



FAQ

Our Mission: Philadelphia Works, Inc. develops and manages smart workforce solutions that respond to business needs and increase economic opportunity for all Philadelphia residents.

Our Vision: A thriving Philadelphia workforce, a stronger local economy.

About Philadelphia Works, Inc.

Philadelphia Works (PhilaWorks) is a 501c3 non-profit organization that invests in solutions and services to grow Philadelphia's economy by connecting employers to workforce talent and career seekers to jobs. We influence the public policies that support economic growth and optimize funding and resources to invest in regional solutions to build a skilled and thriving workforce.

Frequently Asked Questions (FAQs)

This document includes a curated list of common questions and concise answers.

1 What are Philadelphia Works' primary funding sources, and how are funds distributed?

Philadelphia Works (PhilaWorks), the designated workforce board for Philadelphia County, is a quasi-public nonprofit that manages federal and state workforce investments. Through a diverse funding portfolio, PhilaWorks delivers high-impact solutions across Greater Philadelphia, tailored to employers, job seekers, and community partners.

Primary funding streams include:

- **WIOA funds** (Adult, Youth, Dislocated Worker) – awarded via the U.S. Department of Labor; PhilaWorks administers and distributes these dollars directly.
- **TANF/YD** (Temporary Assistance for Needy Families – Youth Development) – allocated by the PA Department of Human Services, federally funded, and distributed through youth service and capacity-building contracts.
- **Discretionary grants** – including PAsmart, the EDA Good Jobs Challenge, and apprenticeship-focused initiatives; these blend federal, state, and private dollars.
- **Private and competitive grants** – secured through foundations, corporate partnerships, and employer collaborations that expand innovative services and pilot programs.

Distribution of funds:

Funding is awarded through a structured procurement process. Philadelphia Works publicly posts RFPs (Requests for Proposals), RFIs (Requests for Information), and RFQs (Requests for Qualifications) to identify qualified partners, service providers, and vendors. Awards are based on performance, capacity, and alignment with workforce priorities. Providers are monitored for fiscal compliance and program outcomes.

2 What workforce programs and services does Philadelphia Works provide for employers, job seekers, and partners?

PhilaWorks delivers a comprehensive range of workforce development services designed to support employers, job seekers, and system partners across Philadelphia.

For Businesses/Employers

- **On-the-Job Training** (OJT): Employers hire and train new employees while receiving partial reimbursement of training costs. Contracts cover up to 520 hours (about 3 weeks) of training, funded through TANF or WIOA.
- **Customized Job Training** (CJT): Classroom-based training tailored to meet business needs.
- **Incumbent Worker Training** (IWT): Upskilling opportunities for existing employees to enhance productivity.
- **Layoff Aversion & Rapid Response**: Support for companies facing downsizing.
- **Industry Partnerships**: Sector-specific coalitions (e.g., Healthcare, Education, Manufacturing, Hospitality) that align training and hiring strategies.
- **ApprenticeshipPHL**: Regional hub supporting apprenticeships and pre-apprenticeships to build sustainable talent pipelines.
- **Fair Chance Hiring**: Businesses that provide meaningful employment to previously incarcerated Philadelphians may be eligible for reimbursement after six months.

For Job Seekers

- **PA CareerLink® Philadelphia**: Centralized access to employment opportunities, career coaching, professional development workshops, and training referrals.
- **Individual Training Accounts** (ITAs): Tuition assistance (up to \$6,000) for eligible participants, paired with career counseling and workforce advising.
- **C2L-PHL** (Career Connected Learning): Case management, year-round and summer work-based learning opportunities, and other youth employment programs funded by WIOA Youth and TANF YD.
- **PHL Career Portal**: An online platform offering industry-specific training, workshops, digital literacy, financial literacy, and career development training.
- **Vocational Skill Training** (VST): Cohort-based training in fields such as carpentry, electrical, welding and more, funded through WIOA, DLW, or TANF.

For Community & System Partners

- **Capacity-Building Investments**: Training and infrastructure support for PA CareerLink® sites and youth-serving nonprofits.
- **Collaborative Initiatives**: Joint pilots and resource sharing across Philadelphia's workforce ecosystem.

3 What training initiatives does Philadelphia Works support?

PhilaWorks invests in both external training programs and internal capacity-building efforts:

- **Direct-to-Participant Programs:** Vocational skills training, apprenticeships, and youth development initiatives that directly prepare residents for in-demand careers.
- **System Capacity Building:** Professional development, technical assistance, and data infrastructure upgrades to strengthen providers across the workforce system.

4 How does Philadelphia Works strategically invest its resources?

PhilaWorks uses a data-driven approach to align public and private resources. Investments are guided by:

- **Sector Prioritization:** Focus on high-growth, family-sustaining occupations.
- **Braided Funding Models:** Leveraging WIOA, PAsmart, private philanthropy, and apprenticeship dollars to create comprehensive career pathways.
- **Future Capacity:** Building infrastructure for youth providers, community partners, and justice-impacted workers.
- **Employer-Driven Solutions:** Expanding OJT, CJT, IWT, and apprenticeships to meet business demand.



5 What is the role and structure of the Philadelphia Works Board?

The Philadelphia Works Board of Directors provides oversight and sets the strategic direction for the city's workforce system.

Responsibilities:

- Approving mission, policies, and long-term strategy.
- Ensuring fiscal accountability.
- Developing and monitoring policies.
- Overseeing performance outcomes.

Structure:

- Business-led, volunteer board appointed by the Mayor of Philadelphia.
- Includes private sector leaders, labor, education, and community representatives.
- Supported by committees such as the Youth Standing Committee and sector-specific advisory groups.

Governance:

- Guided by organizational bylaws and policies.
- Operates under the Stevens Amendment, ensuring funding transparency.
- Governance and policy documents are accessible on the PhilaWorks website.

6 How can employers and partners engage with Philadelphia Works?

Employers and partners can connect with PhilaWorks through multiple pathways:

Procurement

Respond to public RFPs, RFIs, and RFQs posted under "Provider Resources."

Industry Partnerships

Collaborate with peers and join sector partnerships to address workforce needs.

Apprenticeship Development

Partner to create or expand registered apprenticeship programs.

Hire + Recruit

Use PA CareerLink® Philadelphia for recruitment, training, job postings, and work-based learning programs.

PHL Career Portal

Collaborate on virtual training and co-branded career resources.

Youth & Community

Hire youth in work-based learning programs through C2L-PHL and community pilots.

7 What federal laws and programs shape our work?

- **WIOA** (Workforce Innovation and Opportunity Act): Framework for career centers, performance metrics, and workforce partnerships.
- **TANF** (Temporary Assistance for Needy Families) & TANF YD: Supports youth employment, E³ programs, and summer jobs.
- **SNAP E&T** (Supplemental Nutrition Assistance Program Employment & Training): Employment support for SNAP recipients, required WIOA One-Stop partner.
- **EDA Good Jobs Challenge** (Federal Grant): Regionally administered federal funding focused on data-driven workforce solutions.

8 What labor market data and insights does Philadelphia Works provide?






- **Labor Market Dashboard**: Real-time data on employment, unemployment, and labor force participation.
- **High Priority Occupations** (HPO) List: Annually updated list of in-demand occupations with strong wage potential.
- **Industry Reports & Story Maps**: Insights on apprenticeships, benefit cliffs, sector trends, and workforce challenges.

9 What are Philadelphia Works' goals and performance metrics, and how are they reported?

PhilaWorks aligns with WIOA's performance indicators and tracks progress through:

- Employment rates (second and fourth quarter after program exit).
- Median earnings of participants.
- Credential attainment.
- TANF YD outcomes (placement, retention, educational milestones).
- Performance and financial reporting is provided through Board Briefing Books, quarterly reports, and audited financials, shared publicly under the Stevens Amendment.

Stay informed!

- Sign up for our email newsletter, Philly Forward, on the [PhilaWorks.org homepage](https://PhilaWorks.org).
- Visit the [News](#), [Data & Trends](#), [Special Initiatives](#), [Business Solutions](#), and [Procurement](#) sections of our website.
- Attend public [Board and Committee meetings](#) (agendas and materials posted in advance).
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Philadelphia Works is an equal opportunity employer/program. Auxiliary aids and services are available on request to individuals with disabilities.