WorkReady Summer 2023 updates as well as updates regarding Career Connected Learning RFPs and discussed recruitment for the C2L employer engagement workgroup supported by the Wallace Foundation.

Ms. Sarah Steltz, co-chair, provided updates for the Employer Engagement and Workforce Strategies Committee.

- Ms. Sarah Steltz updated the board that the committee met on November 29, 2023, in which they held a partner meet-and-greet, welcomed new members, reviewed committee's purpose and goals as well as received overview of roadmap to quality jobs and held open discussion regarding the committee's work and objectives.

Public Comment

There was no public comment.

Adjournment

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

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

ACTION: Motion was approved unanimously, and the meeting ended at 4:50 pm

Welcome

In the temporary absence of Chairman of the Board Mr. Daniel Fitzpatrick, Board Secretary Mr. Patrick Eiding convened the meeting at 9:05 a.m. As part of his welcoming address, Mr. Eiding thanked the board members for joining this special board meeting regarding the Philadelphia Works Youth Intermediary proposal. Mr. Fitzpatrick joined the meeting a few minutes later.

Youth Intermediary RFP Update

Mr. H. Patrick Clancy welcomed the board members, and Ms. Patricia Blumenauer provided updates regarding the Career Connected Learning (CCL) Youth Intermediary Request for Proposal (RFP). Ms. Tonya Ladipo asked a question regarding the scores of each applicant, and Mr. Marcus Hall provided the scores for review:

- JEVS: 82.6
- Caring People’s Alliance: 76.5

MOTION: Mr. Fitzpatrick requested a motion to approve Philadelphia Works’ recommendation of JEVS Human Services as the Youth Intermediary contractor.

- Motion: Mr. Eiding
- Second: Dr. Generals
- Abstentions: None

ACTION: Motion was approved unanimously.

Public Comment

Mr. Fitzpatrick asked for public comments. There were no public comments.

Adjournment

With no further business to discuss, the meeting adjourned at 9:16 a.m.

ATTENDANCE

MEMBERS:

Michelle Armstrong
William Bowie
Manny Citron David
Crossed Brigitte
Daniel Patrick Eiding
Marybeth Ferguson
Williams
Daniel Fitzpatrick
Donald Generals
Anuj Gupta
Stephanie Kosta
Edward Krawczyk
Tonya Ladipo John
Lasky Richard
Lazer Douglas
Oliver Kimmell
Proctor Susan
Schonfeld
Haniyyah Sharpe-Brown
Sarah Steltz
April Walker
Christina Wong

REGRETS:

Shari Brightful
Ed Grose
Steven Scott Bradley
Jasmine Sessoms

GUESTS:

Cynthia Figueroa
Carol de Fries
Tanya Steinberg

STAFF:

Patricia Blumenauer
H. Patrick Clancy
John Daly
Abby Jones
Dawn Thomas

Welcome

The meeting was called to order at 3:00 p.m. Mr. Daniel Fitzpatrick, Chair, welcomed committee members.

MOTION: Mr. Daniel Fitzpatrick, Chair, requested a motion to approve the following agenda items: Executive Committee Meeting Summary of September 6, 2023; Committee Reports and the draft Board Meeting Agenda for December 14, 2023.

- Motion: Mr. Patrick Eiding
- Second: Mr. Steven Scott Bradley
- Abstentions: None

ACTION: Motion was approved unanimously.

CEO Report

H. Patrick Clancy updated the committee on:

Youth Procurement

- The bidding is now open and will close on December 21st.

Mayor-elect Cherelle Parker

- Named H. Patrick Clancy, Vice Chair, Commerce and Workforce Development Subcommittee
- Named Directors of Philadelphia Works Board to her transition team:
 - Steven Scott Bradley
 - Brigitte Daniel
 - Donald “Guy” Generals
 - Anuj Gupta
 - Richard Lazer
 - Douglas Oliver

Board Meeting – December 14, 2023

Mr. Clancy advised:

- Philadelphia Mayor-elect Cherelle Parker is expected to attend the next meeting of the board.
- Terry Wiltrout, PA Workforce Development Board Chair will also be a guest.
- End of Year Celebration and Thank You to the Board for their service during 2023 will be held at 5:00pm, immediately following the close of the board meeting.

Grants Awarded

Hydrogen Hub Grant

- \$750,000,000
- Ten-year duration
- Southeast PA, Delaware, and Southern New Jersey

ATTENDANCE

MEMBERS:

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

REGRETS:

April Walker

STAFF:

H. Patrick Clancy
Patricia Blumenauer
John Daly
Zach Hughes
Marianne Fuccio

GUEST:

Jerry Nidiffer

JP Morgan Chase

- Working alongside Envoy, a social impact advisory firm specializing in Fair Chance Employment; and,
- in collaboration with the National Reentry Workforce Collaborative (NRWC), we will host a cohort of 10 employers interested in successfully hiring, retaining, and supporting justice involved individuals.

Grants Pending

PA Department of Labor and Industry

Opioid Grant

- Vendor assisted entry to the workforce for individuals either in a treatment program or exiting said program.

Industry Partnerships

- Through SEPMA (Southeastern Pennsylvania Manufacturing Alliance), we utilize funds to bring employers together in common sectors.

U.S. Department of Transportation

Electric Vehicle Charger Installation

- This grant is in coordination with the City of Philadelphia and will train individuals for the installation process.

Jobs for the Future (JFF)

Quality Green Jobs Regional Challenge—Planning Grant

- This three-round challenge is in partnership with Hopeworks, Philadelphia Energy Authority and PowerCorpsPHL

Grants being Written

Tech Hub with Ben Franklin Technology Partners

- Currently in the writing/evaluation phase of the workforce development piece

DOL Building Pathways to Infrastructure Jobs Grant Program

- This grant will help us build pathways into job opportunities for our customers.

Advocacy

Commonwealth Workforce Transformation Program (CWTP)

- After meeting with the CWTP team, we want to advocate for our customers and hopefully have some program funds set aside for pre-apprenticeship and apprenticeship capacity building locally.

TANF Youth requirements

- Eligibility requirements may change for youth. An implementation date has not yet been determined.

Finance Report

Mr. Zachariah Hughes, Vice President Finance/Controller stated that the state budget has been passed. We are on track with expenses of \$23 million through October 30th. The external audit with Mitchell Titus has begun.

Draft Agenda for the Board Meeting

Mr. Clancy presented the draft agenda for the next meeting of the board scheduled for December 14, 2023.

Adjournment

MOTION: Mr. Daniel Fitzpatrick, requested a motion for adjournment of the meeting.

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

ACTION: Motion was carried.

With no further business to discuss, the meeting adjourned at 4:00 p.m.



FINANCE COMMITTEE MEETING SUMMARY

Wednesday March 6, 2024 – 9:00 AM – 9:35 AM

Chair: April Walker Virtual meeting via Microsoft Teams

Welcome

The meeting was called to order at 9:00 a.m. **MOTION** was made to approve the Finance Committee meeting summary of December 4, 2023. **ACTION:** motion was approved via e-mail.

Audit Presentation FY2023, Draft Audit Report

Ms. Irene Davis of Mitchell Titus, the independent audit firm presented the FY2023 draft audit results to the Finance Committee. The audit opinion is unmodified with no findings or questioned costs.

Operation Narrative and Financial Statements for Seven months ended January 31, 2024

Mr. Zach Hughes presented the financial statements for the seven months ended January 31, 2024.

TANF Adult contract is 100 percent cost reimbursement – approximately 51 percent of cost reimbursement funding was spent through January 31, 2024.

WIOA Adult and Dislocated Worker approximately 51 percent and 42 percent of the FY24 funding was spent through January 31, 2024. This is due to carryover funding available and used through the four months ended October 31, 2023.

TANF and WIOA Youth approximately 50 percent and 43 percent of the FY24 funding was spent through January 31, 2024. This is due to carryover funding available and used through the four months ended October 31, 2023.

Executed Contracts

Previously executed contracts were presented to the group for disclosure purposes only and did not require approval.

Adjournment

With no further business, the meeting was adjourned at 9:35 a.m.

ATTENDANCE

MEMBERS:

- Steven Bradley
- Pat Eiding
- Ed Grose
- April Walker

REGRETS:

- Steven Bradley
- Patrick Eiding
- Ed Grose

GUESTS:

- Venkanna Alkunta
- Irene Davis

STAFF:

- Patrick Clancy
- Zach Hughes
- Gail Winkle



EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES MEETING SUMMARY

Monday, February 26, 2024 | 10:00-11:00 AM

Chair: Brigitte Daniel-Corbin

Virtual meeting via Microsoft Teams

Welcome

The meeting was called to order at 10:02 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. Gloria Oh 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.

Apprenticeship Policy Update

Ms. Kaila Shannon presented draft updates to Philadelphia Works’ apprenticeship policy, including overall clarification and updates 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, and new employ incentives.

Commerce Department Updates

Ms. Gianna Grossmann provided updates from the City of Philadelphia’s Commerce Department. Firstly, this year the Commerce Department plans to relaunch the Employer of Choice campaign, a survey sent to employers which collects data on how they recruit and support employees; this data is then used to determine the “employers of choice” who are providing high-quality jobs. Ms. Grossmann also shared that the Commerce Department is holding a Career in Technical Education event focused on life sciences on February 29.

C2L-PHL Youth Workforce Systems Initiative

Mr. Marcus Hall updated the committee on the Career Connected Learning PHL (C2L-PHL) initiative. The C2L-PHL initiative was, in part, a response to Pennsylvania’s Act 158 which established five additional pathways for meeting state high school graduation requirements; C2L-PHL 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.

Through continued partnership, Philadelphia Works has built a shared C2L system that includes career pathway opportunities leading to in-demand occupations, an increased number of work-based learning opportunities for youth, year-round placements for youth, additional capacity supports for practitioners and school-based staff, and shared language to discuss C2L. Employers and work-based learning partners can participate in C2L via career awareness (guest speakers, career fairs,

ATTENDANCE

MEMBERS:

- Shari Brightful
- Brigitte Daniel Corbin
- Gianna Grossmann
- Jeffrey Missan
- Erin Phovilaychit
- John Sanchez
- Samuel Starks
- Marybeth Williams

REGRETS:

- Rochelle Cooks
- Donald Generals
- Valerie Grant
- Ed Grose
- Megan Heileman
- Gregory Mason

STAFF:

- Patricia Blumenauer
- Marcus Hall
- Abby Jones
- Megan Marshall
- Gloria Oh
- Jessica Pierre-Louis
- Marlene Pringle
- Kaila Shannon
- Timothy Smith
- Nichol Wilkins

company tours, job shadowing), career preparation (internship & work-based learning experiences, project-based/service learning projects, career mentors, professional development), or career launch (employment/on-the-job training, apprenticeship pathways, postsecondary education). Benefits to participating employers can include building an employer-talent pipeline, building brand loyalty, supporting the City's economy, fostering diversity and inclusion, practicing corporate social responsibility, reducing their administrative burden, and providing supplemental training and development for interns. Philadelphia Works hopes to host an employer convening where employers can learn more about the C2L-PHL system in the near future.

Open Discussion

Committee members discussed C2L-PHL and how to ensure that employment candidates possess all necessary skills for various roles, and how employers can effectively utilize youth talent.

Adjournment

With no other business to discuss, the meeting adjourned at 11:00 a.m.

Welcome

The meeting was called to order at 2:04 p.m. Mr. Marcus Hall welcomed the committee members and reviewed the meeting agenda.

C2L-PHL Ecosystem Update

Ms. Miya McAfee informed the committee that the capacity-building, intermediary, and data analyst providers have been identified for the 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.

Scopes of work for contracts with the three identified providers are currently in development, and updates will be provided in the next few weeks and in next quarter’s committee meeting.

Mr. Hall reviewed in-progress deliverables regarding the C2L-PHL initiative, including formally announcing the initiative, soft-launching applications for providers, and developing an employer recruitment action plan and marketing materials. Future deliverables will include a full launch of youth enrollment & an onboarding application, an employer and provider convening, C2L-PHL summer programming, and procuring and contracting for School Year 2024-25 and Summer 2025.

C2L-PHL Employer Engagement Working Group Call of Participants

Mr. Hall reviewed possible avenues for employer engagement in C2L-PHL and benefits to employers of participating in the initiative. He also noted that the Wallace Foundation connected Philadelphia Works, Inc. to an organization called Change Impact, who is working to create an action plan for employer recruitment as part of this initiative. Change Impact will be holding two focus groups in order to develop the action plan, and committee members were invited to attend.

Future Planning for Youth Standing Committee

Mr. Hall led the committee in a discussion regarding future planning for the committee. Committee members discussed how the committee can add value to support the youth development/workforce space and what role in the youth workforce space should be reflected in committee co-chairs.

ATTENDANCE

MEMBERS:

Michelle Armstrong
Deborah Buhles
Sarah Hollister
Heloise Jettison

REGRETS:

Lisa Coriano
Patrick Eiding
Daniel Fitzpatrick
Stephanie Kosta
Christine Piven
Ali Robinson-Rogers
David Thomas
April Voltz

STAFF:

Patricia Blumenauer
H. Patrick Clancy
Marcus Hall
Abby Jones
Meghan Marshall
Miya McAfee

Adjournment

With no other business to discuss, the meeting adjourned at 2:27 p.m.



ONE-STOPOPERATOR MEETING SUMMARY

Wednesday, February 21, 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 9:05 a.m. Ms. Kimmell Proctor welcomed committee members and guests. **MOTION** was made to approve the meeting minutes.

ACTION: motion was approved unanimously.

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 the most recent Equal Opportunity (EO) training for PA CareerLink® staff was held in January, titled “Story Telling: Make a Bigger Impact” and was very well-received. The next training will take place in late February and will cover de-escalation tactics. Additionally, a calendar has been created which shows the training dates and topics for the remainder of this fiscal year.

[PA CareerLink® EO Training](#)

Mr. Jackson informed the committee that the most recent Equal Opportunity (EO) training for PA CareerLink® staff was held in January, titled “Story Telling: Make a Bigger Impact” and was very well-received. The next training will take place in late February and will cover de-escalation tactics. Additionally, a calendar has been created which shows the training dates and topics for the remainder of this fiscal year.

[Planning for Next Quarterly Partner Meeting](#)

Mr. Jackson shared that TPMA and Philadelphia Works are planning to hold the next Quarterly Partner Meeting on March 15. TPMA will hold a meet and greet with our partners prior to this meeting, which will be held in person.

[Partner Resource Fair Planning](#)

Finally, Mr. Jackson shared that planning for the next quarterly partner resource fair will begin next week. This resource fair will be held at the PA CareerLink® West center, and a specific date is pending but will be shared when finalized.

ATTENDANCE

MEMBERS:

Shari Brightful
Kimmell Proctor
Marybeth Williams

REGRETS:

Peggy Dugan
Stephen Gardner
Valerie Grant
Heloise Jettison

GUESTS:

Jamaine Jackson

STAFF:

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

Updated PACL Expulsion Policy

Mr. Jackson reviewed the updated PA CareerLink® expulsion policy with the committee. The updated policy specifies what disciplinary action center staff should take in response to inappropriate or threatening behavior by customers and outlines best practices to approach conflict. The committee discussed how and when this policy is introduced to customers, and suggestions for how the process could be adjusted.

PA CareerLink® Philadelphia Updates

Ms. Delores Gay provided an update on activities at PA CareerLink® Philadelphia Centers. Firstly, Ms. Gay presented on the Philadelphia Workforce Inclusion Network (Philly WIN), an initiative that began two years ago and will conclude at the end of June. This initiative, a study conducted by research firm Mathematica as directed by a partnership between Philadelphia Works, Inc., Community Integrated Services, and Drexel, collects information to evaluate program services for customers facing mental or physical barriers to work and aims to provide targeted comprehensive support to those facing barriers to employment (specifically those with disabilities and health challenges). The enrollment target for this program is 1,000 customers, and as of this meeting 774 customers have been enrolled; the program is expected to meet its target enrollment.

Open Discussion

Committee members discussed populations who may not know about the services offered by the PA CareerLink® system, and different outreach strategies from across the workforce system. Ms. Marybeth Williams alerted committee members to focus groups being developed and insights to be gained.

Adjournment

With no other business to discuss, the meeting adjourned at 10:02 a.m.

Action Items

(3)



Action Item (1):
Approval of Updated Apprenticeship Policy

Action:

The Employer Engagement and Workforce Strategies Committee has reviewed and discussed the new Apprenticeship Policy, updated by Philadelphia Works, Inc. Apprenticeship staff, and recommend its approval by the Board.

Recommendation:

Approve the updated Apprenticeship Policy as presented.

Apprenticeship Program Policy 2024

Background and Purpose

Apprenticeship is an important workforce development strategy for both career seekers and employers. Apprenticeships are work-based training programs that allow employers to develop their workforce and provide individuals with a learn-while-you-earn approach to career development. The Workforce Innovation and Opportunity Act (WIOA) encourages the use of apprenticeship as a career pathway for career seekers and as a hiring strategy for employers and industries. Philadelphia Works, Inc. is committed to investing in training and upskilling opportunities like apprenticeship that lead to family sustaining wages and career pathways for both adults and young people. This policy outlines local eligibility, funding guidelines, and other requirements related to apprenticeship.

Apprenticeship Overview:

Apprenticeships can be registered at either the state level or at the national level. Additionally, apprenticeships can be non-registered. Non-registered apprenticeships and other apprenticeship models must meet the criteria for learning, skill gain, and wage increases in order to be considered eligible for opportunities outlined in this policy. These models of apprenticeship program will be evaluated against the standards set forth by the Department of Labor and the Commonwealth. Eligibility will be determined on a case-by-case basis. Please reference page 4 for more information on non-registered apprenticeship programs.

Apprenticeships are a combination of classroom and on-the-job-based training. Apprentices must gain and demonstrate job-related and skill-based competencies either over a period of time or at specific benchmarks during the apprenticeship program. When these competencies are gained, as defined by the curriculum, the apprentice earns a wage increase. For a Registered Apprenticeship Program, the minimum total time is 2,000 hours (approximately 1 year) with the minimum time for classroom training being 144 hours per year.

This policy addresses the allowable uses of leveraging public workforce funds to support Registered Apprenticeship programs in the Philadelphia area. This policy supersedes all other Philadelphia Works policies when referring to apprenticeship programs and apprenticeship funding. Some funding may also be available to non-registered apprenticeship models at the review and discretion of Philadelphia Works. All funding is subject to availability.

Apprentice Eligibility

In order to receive federal funding, apprentices enrolled in an apprenticeship program must meet the eligibility and policy requirements for training services under either WIOA Adult, TANF Adult, or WIOA Dislocated Worker policies.

Employer Eligibility

Employers with eligible apprenticeship programs located within Philadelphia County are a priority for funding opportunities and resources. Employers located outside of Philadelphia County may be eligible if sufficient funding is available **and** the apprentice is a resident of Philadelphia County.

Employer eligibility is outlined as follows:

- The employer provides all apprentices benefits and working conditions at the same level and to the same extent as other employees working a similar length of time and doing the same type of work. This includes unemployment coverage where the employer is normally required to provide such coverage to its employees.
- The employer provides benefits to all apprentices per company policy (i.e., insurance, paid leave, profit sharing) other than those required by law.
- The employer confirms that the training provided will be in accordance with the Fair Labor Standards Act.¹
- The employer agrees to cooperate with monitoring efforts as required by WIOA and adhere to all other applicable local, state, and federal rules and regulations.
- The employer must be registered in CWDS for program/participant recording purposes.

Note: Depending on the funding used to support training, the employer must meet the qualifications as outlined in the Philadelphia Works Policy for that funding source or program.

Leveraging Funds for Registered Apprenticeship Programs

There are several ways in which Philadelphia Works' training funds may be used to support participation in registered apprenticeships and apprenticeship models. Apprenticeships (federally or state registered) can be funded for classroom training and on-the-job training up to \$8,000 per apprentice. Training may be conducted by the employer or by an external training provider contracted by the employer. This funding allocation can be made available to a single participant utilizing any of the available funding resources below:

Individual Training Accounts (ITAs): ITA funds can be used to support the allowable amount of classroom related technical instruction for Registered Apprenticeships. This includes costs for tuition, fees, books, equipment, and other training related costs.

- Philadelphia Works can enter into an ITA contract with a Registered Apprenticeship Program Sponsor that administers an eligible registered or non-registered (but ETPL-approved) apprenticeship.

Note: ITAs also can be used for pre-apprenticeship training in preparation for formal Registered Apprenticeship **if the training provider is on the Eligible Training Provider List (ETPL)**. In order for a non-registered apprenticeship program to receive ITA funding, the training program must be on the ETPL.

Customized Job Training (CJT): CJT funds can be used to support apprenticeship programs that are designed to meet the specific needs of an employer or group of employers.

- Philadelphia Works can develop a CJT contract with an employer or a training provider.

¹ Reference WIOA 181(a)(1)(A) and 683.275. Additionally, worker protection requirements are set forth in WIOA Sections 181(a) (1) (A) and (B), (b) (2-5) and 188.

- In order for an apprenticeship to qualify for a CJT contract, the employer and participant are subject to the requirements outlined in the [Philadelphia Works CJT Policy](#). Specifically:
 - An employer must certify that the position will meet the Philadelphia Works self-sufficient wage of \$15/hour (before benefits) at a minimum of 30 hours per week with evidence that the position is on a career pathway towards a higher level and/or a higher paying job upon completion.
 - Apprenticeships must be able to show an actual career pathway progression by which an individual will attain self-sufficiency within a reasonable period of time.

On-the-Job Training (OJTs): OJT can support the on-the-job learning component of a Registered Apprenticeship through wage reimbursement. An OJT contract may be developed with an apprenticeship program for newly hired apprentices.

- Philadelphia Works can develop OJT contracts with an employer. In order for an apprenticeship to qualify for an OJT contract, the employer and participant are subject to the requirements outlined in the [Philadelphia Works OJT Policy](#). Specifically:
 - An employer must certify that the position will meet Philadelphia Works' self-sufficient wage of \$15/hour (before benefits) at a minimum of 30 hours per week with evidence that the position is on a career pathway towards a higher level and/or a higher paying job upon completion.
 - Apprenticeships must be able to show an actual career pathway progression by which an individual will attain self-sufficiency within a reasonable period of time.

Note: Both ITA and OJT funds can be used when placing participants into a registered apprenticeship program. The funding allowance remains at \$8,000 per apprentice. A combination of an ITA to cover the classroom instruction along with an OJT contract to cover the on-the-job portions of the program is allowed as long as the total costs do not exceed \$8,000/apprentice.

- **Stipulations:**
 - **Length of Training:** A typical OJT contract is limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided for up to 13 weeks. In determining the appropriate length of the contract, consideration will be given to the skill requirement of the occupation, the academic and occupational experience of the participant, and both the participant's individual employment plan and the employer's training plan.

For apprenticeship programs, OJT funding can extend beyond 13 weeks, however, employers are required to provide their training plan and proactively discuss the need for more time with Philadelphia Works prior to contracting. Philadelphia Works is committed to providing flexible options for funding to ensure the maximum training investment is made available, however, the \$8,000 funding cap for apprentices still applies.

- **Contractual:** An OJT contract must be completed and signed by the employer before the apprentice's first day of work at the employer. If the trainee starts working before the contract is signed by the employer, the employer will not be eligible for funds for that apprentice.

Contracted Classes for Training Cohorts for Related Instruction²: Philadelphia Works may contract with an Eligible Training Provider to train a cohort of potential apprentices in in-demand industry sectors or occupations.

- To receive funding, the eligible training provider must be procured and follow the procurement standards found in the Uniform Guidance.
- Philadelphia Works will follow procurement standards and develop a contract with the provider.
- Additionally, incumbent worker training funds can be used to provide training to a cohort of apprentices.

Supportive Services are also available to WIOA eligible participants in an apprenticeship program consistent with the [Philadelphia Works Supportive Services Policy](#) and availability of funds. Examples of supportive services include registration fees, books, supplies, skills development preparation (i.e., digital literacy, essential skills, high school equivalency, etc.), transportation, tools, and uniforms.

Incumbent Worker Training (IWT): IWT may be used for “upskilling” apprentices who already have an established relationship (i.e., employment) with the Registered Apprenticeship Program employer. To qualify for an IWT contract, the employer and participant are subject to the requirements outlined in the [Philadelphia Works IWT Policy](#). Apprentices participating in IWT are eligible for funding up to \$,8000/apprentice.

Youth Occupational Skills Training is an option for youth aged 16-24 who are eligible and enrolled in a WIOA Youth program. Youth participants who are in a Registered Apprenticeship Program through the WIOA Youth program will be eligible to receive Supportive Services in accordance with the Philadelphia Works [Youth Supportive Service](#) policy to pay for items such as uniforms or other appropriate work attire and work-related tools; payments and fees for employment and training-related applications, tests, and certifications; transportation; and other supportive service needs. A youth participant who is co-enrolled as a WIOA Adult is eligible to receive other training fund options listed in this section.

Non-Registered Apprenticeship Program Criteria

Non-Registered Apprenticeship programs can be funded for classroom training and on-the-job training up to \$6,000 per apprentice pending approval of application from Philadelphia Works. Non-registered programs will need to submit their training plan in addition to their application to determine eligibility. Non-registered programs must have at least 2,000 hours of on-the-job training and 144 hours of classroom learning. Non-registered apprenticeship programs will need to either apply directly to be on

² TEGL 13-16

the Eligible Training Provider List (ETPL) or will need an eligible training provider to apply in order to be eligible for classroom training.

Employer Incentives

Incentives can assist potential sponsors in customizing their program and existing sponsors to add occupations and enhance their program to include mentor training. Philadelphia Works will discuss employer incentives with eligible employers, particularly those that prioritize registration with the ATO as well as diversity, equity, inclusion, and accessibility within the apprenticeship program and within their recruitment and selection process. Employer incentives are subject to allowable funding that is currently available.

Eligibility:

Incentive funding is available for new and existing registered apprenticeship programs that will increase the number of registered apprentices, especially individuals from underrepresented groups with a focus on women and people of color. Employers or employer associations, sponsors, industry associations, unions, and intermediaries are all eligible to apply.

Eligible Expenses/Offerings:

Efforts to increase gender, racial, ethnic, and other demographic diversity and inclusion in apprenticeships are viewed highly favorably by Philadelphia Works, Pennsylvania's Apprenticeship and Training Office (ATO), and the Department of Labor's Employment and Training Administration (DOL ETA). Incentives can be provided through the following means:

1. Registration of Registered Apprenticeship Programs (RAPs) with the PA Department of Labor & Industry Apprenticeship and Training Office.
2. Costs related to design and start-up of RAPs.
3. Hiring and retention of apprentices from underrepresented groups (women, people of color, justice impacted, and Veterans).
4. Classroom education or online training for apprentices.
5. Extraordinary costs related to on-the-job training, excluding wages; (*Extraordinary costs to the employer can be calculated based on an apprentice's wages as well as based on a journey worker's time as a mentor for an apprentice during the on-the-job learning portion.*)
6. Train-the-trainer costs or activities.
7. Training supplies for apprentices.
8. Curricula development.
9. Technical assistance from an intermediary with the administrative aspects of apprenticeship implementation.
10. Referrals to PhilaWorks, APHL, and/or the ATO for technical assistance and/or
11. Supportive Services (e.g., transportation, tools, supplies, etc.) to support apprentices' retention in a program.³ *Philadelphia Works will leverage WIOA funding for all Supportive Services as long as the apprentice is WIOA eligible and successfully enrolled in WIOA.

Apprenticeships as Eligible Training Providers

³ Note that funding for items 8 and 9 would first be leveraged through partnerships with State and local WIOA partners.

Registered Apprenticeship Programs registered through the PA ATO are automatically eligible to be included on the Eligible Training Provider List (ETPL). Once on the Pennsylvania ETPL, Registered

Apprenticeship Programs will remain on the list until they are deregistered or until the program notifies the Pennsylvania ATO that it no longer wants to be included on the list.

Non-registered apprenticeships must meet the requirements of other eligible providers of training services in order to be included on Pennsylvania's ETPL. Philadelphia Works manages the ETPL for Philadelphia County. If a non-registered apprenticeship is interested in applying for the ETPL they can connect directly with Philadelphia Works' Training Initiatives team at vstraining@philaworks.org.

Notes

Pennsylvania is a State Apprenticeship Agency (SAA) state in which apprenticeship programs must follow standards and guidelines set forth by the PA ATO. Neighboring states, including New Jersey and Delaware, are Office of Apprenticeship (OA) states. Apprenticeship programs that are planning to be registered in OA states will follow standards and guidelines set forth by the US Department of Labor's Office of Apprenticeship. Philadelphia Works will review programs based upon the guidelines of the program's "home" state.

Key Definitions:

Apprenticeship and Training Office (ATO): guides and promotes the expansion of apprenticeship programs across Pennsylvania.

Department of Labor Employment and Training Administration (DOL ETA): The DOL ETA administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits. These services are primarily provided through state and local workforce development systems.

Eligible Training Provider: a provider of training services who has met the eligibility requirements to receive WIOA title I Adult and Dislocated Worker funds to provide training services to eligible individuals.

Eligible Training Provider List (ETPL): a list of approved providers of training services who are eligible to receive WIOA title I-B funds. Each state has their own ETPL list.

Recognized postsecondary credential: a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.

Registered Apprenticeship Program (RAP): an apprenticeship program that is registered either with the US Department of Labor or with the Commonwealth of Pennsylvania.

Registered Apprenticeship Program Sponsors: a RAP sponsor can include the following -

- Employers who provide related instruction

- Employers who use an outside educational provider (i.e., two- or four-year post-secondary institutions, technical training schools or online courses)
- Joint Apprenticeship Training Programs: programs that are made up of employers and unions
- Intermediaries: can serve as program sponsors and take responsibility for the administration of the apprenticeship program. They can provide expertise such as curriculum development, classroom instruction and supportive services, as appropriate. Intermediaries can include educational institutions, industry associations, or community-based organizations.

Additional Funding Resources

- **Pell Grants:** If the RA is connected to a post-secondary institution, apprentices may be eligible for \$3,000 on average to support tuition, books, and lab fees. The post-secondary institution may also choose to provide a Federal Work Study grant which averages \$2,000 per apprentice.
- **GI Bill:** Those who qualify can receive a tax-free monthly stipend in addition to the wages they receive as an apprentice. Veterans also receive tuition and fee payments for classroom instruction.
- **WEDnet:** Workforce and Education Development Network of PA (WEDnet) supports apprenticeship with up to \$2,000 per employee, and up to \$100,000 per entity.

References

- U.S. Department of Labor Education and Training Administration, [Training and Employment Guidance Letter \(TEGL\) 13-16](#)
- U.S. Department of Labor Education and Training Administration, [The Federal Resources Playbook for Registered Apprenticeship](#)
- [Workforce Innovation and Opportunity Act Regulations](#), 20 CFR Parts 680 (.740 and .750) 20 CFR 681.480, 680.330
- [TEGLS and TENS for Apprenticeship](#)
- [PA Workforce System Guidance](#), Number 02-2015
- [The National Apprenticeship Act](#); 50 Stat. 664, chapter 663; 29 USC 50 et seq.
- [Workforce Innovation and Opportunity Act](#), Section 3(52), Section 181 (a) (1) (A) and (B), (b) (2), (3), (4) and (5)and Section 188.

Contact

Inquiries regarding specifics of this policy should be directed to Rebecca Ambrose, Director of Training and Apprenticeship (rambrose@philaworks.org).

Action Item (2): Approval of Philadelphia Works Financial Statements

Action:

Approval of Philadelphia Works financial statements for 7 months ending January 31, 2024.

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.

Recommendation:

Approval of the Philadelphia Works Financial Statements.

Action Item (3): Approval of Philadelphia Works Financial Statements

Action:

The Philadelphia Works Board of Directors is asked to approve the audit for the year ended June 30, 2023, as recommended by the Finance Committee.

Background:

Philadelphia Works is required to have an annual GASB audit and IRS Form 990 completed and filed. The audit is filed with the federal clearinghouse and is due within nine months of the fiscal year end. Included in the GASB annual audit are Statements of Net Position and Government Fund Balance Sheet, Statements of Activities and Government Fund Revenues, Expenditures and Changes in Fund Balance, Statements of Fiduciary Net Position and Statements of Changes in Fiduciary Net Position for the years ended June 30, 2023, and 2022. Also included in the audit are Reports of Independent Auditors on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements and Report of Independent Auditors on Compliance for Each Major Federal Program. The IRS Form 990 due date is May 15, 2024 and will be made available to the board for review once finalized.

FY2023 Audit:

There are no findings in Philadelphia Works audit for FY2023. The auditor's opinion on the financial statements is unmodified and there are no instances of non-compliance noted in the reports on internal control and compliance. There are no questioned costs.

Recommendation:

Approve the GASB audit for Philadelphia Works for FY2023.

Financial Reports

*PHILADELPHIA WORKS INC.
FOR THE SEVEN MONTHS ENDED
January 31, 2024*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC
 Budget vs. Actual Expense Analysis
 As of January 31, 2024

	<u>FY 2024 Available Funding</u>	<u>1/31/2024 Actual Expenses</u>	<u>1/31/2024 Variance</u>	<u>Comments</u>
<u>USDOL</u>				
Career Dislocated Worker Grant - 9/12/23	2,447,449	669,296	1,778,154	
Good Jobs Challenge -Year 2	21,811,695	1,502,116	20,309,579	
Apprenticeship Building America (ABA) -Year 2	4,654,115	379,940	4,274,175	
Community Projects-Community Hilco	<u>910,180</u>	<u>157,903</u>	<u>752,277</u>	
	<u>29,823,440</u>	<u>2,709,255</u>	<u>27,114,184</u>	
<u>PA-DHS</u>				
TANF (Cost Reimbursement) - FY24 Allocation	32,271,547	16,404,373	15,867,174	
TANF YOUTH - FY23 Carryover	1,596,452	1,523,505	72,947	
TANF YOUTH FY24	11,336,189	5,656,352	5,679,837	
TOTAL TANF	<u>45,204,188</u>	<u>23,584,230</u>	<u>21,619,958</u>	
<u>PADOL</u>				
WIA YOUTH FY24	7,596,464	3,224,422	4,372,042	
WIA YOUTH C/O FY23	1,237,225	1,156,147	81,078	
WIA ADUL FY24 1st Incr.	1,419,168	1,277,251	141,917	
WIA ADUL FY24 2nd Incr.	5,836,966	2,442,966	3,393,999	
WIA ADUL C/O FY23 Transfer-In(1)	1,111,200	1,000,080	111,120	
WIA ADUL C/O FY23 1st Incr.	84,739	84,739	-	
WIA ADUL C/O FY23 2nd Incr.	535,386	341,582	193,804	
WIA DLW FY24 1st Incr.	1,095,272	985,745	109,527	
WIA DLW FY24 2nd Incr.	3,983,523	1,155,670	2,827,853	
WIA DLW C/O FY23 2nd Incr.	244,366	213,437	30,929	
WIOA DLW BEP Funds	99,056	53,203	45,853	
WIA DLW BEP Funds 2nd SW	150,000	10,705	139,295	
WIA DW 2nd RR Disgital Intake	77,040	-	77,040	
	<u>-</u>	<u>-</u>	<u>-</u>	
TOTAL WIOA	<u>23,470,404</u>	<u>11,945,94</u>	<u>11,524,456</u>	
OTHER	4,796,274	1,006,483	3,789,792	Other Funding, IP, WINC, PHA, PA Smart, Wn Penn, Clean Energy, JPMC, Wallace Fdn, City of Phila Commerce, NRWC
TOTAL	<u>103,294,307</u>	<u>39,245,916</u>	<u>64,048,391</u>	

PHILADELPHIA WORKS, INC.
Statements of Financial Position
As of January 31, 2024

	1/31/2024	1/31/2023
	Unaudited	Unaudited
ASSETS		
<i>Current Assets:</i>		
Cash	3,630,691	3,364,484
Accounts receivable - grants and contracts	13,980,153	9,968,356
Other current assets	803,677	706,236
Total current assets	<u>18,414,521</u>	<u>14,039,076</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	19,765,864	-
	<u>23,324,092</u>	<u>3,558,228</u>
Less: accumulated depreciation	(8,969,578)	(2,645,465)
Net property and equipment	14,354,515	912,763
Other Assets- Security & Other deposits	447,465	469,931
Total assets	<u>33,216,501</u>	<u>15,421,771</u>
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	11,869,739	9,025,483
Accounts payable and accrued expenses	156,504	136,645
Advances	-	-
Due to Commonwealth of Pennsylvania	2,169,066	2,167,885
Other current liabilities	3,872,170	2,494,769
Total current liabilities	<u>18,067,479</u>	<u>13,824,783</u>
Due to State- Deposits	447,465	469,931
Lease Allowance	370,387	548,123
Lease Assets	13,735,235	-
Total liabilities	<u>32,620,566</u>	<u>14,842,838</u>
<i>Net Assets:</i>		
Unrestricted Net Assets	280,730	214,293
Equity value of government funds	315,204	364,640
Total net assets	<u>595,934</u>	<u>578,933</u>
Total liabilities and net assets	<u>33,216,501</u>	<u>15,421,771</u>

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of January 31, 2024

	January 31, 2024			January 31, 2023
	Training Program Services	Management and General	Total	Total
Support and Revenue				
TANF (Cost Reim/Youth)	21,049,928	2,534,302	23,584,230	25,226,804
WIOA (Adult / DLW /RR / Youth)	10,893,611	1,052,337	11,945,948	11,169,256
Other	<u>3,418,548</u>	<u>191,030</u>	3,609,578	450,223
Total support and revenue	<u>35,362,087</u>	<u>3,777,670</u>	39,139,756	36,846,283
Expenses				
Salaries	1,608,024	2,400,094	4,008,118	3,537,237
Fringe benefits	<u>412,498</u>	<u>549,543</u>	962,041	930,833
Total salaries and fringe benefits	2,020,523	2,949,637	4,970,159	4,468,070
Subrecipient services	32,147,760	-	32,147,760	30,511,632
Co-Location & Integration	-	-	-	-
Professional and consulting services	282,858	153,163	436,021	288,535
Facilities costs	389,761	238,983	628,744	578,258
Depreciation	97,621	-	97,621	98,974
Maintenance and System Support	77,517	46,610	124,127	172,935
Cloud Services	5,896	3,677	9,572	5,821
Disaster Recovery	18,561	11,376	29,937	29,750
Equipment and Software Purchases	71,092	31,534	102,626	27,216
Outreach/Marketing	78,775	38,431	117,206	210,625
Meetings, Conferences & Travel	89,616	80,520	170,135	73,576
Office supplies and printing	3,824	1,940	5,764	6,274
Telephone	13,169	8,072	21,241	24,805
Temporary Help	-	57,286	57,286	124,752
Employee Development	1,096	40,883	41,979	79,135
Office Expense	161,642	124,096	285,739	270,286
Miscellaneous	-	-	-	59
Total expenses	<u>35,459,708</u>	<u>3,786,208</u>	39,245,916	36,970,703
Changes in net assets	(97,621)	(8,539)	(106,160)	(124,420)
**Net assets, beginning of period	<u>412,825</u>	<u>289,270</u>	702,095	703,352
Net assets, end of period	<u>315,204</u>	<u>280,730</u>	<u>595,935</u>	578,932

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

PHILADELPHIA WORKS, INC.

Projected Costs vs. Actual Expenses - Admin & Program Combined
As of January 31, 2024

	FY24 Approved Budget Combined	YTD Actual Expenses 1/31/2024	Remaining Budget Available 1/31/2024	% of Budget Remaining
Expenses				
Salaries	7,802,314	4,008,118	3,794,196	49%
Fringe benefits	2,309,168	962,041	1,347,127	58%
Total Salaries and Fringe Benefits	10,111,482	4,970,159	5,141,322	51%
Subrecipient services	73,000,000	32,147,760	40,852,240	56%
Professional and consulting services	467,950	436,021	31,929	7%
Facility costs	1,084,164	628,744	455,420	42%
Depreciation	-	97,621	(97,621)	0%
Maintenance and System Support	283,000	124,127	158,873	56%
Cloud Services	118,550	9,572	108,978	92%
Special Projects	378,000	-	378,000	100%
Disaster Recovery	70,000	29,937	40,063	57%
Equipment and Software Purchases	111,700	102,626	9,074	8%
Outreach	175,500	117,206	58,294	33%
Meetings, conferences, and travel	211,500	170,135	41,365	20%
Travel and Transportation	1,500	-	1,500	100%
Office supplies and printing	21,150	5,764	15,387	73%
Telephone	52,300	21,241	31,059	59%
Temporary help	100,000	57,286	42,714	43%
Employee development	122,500	41,979	80,521	66%
Office expense	472,800	285,739	187,061	40%
Total Operating Costs	76,670,614	34,275,757	42,394,857	55%
Total Personnel and Operating Costs	86,782,096	39,245,916	47,536,180	55%

Philadelphia Works, Inc.
Statements of Activities By Funding Source
As of January 31, 2024
(Unaudited)

	TANF ADULT	WIOA	TANF YOUTH	Industry Partnership	Equity	Others	Total
Revenues							
Grants and Contributions	16,404,373	11,945,948	7,179,857	170,391		3,402,227	39,102,796
Interest Income						36,961	36,961
Total Revenues	16,404,373	11,945,948	7,179,857	170,391		3,439,187	39,139,756
Expenses							
Salaries	1,483,529	1,126,871	1,033,629	8,667		355,422	4,008,118
Fringe benefits	366,384	276,287	248,464	3,198		67,709	962,041
Subrecipient Services	13,853,362	10,016,348	5,468,313	129,244		2,680,492	32,147,760
Professional fees and Consulting	104,130	77,268	56,359	29,001		169,263	436,021
Facility Cost	260,959	185,373	160,129			22,287	628,744
Depreciation expense					97,621		97,621
Maintenance and System Support	52,522	37,164	31,919			2,525	124,127
Cloud Services	4,288	3,006	2,190			89	9,572
Special Projects							
Disaster Recovery	12,787	9,058	7,834			259	29,937
Equipment and Software Purchases	30,785	46,920	24,371			549	102,626
Outreach/Marketing	30,469	21,357	20,350			45,030	117,206
Mtgs, conferences, travel	31,932	25,438	21,142	39		91,589	170,139
Office Supplies and Printing	2,394	1,837	1,240	246		47	5,764
Telephone	9,070	6,407	5,586			179	21,241
Temporary Help	24,107	16,487	15,479			1,217	57,286
Employee Development	17,396	12,269	11,599			723	41,979
Office Expense	120,259	83,861	71,271			10,347	285,739
Others							
Total Expenses	16,404,373	11,945,948	7,179,857	170,391	97,621	3,447,726	39,245,916
Net Income					(97,621)	(8,539)	(106,160)

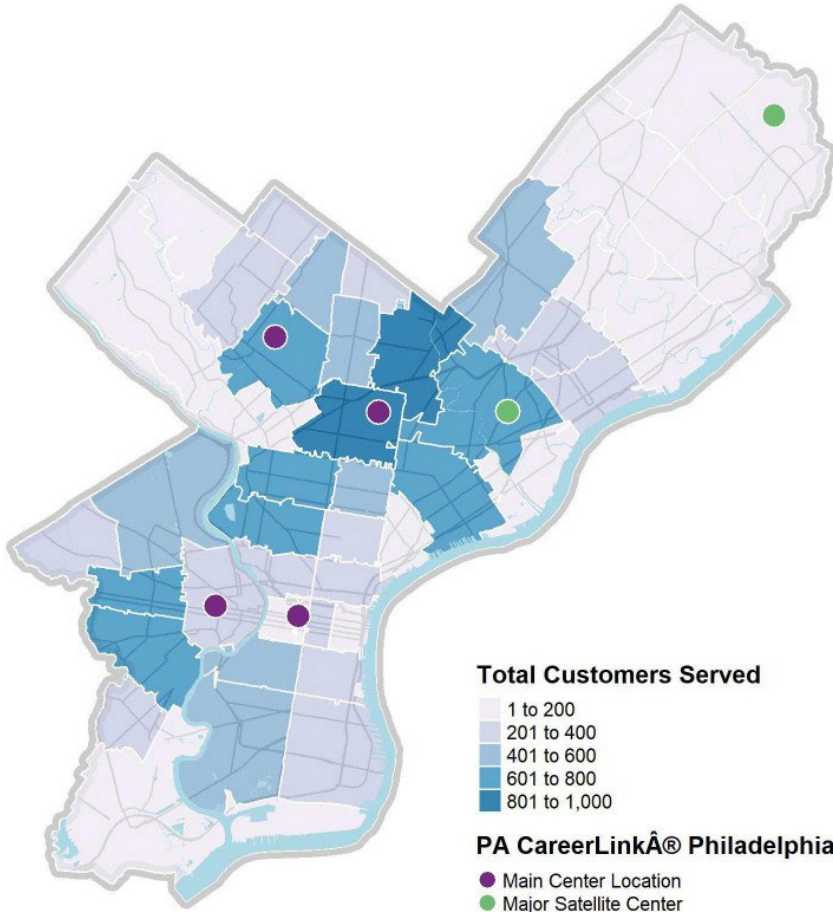
Service and Performance Data Reports

Service and Performance Snapshot

Q2 Program Year 2023



Customers Served by Zip Code of Residence
October 2023 through December 2023



8,332

Unique Customers Served
October 2023 through December 2023

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for 8,332 individuals across programs.

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

46,607

New Career-Seeker Services Delivered
October 2023 through December 2023

In the most recent quarter, 46,607 individual services were started. Most common services included job-search assistance and career counseling.

Service Summary by Program

Customers Served by Program, October 2023 through December 2023

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	6,370	35,753	11,374	69,007
EARN TANF	996	2,404	1,633	5,017
WIOA Adult and Dislocated Worker	1,617	5,805	2,058	11,171
WIOA Youth	425	2,022	529	4,106
TANF Youth*	51	218	93	581
EARN SNAP	64	199	88	356
Other Programs	128	279	231	613

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

WIOA Title I – Adult and Dislocated Worker Services

Q2 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: October through December 2023

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1,331	1,857	+6.0%	+17.4%
Job Search / Prep Training	825	1,427	+3.9%	+2.4%
Essential Case Management	560	1,093	+2.2%	+10.4%
Supportive Services	230	361	-0.4%	+41.6%
Training and Education	128	233	+7.6%	-21.0%
Work Experience	51	103	-3.8%	-2.8%
Other Services	5	10	0.0%	-37.5%

Customer Outcomes: October through December 2023

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	401	799	+0.8%	-8.1%
Exits to Military or Employment	129	232	+25.2%	+3.6%
Exits with No Outcomes	270	562	-7.5%	-12.7%
Education or Training Completed	2	5	-33.3%	+400%
Placements	135	250	+17.4%	+6.4%

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: October through December 2023

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
	<i>Average Program Score: 110.3%</i>			
Adult	Employment 2 nd Quarter After Exit	68.0%	74.0%	108.8%
	Employment 4 th Quarter After Exit	66.0%	69.5%	105.3%
	Median Earnings 2 nd Quarter After Exit	\$5,900	\$7,864	133.3%
	Credential Attainment Rate	52.0%	54.7%	105.2%
	Measurable Skill Gain	45.0%	44.6%	99.1%
	<i>Average Program Score: 106.4%</i>			
Dislocated Worker	Employment 2 nd Quarter After Exit	73.0%	78.2%	107.1%
	Employment 4 th Quarter After Exit	70.0%	81.7%	116.7%
	Median Earnings 2 nd Quarter After Exit	\$8,600	\$9,006	104.7%
	Credential Attainment Rate	48.0%	66.7%	139.0%
	Measurable Skill Gain	48.0%	31.0%	64.6%

WIOA Title I – Youth Services

Q2 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: October through December 2023

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	219	364	-13.1%	+5.5%
Training and Education	197	249	+23.1%	-5.0%
Supportive Services	162	244	-4.7%	+3.4%
Essential Case Management	196	419	-32.6%	+8.3%
Work Experience	23	72	-57.4%	+9.1%
Other Services	10	14	+100.0%	-48.1%
Job Search / Prep Training	12	17	+71.4%	+1600.0%

Customer Outcomes: October through December 2023

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	34	79	-24.4%	-43.2%
Education or Training Completed	7	27	-65.0%	-68.6%
Exits to Military or Employment	3	6	0.0%	+100.0%
Exits to Education	0	0	0.0%	+100.0%
Exits with No Outcomes	24	46	+9.1%	-2.1%
Placements	55	95	+1.9%	+2.2%

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: October through December 2023

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
<i>Average Program Score: 107.5%</i>			
Employment/Education 2 nd Quarter After Exit	63.0%	72.9%	115.7%
Employment/Education 4 th Quarter After Exit	61.0%	74.6%	122.3%
Median Earnings 2 nd Quarter After Exit	\$2,900	\$4,802	165.6%
Credential Attainment Rate	65.0%	61.3%	94.3%
Measurable Skill Gain	53.0%	21.0%	39.6%

WIOA Title III – Labor Exchange

Q2 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: October through December 2023

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	5,329	9,710	+0.5%	+39.6%
Essential Case Management	4,039	7,274	+1.8%	+21.3%
Career Development and Counseling	2,817	5,288	+7.8%	+54.5%
Training and Education	7	13	0.0%	+1200.0%
Work Experience or Employment	1	2	0.0%	++%
Other Services	868	1,680	+5.3%	+63.9%

WIOA State Performance Measures: Average Indicator Scores

Q2 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: October through September 2023

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	110.6%
Employment/Education 4 th Quarter After Exit	114.8%
Median Earnings 2 nd Quarter After Exit	134.5%
Credential Attainment Rate	112.8%
Measurable Skill Gain	67.8%

EARN TANF and SNAP Services

Q2 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: October through December 2023

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	1,487	2,805	-11.8%	-19.7%
SNAP	88	159	+18.9%	-1.9%
Enrollments				
TANF	651	1,307	-8.4%	-7.4%
SNAP	43	77	+19.4%	+45.3%

Customers Receiving Services: October through December 2023

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	852	1,564	-1.7%	-4.8%
Job Search / Prep Training	235	402	+27.0%	-46.9%
Work Experience or Employment	204	391	+5.7%	-0.8%
Education or Job Training	87	170	+1.2%	+0.6%
Community Service	7	11	+75.0%	+120.0%
Other Services	736	1,429	-8.1%	-10.5%

Customer Outcomes: October through December 2023

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	616	1,262	-11.1%	-19.3%
Placements into Employment	225	426	+0.4%	-0.5%

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

Q2 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: October through December 2023

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Education or Job Training	36	90	-57.7%	-59.5%
Supportive Services	35	43	-10.3%	-72.4%
Work Experience or Employment	48	57	+20.0%	-69.2%
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	118	83.1%
Career Readiness	841	837	99.5%
Total	983	955	97.2%

WIOA Performance Reporting

5 Primary Indicators of Performance for State & Local Workforce Development Boards

- **2nd-Quarter Employment Rate:** % of program participants who are in unsubsidized employment during the 2nd Q after exit from WIOA programs. For Title I Youth, the indicator is the % of participants in education or training activities, or in unsubsidized employment during the 2nd Q after exit.
- **4th-Quarter Employment Rate:** % of program participants who are in unsubsidized employment during the 4th Q after exit from WIOA programs. For Title I Youth, the indicator is the % of participants in education or training activities, or in unsubsidized employment during the 4th Q after exit.
- **Median Earnings:** Median earnings of program participants who are in unsubsidized employment during the 2nd Quarter after exit from WIOA programs.
- **Credential Attainment:** % of participants enrolled in an education or training program (not including on-the-job training and customized training) who attained an industry recognized postsecondary credential, certificate of completion of an apprenticeship, certificate approved by the state, or a secondary school diploma within a year after exit from common measures.
- **Measurable Skill Gains (MSG):** % of program participants who, during a Program Year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains towards such a credential or employment. Gains are defined as documented academic, technical, occupational, or other forms of progress toward a postsecondary credential or employment.

Program Performance Results

- **Program Year (PY):** July 1 to June 30 of the following year, similar to a fiscal year. PY22 = FY23.
- **Negotiated Level:** benchmark goals that are created through a negotiation process at the state and local level.
- **Actual Performance:** % of total customers that achieved the negotiated level of performance for that indicator.
- **% of Goal Achieved:** how much of the negotiated level was accomplished based on the actual performance.
- Philadelphia Works is primarily concerned with the **% of Goal Achieved as the main indicator** for how we are performing as a local workforce development area.
- The **Numerator & Denominator** are calculated differently depending on the indicator. For example, the numerator for MSGs represents the # of program participants who achieved at least one type of gain. More than one type of gain may be achieved in a reporting period, but only 1 gain per customer can be used to calculate success on the MSG indicator in a single reporting period.

Program Year 2022: 7/1/2022 – 6/30/2023
Fiscal Year 2023: 7/1/2022 – 6/30/2023

Numerator: how many customers were successful for the indicator (611 customers were employed in the 2nd-Q).

% of Goal Achieved: satisfactory when > 50%. A value >100% indicates performance exceeded the goal.

Average (Overall) Indicator Scores are > 90%, thus performance is satisfactory. This is the average of the % of goal achieved across all programs.

Adjusted Goal: adjusted by the state's statistical model after the PY ends.

WIOA Title I Performance Outcomes
Program Year 2022 Adjusted Results
Philadelphia

	Adult					Dislocated Worker					Youth					Average Indicator Score
	Numerator	Actual Performance	Negotiated Goal	Adjusted Goal	% of Goal Achieved (FINAL)	Numerator	Actual Performance	Negotiated Goal	Adjusted Goal	% of Goal Achieved (FINAL)	Numerator	Actual Performance	Negotiated Goal	Adjusted Goal	% of Goal Achieved (FINAL)	
	Denominator					Denominator					Denominator					
Employment Rate (2nd Quarter)	611 843	72.5%	67.0%	65.4%	110.8%	248 319	77.7%	71.0%	70.2%	110.7%	308 409	75.3%	62.0%	61.8%	121.9%	114.5%
Employment Rate (4th Quarter)	545 815	66.9%	65.0%	65.8%	101.6%	318 421	75.5%	68.0%	68.1%	110.8%	252 343	73.5%	60.0%	62.0%	118.5%	110.3%
Median Earnings (2nd Quarter)	- -	\$7,180	\$5,800	\$5,849	122.7%	- -	\$9,457	\$8,500	\$8,020	117.9%	- -	\$4,001	\$2,800	\$2,983	134.1%	124.9%
Credential Attainment Rate	91 185	49.2%	50.0%	48.7%	101.0%	59 123	48.0%	44.0%	44.4%	108.1%	185 310	59.7%	60.0%	58.8%	101.5%	103.5%
Measurable Skill Gains	422 731	57.7%	40.0%	37.8%	144.2%	23 63	36.5%	46.0%	31.9%	114.4%	254 384	66.1%	52.0%	49.5%	133.6%	130.7%
Average Program Score					116.1%					112.4%					121.9%	✓

Denominator: # of customers who are eligible to be included in the measure. For MSGs, it is those who at any point in the PY are in a program that leads to a recognized post-secondary credential or employment.

Average Program Score: average of % of goal achieved for each indicator, must be > 90% for satisfactory performance.

The **Negotiated Goal** is the benchmark performance level that should be achieved. Here, it is that 46% of customers in the Dislocated Worker program will achieve an MSG (and was later adjusted to 31.9%). The **Actual Performance** was that 36.5% of customers achieved a MSG, so the goal was overachieved.

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

Thank you to our administrative and service delivery partners:

WorkReady is managed by the Philadelphia Youth Network.

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., 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.

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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