



BOARD MEETING BRIEFING BOOK

Thursday, March 16, 2023
9:00 – 11:00 AM

Hybrid Meeting
via Zoom 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
Citizens Bank of PA/NJ/DE

Steven Scott Bradley
Vice Chairman of the Board
Bradley & Bradley Associates Inc.

Patrick J. Eiding
Secretary of the Board
Philadelphia Council AFL-CIO

April Walker
Treasurer
Salesforce

Michelle Armstrong
School District of Philadelphia

Stephanie L. Kosta
Freedom Region Comcast

Sarah Steltz
The Chamber of Commerce
of Greater Philadelphia

Emily Bittenbender
Bittenbender Construction LP

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

Christina Wong
Comcast Center Campus

Shari Brightful
PA Office of Vocational
Rehabilitation

John W. Lasky
Temple University Health System

Manny Citron
Deputy Chief of Staff
Mayor's Office of Labor

Richard Lazer
Executive Director
Philadelphia Parking Authority

David Crossed
Navigate

Marybeth Ferguson Williams
Assistant Regional Director
Southeast-Poconos
Bureau of Workforce
Partnership and Operations
PA DOL & Industry

Brigitte F. Daniel Esq.
Wilco Electronic Systems Inc.

Douglas I. Oliver
PECO – An Exelon Company

Donald Generals
Community College of
Philadelphia

Peter Gonzales
Welcoming Center for New
Pennsylvanians

Kimmel Proctor
Beyond Literacy

Ed Grose
Greater Philadelphia Hotel
Association

Susan Schonfeld
Community Integrated Services

Jasmine Sessoms
Hilco Redevelopment Partners

PHILADELPHIA WORKS BOARD MEETING AGENDA

March 16, 2023 | 9:00 to 11:00 AM

[Hybrid Meeting via Zoom](#)

Presiding: Daniel K. Fitzpatrick, Chair

Welcome, Reports & Presentations

- | | |
|--|--------------------------------|
| I. Welcome | Daniel K. Fitzpatrick |
| II. Opening Remarks | Daniel K. Fitzpatrick |
| • ACTION: Approval of the Consent Agenda | |
| III. New Employees | H. Patrick Clancy |
| • Meseret Gebre | |
| • Danny Pietrovito | |
| • Elizabeth Hammond-Kyerematen | |
| • Candice Fontaine | |
| • Shaun Quigley | |
| • Leah Schare | |
| • Sarah Getz | |
| • Edith Clark | |
| • Sabria Fountain | |
| • Johanna Zenon | |
| IV. Farewell to Johnetta Frazier | H. Patrick Clancy |
| V. Economic Overview/Update | Sam Fraley/H. Patrick Clancy |
| VI. CEO Report | H. Patrick Clancy |
| VII. Philadelphia Youth Network | John F. Clayton, Jr. |
| • WorkReady Overview | |
| VIII. Operations Report | Patricia Blumenauer |
| • Activities Update | |
| Committee Actions | |
| I. Finance Committee Update | April Walker/H. Patrick Clancy |
| • ACTION: Approval of the Financial Statements for seven months ended January 31, 2023 | |
| II. Employer Engagement and Workforce Strategies Committee Update | Sarah Steltz |
| III. Youth Standing Committee Update | Jasmine Sessoms |

IV. One-Stop Operator Standing Committee Update

Shari Brightful

Website Enhancements Update

Dawn Thomas

Public Comments

Daniel K. Fitzpatrick

Closing Remarks and Adjournment

Daniel K. Fitzpatrick

Next Board Meeting: June 15, 2023

BOARD MEETING BRIEFING BOOK

March 16, 2023

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CONSENT AGENDA ITEMS

Overview

The following items are on the Philadelphia Works Consent Agenda for December 15, 2022:

- Philadelphia Works Update (p. 2-14)
- December 15, 2022, Board Meeting Summary (p. 15-19)
- Committee Meeting Summaries and Reports for this Quarter (p. 20-34)

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

Philadelphia Works Update

This report highlights efforts and progress during the quarter. More details on the information and initiatives outlined in this report, as well as other efforts in which the Board is engaged, can be found in other sections within the board meeting briefing book, or are available at www.philaworks.org.

Meeting Summary: December Board Meeting

The Board is being asked to approve the draft meeting summary from the December 15, 2022, Board Meeting.

Committee Meeting Summaries

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

PHILADELPHIA WORKS UPDATE

Updates in this Report

Workforce Development System Highlights (Adult and Youth)

Resource Development Updates

Outreach and Communications

Workforce Development System Highlights

[Penn Medicine Pathways Program](#)

In July 2022, Philadelphia Works Partnered with Pennsylvania Hospital of the University of Pennsylvania Health System to provide internship wage reimbursement in support of their Penn Medicine Pathways program.

The program was designed to build a pipeline of talent for entry level roles being built across the health system. The program consisted of a paid internship program, following a week of job readiness preparation training. The program was part of a system wide pipeline program being built to identify and train recent high school graduates, 18 years and older, for entry level roles.

Ten (10) participants, working under the title of ***Pathway Program Associate at Pennsylvania Hospital*** worked for 4 months in a paid internship rotational program. Six departments at Pennsylvania Hospital committed involvement in the project: Phlebotomy, Security, Transport, Nutrition, Materials Management and PeriOp.

Pathway Program Associates rotated through four of the departments, and they leveraged their Patient Experience Team as a shadowing opportunity in addition to the rotations. Programming included pairing with a mentor, lunch and learns, and a variety of educational opportunities to create a comprehensive learning approach. Upon completion of all rotations, Pathway Program Associates at Pennsylvania Hospital were matched with one of the departments for an open position. Penn Medicine worked in collaboration with PA CareerLink® System-wide services staff to WIOA register and enroll program participants. Philadelphia Works supported the internship with 100% wage reimbursement.

The program produced amazing results, with all ten interns hired: five (5) full time, four (4) per diem day shift, and one part-time night shift, at an average wage of \$19.60 an hour!

[Apprenticeship](#)

Philadelphia Works (PhilaWorks) and ApprenticeshipPHL (APHL) have several successes from the second and third quarters of FY23. A major highlight includes the development of two committee workgroups through ApprenticeshipPHL (APHL) which launched in November 2022. These two committees are focusing on employer engagement and education. The committees are comprised of a variety of representatives from the Southeastern Pennsylvania (SEPA) region including the PA Apprenticeship and Training Office (ATO), the School District of Philadelphia, Community College of Philadelphia, Philadelphia Youth Network, Local Workforce Development Boards (Bucks, Chester, Delaware, Montgomery, and Philadelphia counties), the Chamber of Commerce of Greater Philadelphia, regional employers, and local workforce intermediaries. **PhilaWorks' Apprenticeship team facilitates meaningful conversations during the monthly meetings around the specific goals of the committee and brainstorm**

actionable steps that the committee can accomplish within the next nine months. As committees continue to meet through the spring and summer, Philadelphia Works will identify subject matter experts to provide additional context and support in the work of each committee.

The Apprenticeship team is currently working with internal teams to deliver apprenticeship-specific training for PA CareerLink® employer-facing and career-seeker-facing staff. The goal of these trainings is to better equip PACL staff on apprenticeships so center staff feel confident when talking to customers and employers about apprenticeship opportunities. By training and upskilling PACL staff we will see continued growth in apprenticeships across the city and region. A pilot training is slated for March 2023.

The Apprenticeship team continues to provide technical assistance (TA) to several organizations focused on developing and registering apprenticeship and pre-apprenticeship programs with the PA Apprenticeship and Training Office (ATO). Over the last quarter, the Apprenticeship team has provided TA to Congreso, who is in the development stage of their apprenticeship program. The Apprenticeship team meets regularly with Congreso staff to review their apprenticeship standards and continues to give guidance on specific sections of the standards alongside the Apprenticeship and Training Office. A key focus in recent meetings has been on selecting an apprenticeable occupation for the program. Congreso staff is currently working with their employer partners to determine the best occupation for their program.

[WorkReady Summer 2023](#)



Philadelphia's WorkReady Summer 2023 programming is in motion! WorkReady Summer opportunities provide young people with an opportunity to learn, build skills, and earn money while giving employers the opportunity to gain new energy, increase capacity for projects, and gain youth input at their companies.

The application for youth will be available online at <https://www.workready.org/summer/>. There are lots of opportunities available across the city for young people ages 12-24 years old. Employers can partner with WorkReady as investors and/or as worksites who host virtual or in-person internships.

Employers also have the option to participate in career exposure activities such as employer panels, employer led workshops, digital career days, etc. To learn more and get connected, please visit: <https://www.workready.org/employers/>.

Women in Nontraditional Careers (WINC)

WINC received two new grants to expand its work and created an apprenticeship application calendar as requested by stakeholders.

WINC will double the capacity of its Tradeswomen Readiness Program (TRP), training 40 career seekers from the Philadelphia region in two cohorts during summer and fall 2023! This growth is due to a \$130,000 grant from Constellation Energy via our funding partner and technical assistance provider, Chicago Women in Trades (CWIT) and its National Center for Women's Equity in Apprenticeship and Employment. The program will again be delivered by the Finishing Trades Institute of the Mid-Atlantic Region. WINC will work with CWIT who will hire a program coordinator on a pilot basis, to design a new recruitment and assessment process, provide case management, supportive services, and career navigation to aspiring tradeswomen. Based on this pilot, WINC will seek grant funds to sustain the TRP in 2024.

A second grant of \$73,250 will allow WINC to develop a new focus on the “demand” side of workforce equity in federally-funded infrastructure projects. WINC will identify funders, project owners, contractors and unions who want to increase the work hours and job retention of tradeswomen. WINC will offer technical assistance and support so they can adopt one or more practices outlined in the [Framework for Infrastructure Workforce Equity](#). WINC will also continue to support tradeswomen's retention through opportunities to connect, speak, become mentors and advocates. The grant is again via CWIT, from the US Department of Labor Women's Bureau, extending through September 2024.

[WINC created a new apprenticeship application chart](#) so aspiring tradeswomen can know at-a-glance when local union building trades apprenticeship programs are accepting applications. The chart also lists which unions have women's committees and other features to retain women in apprenticeship.

The Women in Nontraditional Careers (WINC) initiative aims to support, increase, and advance the participation of women in construction, manufacturing, transit, and utilities careers in the Philadelphia region. WINC is staffed by Philadelphia Works and led by tradeswomen and representatives of the AFL-CIO Philadelphia Council, PhilaPOSH, the Keystone Development Partnership, Insulators Union Local 14 and SEPTA, with technical assistance from Chicago Women in Trades' National Center for Women's Equity in Apprenticeship and Employment and funding from the US DOL Women's Bureau and Philadelphia Works' WIOA allocation. Learn more at wincproject.org.



Outreach and Communications

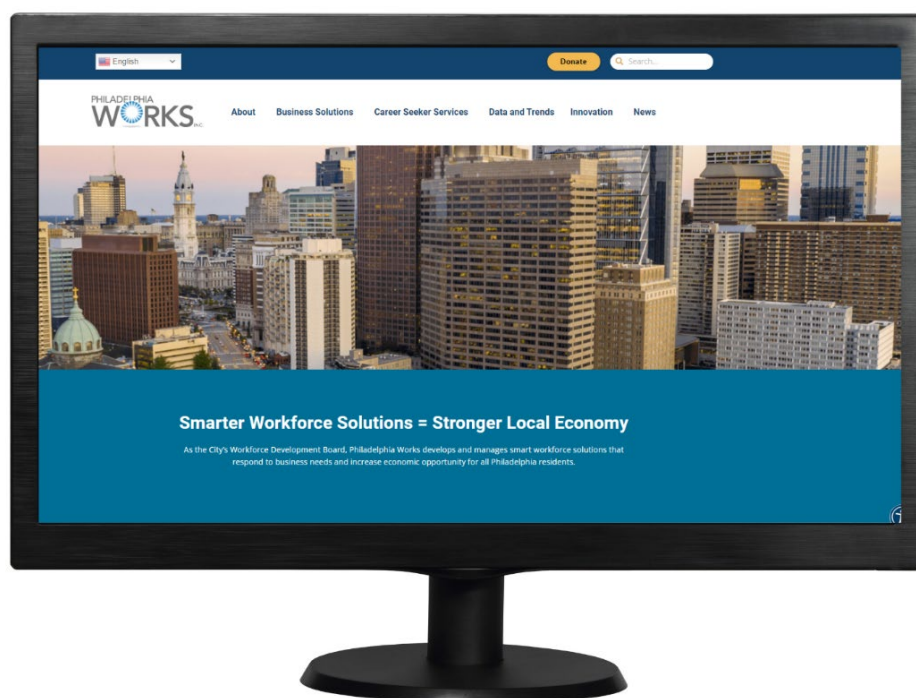
Communications (December 1, 2022 – February 28, 2023)

Philadelphia Works continues its communications commitment to create access and equity through:

- Sharing and supporting the ‘good work’ and valuable resources of our system partners
- Striving to target and match outreach content to its most relevant populations and stakeholders
- Utilizing data to strengthen stakeholder communication across the system

You can find our inventory of outreach materials [here](#). We welcome you to connect with Philadelphia Works on social media and on the [PhilaWorks Newsroom](#).

STAY CONNECTED



Philadelphia Works launched an improved website with a streamlined backend that improves the user experience and provides better access to workforce development information, opportunities, and initiatives in the Philadelphia region.

Highlights

[Philadelphia Works launches an improved website that improves the user experience and provides better access to workforce development information.](#)

Philadelphia Works, Inc. (PhilaWorks) partnered with [617 Media Group](#) and [R&R Creative](#) to launch its newly re-designed website (<https://www.philaworks.org>). The new website, launched on January 19, 2023, features improved functionality, a mobile-first design, and enriched content areas that better connects workforce development stakeholders and system partners with timely and valuable information about our local workforce and economy.



Michael Joynes

Vice President
Government & Community Relations

Black leadership ensures that equity remains a critical part of the work that organizations do as they serve their communities.

Philadelphia Works congratulates Michael Joynes for being recognized as City and State PA's Black 100.

Ad ran in City and State celebrating Michael Joynes for his leadership and continued commitment to equity in opportunity for all Philadelphia residents.

PhilaWorks' Vice President of Government and Community Relations, Michael Joynes named on City and State's 2023 Power of Diversity: Black 100 list

This annual list recognizes the most influential Black leaders in the Commonwealth. Michael shares this years' spotlight with Austin Davis, the state's first Black lieutenant governor, Joanna McClinton, the state's first Black female majority leader in either chamber of the General Assembly, and a host of other Black leaders making a difference everyday in PA.

Analytics and Press Reports:

Website Analytics Snapshot ([Philaworks.org](https://philaworks.org))

*Web data for this period with outliers < or > 50% are attributed to the PhilaWorks website refresh and transition to a new G4 analytics account. Data is expected to realign in the next reporting cycle.

Based on available data from December 1, 2022 – February 28, 2023, there was a total of 6,778 website sessions, a decrease of about 50% (14,793) from the previous period, and approximately 4,991 unique users, a decrease of about 54% (10,954) from the previous session. Positively, of those unique users, about 83% (4,690) were first-time visitors. The number of returning users (923) decreased by 3.3%. Our bounce rate decreased by about 7.38%, which indicates people are spending more time on the website. Our [career](#) services page, where users navigate to access job and training opportunities from external sources, received the most traffic during this period, and most of our website traffic is from organic search, meaning most people (approx. 53.8%) found our site through a search engine or some other referral source. 35.3% of our site traffic was direct, meaning individuals were specifically looking for our organization or knew to come directly to our site.

[WINC](#) was the most visited area of the site (meaning individuals landed on WINC's page first) this period with a total of 414 sessions and Research and Data's report on gentrification received a significant spike in interest and came in as the 5th highest landing page this period.

Press Releases

There were no press releases this period.

Other Press, Media, and References: Top instances where Philadelphia Works and/or staff were highlighted, mentioned, referenced, or quoted through public facing platforms:

- [“BioBuzz Workforce Champion Award goes to Wistar’s New Biomedical Technician Training Program for Adults,”](#) an article published by the Wistar Institute on December 14, 2022, named Philadelphia Works as a key partner and funder in this unique program that will train Philadelphia residents in special skills required to work in the life sciences industry sector.
- On December 2, 2022, *The New York Times* published an article titled [“Why Are Middle-Aged Men Missing From the Labor Market?”](#) from an interview with Patricia Blumenauer that discussed why data showed that men ages 35-44 are having a slow rebound back into the workforce.

[Please be sure to visit the PhilaWorks Newsroom for the latest organizational updates.](#)

Board and Committee Meeting Summaries

Welcome

Chairman of the Board Dan Fitzpatrick convened the meeting at 3:08. As part of his welcoming address, Mr. Fitzpatrick thanked the Philadelphia Works staff for its continued commitment to helping residents find employment. MOTION was made to approve the consent agenda as outlined from last September's board meeting summary. ACTION: the motion was approved unanimously.

New Employee & Board Updates

Patrick Clancy, President and CEO, introduced new staff recently hired:

- Francisca Biakou, Undergrad Research Fellow in Operations
- Ishika Toor, Communications Project Specialist
- Brian Victor, Undergrad Research Development intern
- Solei Torres, Quality Assurance Coordinator
- Monica Moore, Data Systems Analyst

Marybeth Ferguson Williams was announced as Philadelphia Works' newest Board Member. Marybeth will replace James Nichols. Her appointment will begin on February 1, 2023.

Economic Update

Sam Fraley provided the Board with an economic update with the following key points:

- Unemployment rate is 4.9%
- Most industries are within plus or minus 1% growth with education and healthcare with the strongest growth at 3%
- In insurance, people don't have the appetite to work on commission anymore
- Inflation to be between 3.5 to 4%
- Good Jobs Project delayed
- No financing for real estate
- In 2019, Philadelphia had the seventh highest share of work-from-home at about 6%; in 2021, the third at 24%
- Third highest percentage point increase after NYC and DC
- Data from 2019 to 2021 suggest that Philadelphia is an area that is friendly for both Philadelphians and transplants to come here and work remotely
- Data from the Chamber of Commerce's focus groups specified one group that has not gone back to work is working mothers
- Next year, PhilaWorks will work with the city to improve its onboarding program which on average is 300 days

ATTENDANCE:

MEMBERS:

Michelle Armstrong
Steven Scott Bradley
Shari Brightful
Stephanie Costa
Patrick Eiding
Daniel Fitzpatrick
Donald Generals
Peter Gonzales
Edward Krawczyk
Richard Lazer
Kimmel Proctor
Sarah Steltz
April Walker

REGRETS:

Emily Bittenbender
Manny Citron
David Crossed
Brigitte Daniel
Ed Grose
John Lasky
James Nichols
Douglas Oliver
Susan Schoenfeld
Jasmine Sessoms
Christina Wong

GUESTS

Jeff Booth
Chris Brown
Gizela Burnside
J. Clayton
Zainabou Dabo
William DeVito
Farrah Farness
Christopher Gibbs

CEO Report

Patrick Clancy provided updates.

- Integrated Jobs and Economic Development Roadmap with Dr. Generals on putting together a clear, simple economic and workforce development strategy
- Mid-Atlantic Energy Hydrogen Hub proposal of the states of Pennsylvania, New Jersey, and Delaware
- Workforce Development on how to make CTE an actual pre-apprenticeship and fix the unemployment compensation system
- In innovation output, 302 cell and gene therapy patents in the last 10 years.
- Industry Partnership requests
- PhilaWorks received \$1.1 million for security and accessibility features for people with disabilities
- The biomedical training program received the 3rd Annual Bio Buzz Award for best workforce development project
- Every two years, PhilaWorks modifies and submits a plan on how the city economically looks like and where to put investments.
- This will be submitted in February and when their feedback has been given, a 30-day for the public to weigh in and comment on the plan then this will be submitted to the board for final approval

Board Recognition for board members in the City and State Labor 100; for Steven Bradley, 2022 Vanguard Award from the African American Chamber of Commerce; Guy Generals, Tribune's Most Influential African Americans; Rich Lazer as PPA's New Executive Director; Patrick Eiding, Delaware Valley Irish Hall of Fame.

Evelyn Gómez
Craig Holland
Charles Jameson
Fatima Martin
Meredith McCarthy
Anne Nadol
Jacqueline Newton
Kimmell Proctor
Ali Robinson-Rogers
Farrah Farnese
Roma
Fatima Troutman
Nicki Woods

STAFF:

Rebecca Ambrose
Eleanor Avery
Patricia Blumenauer
Sheila Boornazian
H. Patrick Clancy
Damarah Brown
John J. Daly
David Ervin II
Johnetta Frazier
Sam Fraley
Marcus Hall
Sue Hoffman
Zach Hughes
Joseph Kozlowski
Kimberly McCaffrey
Monica Moore
Daniel Rivera
Max Robinson
Benjamin Robling
Tim Smith
Dawn Thomas
Ishika Toor
Solei Torres

Committee Actions

Strategy

Patricia Blumenauer, VP, Operations and Data presented the intermediary evaluation that J Jackson Consulting undertook and its recommendations. Key findings include:

- To bring together all contracting agencies/funders to discuss opportunities to align and integrate where we can for the next procurement cycle
- Engaging in strategic dialogue about what program models will be best served by an intermediary
- Identify key elements to program models and chances to be flexible
- Reevaluating the current employer engagement system for youth work and its resources and identify opportunities to strengthen this system

Ms. Blumenauer added that multiple RFPs will be released in early spring 2023.

Ms. Blumenauer provided updates regarding the following programs. These include:

- Good Jobs Challenge has been delayed and PhilaWorks is currently in the process of revising the governance structure for the project with economic development organizations and county workforce development boards.
- EDA and Jobs for the Future hosted their first Good Jobs Challenge this week at DC which Tyrone Hampton and Cait Garozzo attended
- Of the 17 original participants in the biomedical tech training program, 15 completed their 10-week life sciences foundation course on December 1st and will start their externship in January at Iovance Biotherapeutics and in March will interview to work with Iovance.

Ms. Blumenauer updated that Heloise is stepping down as committee chair and will be replaced by Shari Brightful and Kimmel Proctor as co-chairs.

Financial Reports

Mr. Patrick Clancy provided updates as April Walker, Finance Chair, was unable to attend due to her new work at Salesforce, presented the financial reports for approval. These reports include:

- Financial statements for the 4 months ending 10/31/22
- All funding and expenditures are met although the WIOA Adult and Dislocated Worker look low as money is carried over from the previous year to carry the program forward to the next quarter

MOTION: was made to approve financial reports

ACTION: the motion was approved unanimously with no exclusions.

Youth Standing and One Stop Committees

Ms. Patricia provided an update on the Roadtrip Nation project and shared some videos and highlights. Mackenzie Krott will step down as One-Stop Operator Director but will continue to oversee the transition. Had a successful Partner Resource Fair at the Suburban Station PA CareerLink® Center including a comprehensive training program for PA CareerLink® staff. MOUs need to be renewed by June 30, 2023.

Communications Update

Dawn Thomas, Director of Communications, shared a video which highlights the success of three individuals who engaged with Philadelphia's public workforce system in various ways.

Public Comment

There was no public comment.

Adjournment

Dan Fitzpatrick, Chair of the Board, had to leave the meeting before adjournment. The meeting adjourned at 4:40 PM.

Welcome

The meeting was called to order at 3:00 p.m. Mr. Daniel Fitzpatrick, Chair, welcomed committee members. **MOTION** was made to approve the following agenda items: Executive Committee Meeting Summary of September 7, 2022; CEO report; Committee Reports and Action Items to be presented to the full board, and the draft Board Meeting Agenda for December 15, 2022. **ACTION:** motion was approved unanimously.

Finance Report

Mr. Zachariah Hughes announced that the Finance Committee meeting was rescheduled to December 7th at 3:00pm with advance materials submitted to the full committee for review prior to this meeting. Mr. Hughes provided highlights of the Financial Statements for four months ended October 31, 2022.

MOTION was made to present the Financial Statements for four months ended October 31, 2022, to the Board for approval. **ACTION:** the motion was approved.

CEO Report

Special Announcement

Mr. H. Patrick Clancy announced that he has been selected as one of the workforce development experts within the Transition Advisory Committees that Governor-Elect Josh Shapiro and Lieutenant Governor-Elect Austin Davis assembled. The committees represent a diverse and experienced team of Pennsylvania leaders and policy experts. The various committees will advise the incoming Administration and prepare to advance Governor-Elect Shapiro's top priorities: growing our economy, making our communities safer, and ensuring all Pennsylvania students receive a high-quality education.

Youth Intermediary Evaluation

Mr. H. Patrick Clancy provided an update on the progress of the Youth Intermediary Evaluation process. The process consists of three critical areas:

First - Providing training/assistance, professional development, and capacity building support to all youth workforce development programs funded by WIOA and TANF Youth.

Second – Managing and monitoring WorkReady, the summer youth work-experience program. This includes supporting providers, streamlining processes, managing youth compensation and more.

Third - Employment through E3 services. These services are for out-of-school youth and paid by TANF Youth funds.

ATTENDANCE:

MEMBERS:

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

REGRETS:

Manny Citron
April Walker

FINANCE COMMITTEE:

Ed Grose

STAFF:

Patricia Blumenauer
Sheila Boornazian
H. Patrick Clancy
John Daly
Marianne Fuccio
Zach Hughes
Michael Joynes
Gail Winkle

While going through the process, it was realized that the summer youth program, being such a critical and important phase in the lives of Philadelphia youth participants, needed a thorough and time-consuming evaluation. Since so many preparatory months are needed for the summer '23 program, it was decided that the role of the program provider will not change, and Philadelphia Youth Network (PYN) will remain the youth intermediary for this year. We will work diligently with PYN to act upon upgrades and enhancements to the program based on feedback related to the summer '22 program.

[Good Jobs Challenge](#) – Patricia Blumenauer updated that the current focus is working out the contracting pieces with our backbone organizations. However, those organizations must first go through an approval process with the U.S. Economic Development Agency (EDA) before actual contracting begins. Fairmount Ventures assisted with the application process and will continue to assist through contracting and implementation. Additionally, the EDA released the data collection tool. We will analyze the tool and determine how to best utilize it. Lastly, Ms. Blumenauer reported that she and Tyrone Hampton are joining the first convening hosted by the EDA in DC next week.

[The Apprenticeship Building America \(ABA\) Grant](#) – Ms. Blumenauer mentioned that the “conditional” status has been removed and the grant is now awarded by the U.S. Department of Labor. We have three partner organizations and are working with them to revise their budgets to be grant specific before actual work begins. We continue to work through apprenticeship PHL. A lot of what we did during National Apprenticeship Week will be attributed to this grant. Also, the Apprenticeship PHL website will be upgraded.

[CAREER Dislocated Worker Grants](#) – Ms. Blumenauer reminded that last year, in partnership with other local counties, we were awarded \$3 million to support and enhance comprehensive employment services to individuals impacted by the COVID-19 pandemic. This grant has allowed the dislocated worker trainings cost cap to increase up-to \$12,000, when validated, from the typical cap of \$6,000. The additional funding will allow for improved credentials and supportive services.

[PA CareerLink® PHL centers](#) – Ms. Blumenauer noted that the PA Department of Labor and Industry has just awarded \$1.1 million to upgrade security, technology, and improve services to customers with disabilities. A couple of the long-awaited improvements to centers will include security cameras and digital technology upgrades. The necessary improvements will enhance the customer experience and ensure a safe environment for customers and staff.

[Proposals Submitted to PA Department of Labor and Industry](#) - Mr. Clancy noted that we are awaiting responses on proposals submitted for the sector-based Industry Partnerships: Hospitality and Entertainment, Advanced Manufacturing, Life Science and Education.

[Monitoring and Audits](#) – The PA Department of Human Services, Temporary Assistance for Needy Families (TANF) audit team requested contracts to review in our offices for some months. Their report should be forthcoming very soon. The Mitchell and Titus Organizational Audit will begin in January. The full audit will be ready for review by the board at their March 2023 meeting. Additionally, we are expecting to hear from the U.S. Department of Labor to schedule an audit visit for the CAREER Dislocated Worker Grant.

Draft Agenda for the Board Meeting

Mr. Clancy presented the draft agenda for the next meeting of the board scheduled for December 15, 2022.

Adjournment

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

Welcome

The meeting was called to order at 9:00 p.m. **MOTION** was made to approve the Finance Committee meeting summary of December 7, 2022. **ACTION:** the motion was approved.

Operation Narrative and Financial Statements for seven months ended January 31, 2023

Mr. Zach Hughes presented the financial statements for seven months ended January 31, 2023.

TANF Adult – FY23 contract is 100 percent cost reimbursement approximately 47 percent of cost reimbursement funding was spent through January 31, 2023.

WIOA Adult and Dislocated Worker approximately 50 percent and 30 percent of FY22 funding, respectively, has been spent through January 31, 2022. This is due to carryover funding available and used through the four months ended October 31, 2022, and the five months ended November 30, 2022.

TANF and WIOA Youth approximately 67 percent and 30 percent of FY23 funding, has been spent through January 31, 2023. This is due to carryover funding available and used through the four months ended October 31, 2022.

MOTION was made to approve the Financial Statements for seven months ended January 31, 2023. **ACTION:** the motion was approved.

Executed Contracts Adjournment

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 10:00 a.m.

ATTENDANCE:

MEMBERS:

Steven Bradley
Pat Eiding

REGRETS:

April Walker
Ed Grose

STAFF:

Patricia Blumenauer
Patrick Clancy
Zach Hughes
Gail Winkle

Welcome

The meeting was called to order at 11:04 a.m. Ms. Kimmell Proctor and Ms. Shari Brightful welcomed committee members and guests. MOTION was made to approve the meeting minutes. ACTION: motion was approved unanimously.

Introduction of New TPMA Staff and Committee Members

Mr. Tyrone Hampton introduced committee members to Ms. Christina Ortega of Thomas P. Miller & Associates (TPMA), who has taken over from Mackenzie Krott as the One-Stop Operator for the PA CareerLink® Philadelphia system. Mr. Hampton also welcomed two new members to the committee: Peggy Dugan of the Community College of Philadelphia, and Marybeth Williams of the Department of Labor & Industry Bureau of Workforce Partnership and Operations.

PA CareerLink® Philadelphia Updates

Mr. Marcus Hall provided an update on activities at PA CareerLink® Philadelphia Centers. Firstly, Philadelphia Works recently completed a reorganization of the staff positions within the Centers, with the aim of standardizing staffing structure across the system, reconciling overlaps in responsibilities, and streamlining organizational flows. The reorganization created three units within the PA CareerLink® Philadelphia system: Career Services (including the WIOA, Universal, and EARN teams); Customer Experience; and Data Quality.

Additionally, Mr. Hall updated the committee on refugee resettlement efforts in coordination with DHS; Philadelphia Works has been working closely with JEVS to connect refugees with employment and training placements.

Finally, Mr. Hall provided an overview of an array of recently launched initiatives focused on justice-impacted individuals. In partnership with the state Department of Corrections, the Philadelphia Department of Prisons, and the Philadelphia Office of Reentry Partnerships to develop streamlined processes for a warm hand-off with Philadelphia PA CareerLink® Centers for Philadelphians who are returning home from incarceration. Additionally, Philadelphia Works is working with our MOU partners to strengthen MOU language and include service offerings specifically for justice-impacted individuals.

One-Stop Manager Report

Ms. Ortega shared the One-Stop Operator activities that have taken place since the previous quarter's meeting. The One-Stop Operator team hosted a professional development training with a focus on conflict resolution and de-escalation for PA CareerLink® Suburban Station in early February. Philadelphia Works and TPMA are looking into providing EO and other professional development trainings as well.

ATTENDANCE

MEMBERS:

Shari Brightful
Peggy Dugan
Stephen Gardner
Valerie Grant
Heloise Jettison
Kimmell Proctor
Marybeth Williams

GUESTS:

Christina Ortega

STAFF:

Marcus Hall
Tyrone Hampton
Abigail Jones
Danny Pietrovito

MOU Renewal Process Updates

Ms. Ortega informed the committee about the MOU renewal process with Philadelphia Works' partner organizations. TPMA staff are currently finalizing language for the agreements, and plan to discuss with partner organizations at meetings in March. The goal is to have all renewal agreements signed by the end of May.

Partner Resource Fair Planning

Ms. Ortega shared that Philadelphia Works and TPMA are in the early planning stages of our next partner resource fair and are currently deciding which Center will host the event.

Quarterly Partner Meeting Planning

Mr. Hampton updated the committee on preparations for the next Quarterly Partner Meeting hosted by Philadelphia Works and the One-Stop Operator. The last Quarterly Partner Meeting was held in Fall 2022, and due to staffing transitions at TPMA, the next meeting will take place in Spring 2023. These meetings give PA CareerLink® Philadelphia staff, community-based organizations, and MOU partners a chance to connect, collaborate, and provide updates to Philadelphia Works.

Adjournment

With no other business to discuss, the meeting adjourned at 11:44 a.m.

Welcome

The meeting was called to order at 9:04 a.m. Ms. Sarah Steltz welcomed committee members and guests. A moment was taken to acknowledge the retirement of Mr. Patrick Eiding, President, AFL-CIO, and Mr. James Nichols, Regional Director, of the PA Bureau of Workforce Development Partnership. In, June 2023, Mr. Peter Gonzales will be leaving The Welcoming Center. **MOTION** was made to approve the meeting minutes as written. **ACTION:** the motion was approved unanimously.

Labor Market Presentation

Mr. Sam Fraley provided a labor market update which included an overview of the national inflation rate at 6.4%, the historically low unemployment in Philadelphia at 4.5%, and the half-point interest rate hike being lower than expected. Despite the inflation and subdued GDP growth, the labor market is strong and near full job recovery in the Philadelphia region when compared to February 2020. There is wage growth across most sectors, especially in Leisure and Hospitality, Manufacturing, and Professional and Business Services. Expect the Fed to watch wage growth – rapid increase in wages was a “key reason” why the Fed raised interest rates last year. Inflation still outpaces wages. Despite overall labor market strength, challenges persist with labor participation. When the labor force is compared from January 2010 to June 2022, there are 20,000 fewer individuals in the labor force. With the labor force still below pre-pandemic levels, lower labor participation could be a long-term problem for the region that needs addressing.

PA CareerLink® and Philadelphia Works Data Report

Mr. Max Robinson describes the 1,166 active caseloads and current activities in the SNAP and TANF systems as of February 2023.

There is a decrease in job search and skills training, down to 241 and 25 enrolled customers respectively since November 2022. Unsubsidized employment activities see a rare but small decrease to 341 enrolled customers. The top occupations for unsubsidized employment are home health/personal care aides/caregivers, retail/customer service/housekeeping, and security guards. Top employers are The School District of Philadelphia, 365 Health Services, and Allied Universal Security. The median wage is \$15.50 an hour, 30 hours a week, and 18% have medical insurance available through their employer.

ATTENDANCE

MEMBERS:

Brigette Daniel-Corbin
Carol De Fries
Peter Gonzales
Valerie Grant
Ed Grose
Sarah Steltz

REGRETS:

Shari Brightful
Donald Generals
Susan Schonfeld

STAFF:

Patricia Blumenauer
Sheila Boornazian
H. Patrick Clancy
Sam Fraley
Marcus Hall
Michael Joynes
Marlene Pringle
Max Robinson
Timothy Smith
Ronald Story
Chloe Tippins
Nichol Wilkins

GUESTS:

Barbara Allen
Rochelle Cooks
Gregory Mason

Industry Partnership (IP) Updates

Southeastern Pennsylvania Manufacturing Alliance (SEPMA)

Ms. Barbara Stanford-Allen, Project Manager, provided updates on the SEPMA regional industry partnership. This partnership was formed in 2007 with collaboration from Philadelphia, Bucks, and Montgomery counties to address the needs of local businesses. This alliance allows for the manufacturers to set the agenda and priorities of the partnership while recognizing specific needs of the industry like the aging workforce, talent (recruitment, training/upskilling, retention), and transportation for those reliant on public transportation to remote workplaces. They have done a boot camp with Drexel University to teach candidates the necessary skills that employers are looking for.

In the IP's 15 years, it has grown from 7 to 71 employers and 50 support partners to help implement the strategies created in the IP to make it successful. SEPMA has placed over 380 individuals, provided incumbent worker training to over 4200 employees, and hosted more than 45 business-to-business workshops.

Southeastern Regional Logistics & Transportation (SEPAR L&T IP)

Mr. Ronald Story, Project Manager, provided an update. Convened one year ago, this IP focuses on the transportation, distribution, and logistics (TDL) industry partners. This is a partnership between Philadelphia, Montgomery, Bucks, Chester, and Delaware counties in addition to the port counties in New Jersey. The TDL IP is looking to fashion itself after the successful SEPMA IP model. It currently has seven employer partners and growing. The primary goals of the IP are to meet employer needs, to establish a talent pipeline for recruitment and training, promote TDL educational outreach, track TDL industry data reporting, apply for additional funding, and obtain employer matching.

Hospitality & Entertainment (H&E IP)

Ms. Sherelle Washington, Project Manager, provided updates on the H&E IP that began in 2019 and was relaunched in September 2022. There are currently 15 employer partners. This regional IP covers Philadelphia, Delaware Chester, and Montgomery counties. There are currently more hotel and lodging employers in the IP and is making strides to become more diverse to include tourism, travel, entertainment, and recreation. The strategic objectives of the IP are to include diversity, equity, and inclusion, as well as talent recruitment. The HEIP was awarded \$175k through the PA Smart Grant, where 75% of the funds are used for OJT trainees, incumbent worker trainees, apprenticeships, or other training that help propel the IP employers, employees, and new hires into better-paying positions and sustainable career pathways. There have been several training cohorts over the past few months with the Drexel Workforce Training Program, OIC, and support several businesses with OJT and IWT training. There are current talks with local high school graduates in CTE programs to connect them with HEIP talent pipelines.

Adjournment

With no other business to discuss, the meeting adjourned at 10:20 a.m.

Welcome

The meeting was called to order at 10:04 a.m. Ms. Jasmine Sessoms welcomed committee members and guests. MOTION was made to approve the meeting minutes. ACTION: motion was approved unanimously.

Intermediary Research

Mr. Marcus Hall presented the research that Philadelphia Works completed as a result of the third-party Youth Intermediary Evaluation, completed by J. Jackson Consulting. The primary research areas included program model options, metrics/data (specifically how success is defined), capacity building, youth workforce system structures, policy/regulations, contracting best practices, and funding restrictions. Mr. Hall presented the research gathered in December and January from engaging with young people, youth service providers, employers, and other private and public funders.

E3 Investment

Ms. Kimberly McCaffrey discussed Philadelphia Works' and the City's plans for the future of the E3 model. Ms. McCaffrey provided updates about timeline and communication with providers to-date.

WorkReady Summer 2023 Updates

Ms. McCaffrey updated the committee on plans for WorkReady Summer 2023, including strategy to address challenges faced in Summer 2022.

Act 158: Alignment with SDP & City

The committee discussed Act 158 and how youth service providers can align with the School District of Philadelphia and the City regarding this governance. The committee shared thoughts and suggestions about best practices for communicating with employers about how to support these efforts.

Adjournment

With no other business to discuss, the meeting adjourned at 10:57 a.m.

ATTENDANCE

MEMBERS:

Michelle Armstrong
Nicole Fuller
Stephanie Kosta
Lisa Pote
Jasmine Sessoms

REGRETS:

Deborah Buhles
Patrick Eiding
Daniel Fitzpatrick
Sarah Hollister
Heloise Jettison
Christine Piven
Ali Robinson-Rogers
David Thomas
April Voltz

GUESTS:

William Devito

STAFF:

Patricia Blumenauer
Patrick Clancy
Marcus Hall
Abigail Jones
Kimberly McCaffrey

Action Items

Action Item:
Approval of the Financial Statements
for the Seven Months Ended January 31, 2023

Action

The Finance and Executive Committees recommend approval of the financial statements for the seven months ended January 31, 2023.

Background

Philadelphia Works is required to prepare financial statements which are to be approved by the Finance Committee, Executive Committee and Board. Financial statements include Statements of Financial Position, Statements of Activities, and administrative, and program expenses.

Recommendation

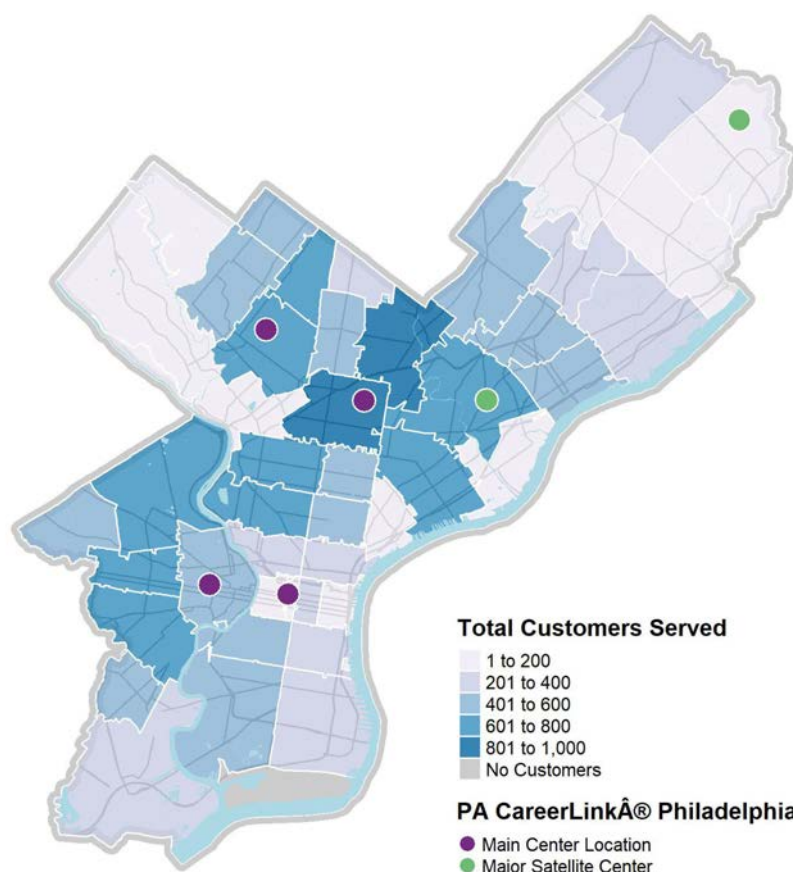
The Finance and Executive Committees recommend that the board of directors approve the Philadelphia Works financial statements for the seven months ended January 31, 2022.

Service and Performance Data Report

Service and Performance Snapshot

Q2 Program Year 2022

Customers Served by Zip Code of Residence
October 2022 through December 2022



6,262

Unique Customers Served
October 2022 through December 2022

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for **6,262** individuals across programs.

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

33,967

New Career-Seeker Services Delivered
October 2022 through December 2022

In the most recent quarter, **33,967** individual services were started. Most common services included job-search assistance and career counseling.

Service Summary by Program

Customers Served by Program, October 2022 through December 2022

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	4,392	23,100	8,508	46,565
EARN TANF	878	2,261	1,878	5,605
WIOA Adult and Dislocated Worker	1,250	4,512	1,745	9,171
WIOA Youth	324	1,689	474	3,207
TANF Youth*	302	2,306	464	4,912
EARN SNAP	25	80	69	230
Other Programs	19	22	25	34

*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 2022

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 been have lost employment.

Customers Receiving Services: October through December 2022

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1040	1584	-3.6%	+54.1%
Job Search / Prep Training	714	1363	-13.8%	+59.8%
Essential Case Management	486	993	-7.1%	+40.1%
Supportive Services	169	253	+16.6%	+109.1%
Training and Education	160	286	+26.0%	+214.3%
Work Experience	45	105	-25.0%	+208.8%
Other Services	2	16	-85.7%	-30.4%

Customer Outcomes: October through December 2022

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	294	751	-35.7%	+18.6%
Exits to Military or Employment	113	211	+15.3%	+5.5%
Exits with No Outcomes	180	539	-49.9%	+30.2%
Exits to Education	0	0	0%	-100.0%
Education or Training Completed	1	1	++%	-94.1%
Placements	113	212	+14.1%	+8.2%

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 2022

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	Average Program Score: 107.2%			
	Employment 2 nd Quarter After Exit	67.0%	71.0%	106.0%
	Employment 4 th Quarter After Exit	65.0%	63.8%	98.2%
	Median Earnings 2 nd Quarter After Exit	\$5,800	\$7,353	126.8%
	Credential Attainment Rate	50.0%	45.1%	90.2%
	Measurable Skill Gain	40.0%	46.0%	115.0%
Dislocated Worker	Average Program Score: 94.4%			
	Employment 2 nd Quarter After Exit	71.0%	76.4%	107.6%
	Employment 4 th Quarter After Exit	68.0%	70.3%	103.4%
	Median Earnings 2 nd Quarter After Exit	\$8,500	\$8,828	103.9%
	Credential Attainment Rate	44.0%	40.0%	90.9%
	Measurable Skill Gain	46.0%	30.4%	66.1%

WIOA Title I – Youth Services

Q2 Program Year 2022

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 2022

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	150	292	-22.7%	-31.1%
Training and Education	102	212	-15.0%	-25.6%
Supportive Services	169	235	+1.2%	+11.4%
Essential Case Management	169	372	-17.6%	+28.7%
Work Experience	26	66	-46.9%	-27.5%
Other Services	11	27	-31.2%	+285.7%
Job Search / Prep Training	1	1	0%	++%

Customer Outcomes: October through December 2022

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	38	135	-60.8%	-41.8%
Education or Training Completed	13	83	-81.4%	-41.1%
Exits to Military or Employment	1	3	-50.0%	-66.7%
Exits to Education	0	2	-100.0%	+100.0%
Exits with No Outcomes	24	47	+4.3%	-42.0%
Placements	62	91	+93.8%	+71.7%

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 2022

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Average Program Score: 87.7%			
Employment/Education 2 nd Quarter After Exit	62.0%	77.1%	124.4%
Employment/Education 4 th Quarter After Exit	60.0%	66.7%	111.2%
Median Earnings 2 nd Quarter After Exit	\$2,800	\$3,509	125.3%
Credential Attainment Rate	60.0%	38.4%	64.0%
Measurable Skill Gain	52.0%	54.2%	104.2%

WIOA Title III – Labor Exchange

Q2 Program Year 2022

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

Customers Receiving Services: October through December 2022

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	3,701	6,955	-4.4%	+40.4%
Essential Case Management	2,913	5,997	-20.5%	+34.5%
Career Development and Counseling	1,808	3,420	+8.9%	+70.1%
Training and Education	1	1	++%	++%
Work Experience or Employment	0	0	0.0%	-100.0%
Other Services	565	1,025	+22.0%	+117.6%

WIOA State Performance Measures: Average Indicator Scores

Q2 Program Year 2022

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 December 2022

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	112.6%
Employment/Education 4 th Quarter After Exit	104.2%
Median Earnings 2 nd Quarter After Exit	118.7%
Credential Attainment Rate	81.7%
Measurable Skill Gain	95.1%

EARN TANF and SNAP Services

Q2 Program Year 2022

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 2022

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	1,833	3,494	-17.2%	+71.2%
SNAP	59	162	-43.8%	+100.0%
Enrollments				
TANF	578	1,412	-34.5%	+41.8%
SNAP	18	53	-48.6%	+10.4%

Customers Receiving Services: October through December 2022

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	741	1,643	-27.3%	+50.2%
Job Search / Prep Training	230	757	-57.5%	-11.9%
Work Experience or Employment	166	394	-27.5%	+52.1%
Education or Job Training	57	169	-49.6%	-27.5%
Community Service	3	5	+50.0%	-98.8%
Other Services	658	1,596	-37.0%	+3,527.3%

Customer Outcomes: October through December 2022

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	803	1,564	-1.4%	+119.0%
Placements into Employment	4	23	-78.9%	-91.6%

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 2022

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 2022

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Education or Job Training	265	416	-18.7%	-10.0%
Supportive Services	94	155	-31.9%	-63.7%
Work Experience or Employment	93	155	-34.0%	-62.6%
Other Services	0	1	-100.0%	-97.6%

Customer Enrollments by Program: July 2022 through June 2023

Program	Total Slots Budgeted	Active (Program-Year-to-Date)	Enrollment Rate
Employment Connections	135	71	52.6%
E3 Services	600	257	42.8%
Career Readiness	601	747	124.3%
Total	1,336	1,075	80.5%

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



Thank you to our administrative and service delivery partners:

WorkReady and E³ services are administered by the Philadelphia Youth Network.

WIOA Youth and TANF Youth Development services are provided by the Bartram's Garden, 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, EducationWorks, 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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