



## **BOARD MEETING BRIEFING BOOK**

**Thursday, March 20, 2025**

**10:00 AM – 12:00 PM**

**Hybrid Meeting  
via Teams and In-Person**

One Penn Center at Suburban Station  
1617 JFK Boulevard  
Suite 1100  
Philadelphia, PA 19103

# BOARD MEETING BRIEFING BOOK

Thursday, March 20, 2025 | 10:00 AM-12:00 PM

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# BOARD MEETING AGENDA

Thursday, March 20, 2025 | 10:00 AM to 12:00 PM

[Hybrid Board Meeting via Teams](#)

Presiding: Daniel K. Fitzpatrick, Chair

## Welcome, Reports, & Presentations

- |   |   |
|---|---|
| I. Welcome  | Daniel K. Fitzpatrick                     |
| II. Opening Remarks   |   |
| i. <b>ACTION:</b> Approval of the Consent Agenda                |   |
| • December 2024 Board and Executive Committee Meeting Summaries |   |
| • Committee Meeting Summaries and Reports for this Quarter      |   |
| III. New Employees  | H. Patrick Clancy                         |
| IV. SEPA Regional Economic Development Strategy                 | Marek Gootman                             |
| V. CEO Report   | H. Patrick Clancy                         |
| VI. Operations Report   | Patricia Blumenauer & Tyrone Hampton, Jr. |
| VII. Finance Report   | Zachariah Hughes                          |
| i. <b>ACTION:</b> Approval of the Financial Statements          |   |
| VIII. Committee Updates   |   |
| i. Employer Engagement & Workforce Strategies Committee         |   |
| Committee Update  |   |
| i. Youth Standing Committee                                     |   |
| Committee Update  |   |
| Public Comment  | Daniel K. Fitzpatrick                     |
| Closing Remarks and Adjournment                                 |   |
| Next Meeting: Thursday, June 26, 2025                           |   |

# CONSENT AGENDA ITEMS

## Overview

The following items are on the Philadelphia Works Consent Agenda for March 20, 2025.

- December 2024 Board and Executive Committee Meeting Summaries (pgs. 5, 11)
- Committee Meeting Summaries and Reports for this Quarter (pgs. 12-16)

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 2024 Board Meeting

The Board is being asked to approve the draft meeting summary from the December 19, 2024, Board Meeting.

## Committee Meeting Summaries

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



## BOARD + COMMITTEE MEETING SUMMARIES

## BOARD MEETING SUMMARY

Thursday, December 19, 2024, | 3:00 PM - 5:00 PM

**Chair: Mr. Daniel K. Fitzpatrick**

Hybrid meeting via Zoom and in office

### Welcome

Chairman of the Board Dan Fitzpatrick convened the meeting at 3:24 PM. As part of his welcoming address, Mr. Fitzpatrick thanked everyone for joining the meeting.

**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 24, 2024, Board Meeting Summary and Committee Meeting Summaries and Reports for the quarter.

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

**ACTION:** Motion was approved unanimously.

### Welcome to New Employees

Mr. H. Patrick Clancy, President & CEO introduced and welcomed new employees.

### Southeastern Pennsylvania Regional Market Assessment

Ms. Rachel Barker from the Brookings Institution discussed the purpose of a regional strategy.

- Brief Philadelphia Works Board members on Regional Market Assessment and Strategy progress and next steps.
- Highlight and vet top-level findings from market analysis to date and preview transition to strategy development
- Determine how Board members can inform and contribute to the process moving forward.
- Ms. Barker presented regional strategy process and outputs and market assessment components.

### ATTENDANCE

#### MEMBERS:

William Bowie  
Dr. Donald Generals  
Kimmell Proctor  
Ed Grose  
Christina Wong  
Stephanie Kosta  
Patrick Eiding  
Marybeth Ferguson Williams  
Dan Fitzpatrick  
Tonya Ladipo  
Steven Scott-Bradley  
Ed Krawczyk  
Michelle Armstrong  
David Crossed  
Haniyyah Sharpe-Brown

#### STAFF:

H. Patrick Clancy  
John Daly  
Patricia Blumenauer  
Dawn Addeo  
Dawn Thomas  
Chloe Tippins  
Gizela Lopez-Burnside  
John Dobbs  
Jessica Pierre-Louis  
Zachariah Hughes  
Jesse James  
Gloria Oh  
Alonzo Jones  
Kaila Shannon  
Eric Bateman  
Maria Morton  
Joseph Kozlowski  
Linda Li  
Rebecca Ambrose Marcus Hall  
Adrian Jezierski Ashlee Phillips  
Shaquanda Clemons  
Kay Wetmore  
Leah Schare  
Sheila Cordova  
Debra Williams  
Karen McDaniels-Jolly  
Matthew McGill

## City College of Municipal Employment Overview

Ms. Carol De Fries and Dr. David Thomas presented an overview of the City College of Municipal Employment.

- The program is a vision of Mayor Parker to increase employment opportunities for city residents working for the City of Philadelphia.
- The program was announced in March 2024, funded on July 1, 2024, and launched on October 1, 2024.
- The city is the third largest employer and should be viewed as great pathway to family sustaining jobs.
- City departments currently participating are the Philadelphia Water Department, Park and Recreation, Revenue, and Streets.
- Bridge to City Employment, Career progression within the city, and broader coordination across city workforce development.
- The project will be a phased in approach:
  - Phase 1: Fall 2024: CCP Staffing & Infrastructure established to support initiative.
  - Phase 2: Spring 2025: Auto tech, Patient Services, Public Safety enrollments.
  - Ongoing: Consistent partnership with regular assessment of City talent needs and training with office of human resources.
- The eligibility guidelines; Philadelphia resident, 18 years or older, H.S. diploma or equivalent, interest in employment, valid work authorization and credit participant.
- Goal is to have graduates of the program transition to City employment.

## ATTENDANCE CON'T

### GUESTS:

Nicki Woods  
Tanya T. Morris  
Meredith McCarthy  
Gianna Grossman  
B. Daniel  
Paula Romanowski  
Jahara Russell

## CEO Report

H. Patrick Clancy, CEO, provided the following updates:

### Staff highlights:

- Mr. Clancy thanked the following staff for their commitment and work on federal grants. Tyronne Hampton, Jr (Director, Workforce Partnership), Jessica Pierre-Louis (Director, Data & Research), Marus Hall (Director, Workforce Operations) and the apprenticeship Team: Rebecca Ambrose, Gloria Fallini and Kaila Shannon.

### Recent Grant Awards:

- Industry Partnership Grant: Southeastern PA Manufacturing Alliance \$250,000.
- Industry Partnership Grant PHL \$250,000.

### WIOA Re-authorization and potential changes in federal legislation:

- Mandate 50% of adult and dislocated worker funds to be spent on training, specifically individual training accounts (ITA) or On-the-job training (OJT).
- Enable Governors to withhold 25% of adult and dislocated worker funds for statewide use and potentially enable Governors to consolidate the number of Workforce Boards (PA has 22).
- Potential Impact to Philadelphia:
  - The proposed training expenditure requirement could negatively impact PW's ability to adequately fund our current infrastructure.
  - The mandate could also lead to fewer resources for the following services: Employer Engagement, Career Counselors and Case Management support.

### Philadelphia Works Board Bylaws Revisions:

- Revisions are necessary to align with the recent changes to the PA Labor & Industry Local Governance Policy. Revisions include:
  - Board member terms and re-appointments are outlined and clarified
  - Clarified the role of executive committee
  - Added language to allow for virtual and telephonic participation in board and committee meetings
  - Simplified language about standing committees, resulting in reduced number of standing committees. Current committees are executive, youth standing, employer engagement and workforce strategies.

**MOTION:** Mr. Fitzpatrick requested a motion to approve the revisions to the Philadelphia Works, Inc. Board Bylaws.

- Motion: Mr. Bradley
- Second: Mr. Bowie
- Abstentions: none

**ACTION:** The revised bylaws were approved unanimously.



## Financial Reports

Mr. Zachariah Hughes, Vice President of Finance/Controller presented unaudited financial statements for the end of October 31, 2024 for review. Mr. Hughes stated that the assets are greater than our liabilities. Mr. Hughes provided a summary of the procurement process for the Philadelphia Works, Inc audit firm. As per the PA Department of Labor & Industry requirements Local Workforce Development must competitively procure an audit firm to complete an annual single audit. Mitchell Titus was selected and will serve as the audit firm for the next three years.

**MOTION:** Mr. Fitzpatrick requested a motion to approve the unaudited financial statements presented by Mr. Hughes for the end of October 31, 2024.

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

**ACTION:** Motion was approved unanimously.

**MOTION:** Mr. Fitzpatrick requested a motion to approve the selection of Mitchell Titus as the Philadelphia Works Inc. auditor for the fiscal years ending June 30, 2024, June 30, 2025 and June 30, 2026.

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

**ACTION:** Motion was approved unanimously.

## One-Stop Operator Committee Updates

Co-Chair and District Administrator, Shari Brightful, provided the following committee updates. The One-Stop Operator Committee convened on November 20, 2024, where they discussed several updates including PA CareerLink® Awareness days, the Disaster Recovery Grant, focus groups for reimagining the PA CareerLink® system, and trends at PA CareerLink® Philadelphia centers. An outline of Project ECHO's goals was presented, and updates on new MOU partner collaborations were shared. A MOU Partner Report Card has been developed to enhance partner engagement within the workforce ecosystem. Additionally, PA CareerLink® staff received training on Opioid Crisis Awareness on the same day.

Moving forward, formal One-Stop Operator Committee meetings will be replaced by the Quarterly Partner Convening to foster information sharing and relationship development among partners. These convenings will be facilitated by TPMA Inc., focusing on strategic interactions, tracking attendance, following up with absent partners, and sharing success stories with Philadelphia Works and PA CareerLink® leadership.

**MOTION:** Mr. Fitzpatrick requested a motion to approve the the revised Code of Conduct Policy.

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

**ACTION:** Motion was approved unanimously.

## Employer Engagement & Workforce Strategies Committee

Nikki Pumphery, Chair, Workforce Operations provided the following updates:

- The committee met on November 25, 2024. Ms. Pumphery stated that she received an economic update on Philadelphia-area and market trends received updates on new National Dislocated Worker Grant awarded to Philadelphia Works focused on assisting current and prospect employees managing substance abuse disorder as a result of the opioid crisis.
- Business engagement Team discussed the benefits of On-The-Job (OJT) by helping job seekers build skills to fill employer open positions.

## Youth Standing Committee Update

Marcus Hall, Director of Workforce Operations provided the following updates:

- The committee met on November 21st, 2024. Mr. Hall stated that he received a recap of C@L-PHL summer 2024 programming: Positive feedback from your providers. C2L-PHL Fall 2024 programming complete its inaugural season this week. C2I-PHL WIOA Youth RFP, Deadline for application was Monday, December 16.
- Over 50 applications were received for contracts starting in February 2025.
- Launchpad joined the meeting to introduce their team. The C2L-PHL Youth Application portal procurement was awarded to Launchpad following Mathematica's procured consultation.

## Public Comment/Closing Remarks

No public comment.

## Adjournment

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

- Motion: Marybeth Ferguson Williams
- Second: Ms. Kosta
- Abstentions: None.

**ACTION:** Motion was approved unanimously, and the meeting ended at 4:54 PM.

## EXECUTIVE COMMITTEE MEETING SUMMARY

Wednesday, December 11, 2024 | 3:00-4:00 PM

Chair: Mr. Daniel Fitzpatrick

Virtual meeting via Microsoft Teams

### Welcome

The meeting was called to order at 3pm. Mr. Daniel Fitzpatrick, Chair, welcomed committee members. The meeting commenced with a quorum.

Mr. Fitzpatrick called for a motion to approve the Meeting Summary for the June 12, 2024 and September 11, 2024 Executive Committee Meetings:

- Motion: Mr. Eiding
- Second: Mr. Bradley
- Motion approved unanimously

### CEO Report

Mr. Clancy updated the committee on:

- WIOA Reauthorization; If the WIOA Reauthorization Bill is passed, the organization would be required to allocate 50% of its funding to individual and on-the-job training and dislocated worker funds. The bill would also authorize the governor to consolidate workforce boards and withhold more of the award typically granted by WIOA.
- Pew and Brookings Metro will provide a regional sector analysis at the upcoming board meeting.
- Youth Funding Proposal: we believe this proposal for a dedicated youth summer employment program is in the final stages of approval in Governor Shapiro's office.

Municipal College Project – Philadelphia Works is connecting individuals with supportive services in conjunction with this program. There will be an update on this program at the board meeting.

### ATTENDANCE:

#### MEMBERS:

Daniel K. Fitzpatrick  
Patrick J. Eiding  
Steven Bradley

#### STAFF:

H. Patrick Clancy  
Patricia Blumenauer  
John Daly  
Zach Hughes  
Maria Morton  
Karen McDaniels-Jolly  
Dawn Addeo

## News

- Revised Bylaws; as per the requirement from the PA Department of Labor & Industry, the Philadelphia Works bylaws have been updated. The board will review and vote on the revisions at the upcoming board meeting.
- Ms. Patricia Blumenauer is developing an ad hoc AI committee to assist the board with this growing industry.
- The board meeting will occur on the 11<sup>th</sup> floor and the reception on the 17<sup>th</sup> floor as the 13<sup>th</sup> floor is still under construction.

## COO Report

Ms. Blumenauer provided the following update:

- A new Code of Conduct Policy, intended to replace the previous Expulsion Policy, outlines options to support the safety of all staff and customers. This Policy will come to the board for approval.
- Philadelphia Works is still accepting proposals for the WIOA Youth procurement, and finalists are being interviewed for the WIOA redesign.

## Finance Report

Mr. Hughes, PW Vice President Finance/Controller, provided an update:

- Mitchell and Titus will continue to provide independent auditing services for Philadelphia Works over the next three fiscal years. The audit is currently in process.
- The Unaudited Statements of Activities sheet and the Projected Costs vs. Actual Expenses sheet were presented. The total budget for personnel and operating costs is \$ 87.5 million, and the current year-to-date expenses are \$26.6 million.

## Adjournment

Mr. Fitzpatrick asked if there was any public comment. With no public comment, he asked for a motion to adjourn:

- Motion: Mr. Eiding
- Second: Mr. Bradely
- Motion approved unanimously

With no further business to discuss, the meeting adjourned at 3:44 PM.

## EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES MEETING SUMMARY

Tuesday, February 25, 2025 | 10:00 AM-11:00 AM

Co-Chairs: **Brigitte Daniel-Corbin, Nikki Pumphrey**

Virtual meeting via Microsoft Teams

### Welcome

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

### Labor Market Update

Ms. Hebe Liu presented on the Philadelphia-area labor and market trends relevant to the committee's objectives. This data included data on Philadelphia's unemployment rates, labor force, employment by industry including year-over-year change, job postings, and wages.

### WIOA Service Modernization Survey

Ms. Jean Mosley of Deloitte Consulting LLP updated the committee on the WIOA Service Delivery Modernization Project. The project seeks to complete an operational analysis of WIOA Service Delivery at the PA CareerLink® Philadelphia centers and develop a future-focused plan for PhilaWorks that empowers our service providers to meet the needs of customers and employers, with the goals of increased engagement and improved program outcomes, among others. The project is currently in its Current State Analysis phase, focused on analyzing pain points and possible next steps leading to more efficient outcomes. The committee discussed the experience WIOA service delivery from the provider side. Ms. Mosley noted that a survey for employer and partners to provide their perspectives and considerations will go live at the end of February and stay open through March 18, and asked committee members to encourage their networks to complete the survey.

### Capacity Building Supports

Ms. Tasha Gardner of Foundations, Inc. presented about how Foundations works to build the capacity of providers who support C2L-PHL, the year-round internship program available to Philadelphia youth. Capacity-building supports can include trainings, access to an online resource hub, program observations, mentorship, coaching, and more. Ms. Gardner also identified some upcoming events open to providers.

### ATTENDANCE

#### MEMBERS:

Shari Brightful  
Brigitte Daniel-Corbin  
Karen Douglas  
Erin Phovilaychit  
Nikki Pumphrey  
John Sanchez  
Samuel Starks  
Marybeth Williams

#### REGRETS:

Rochelle Cooks  
Donald Generals  
Valerie Grant  
Ed Grose  
Gianna Grossmann  
Megan Heileman  
Gregory Mason  
Jeffrey Missan

#### GUESTS:

Samara Fritzsche  
Tasha Gardner  
Jean Mosley

#### STAFF:

Genesis Gonzalez  
Marcus Hall  
Abby Jones  
Hebe Liu  
Gloria Oh  
Jessica Pierre-Louis  
Marlene Pringle  
Timothy Smith  
Dana Verde  
Nichol Wilkins

A “Paths Across Southeast Pennsylvania” documentary screening and panel conversation will take place on April 15 at the Parkway Central Library in Philadelphia, as part of the City’s Career Connected Learning (C2L-PHL) Roads to Careers: Southeast PA Summit. The summit will offer a dynamic and immersive workshop-style learning experience to support successful career connected learning initiatives by highlighting best practices and offering thought partnerships to address challenges. Participants will have the space to engage directly and collaborate with other local youth workforce providers.

### C2L-PHL Employer Recruitment Initiative

Mr. Marcus Hall discussed the high youth interest and participation rates for this year’s C2L-PHL summer programming, and how more employer recruitment in C2L-PHL will allow us to increase the number of slots available and serve more young people moving forward. After providing some fall, spring, and summer programming updates, Mr. Hall shared that the goal is to continually increase the number of programming slots available each year through FY27 – for which employer recruitment will be instrumental. Mr. Hall asked committee members to consider joining a small working group in partnership with the Chamber and Department of Commerce to create a strategy and implementation plan for reaching the FY27 goal – this group will begin convening in mid-late April.

### Adjournment

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

## YOUTH STANDING COMMITTEE MEETING SUMMARY

Thursday, February 20, 2025 | 3:00 PM – 4:00 PM  
Virtual meeting via Microsoft Teams

### Welcome

The meeting was called to order at 3:02 PM. Mr. Marcus Hall welcomed the committee members and reviewed the meeting agenda.

### Youth Systems Update

Ms. Jacquie Spencer, Senior Manager, Youth Workforce Systems made updates about staffing and new members that have joined the Youth Workforce Systems making this department more complete. The new members that have joined Youth systems are:

- Elexus Freeman-Filmore, Program Representative
- Ciaran Porter, Program Representative
- Micaela Rivera, Quality Assurance Coordinator
- Shaquanda Clemons, Quality Assurance Coordinator

### C2L-PHL Update

Ms. Spencer gave program updates regarding the development of enrollment.

Below are the stats she given regarding program enrollment.

- 820 Participants enrolled in Fall programming
- 860 participants enrolled in Spring programs as of 2/10
- Summer 2025 provider contracts are in progress

Ms. Spencer also mentioned that she has finally been able to announce the C2L- WIOA Awardees Applicants were notified this week about the awards.

### ATTENDANCE

#### MEMBERS:

Michael Armstrong  
Patrick Eiding  
Sarah Hollister  
Andrew Francis  
Stephanie Kosta  
David Thomas

#### REGRETS:

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

#### GUESTS:

Stephanie Lutz  
Chole Echikson  
Tasha Gardner  
Rachel Plowman

#### STAFF:

Patricia Blumenauer  
Genesis Castro  
H. Patrick Clancy  
Abby Jones  
Jacquelyn Spencer  
Dana Verde

## WIOA Survey

Ms. Stephanie Lutz, Deloitte Consulting LLP spoke about a Service and Delivery Modernization Project and the goals and objectives they want to work with PhilaWorks on during this 6-month project. The objective of this program is to complete an operational analysis and develop a future focus plan for PhilaWorks the empowers its service providers to meet the needs of its customers and employers. Ms. Lutz elaborated that Deloitte's specific goals are to increase engagement, increase the number of participants in training program, improve program outcome, strengthen services for career seekers and streamline business support. There will be releasing a survey live next week and it will remain open until March 18, 2025.

## Capacity Building Update

Ms. Tasha Gardner, Education Specialist from Foundations, discussed Foundations' capacity building scope. She created a tiers approach to work with providers and employers.

There are four tiers to this approach.

- Tier one is a universal support which includes an online research hub, monthly training, provider action planning and a work-based learning institute.
- Tier two is targeted support that offers program specific training and provided communities of practice
- Tier three offers intensive support with program observations and data-bases interventions
- Tier four is a partnership-based support which includes mentoring and coaching.

Ms. Gardner also spoke about upcoming events like Roads to Careers on April 15<sup>th</sup> and Virtual PD's that are taking place on March 13<sup>th</sup> (Maintain Industry Partners) and March 16<sup>th</sup> (Implementing Feedback Using Data to Support Program Effectiveness).

## Youth Application Portal

Ms. Rachel Plowman, RadianHub, works with LaunchPad discussed youth getting year-round access to program information through the portal. Radiohub has moved from technical design to the development of the portal. Every week they will provide Mr. Marcus Hall and his team with updates regarding scope, budget, and timeline as they work towards the completion of the portal. .

Ms. Chole Echikson gave a real-time demonstration of how the C2L-PJL portal works and its user friendliness through its navigational tools.

## Adjournment

With no other business to discuss, the meeting adjourned at 3:43 PM.





## ACTION ITEMS

## ACTION ITEMS

Thursday, March 20, 2025 | 10:00 AM – 12:00 PM

ACTION ITEMS (1)

### **Board Action Item(s):**

1. Financial Statements

**Action Item:**  
**Approval for the Unaudited Financial Statements**  
**Seven Months Ended, January 31, 2025**

**Action**

Approval is required for the unaudited financial statements for the seven-month period ending January 31, 2025. These financial statements provide a comprehensive overview of the organization's financial performance and position during this period..

**Background**

The unaudited financial statements for the seven months ended January 31, 2025, have been prepared in accordance with established accounting standards and practices. These statements include detailed information on revenues, expenses, assets, and liabilities, and are essential for ensuring transparency and accountability within the organization. Regular review and approval of interim financial statements are crucial for effective financial governance and informed decision-making.

**Recommendation**

Approve the unaudited financial statements for the seven months ended January 31, 2025, as presented. This approval will affirm that the organization's financial reporting for this period has been thoroughly reviewed and is deemed accurate and reliable.



## FINANCIAL REPORTS

*PHILADELPHIA WORKS INC.  
FOR THE SEVEN MONTHS ENDED  
January 31, 2025*

*UNAUDITED FINANCIAL STATEMENTS*

**PHILADELPHIA WORKS, INC.**

## Statements of Financial Position

As of January 31, 2025

	1/31/2025	1/31/2024
	Unaudited	Unaudited
<b>ASSETS</b>		
<i>Current Assets:</i>		
Cash	11,247,373	3,630,691
Accounts receivable - grants and contracts	14,264,997	13,980,153
Other current assets	1,360,585	803,677
Total current assets	26,872,955	18,414,521
<i>Property and Equipment:</i>		
Furniture and equipment	782,957	358,486
Computer equipment	425,807	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	19,765,864	19,765,864
	23,748,562	23,324,092
Less: accumulated depreciation	(12,254,996)	(8,969,578)
Net property and equipment	11,493,567	14,354,515
Other Assets- Security & Other deposits	454,148	447,465
<b>Total assets</b>	38,820,669	33,216,501
<b>LIABILITIES AND NET ASSETS</b>		
<i>Current Liabilities:</i>		
Due to subrecipients	18,210,697	11,869,739
Accounts payable and accrued expenses	443,927	156,504
Advances	-	-
Due to Commonwealth of Pennsylvania	2,169,066	2,169,066
Other current liabilities	5,731,925	3,872,170
Total current liabilities	26,555,615	18,067,479
Due to State- Deposits	454,148	447,465
Lease Allowance	192,651	370,387
Lease Assets	10,510,451	13,735,235
Total liabilities	37,712,864	32,620,566
<i>Net Assets:</i>		
Unrestricted Net Assets	862,458	280,730
Equity value of government funds	245,347	315,204
Total net assets	1,107,805	595,934
<b>Total liabilities and net assets</b>	38,820,669	33,216,501

**PHILADELPHIA WORKS, INC.**  
Unaudited Statements of Activities  
As of January 31, 2025

	January 31, 2025		
	Training	Management	
	Program Services	and General	Total
<b>Support and Revenue</b>			
TANF (Cost Reim/Youth)	26,214,072	2,657,115	28,871,188
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	11,684,670	1,338,696	13,023,366
Other	5,219,269	90,425	5,309,694
Total support and revenue	43,118,011	4,086,236	47,204,248
<b>Expenses</b>			
Salaries	1,617,074	2,426,783	4,043,858
Fringe benefits	461,536	631,197	1,092,733
Total salaries and fringe benefits	2,078,610	3,057,981	5,136,591
Subrecipient services	39,618,905	-	39,618,905
Professional and consulting services	447,842	321,212	769,055
Facilities costs	391,467	240,043	631,510
Depreciation	101,167	-	101,167
Maintenance and System Support	125,025	76,284	201,309
Cloud Services	19	12	30
Special Projects	-	-	-
Disaster Recovery	19,381	11,878	31,259
Equipment and Software Purchases	42,257	25,903	68,160
Outreach/Marketing	19,196	2,038	21,235
Meetings, Conferences & Travel	44,988	54,316	99,304
Office supplies and printing	2,177	2,263	4,440
Telephone	9,768	5,987	15,755
Temporary Help	68,353	183,481	251,833
Employee Development	3,665	9,653	13,318
Office Expense	246,358	103,112	349,470
Miscellaneous	-	-	-
Bank Fees	-	-	-
Total expenses	43,219,178	4,094,163	47,313,341
Changes in net assets	(101,167)	(7,927)	(109,094)
**Net assets, beginning of period	346,514	870,385	1,216,899
<b>Net assets, end of period</b>	<b>245,347</b>	<b>862,458</b>	<b>1,107,805</b>

\*\*Net assets were updated to agree to PWI's unaudited financial statements for the period that ended June 30, 2024

**PHILADELPHIA WORKS, INC.**

Projected Costs vs. Actual Expenses - Admin & Program Combined

As of January 31, 2025

	FY25 Approved Budget Combined	YTD Actual Expenses 1/31/2025	Remaining Budget Available 1/31/2025	% of Remaining
<b>Expenses</b>				
Salaries	7,932,924	4,043,858	3,889,066	49%
Fringe benefits	2,358,135	1,092,733	1,265,402	54%
<b>Total Salaries and Fringe Benefits</b>	10,291,059	5,136,591	5,154,468	50%
Subrecipient services	73,000,000	39,618,905	33,381,095	46%
Professional and consulting services	1,072,000	769,055	302,945	28%
Facility costs	1,065,736	631,510	434,226	41%
Depreciation	-	101,167	(101,167)	0%
Maintenance and System Support	264,000	209,174	54,826	21%
Cloud Services	278,433	30	278,403	100%
Special Projects	150,000	0	150,000	100%
Disaster Recovery	70,000	31,259	38,741	55%
Equipment and Software Purchases	327,920	68,160	259,760	79%
Outreach	168,000	21,235	146,765	87%
Meetings, conferences, and travel	287,500	99,304	188,196	65%
Office supplies and printing	21,200	4,440	16,760	79%
Telephone	50,000	15,755	34,245	68%
Temporary help	125,000	251,833	(126,833)	-101%
Employee development	62,750	13,318	49,432	79%
Office expense	340,901	341,606	(705)	0%
Bank Fees	-	0	-	0%
<b>Total Operating Costs</b>	77,283,440	42,176,751	35,106,689	45%
<b>Total Personnel and Operating Costs</b>	87,574,499	47,313,342	40,261,157	46%



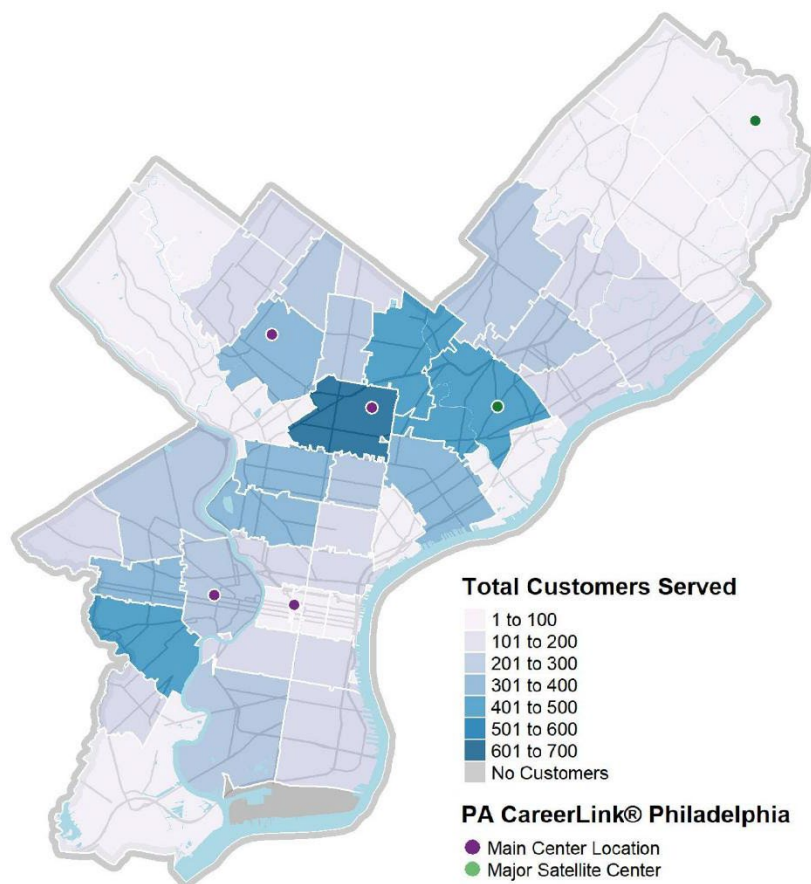


## SERVICE + PERFORMANCE METRICS

# Service and Performance Snapshot

## Q2 Program Year 2024

Customers Served by Zip Code of Residence  
October 2024 through December 2024



# 9,768

**Unique Customers Served**  
October 2024 through December 2024

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for **9,768** individuals across programs.

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

# 40,304

**New Career-Seeker Services Delivered**  
October 2024 through December 2024

In the most recent quarter, **40,304** individual services were started. Most common services included job-search assistance and career counseling.

## Service Summary by Program

Customers Served by Program, October 2024 through December 2024

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	5,934	26,971	11,142	58,594
EARN TANF	969	2,663	1,556	5,499
WIOA Adult and Dislocated Worker	1,645	5,579	2,401	12,706
WIOA Youth	359	2,694	531	6,040
TANF Youth*	50	172	63	460
EARN SNAP	84	251	151	544
Other Programs	1,821	2,027	2,159	2,500

\*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 2024

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 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1,358	2,109	-8.2%	+13.6%
Job Search / Prep Training	903	1,694	-9%	+18.6%
Essential Case Management	579	1,237	-12.9%	+13%
Supportive Services	231	517	-42.5%	+41.3%
Training and Education	137	392	-46.5%	+64.7%
Work Experience	46	125	-42.5%	+22.5%
Other Services	12	29	-40%	+190%

#### Customer Outcomes: October through December 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
<b>Total Exits</b>	435	1115	-36.2%	+22.3%
Exits to Military or Employment	142	296	-7.8%	+20.8%
Exits with No Outcomes	286	810	-45.4%	+22.5%
Education or Training Completed	7	11	+75%	+83.3%
<b>Placements</b>	163	346	-11.9%	+20.6%

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.

#### State and Federal Performance Measures: October through December 2024

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	<b>Average Program Score: 105.3%</b>			
	Employment 2 <sup>nd</sup> Quarter After Exit	67.0%	72.4%	108.1%
	Employment 4 <sup>th</sup> Quarter After Exit	64.0%	68.4%	106.9%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,500	\$7,934	105.8%
	Credential Attainment Rate	50.0%	44.2%	88.4%
	Measurable Skill Gain	47.5%	55.8%	117.5%
Dislocated Worker	<b>Average Program Score: 96.2%</b>			
	Employment 2 <sup>nd</sup> Quarter After Exit	73.0%	71.4%	97.8%
	Employment 4 <sup>th</sup> Quarter After Exit	69.0%	68.5%	99.3%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,750	\$10,482	119.8%
	Credential Attainment Rate	52.0%	35.3%	67.9%
	Measurable Skill Gain	50.0%	48.2%	96.4%

# WIOA Title I – Youth Services

## Q2 Program Year 2024

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 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	222	373	-25.3%	+2.5%
Training and Education	200	347	-26.7%	+35.5%
Supportive Services	179	286	-22.8%	+17.7%
Essential Case Management	72	351	-74.6%	-16%
Work Experience	136	193	+9.7%	+168.1%
Other Services	4	18	-75%	+20%
Job Search / Prep Training	6	11	-14.3%	-35.3%

### Customer Outcomes: October through December 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
<b>Total Exits</b>	83	172	-6.7%	+95.5%
Education or Training Completed	20	53	-39.4%	+39.5%
Exits to Military or Employment	9	14	+80.0%	+75%
Exits to Education	4	5	+300%	N/A*
Exits with No Outcomes	50	100	0%	+138.1%
<b>Placements</b>	65	136	-20.7%	+38.8%

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

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

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

\*N/A = PY23 Q2 had 0 participants for this metric

### State and Federal Performance Measures: October through December 2024

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
<b>Average Program Score: 108.2%</b>			
Employment/Education 2 <sup>nd</sup> Quarter After Exit	70.0%	77.8%	111.1%
Employment/Education 4 <sup>th</sup> Quarter After Exit	69.0%	66.1%	95.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,000	\$6,116	152.9%
Credential Attainment Rate	64.0%	74.5%	116.4%
Measurable Skill Gain	51.0%	33.1%	64.9%

## WIOA Title III – Labor Exchange

### Q2 Program Year 2024

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 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	4,395	8,511	-9%	-12.3%
Essential Case Management	4,217	7,791	-2.4%	+7%
Career Development and Counseling	1,603	3,479	-18.9%	-34.2%
Training and Education	3	9	-50%	-30.8%
Work Experience or Employment	8	11	+166.7%	+450%
Other Services	698	1,530	-16.4%	-8.9%

## WIOA State Performance Measures: Average Indicator Scores

### Q2 Program Year 2024

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 2024

Measure	Average Indicator Score
Employment/Education 2 <sup>nd</sup> Quarter After Exit	105.7%
Employment/Education 4 <sup>th</sup> Quarter After Exit	100.6%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	126.2%
Credential Attainment Rate	90.9%
Measurable Skill Gain	92.9%

## EARN TANF and SNAP Services

### Q2 Program Year 2024

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 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	989	2,104	-27.1%	-25%
SNAP	100	233	-28.6%	+46.5%
Enrollments				
TANF	512	1103	-18.9%	-15.6%
SNAP	54	121	-20.6%	+57.1%

#### Customers Receiving Services: October through December 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	742	1411	-8.1%	-9.8%
Job Search / Prep Training	327	736	-26.4%	+83.1%
Work Experience or Employment	207	415	-5.9%	+6.1%
Education or Job Training	127	221	24.5%	+30%
Community Service	0	1	-100%	-90.9%
Other Services	719	1299	-2.6%	-9.1%

#### Customer Outcomes: October through December 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	554	1154	-12.2%	-8.6%
Placements into Employment	223	449	-9.3%	+3.9%

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

# TANF Youth Development Services

## Q2 Program Year 2024

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 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Education or Job Training	61	92	+13%	+2.2%
Supportive Services	29	45	+26.1%	+4.7%
Work Experience or Employment	30	59	+30.4%	+3.5%

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

*Thank you to our administrative and service delivery partners:*

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

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

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

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

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

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





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