



Thursday, September 19, 2024
10:00 AM – 12:00 PM

Virtual Meeting
via Teams

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

PHILADELPHIA WORKS BOARD OF DIRECTORS

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

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

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

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

Ed Grose
Executive Director, Greater
Philadelphia Hotel

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

William Bowie
President & CEO, Empower
Construction

Anuj Gupta
President & CEO, The
Welcoming Center

Kimmel Proctor
CEO, Beyond
Literacy

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

Stephanie L. Kosta
Vice President, Freedom
Region Comcast

Susan Schonfeld
Executive Director, Community Integrated
Services

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

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

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

David Crossed
Independent Business
Consultant

**Richard Lazer
Executive Director
Philadelphia Parking Authority

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

Brigitte F. Daniel, Esq.
Executive Vice President,
Wilco

Tonya Ladipo
CEO, The Ladipo Group

Donald Generals
President, Community College
of Philadelphia

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



BOARD MEETING BRIEFING BOOK

September 19, 2024

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PHILADELPHIA WORKS BOARDMEETINGAGENDA

Thursday, September 19, 2024, | 10:00 AM to 12:00 PM
[Virtual Board Meeting via Teams](#)

Presiding: Daniel K. Fitzpatrick, Chair

Welcome, Reports, & Presentations

- | | |
|---|--|
| I. Welcome | Daniel K. Fitzpatrick |
| II. Opening Remarks | |
| <ul style="list-style-type: none">• ACTION: Approval of the Consent Agenda<ul style="list-style-type: none">• June 20, 2024, Board Meeting Summary• Committee Meeting Summaries and Reports for this Quarter | |
| III. New Employees | H. Patrick Clancy |
| IV. Labor Market Overview | Gloria Oh & Hebe Liu |
| V. Employer of Choice Campaign | Gianna Grossman |
| VI. CEO Report | H. Patrick Clancy |
| VII. Operations Report | Patricia Blumenauer, Marcus Hall,
& Gizela Lopez-Burnside |
| <ul style="list-style-type: none">• ACTION: Approval of the Local WIOA negotiated performance metrics. | |
| VIII. Finance Report | Zachariah Hughes |
| <ul style="list-style-type: none">• ACTION: Approval of Philadelphia Works financial statements for 12 months ending June 30, 2024.• ACTION: Approval of Philadelphia Works financial statements for 1 month ending July 31, 2024.• ACTION: Approval of Philadelphia Works line of credit renewal. | |

Committee Updates and Actions

- | | |
|---|---------------------|
| i. Employer Engagement & Workforce Strategies Committee | Marcus Hall |
| <ul style="list-style-type: none">• Committee Update | |
| ii. Youth Standing Committee | Marcus Hall |
| <ul style="list-style-type: none">• Committee Update | |
| iii. One-Stop Operator | Patricia Blumenauer |
| <ul style="list-style-type: none">• Committee Update | |

Public Comment Daniel K. Fitzpatrick

Closing Remarks and Adjournment

Next Meeting: Thursday, December 19, 2024, 3 – 5 PM

CONSENT AGENDA ITEMS

[Overview](#)

The following items are on the Philadelphia Works Consent Agenda for September 19, 2024.

- June 20m 2024 Board Meeting Summary (p. 1-3)
- Committee Meeting Summaries and Reports for this Quarter (p. 4-9)

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: June 2024 Board Meeting](#)

The Board is being asked to approve the draft meeting summary from the June 20, 2024, Board Meeting.

[Committee Meeting Summaries](#)

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

Board and
Committee Meeting
Summaries

Welcome

Chairman of the Board Dan Fitzpatrick convened the meeting at 10:03 AM. As part of his welcoming address, Mr. Fitzpatrick thanked the Philadelphia Works staff for its continued commitment to helping residents find employment.

MOTION: Mr. Fitzpatrick asked for a motion to approve the Consent Agenda as outlined on page 1 of the Philadelphia Works Board Briefing Book. The Consent agenda consisted of the following: Philadelphia Works Update, March 21, 2024 Board Meeting Summary and Committee Meeting Summaries and Reports for the quarter.

- Motion: Mr. Bradley
- Second: Ms. Ferguson Williams
- Abstentions: None

ACTION: Motion was approved unanimously.

Welcome to New Board Members and New Employees

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

Economic Update/Update

- Gloria Oh introduced Anna, a fictional character, to set the stage for how policies and potential alternatives to what's happening now will affect her and her family in tangible ways, and that there really needs a way to be able to accumulate wealth to have a real chance at getting out of poverty.
- Max Robinson explained what the benefit cliff looks like in TANF:
 - Pennsylvania spends one of the lowest amounts on cash assistance of all states where the TANF cash grant has not been adjusted since 1990, meaning the real value has decreased by 50%.
 - He explained that the bulk of the cash assistance decline was due to difficulty accessing benefits despite eligibility and the benefits do not seem to be worth the time and effort as compared to other immediate priorities.
 - Transitional benefits in Pennsylvania include Earned Income Disregard, Work Expense Deduction and a Transitional Cash Assistance for the first two months after TANF benefits end of \$100.00/month.
- Sam Fraley worked on modeling the benefit cliff in SNAP and using the Self-Sufficiency Standard:
 - Using the example of Anna, a model of the benefit cliff was illustrated with demographic analysis done to gauge who the problem may impact the most, how bad the problem may be, and propose some future research as well as policy recommendations and welfare state and labor market solutions.

ATTENDANCE

MEMBERS:

William Bowie
Shari Brightful
Kimmell Proctor
Ed Grose
April Walker
Christina Wong
Patrick Eiding
Marybeth Ferguson
Williams
Dan Fitzpatrick
Anuj Gupta
Tonya Ladipo
John Lasky
Steven Scott-Bradley
Haniyyah Sharpe-Brown

REGRETS:

Brigitte Daniels, Esq.
Ed Krawczyk
David Crossed
Donald Generals
Doug Oliver

STAFF:

Dawn Thomas
Micaela Rivera
Marsha Perry
H. Patrick Clancy
John Daly
Zachariah Hughes
Marcus Hall
Gloria Oh
Patricia Blumenauer
Adrian Jezierski
Alonzo Jones
Ashlee Phillips
Joseph Kozlowski
Leah Schare
Debra Williams
Sheila Cordova
Dawn Addeo
Max Robinson
Jessica Pierre-Louis
Rebecca Ambrose
David Ervin II
Sharon Robinson
Michael Joynes
Linda Li
Jamal Combs

Guests:

David Dopkin
Billie Barnes
Nicki Woods
Joanne Bell
Dianna Krailie
Cindy Bascoe
Kay Wetmore
Loretta M. Linger

CEO Report

President and CEO H. Patrick Clancy updated the Board:

- The Career Connected Learning summer programming is kicking off, and there's a lot of interest. There are 8,000 slots, but expected applicants are 12,000 to 16,000.
- Mr. Clancy has been working with the Philadelphia Legislative Delegation, the Mayor's office, and the Governor's office to get more funding for next summer, emphasizing the value of summer employment.
- Philadelphia Works along with the city has been designated by the White House as a Workforce Hub with a focus on infrastructure jobs and talent pipeline with a potential visit from a senior White House official this summer.
- Mr. Fitzpatrick, Mr. Grose, Mr. Bowie, and Mr. Clancy are part of the Mayor's Business Roundtable. Mr. Clancy is the chair of Workforce Development. Philadelphia Works is viewed as a key player in the current city administration.

Operations Report

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

- Less funding was received this year from WIOA, and that is due to the funding formula.
 - Population, state and local unemployment rate all contribute to the amount of funds local boards are allocated on an annual basis.
- Grant funding is smaller this year, but that is by design.
 - Several yearlong grants funds have declined as they're utilized throughout the performance period.
 - Applications for a few large grants are currently in process.
- An overview of the formula funding stream this year:
 - It includes the WIOA Adult, Dislocated Worker and Youth, the TANF Adult and Youth, and various carryover.
 - The carryover amount is smaller due to more spending on TANF Youth in the current year, which demonstrates improvement in efficiency.
 - By design, some WIOA funding is carried over to help survive the first quarter of the next fiscal year.
 - This funding will support the PA CareerLink® system, youth system, training initiatives, and specialized and supplemental services, which includes supportive services.
 - Special populations workforce services and some coordination of services are funded through this funding, i.e. looking to build an app for our system, and looking at improving coordination of services around the justice system.

- FY'25 grant funding streams include the US Department of Commerce, US Department of Labor, various foundations and Pennsylvania Labor and Industry.
- A new grant was received from the JPMorgan Chase Foundation focused on supporting companies hiring folks who have justice involvement and supporting community-based organizations.
- Other grants are the William Penn Foundation and the Macquarie Foundation.
- There is a no-cost extension for the grant with the Wallace Foundation, which has been supporting the Career Connected Learning work.

Financial Reports

Philadelphia Works Vice President Finance/Controller Zachariah Hughes presented the 2025 operating budget and budget modifications, and the unaudited statements of financial position and statement of activities for the ten months ending April 30th, 2024.

MOTION: Mr. Fitzpatrick requested a motion to approve the 2025 operating budget and budget modifications.

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

ACTION: Motion was approved unanimously.

MOTION: Mr. Fitzpatrick requested a motion to approve the financial position and statement of activities for the ten months ending April 30th, 2024.

- Motion: Mr. Bradley
- Second: Ms. Ferguson Williams
- Abstentions: None.

ACTION: Motion was approved unanimously.

Public Comment

There was no public comment.

Adjournment

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

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

ACTION: Motion was approved unanimously, and the meeting ended at 11:33AM.

EXECUTIVE COMMITTEE MEETING SUMMARY

Wednesday, June 12, 2024 | 3:00-4:00 P.M.

Chair: Mr. Daniel Fitzpatrick

Hybrid meeting via Microsoft Teams

Welcome

The meeting was called to order at 3:10pm. Mr. Daniel Fitzpatrick, Chair, welcomed committee members. Meeting commenced with a quorum.

MOTION: Mr. Fitzpatrick asked for a motion to approve the Meeting Minutes for the December 6, 2023, Executive Committee Meeting:

- Motion: Mr. Bradley
- Second: Ms. Walker
- Motion passed unanimously

MOTION: Mr. Fitzpatrick asked for a motion to approve the Meeting Minutes for the March 13, 2024, Executive Committee Meeting:

- Motion: Ms. Walker
- Second: Mr. Bradley
- Motion passed unanimously

CEO Report

Mr. H. Patrick Clancy provided an update on the following:

- Career Connected Learning commenced with 8,000 slots currently full, and a waiting list has been implemented which can accommodate up to 2,500 extra slots.
- Youth Funding Advocacy – Meeting with Philadelphia delegation and staff from the Mayor’s Office to keep them updated on the potential negative impact of the final rule revising eligibility of TANF youth funding.
- New Grants Awarded:
 - An Opioid Recovery Grant in partnership with the state was recently awarded to Philadelphia Works. The amount of the grant is \$2.8 million.

ATTENDANCE:

MEMBERS:

Daniel K. Fitzpatrick
Steven Scott Bradley
April Walker
Patrick J. Eiding
Richard Lazer
Ed Gross

STAFF:

H. Patrick Clancy
Patricia Blumenauer
John Daly
Zach Hughes
Megan Marshall
Sheila Cordova

State Governance Policy

- The PA Department of Labor & Industry has revised the Governance Policy for local boards and effective January 1, 2025 local boards are required to have at least one non-board member on the Finance Committee. Local board staff across the Commonwealth as well as Philadelphia Works staff have reviewed this proposed policy and have determined the best course of action would be to provide financial reporting included in the Executive Committee meetings. This change would streamline the process as well as free up staff and board members from attending additional committee meetings.

COO Report

Ms. Patricia Blumenauer provided the following update:

- White House Workforce Hub Designation – Philadelphia has been awarded a White House Workforce Hub designation. One of eight cities in the United States, this designation focuses on infrastructure jobs and improving the talent pipeline. There is a possibility that a potential White House office visit sometime in July.
- Commonwealth Workforce Transformation Program – Pre apprenticeships appear to be part of the model. The Governor’s office announced they will be putting \$400 million into training folks for infrastructure jobs. They are working on clarifying details of the program to ensure alignment with current processes and contracting requirements for WIOA funding.

Finance Report

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

- The Philadelphia Works unaudited Statements of Activities ending April 30, 2024.
- The Philadelphia Works Projected Costs vs Actual Expenses as of April 30, 2024.
- The Philadelphia Works Statement of Activities by Funding Source as of April 30, 2024.
- FY24/25 executed contracts
- FY24/25 WIOA & TANF individual training accounts
- Philadelphia Works Budget for the fiscal year ending June 30, 2025

Adjournment

Motion: with no further business to discuss, Mr. Fitzpatrick requested a motion to adjourn the meeting:

- Motion: Mr. Bradley
- Second: Ms. Walker
- Motion passed unanimously
- Meeting adjourned at 3:54pm.



EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES MEETING SUMMARY

Thursday, August 29, 2024 | 10:00-11:30 AM

Chair: **Brigitte Daniel-Corbin, Nikki Pumphrey**

Virtual Meeting via Microsoft Teams

Welcome

The meeting was called to order at 10:01 a.m. Ms. Nikki Pumphrey welcomed committee members and guests. The committee welcomed new co-chair, Nikki Pumphrey, and new member, Karen Douglas. **MOTION** was made to approve the meeting minutes. **ACTION**: motion was approved unanimously.

Economic Update

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

City of Philadelphia Commerce Department Announcements

Ms. Gianna Grossmann, Deputy Commerce Director for Workforce at the Commerce Department, shared an update with the committee. Ms. Grossmann shared that the Workforce Professional Alliance is launching an “Employer of Choice” campaign, reaching a wide net of employers to understand how they are engaging with their employees and recruiting, gaining, and developing talent and recognizing those doing these things very well.

Workforce Strategies Focus

Mr. Marcus Hall discussed this committee’s workforce strategies focus and its priorities moving forward. Philadelphia Works will continue to leverage existing workforce initiatives and partnerships to create an “employer front door” into the workforce ecosystem.

Mathematica Focus Group

Mr. Mark Ezzo facilitated a focus group regarding the workforce strategies focus noted above, during which the committee discussed how to best engage employers and how to create a front door that will attract a wide set of quality employers.

Adjournment

With no other business to discuss, the meeting adjourned at 11:20 a.m.

ATTENDANCE

MEMBERS:

Brigitte Daniel-Corbin
Karen Douglas
Valerie Grant
Gianna Grossman
Jeffrey Missan
Erin Phovilaychit
Nikki Pumphrey
John Sanchez
Marybeth Williams

REGRETS:

Shari Brightful
Rochelle Cooks
Donald Generals
Ed Grose
Megan Heileman
Gregory Mason
Samuel Starks

Guests:

Mark Ezzo
Andrew Francis
Jennifer Tippins

STAFF:

Dawn Addeo
Patricia Blumenauer
J. Patrick Clancy
Marcus Hall
Abby Jones
Hebe Liu
Gloria Oh
Marlene Pringle
Nichol Wilkins

Welcome

The meeting was called to order at 2:03 p.m. Mr. Marcus Hall welcomed the committee members.

C2L-PHL Update

Mr. Marcus Hall stated that Foundations would provide a capacity building update in terms of the procurement that is going to be released over the next few weeks and recap next steps. He gave a quick update that Philadelphia Works, Inc. extended their contracts for 18 months and discussed that with the launch of C2L and the procurement from JEVS that the providers would get a better sense of where they are from an application funding and capacity standpoint. He discussed the presentation that Mathematica gave to us to offer a recommendation as to how to better integrate our data systems.

Foundations, Inc. Presentation

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

Procurement Timeline

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

Adjournment

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

ATTENDANCE

MEMBERS:

Marcus Hall
Dan Fitzpatrick
Pat Eidling
Stephanie Kosta
Shanika Peck
Andrew Francis

STAFF:

Dawn Addeo
H. Patrick Clancy
Marcus Hall



ONE-STOP OPERATOR MEETING SUMMARY

Wednesday, August 21, 2024 | 9:00-10:00

AM Co-Chairs: Kimmell Proctor, Shari Brightful

Virtual Meeting via Microsoft Teams

Welcome

The meeting was called to order at 9:03 a.m. Ms. Kimmell Proctor welcomed committee members and guests. **MOTION** was made to approve the meeting minutes.

ACTION: motion was approved unanimously.

Title II Updates

Ms. Kimmell Proctor provided updates regarding adult literacy and Title II programs. There are three Title II state-funded adult education agencies across the city – Beyond Literacy, Temple University, and District 1199c Training & Upgrading Fund – and these agencies provide courses for adult Philadelphians focusing on literacy and English language proficiency, working closely with the PA CareerLink® centers. Title II programs function as workforce development, helping Philadelphians attain necessary credentials to obtain quality employment. Ms. Proctor shared that she met with Thomas P. Miller & Associates (TPMA), Philadelphia’s One-Stop Operator provider, to discuss adult literacy trends, challenges, and opportunities for further coordination. One trend identified is strong demand for services across all Title II agencies, particularly for introductory English-language courses by French-speaking customers; Beyond Literacy and TPMA are strategizing about how to address this growing demand. One challenge identified is the prior use of the City’s “language line” which is no longer being funded, and how to fill this gap effectively and within budget. The committee discussed costs and benefits of various translation/interpretation services.

ATTENDANCE

MEMBERS:

Shari Brightful
Kimmell Proctor

REGRETS:

Peggy Dugan
Stephen Gardner
Valerie Grant
Heloise Jettison
Marybeth Williams

GUESTS:

Jamaine Jackson
Quadirah Locus
Shavon Mason
Dr. Ben Wilson

STAFF:

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

One-Stop Manager Report

Mr. Jamaine Jackson of TPMA shared the One-Stop Operator activities that have taken place since the previous quarter’s meeting.

MOU Updates

Mr. Jackson informed the committee that some new organizations may be approved as additional MOU partners. Among others, these organizations include Project Transition, which assists with mental health housing (providing both mental health assessments and housing while the assessments are completed), the Center for Employment Opportunities, which serves citizens returning from incarceration, and CVS, who will provide externship, internship, and apprenticeship opportunities in a pharmacy setting.

PA CareerLink® EO Training

Mr. Jackson noted that the next EO training for PA CareerLink® staff will be held on August 30 and will cover HIPPA laws and compliance.

PA CareerLink® Awareness Day Events

Finally, Mr. Jackson shared that the PA CareerLink® Awareness Days being held at each Philadelphia center are in full swing – Northwest’s was held on August 20 and was very successful, and the other three are scheduled for the end of August and early-mid September.

One-Stop Operator Partner Presentations

Representatives from prospective MOU partner organizations, Ms. Shavon Mason of CVS and Quadirah Locus of VYH Synergy in Schools, presented about their work.

PA CareerLink® Philadelphia Updates

Ms. Adriana Padilla Colon provided an update on activities at PA CareerLink® Philadelphia Centers. First, Ms. Padilla Colon noted that all four centers are serving the city’s refugee population, and PA CareerLink® North is planning a celebration of all refugee participants who have found employment or have employment pending. PA CareerLink® Northwest also began a pilot program called “Raise Your Pay,” which provides supportive services and will match participants with higher-pay career paths.

Additionally, Ms. Gizela Lopez-Burnside reviewed a draft of the updated Philadelphia PA CareerLink® Centers Code of Conduct and collected the committee’s feedback. This code of conduct establishes a protocol to ensure the safety of both customers and center staff, and a clear process for how to address behavioral issues at the centers. The finalized code of conduct will be reviewed and voted on by the board at the December Philadelphia Works Board Meeting.

Adjournment

With no other business to discuss, the meeting adjourned at 9:55 a.m.

Action Items

(4)

Action Item (1): Approve WIOA Negotiated Performance Metrics

Background:

Philadelphia Works has worked with Labor and Industry's Center for Workforce Information and Analysis to negotiate local performance metrics presented in table attached.

Action:

Approval of WIOA Local negotiated performance metrics.

Recommendation:

Board approves the final negotiated rates as detailed.

Proposed Goals

Philadelphia WDA						
	FY 2024 Actual	FY 2024 Negotiated	FY 2025-2026 Estimated	FY 2025 Latest Proposal	FY 2026 Latest Proposal	Latest Proposal Numbers Compared to Estimated Performance
Adult						
Employment Second Quarter after Exit	73.0%	68.0%	66.5%	67.00%	68.00%	↑ + 1.5 Percentage Point
Employment Fourth Quarter after Exit	70.9%	66.0%	62.9%	64.00%	65.00%	↑ + 1.35 Percentage Points
Median Earnings Second Quarter after Exit	\$7,934	\$5,900	\$7,545.70	\$7,500.00	\$7,750.00	↑ + \$204.30
Credential Attainment Rate	42.0%	52.0%	57.9%	50.0%	52.0%	↓ - 5.9 Percentage Points
Measurable Skill Gains	50.8%	45.0%	47.5%	47.50%	50.00%	↑ + 2.5 Percentage Points
Dislocated Workers						
Employment Second Quarter after Exit	74.4%	73.0%	72.1%	73.0%	73.5%	↑ + 1.4 Percentage Points
Employment Fourth Quarter after Exit	80.0%	70.0%	67.0%	69.00%	70.00%	↑ + 3 Percentage Points
Median Earnings Second Quarter after Exit	\$9,619	\$8,600	\$8,850.00	\$8,750.00	\$9,000.00	↑ + \$150.00
Credential Attainment Rate	60.7%	48.0%	59.0%	52.0%	54.0%	↓ - 5 Percentage Points
Measurable Skill Gains	38.3%	48.0%	59.0%	50.0%	51.0%	↓ - 8 Percentage Points
Youth						
Employment Second Quarter after Exit	77.0%	63.0%	69.6%	70.0%	70.0%	↑ + 0.4 Percentage Points
Employment Fourth Quarter after Exit	74.3%	61.0%	68.6%	69.0%	69.0%	↑ + 0.4 Percentage Points
Median Earnings Second Quarter after Exit	\$4,788	\$2,900	\$3,816.50	\$4,000.00	\$4,000.00	↑ + \$183.50
Credential Attainment Rate	61.3%	65.0%	63.4%	64.00%	65.00%	↑ +1.6 Percentage Points
Measurable Skill Gains	40.3%	53.0%	58.9%	51.0%	52.0%	↓ - 6.9 Percentage Points

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

Background

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

Action

Approval of Philadelphia Works Inc. financial statements for twelve months ended June 30, 2024.

Recommendation

Approval of the Philadelphia Works Inc. Financial Statements.

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

Background:

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

Action

Approval of Philadelphia Works Inc. financial statements for one month ending July 31, 2024.

Recommendation

Approval of the Philadelphia Works Inc. Financial Statements.

Action Item (4): Approval of Philadelphia Works Line of Credit Renewal

Action

Approval of Philadelphia Works line of credit renewal of 4MM.

Recommendation

Approval of Line of Credit renewal.

Financial Reports



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

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC.

Statements of Financial Position

As of June 30, 2024

	6/30/2024	6/30/2023
	<u>Unaudited</u>	<u>Unaudited</u>
ASSETS		
<i>Current Assets:</i>		
Cash	2,532,902	3,088,907
Accounts receivable - grants and cor	21,506,160	17,055,922
Other current assets	965,518	766,178
Total current assets	<u>25,004,580</u>	<u>20,911,008</u>
<i>Property and J...;equipment:</i>		
Furniture and equipment	358,486	358,486
Computer equipment	425,807	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	<u>19,765,864</u>	<u>19,765,864</u>
	23,324,092	23,324,092
Less: accumulated depreciation	<u>(9,113,363)</u>	<u>(8,768,278)</u>
Net property and equipment	<u>14,210,729</u>	<u>14,555,815</u>
Other Assets- Security & Other deprec	453,346	467,706
Total assets	<u>39,668,654</u>	<u>35,934,529</u>
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	17,687,030	15,741,880
Accounts payable and accrued expenses	506,908	229,087
Advances		
Due to Commonwealth of Pennsylvania	2,169,066	2,167,885
Other current liabilities	<u>4,285,994</u>	<u>2,416,575</u>
Total current liabilities	24,648,999	20,555,427
Due to State- Deposits	453,346	467,706
Lease Allowance	296,330	474,066
Lease Assets	<u>13,735,235</u>	<u>13,735,235</u>
Total liabilities	39,133,909	35,232,434
<i>Net Assets:</i>		
Unrestricted Net Assets	355,580	355,583
Equity value of government funds	<u>179,165</u>	<u>346,515</u>
Total net assets	<u>534,745</u>	<u>702,097</u>
Total liabilities and net assets	<u>39,668,654</u>	<u>35,934,529</u>

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

	FY24 Approved Budget Combined	YTD Actual Expenses 6/30/2024	Remaining Budget Available 6/30/2024	% of Budget Remaining
Expenses				
Salaries	7,949,423	6,914,966	1,034,457	13%
Fringe benefits	2,352,350	1,713,350	639,000	27%
Total Salaries and Fringe Benefits	10,301,773	8,628,316	1,673,457	16%
SL1 recipient services	72,581,802	62,070,059	10,511,743	14%
Professional and consulting services	829,000	941,110	(112,110)	-14%
Facility costs	1,084,164	1,086,602	(2,438)	0%
Depreciation		167,349	(167,349)	0%
Maintenance and System Support	283,000	233,434	49,566	18%
Cloud Services	118,550	26,115	92,435	78%
Special Projects	378,000	137,718	240,282	64%
Disaster Recovery	70,000	47,685	22,315	32%
Equipment and Software Purchases	111,700	109,433	2,267	2%
Outreach	175,500	181,187	(5,687)	-3%
Meetings, conferences, and travel	268,648	275,881	(7,233)	-3%
Travel and Transportation	1,500	0	1,500	100%
Office supplies and printing	21,150	9,840	11,310	53%
Telephone	52,300	35,549	16,751	32%
Temporary help	100,000	94,648	5,352	5%
Employee development	122,500	45,821	76,679	63%
Office expense	472,800	427,229	45,571	10%
Total Operating Costs	76,670,614	65,889,659	10,780,955	14%
Total Personnel and Operating Costs	86,972,387	74,517,975	12,454,412	14%

*PHILADELPHIA WORKS, INC.
FOR THE ONE MONTH ENDED
JULY 31, 2024*

*UNAUDITED FINANCIAL
STATEMENTS*

PHILADELPHJA WORKS, INC.

Statements of Financial Position

As of July 31, 2024

	7/31/2024	7/31/2023
	Unaudited	Unaudited
ASSETS		
<i>Current Assets:</i>		
Cash	8,741,154	8,980,484
Accounts receivable - grants and cor	12,710,078	11,931,739
Other current assets	<u>1,167,913</u>	<u>898,482</u>
Total current assets	<u>22,619,145</u>	<u>21,810,705</u>
<i>Property and Equipment:</i>		
Furniture and equipment	358,486	358,486
Computer equipment	425,807	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	<u>19,765,864</u>	<u>19,765,864</u>
	23,324,092	23,324,092
Less: accumulated depreciation	{9,156,520}	{5,818,851}
Net property and equipment	<u>14,167,572</u>	<u>17,505,242</u>
Other Assets- Security & Other deprec	458,812	467,706
Total assets	<u>37,245,530</u>	<u>39,783,653</u>
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	15,579,999	16,511,656
Accounts payable and accrued exper	249,969	272,311
Advances		
Due to Commonwealth of Pennsylva	2,169,066	2,169,066
Other current liabilities	<u>4,263,350</u>	<u>2,478,290</u>
Total current liabilities	22,262,384	21,431,323
Due to State- Deposits	458,812	467,706
Lease Allowance	281,519	459,255
Lease Assets	<u>13,735,235</u>	<u>16,816,778</u>
Total liabilities	36,737,950	39,175,062
<i>Net Assets:</i>		
Unrestricted Net Assets	189,412	379,381
Equity value of government funds	<u>318,168</u>	<u>229,210</u>
Total net assets	<u>507,580</u>	<u>608,591</u>
Total liabilities and net assets	<u>37,245,530</u>	<u>39,783,653</u>

PHILADELPHIA WORKS, INC.

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

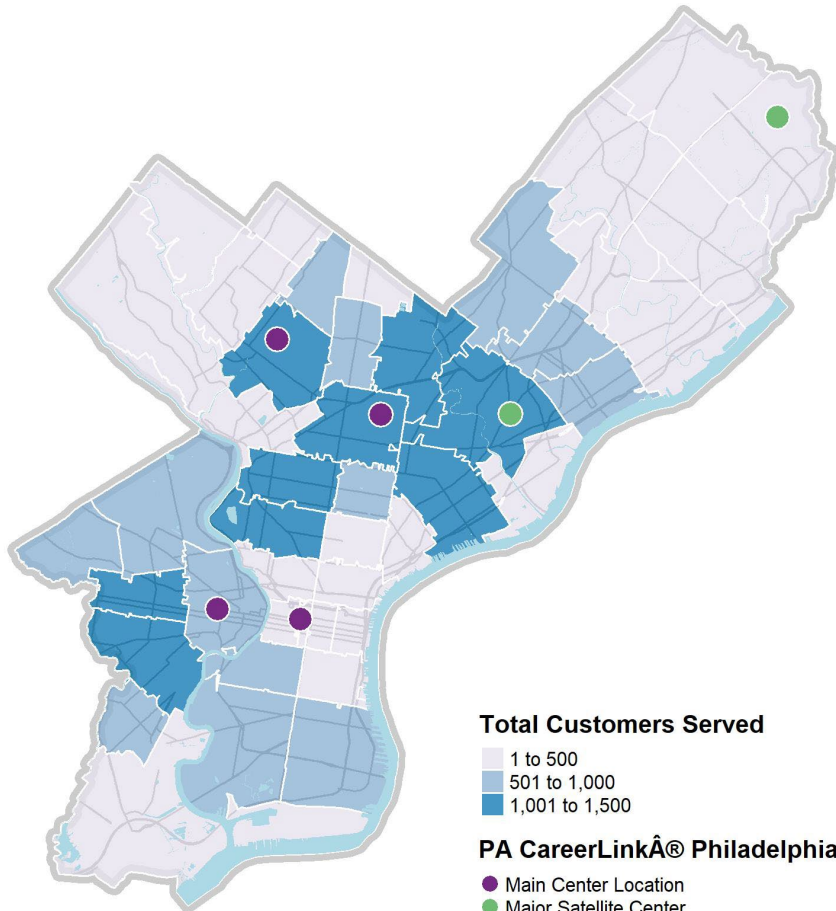
	FY25 Proposed Budget Combined	YTD/Actual Expenses 7/31/2024	Remaining Budget Available 7/31/2024	%of Budget Remaining
Expenses				
Salaries	7,932,924	571,066	7,361,858	93%
Fringe benefits	2,358,137	168,454	2,189,683	93%
Total Salaries and Fringe Benefits	10,291,061	739,520	9,551,541	93%
Subrecipient services	73,000,000	3,837,137	69,162,863	95%
Professional and consulting services	1,072,000	93,596	978,404	91%
Facility costs	1,065,736	90,280	975,456	92%
Depreciation		28,346	(28,346)	0%
Maintenance and System Support	264,000	65,252	198,748	75%
Cloud Services	278,433	30	278,403	100%
Special Projects	150,000	0	150,000	100%
Disaster Recovery	70,000	4,437	65,563	94%
Equipment and Software Purchases	327,920	2,498	325,422	99%
Outreach	168,000	1,198	166,802	99%
Meetings, conferences, and travel	287,500	(1,156)	288,656	100%
Office supplies and printing	21,200	757	20,443	96%
Telephone	50,000	2,749	47,251	95%
Temporary help	125,000	17,540	107,460	86%
Employee development	62,750	8,300	54,450	87%
Office expense	340,900	48,272	292,628	86%
Total Operating Costs	77,283,400	4,199,235	73,371,704	95%
Total Personnel and Operating Costs	87,574,500	4,938,755	82,923,245	95%

Service and Performance Data Reports

Service and Performance Snapshot

Q4 Program Year 2023

Customers Served by Zip Code of Residence
April 2024 through June 2024



8,485

Unique Customers Served
April 2024 through June 2024

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for **8,485** individuals across programs.

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

44,611

New Career-Seeker Services Delivered
April 2024 through June 2024

In the most recent quarter, **44,611** individual services were started. Most common services included job-search assistance and career counseling.

Service Summary by Program

Customers Served by Program, April 2024 through June 2024

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	6,473	32,644	20,874	138,264
EARN TANF	983	2,411	2,568	9,680
WIOA Adult and Dislocated Worker	1,808	7,054	3,432	25,221
WIOA Youth	396	1,991	691	8,789
TANF Youth*	25	129	97	1,175
EARN SNAP	81	245	172	762
Other Programs	87	188	487	1,269

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

WIOA Title I – Adult and Dislocated Worker Services

Q4 Program Year 2023

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

Customers Receiving Services: April through June 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1,521	3,228	+3.0%	+22.9%
Job Search / Prep Training	1,027	2,848	+1.9%	+14.5%
Essential Case Management	686	2,457	-7.8%	+20.0%
Supportive Services	344	750	+36.5%	+56.6%
Training and Education	199	640	-3.4%	+14.9%
Work Experience	60	201	+50.0%	+5.2%
Other Services	14	30	+55.6%	-25.0%

Customer Outcomes: April through June 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	548	2,092	-14.2%	+13.2%
Exits to Military or Employment	139	573	-26.8%	+10.6%
Exits with No Outcomes	407	1,511	-8.5%	+14.1%
Education or Training Completed	1	11	-75.0%	+37.5%
Placements	189	660	+1.6%	+27.4%

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

State and Federal Performance Measures: April through June 2024

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	Average Program Score: 111.6%			
	Employment 2 nd Quarter After Exit	68.0%	72.2%	106.2%
	Employment 4 th Quarter After Exit	66.0%	72.0%	109.1%
	Median Earnings 2 nd Quarter After Exit	\$5,900	\$7,935	134.5%
	Credential Attainment Rate	52.0%	47.5%	91.3%
	Measurable Skill Gain	45.0%	52.5%	116.7%
Dislocated Worker	Average Program Score: 110.6%			
	Employment 2 nd Quarter After Exit	73.0%	74.4%	101.9%
	Employment 4 th Quarter After Exit	70.0%	77.8%	111.1%
	Median Earnings 2 nd Quarter After Exit	\$8,600	\$9,093	105.7%
	Credential Attainment Rate	48.0%	64.6%	134.6%
	Measurable Skill Gain	48.0%	47.9%	99.8%

WIOA Title I – Youth Services

Q4 Program Year 2023

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

Customers Receiving Services: April through June 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	264	528	-2.2%	+4.3%
Training and Education	171	385	-13.6%	+0.5%
Supportive Services	222	389	+3.7%	+3.7%
Essential Case Management	74	583	-46.8%	+5.0%
Work Experience	45	144	+21.6%	-30.4%
Other Services	12	31	+9.1%	-29.5%
Job Search / Prep Training	9	31	-35.7%	+158.3%

Customer Outcomes: April through June 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	188	363	+113.6%	-12.7%
Education or Training Completed	107	168	+328.0%	-31.4%
Exits to Military or Employment	25	39	+316.7%	+178.6%
Exits to Education	5	5	++%	-61.5%
Exits with No Outcomes	51	151	-10.5%	+5.6%
Placements	63	163	-7.4%	+5.2%

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

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

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

State and Federal Performance Measures: April through June 2024

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Average Program Score: 115.5%			
Employment/Education 2 nd Quarter After Exit	63.0%	72.3%	114.8%
Employment/Education 4 th Quarter After Exit	61.0%	74.4%	122.0%
Median Earnings 2 nd Quarter After Exit	\$2,900	\$4,987	172.0%
Credential Attainment Rate	65.0%	63.5%	97.7%
Measurable Skill Gain	53.0%	37.6%	70.9%

WIOA Title III – Labor Exchange

Q4 Program Year 2023

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

Customers Receiving Services: April through June 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	4,910	17,670	-5.1%	+25.6%
Essential Case Management	4,150	13,795	-3.6%	+11.7%
Career Development and Counseling	2,370	10,295	-24.3%	+35.0%
Training and Education	6	26	-57.1%	-27.8%
Work Experience or Employment	2	4	++%	+300.0%
Other Services	950	3,636	-8.9%	+40.8%

WIOA State Performance Measures: Average Indicator Scores

Q4 Program Year 2023

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

Combined Indicator Performance Measures: April through June 2024

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	107.6%
Employment/Education 4 th Quarter After Exit	114.1%
Median Earnings 2 nd Quarter After Exit	137.4%
Credential Attainment Rate	107.9%
Measurable Skill Gain	95.8%

EARN TANF and SNAP Services

Q4 Program Year 2023

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

Referrals and Enrollments: April through June 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	1,539	4,546	+4.7%	-16.3%
SNAP	124	348	+44.2%	+20.0%
Enrollments				
TANF	666	2,252	+14.8%	-9.3%
SNAP	56	158	+64.7%	+42.3%

Customers Receiving Services: April through June 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	879	2,603	+17.7%	-6.3%
Job Search / Prep Training	400	1,013	+16.3%	-1.8%
Work Experience or Employment	197	762	-7.9%	+0.1%
Education or Job Training	126	383	+13.5%	+19.3%
Community Service	3	20	-50.0%	+53.8%
Other Services	625	2,316	-0.2%	-14.7%

Customer Outcomes: April through June 2024

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	694	2,366	+2.8%	-12.8%
Placements into Employment	217	803	-10.3%	+1.4%

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

TANF Youth Development Services

Q4 Program Year 2023

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

Customers Receiving Services: April through June 2024

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Education or Job Training	25	95	-65.3%	-57.8%
Supportive Services	24	48	-25.0%	-69.8%
Work Experience or Employment	24	62	-25.0%	-68.2%
Other Services	0	0	0.0%	-100.0%

Customer Enrollments by Program: July 2023 through June 2024

Program	Total Slots Budgeted	Active (Program-Year-to-Date)	Enrollment Rate
Employment Connections	142	171	120.4%
Career Readiness	841	1,110	132.0%
Total	983	1,281	130.3%

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.pacareerlinkphl.org/contact/>



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