



## **BOARD MEETING BRIEFING BOOK**

**Thursday, December 18, 2025**

**3:00 PM – 5:00 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, December 18, 2025 | 3:00 PM- 5:00 PM

## [Table of Contents](#)

Meeting Agenda .....	3
Consent Agenda.....	4
Board and Committee Meeting Summaries.....	5
Action Items.....	15
Financial Reports.....	17
Service and Performance Data Report.....	22

# BOARD MEETING AGENDA

Thursday, December 18th 2025 | 3:00 PM to 5:00 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                     |                       |
| • September 18, 2025 Board and Executive Committee Meeting Summaries |                       |
| • Committee Meeting Summaries and Reports for this Quarter           |                       |
| III. New Board members & Employees                                   | H. Patrick Clancy     |
| IV. Economic Update                                                  | Jessica Pierre- Louis |
| V. CEO Report                                                        | H. Patrick Clancy     |
| VI. Operations Report                                                | H. Patrick Clancy     |
| VII. Finance Report                                                  | Zachariah Hughes      |
| i. <b>ACTION:</b> Approval of the Financial Statements               |                       |
| VIII. Committee Updates                                              | Nikki Pumphrey        |
| i. Employer Engagement & Workforce Strategies Committee              |                       |
| ii. Youth Standing Committee                                         | Haniyyah Sharpe-Brown |

Public Comment

Closing Remarks

Adjournment

Next Meeting: Thursday, March 19, 2026

# CONSENT AGENDA ITEMS

## Overview

The following items are on the Philadelphia Works Consent Agenda for December 18, 2025.

- September 2025 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: September 2025 Board Meeting

The Board is being asked to approve the draft meeting summary from the September 18, 2025 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, September 18, 2024, | 10:00 AM - 12:00 PM

Vice Chair: Mr. Stephen Bradley

Hybrid meeting via Zoom and in office

### Welcome

The meeting was called to order at 10:06 A.M. by Mr. Steven Bradley, Vice-Chair, who welcomed board members to the hybrid board meeting hosted via Microsoft Teams and in the Philadelphia Works boardroom.

Housekeeping reminders included recording notice, virtual participation instructions, and public comment procedures.

### Approval of the Consent Agenda

MOTION: Mr. Bradley asked for a motion to approve the Consent Agenda,

The Consent Agenda consisted of the following: June 26, 2025 Board

Executive Committee Meeting Summaries, Committee Meeting Summaries, and Reports for the quarter.

- Motion: Mr. Ed Grose
- Second: Mr. Patrick Eiding
- Abstentions: None
- **ACTION:** Motion was approved unanimously.

### Welcome to New Employees

Mr. H. Patrick Clancy, President & CEO, announced the addition of new staff members across programs, operations, and youth services. Staff transitions into permanent roles were also noted as organizational priorities of a shift toward summer youth programming and employer engagement.

Dana Verde transitioned from Interim Executive Assistant to a permanent role. Javier Salazar joined as Program Monitor supporting key grants, and Stephanie Ramirez Zarate National Urban Fellow, Georgetown graduate student will support business engagement alignment between Philadelphia Works, Chamber of Commerce, and City.

### ATTENDANCE

#### MEMBERS:

William Bowie  
 Kimmell Proctor  
 Patrick Eiding  
 Marybeth Ferguson Williams  
 Michelle Armstrong  
 David Crossed  
 Bridgette Daniel  
 Edward Grose  
 Tonya Ladipo  
 Christina Wong  
 Haniyyah Sharpe-Brown  
 Steven Bradley  
 Antonio Burrell  
 Hassan Charles  
 Stephanie Gambone  
 Louis Rodriguez.

#### STAFF:

H. Patrick Clancy  
 John Daly  
 Patricia Blumenauer  
 Dawn Thomas  
 Jessica Pierre-Louis,  
 Zachariah Hughes  
 Gloria Oh  
 John Flanigan  
 Maria Morton  
 Joseph Kozlowski  
 Marcus Hall  
 Adrian Jezierski  
 Stephanie Ramirez Zarate  
 Fred Randall  
 Andre Francis  
 Linda Li  
 Alonzo Jones  
 Michael Joynes  
 Sheila Cordova  
 Karen McDaniels-Jolly  
 rFed Randell  
 Joshua Anker  
 Hebe Liu  
 Dana Verde

## Economic Overview:

Ms. Gloria Oh and Ms. Hebe Liu provided an economic and labor market update, highlighting current labor force data, unemployment trends, and MSA reporting changes at the federal level. Updates also included wage growth in priority sectors and projected demand for the workforce over the next quarter.

Key findings included labor force: approx. 790,000 , employment approx. 744,000 , and unemployment approx. 5.7% . Industry data now reflects MSA-level reporting due to federal changes. Strongest wage growth in Trade/Transportation/Utilities. Artificial Intelligence is expected to have the greatest impact on information and management roles.

The Board discussion focused on employer demand, staffing shortages, and implications for Philadelphia's business community.

## President & CEO Report

Mr. H. Patrick Clancy, President & CEO, shared organizational updates, including current funding streams, employer partnerships, and strategic alignment with the city and the Philadelphia Chamber of Commerce workforce priorities.

Topics included ongoing grant performance, training investments, and region-wide system coordination.

Hanwha Philly Shipyard plans a \$5B shipyard investment requiring approximately 2,000 plus employees, a majority of which would be trained welders. Philadelphia Works is currently working on submitting an \$8M federal grant to assist in funding for on-the-job training services OJT . The wage progression for an apprentice to becoming a skilled welder is \$24/hr. to \$44/hr. to \$51/hr. with overtime. There are various partners including Philadelphia Works, the Governor s office, the mayor s Office, PIDC, the Commerce Department and CCP.

## ATTENDANCE CON'T

### GUESTS:

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

## Youth Standing Committee

Ms. Haniyyah Sharpe-Brown reported committee activity on C2L-PHL:

- Over 14,000 youth applied in 3.5 weeks; approximately 7,000 slots filled. Largest participation to date. Heavy demand indicates the need for additional placement sites and funding.
- Provider Capacity & Quality Assurance will be reviewed by Foundations, Inc.
- A total of 37 summer providers participated in the intake process, site visits, and individualized provider support plans.

## Employer Engagement & Workforce Strategies Committee

Ms. Brigitte, Daniel-Corbin, and Ms. Nikki Pumphrey provided updates from the most recent committee meeting:

- The Employer Resource Kit and Journey Map launched. Employer of Choice Campaign announced. The committee encouraged employers to implement work-based learning experiences.
- The EARN Program Evaluation by Magnolia Impact was reviewed. Some results:
  - Early results show 42% of households under \$30K increased income within 12 months of program entry. Full findings pending.
  - Preliminary findings show positive wage progression and household income increases.
  - The full evaluation results will be released later in the year.
  - Employer feedback sessions are planned to inform the next-phase program design.

## Finance Report

Mr. Zachariah Hughes, Vice President Finance/Controller presented the FY2026 Budget for approval and the unaudited Financial Statement for the twelve months ending June 30, 2025.

Approval of the revised Philadelphia Works Fiscal Year 2026 Budget

**ACTION:** Mr. Bradley requested a motion to approve the revised Philadelphia Works Fiscal Year 2026 Budget.

- Motion: Ed Grose
- Second: David Crossed
- Abstentions: None
- Motion passed unanimously

Approval of the unaudited Financial Statement for the twelve months ending June 30, 2025.

**ACTION:** Mr. Bradley requested a motion to approve the unaudited Financial Statement for the twelve months ending June 30, 2025.

- Motion: Ed Grose
- Second: Hassan Charles
- Abstentions: None
- Motion passed unanimously

## Operations Report

Mr. Clancy provided operational updates, which included contract performance, customer service activity, and system modernization efforts. Updates were shared regarding provider technical assistance, compliance, and workforce center activity.

## Public Comment

No public comments were received.

## Closing Remarks and Adjournment

Mr. Bradley thanked board members and staff for their ongoing work and partnership.

**ACTION:** Mr. Bradley requested a motion to adjourn the meeting.

- Motion: Ed Grose
- Second: David Crossed
- Abstentions: None
- Motion passed unanimously

**ACTION:** The meeting adjourned at 11:48 P.M. Next

Meeting: Thursday, December 18, 2025

## EXECUTIVE COMMITTEE MEETING SUMMARY

Wednesday, September 10 | 3:00-4:00 PM

Chair: Mr. Daniel Fitzpatrick

Virtual meeting via Microsoft Teams

### Welcome

The meeting was called to order at 3:00 PM by Mr. Daniel Fitzpatrick, Chair, who welcomed committee members. A quorum was established.

A motion was called to approve the Meeting Summary for the December 11, 2024, Executive Committee Meeting:

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

### CEO Report

Mr. H. Patrick Clancy discussed Funding Updates

Next Step Success Pilot:

Mr. Clancy detailed that Nine foundations committed \$1.9 million to support stipends and training-related expenses not covered by federal funds. Funds received include: Bank of America \$100,000, Comcast \$500,000 , and the Connelly Foundation \$150,000 . Additional commitments remain pending from PEW, Philadelphia Foundation, William Penn Foundation, Scattergood Foundation, M&T Bank, and the Neubauer Family Foundation.

U.S. Department of Labor Employment & Training Grant Manufacturing:

Mr. Clancy explained that an \$8 million grant proposal was submitted in partnership with the Pennsylvania Department of Labor & Industry, the Department of Community & Economic Development, and the Governor's Office. The grant would support on-the-job training for approximately 1,000 workers, including new hires at Hanwha and Rhoades.

#### ATTENDANCE:

##### MEMBERS:

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

##### STAFF:

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

#### Hanwha Partnership – Supplemental Investments:

Philadelphia Works is investing an additional \$200,000 for on-the-job training using WIOA funds, enhancing Career & Technical Education curricula in city and regional high schools, and expanding Community College of Philadelphia welding programs.

#### Training Investments

Good Jobs Challenge Grant: \$2 million supporting 364 training slots in CDL, HVAC, pre-apprenticeship, and industrial maintenance mechanic pathways, and the WIOA Vocational Skills Training: \$2.6 million supporting 400 training slots in CDL, HVAC, medical coding & billing, network technician, and carpentry programs.

## Finance Report

Mr. Zachariah Hughes discussed the FY25 budget realignment and revised financials were reviewed. Adjustments were made across salary, professional services, sub-recipient services, and temporary help categories, while maintaining a balanced budget.

#### Balance Sheet Highlights:

Total assets range between \$33.35 million, liabilities between \$32.34 million, resulting in a net position of \$1.1 million. This reflects a strong and stable financial position.

#### Budget to Actual:

No significant budget variances were reported. The revised FY25 budget was finalized as of June 30, 2025, with continued alignment reflected in the July 2025 financial review.

## Public Comment

No public comments .

## Adjournment

The meeting was adjourned following closing remarks.

## Executive Session

An executive session was held to discuss human resources matters.

## Next Meeting

The next Executive Committee Meeting is scheduled for December 10, 2025

## EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES MEETING SUMMARY

Tuesday, November 18, 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, November 20, 2025 | 3:00 PM – 4:00 PM  
Virtual meeting via Microsoft Teams

### Welcome

The meeting was called to order by Stephanie Kosta at approximately 3:04 PM. She welcomed committee members and reviewed the meeting agenda.

### Youth Labor Market Data Snapshot

Ms. Gloria Oh, Manager of Research & Analysis representing the Philadelphia Works Research Team: Jeremiah Hardy, and others, discussed the Philadelphia Works Research and Data team shared with committee members labor market and program outcomes data.

### Youth Charter Discussion Deferred

Due to time constraints, the committee agreed to postpone the Youth Standing Committee Charter review to the next scheduled meeting in 2026.

### Next Steps & Reminders

The next Full Board Meeting is scheduled for December 18. Members are encouraged to attend in person. Committee members may continue adding comments to the Menti poll for another week. 2026 meeting dates are forthcoming. .

### Adjournment

The meeting adjourned at approximately 4:00 PM. Committee members exchanged Thanksgiving greetings and expressed appreciation for the collaboration and progress of 2025.

### 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 that 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 Item:**  
**Approval for the Unaudited Financial Statements**  
**Four Months Ended, October 31, 2025**

**Action**

Approval is required for the unaudited financial statements for the four month period ending October 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 four months ended October 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 four months ended October 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 FOUR MONTHS ENDED  
October 31, 2025*

*UNAUDITED FINANCIAL STATEMENTS*

**PHILADELPHIA WORKS, INC.**  
 Statements of Financial Position  
 As of October 31, 2025

	<b>10/31/2025</b>	<b>10/31/2024</b>
<b>ASSETS</b>	<b>Unaudited</b>	<b>Unaudited</b>
<i>Current Assets:</i>		
Cash	3,618,563	3,971,198
Accounts receivable - grants and contracts	28,549,251	18,945,917
Other current assets	1,315,495	1,142,118
Total current assets	33,483,308	24,059,233
<i>Property and Equipment:</i>		
Furniture and equipment	782,957	358,486
Computer equipment	468,893	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	19,765,864	19,765,864
	23,791,649	23,324,092
Less: accumulated depreciation	(12,499,056)	(9,285,991)
Net property and equipment	11,292,593	14,038,101
Other Assets- Security & Other deposits	467,195	456,931
<b>Total assets</b>	<b>45,243,096</b>	<b>38,554,266</b>
 <b>LIABILITIES AND NET ASSETS</b>		
<i>Current Liabilities:</i>		
Due to subrecipients	21,960,099	16,809,466
Accounts payable and accrued expenses	114,927	142,839
Advances	3,814,464	-
Due to Commonwealth of Pennsylvania	2,169,066	2,169,066
Other current liabilities	5,116,359	4,586,845
Total current liabilities	33,174,914	23,708,216
Due to State- Deposits	467,195	456,931
Lease Allowance	79,063	237,085
Lease Assets	10,510,451	13,735,235
Total liabilities	44,231,623	38,137,467
<i>Net Assets:</i>		
Unrestricted Net Assets	139,731	183,667
Equity value of government funds	871,743	233,132
Total net assets	1,011,473	416,799
<b>Total liabilities and net assets</b>	<b>45,243,096</b>	<b>38,554,266</b>

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

	October 31, 2025		
	Training Program Services	Management and General	Total
<b>Support and Revenue</b>			
TANF (Cost Reim/Youth)	14,341,750	1,622,081	15,963,830
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	4,497,274	473,237	4,970,511
Other	3,547,312	5,515	3,552,827
Total support and revenue	<u>22,386,335</u>	<u>2,100,833</u>	<u>24,487,168</u>
<b>Expenses</b>			
Salaries	961,270	1,369,319	2,330,589
Fringe benefits	319,675	422,966	742,641
Total salaries and fringe benefits	1,280,945	1,792,285	3,073,230
Subrecipient services	20,516,375	-	20,516,375
Co-Location & Integration			-
Professional and consulting services	82,526	66,216	148,742
Facilities costs	230,886	141,526	372,412
Depreciation	45,805	-	45,805
Data Systems & Tools	33,062	-	33,062
Information Technology	150,901	47,473	198,374
Meetings, conferences, and travel	16,605	16,562	33,167
Temporary Help	-	17,140	17,140
Employee Development	359	2,260	2,619
Office Expense	48,762	52,372	101,134
Total expenses	<u>22,406,226</u>	<u>2,135,834</u>	<u>24,542,060</u>
Changes in net assets	(19,891)	(35,000)	(54,892)
**Net assets, beginning of period	<u>891,634</u>	<u>174,731</u>	<u>1,066,365</u>
<b>Net assets, end of period</b>	<u><u>871,743</u></u>	<u><u>139,731</u></u>	<u><u>1,011,473</u></u>

\*\*Net assets were updated to agree to PWI's unaudited financial statements for the period that ended June 30, 2025

**PHILADELPHIA WORKS, INC.**  
 Projected Costs vs. Actual Expenses - Admin & Program Combined  
 As of October 31, 2025

	FY26 Approved Budget Combined	YTD Actual Expenses 10/31/2025	Remaining Budget Available 10/31/2025	% of Remaining
<b>Expenses</b>				
Salaries	7,756,662	2,330,589	5,426,073	70%
Fringe benefits	2,326,999	742,641	1,584,358	68%
<b>Total Salaries and Fringe Benefits</b>	10,083,661	3,073,230	7,010,431	70%
Subrecipient services	69,501,362	20,516,375	48,984,987	70%
Professional and consulting services	752,408	148,742	603,666	80%
Facility costs	1,119,023	372,412	746,611	67%
Depreciation	-	45,805	(45,805)	0%
Data Systems & Tools	330,000	33,062	296,938	90%
Information Technology	820,000	198,374	621,626	76%
Meetings, conferences, and travel	160,000	33,167	126,833	79%
Temporary help	100,000	17,140	82,860	83%
Employee development	30,000	2,619	27,381	91%
Office expense	355,000	101,134	253,866	72%
<b>Total Operating Costs</b>	73,167,793	21,468,830	51,698,963	71%
<b>Total Personnel and Operating Costs</b>	83,251,454	24,542,060	58,709,394	71%

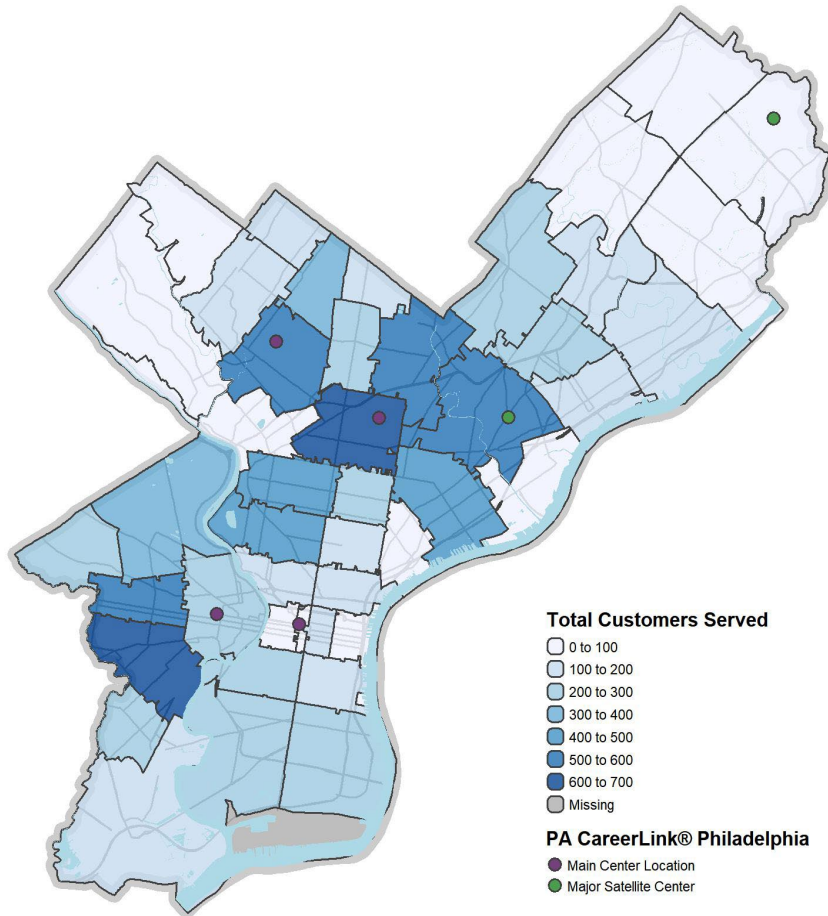


SERVICE +  
PERFORMANCE METRICS

# Service and Performance Snapshot

## Q1 Program Year 2025

Customers Served by Zip Code of Residence  
July 2025 through September 2025



# 10,821

**Unique Customers Served**  
July 2025 through September 2025

In the most recent quarter, the PA CareerLink® Philadelphia system supported services for **10,821** individuals across programs.

*Since customers may receive services through multiple programs, this number reflects a count of unique customers rather than a sum of customers by service or by program.*

# 40,977

**New Career-Seeker Services Delivered**  
July 2025 through September 2025\*

In the most recent quarter, **40,977** individual services were started. Most common services included job-search assistance and career counseling.

*\*Excludes TANF YDP due to unavailability of service data as 12/4/25*

### Service Summary by Program

Customers Served by Program, July 2025 through September 2025

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	6,983	31,791	6,983	31,791
EARN TANF	988	2,735	988	2,735
WIOA Adult and Dislocated Worker	1,295	4,716	1,295	4,716
WIOA Youth	196	1,116	196	1,116
TANF Youth*	2,397	2,397	2,397	2,397
EARN SNAP	171	535	171	535
Other Programs	58	154	58	154

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

# WIOA Title I – Adult and Dislocated Worker Services

## Q1 Program Year 2025

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: July through September 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1,067	2,648	-16.9%	23.9%
Job Search / Prep Training	756	2,281	-2.3%	27.4%
Essential Case Management	440	1,768	-8.5%	35.7%
Supportive Services	125	375	-8.1%	-28.6%
Training and Education	50	371	-60.9%	-9.1%
Work Experience	21	45	425%	-63.7%
Other Services	12	25	-25%	-13.8%

### Customer Outcomes: July through September 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
<b>Total Exits</b>	420	420	-38.1%	-38.1%
Exits to Military or Employment	137	137	-19.9%	-12.2%
Exits with No Outcomes	274	274	-44.5%	-47.2%
Education or Training Completed	9	9	-35.7%	200%
<b>Placements</b>	160	160	-14%	-19.6%

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

### State and Federal Performance Measures: July through September 2025

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
<b>Adult</b>	<b>Average Program Score: 95.3%</b>			
	Employment 2 <sup>nd</sup> Quarter After Exit	68.0%	68.9%	101.3%
	Employment 4 <sup>th</sup> Quarter After Exit	65.0%	70.0%	107.7%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,550	\$7,750	102.9%
	Credential Attainment Rate	52.0%	28.8%	55.4%
	Measurable Skill Gain	50.0%	54.6%	109.2%
<b>Dislocated Worker</b>	<b>Average Program Score: 94.0%</b>			
	Employment 2 <sup>nd</sup> Quarter After Exit	73.5%	65.9%	89.7%
	Employment 4 <sup>th</sup> Quarter After Exit	70.0%	75.0%	107.1%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$9,000	\$9,925	110.3%
	Credential Attainment Rate	54.0%	68.2%	126.3%
	Measurable Skill Gain	51.0%	18.8%	36.9%

# WIOA Title I – Youth Services

## Q1 Program Year 2025

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: July through September 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	153	347	15%	-8.4%
Training and Education	103	251	10.8%	-28.1%
Supportive Services	101	186	359.1%	-35.2%
Essential Case Management	142	230	446.2%	-35.8%
Work Experience	7	112	-46.2%	-42%
Other Services	10	52	400%	188.9%
Job Search / Prep Training	2	13	-66.7%	18.2%

### Customer Outcomes: July through September 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
<b>Total Exits</b>	27	27	-74%	-69.3%
Education or Training Completed	19	19	-74.3%	-44.1%
Exits to Military or Employment	0	0	-100%	-100%
Exits to Education	0	0	-100%	-100%
Exits with No Outcomes	8	8	-68%	-82.6%
<b>Placements</b>	38	38	-32.1%	-55.8%

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.

### State and Federal Performance Measures: July through September 2025

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
<b>Average Program Score: 101.7%</b>			
Employment/Education 2 <sup>nd</sup> Quarter After Exit	70.0%	70.9%	101.3%
Employment/Education 4 <sup>th</sup> Quarter After Exit	69.0%	72.0%	104.3%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,000	\$4,698	117.5%
Credential Attainment Rate	65.0%	70.9%	109.1%
Measurable Skill Gain	52.0%	39.7%	76.3%

## WIOA Title III – Labor Exchange

### Q1 Program Year 2025

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: July through September 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	5,247	15,032	7%	75.8%
Essential Case Management	4,579	13,504	13.1%	72.5%
Career Development and Counseling	1,543	5,106	11.3%	45.6%
Training and Education	0	0	0%	-100%
Work Experience or Employment	3	17	-50%	54.5%
Other Services	1,129	3,194	134.7%	107.4%

## WIOA State Performance Measures: Average Indicator Scores

### Q1 Program Year 2025

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: July through September 2025

Measure	Average Indicator Score
Employment/Education 2 <sup>nd</sup> Quarter After Exit	97.4%
Employment/Education 4 <sup>th</sup> Quarter After Exit	106.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	110.2%
Credential Attainment Rate	96.9%
Measurable Skill Gain	74.1%

# EARN TANF and SNAP Services

## Q1 Program Year 2025

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: July through September 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
<b>Referrals</b>				
TANF	1158	1158	3.5%	-14.7%
SNAP	343	343	44.1%	145%
<b>Enrollments</b>				
TANF	579	579	7.4%	-8.2%
SNAP	128	128	21.9%	88.2%

### Customers Receiving Services: July through September 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	838	838	9.1%	3.8%
Job Search / Prep Training	549	549	-0.4%	23.6%
Work Experience or Employment	193	193	-4.9%	-12.3%
Education or Job Training	90	90	-21.1%	-11.8%
Community Service	7	7	133.3%	600%
Other Services	790	790	12.4%	7%

### Customer Outcomes: July through September 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	635	635	-13%	0.6%
Placements into Employment	213	213	-5.3%	-14.5%

*Outcome data only includes outcomes entered into CWDS, the state data entry system, by service providers.*

# TANF Youth Development Services

## Q1 Program Year 2025

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: July through September 2025

Number of Participants	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total	2397	2766	N/A <sup>+</sup>	N/A <sup>+</sup>

*\*Service category data unavailable in CWDS as of 12/4/2025*

*<sup>+</sup>Due to change in categorization and data systems, comparative data is unavailable*



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