



BOARD MEETING BRIEFING BOOK

Thursday, March 19, 2026

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 19, 2026 | 10:00 AM-12:00 PM

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BOARD MEETING AGENDA

Thursday, March 19, 2026 | 10:00 AM to 12:00 PM

[Hybrid Board Meeting via Teams](#)

Presiding: Daniel K. Fitzpatrick, Chair

Welcome, Reports, & Presentations

Daniel K. Fitzpatrick, Chairman

I. Welcome

II. Opening Remarks

i. **ACTION:** Approval of the Consent Agenda

- December 2025 Board and Executive Committee Meeting Summaries
- Committee Meeting Summaries and Reports for this Quarter

III. New Employees IV.

H. Patrick Clancy, President & CEO

AI Presentation

Adam Scavette
Federal Reserve Bank of Philadelphia

V. AI Overview

Bill Stratham, EVP Comcast

VI. AI Overview Pt.2

Accenture Staff

VII CEO Report

H. Patrick Clancy, President & CEO

VIII. Operations Report

Billie Barnes, COO

IX. Finance Report

Zachariah Hughes, VP Finance/
Comptroller

i. **ACTION:** Approval of the Financial Statements

X. Committee Updates

Brigitte Daniels, Co-Chair

i. Employer Engagement & Workforce Strategies Committee Committee Update

Stephanie Kosta, Co-Chair

i. Youth Standing Committee Committee Update

Public Comment

Daniel K. Fitzpatrick, Chairman

Closing Remarks and Adjournment

Next Meeting: Thursday, June 25, 2026

CONSENT AGENDA ITEMS

Overview

The following items are on the Philadelphia Works Consent Agenda for March 19, 2026.

- December 2025 Board and Executive Committee Meeting Summaries
- Committee Meeting Summaries and Reports for this Quarter.

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 2025 Board Meeting

The Board is being asked to approve the draft meeting summary from the December 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, December 18, 2025 | 3:00 P.M. – 5:00 P.M.

Philadelphia Works Inc. Board Room

1617 J.F.K. Boulevard, 13th Floor

Philadelphia, PA 19103

Chair: Mr. Daniel K. Fitzpatrick

Attendance

Members:

Daniel Fitzpatrick, Steven Bradley, Anuj Gupta, Haniyyah Sharpe-Brown, Hassan Charles, Thomas Shoemaker, Mike Giantamasso, Dr. Alicia Marshall, Michelle Armstrong, William Bowie, David Crossed, Patrick Eding, Marybeth Ferguson-Williams, Edward Grose, Stephanie Kosta, Tonya Lapido, Kimmel Proctor, Louis Rodriguez, Shari Brightful, Bridgette Daniel, Stephanie Gambone.

Staff:

H. Patrick Clancy, Billy Barnes, Marcus Hall, Jessica Pierre-Louis, Sheila Cordova, John Daly, Tyrone Hampton, Giselle Burnside, Zachariah Hughes, Maria Mortan, Dana Verde, Dawn Thomas, Rebecca Ambrose, Ari Koelle-Pittel, Joe Kozlowski

Guests:

Stephanie Lutz, Nevena Bosnic, Sarah DeGault, Nikki Pumhey, Crystal Houser, Patricia Blumenauer

Welcome and Opening Remarks

Mr. Daniel Fitzpatrick called the meeting to order at 3:05 P.M. and welcomed board members, staff, and partners to the hybrid quarterly board meeting. Mr. Fitzpatrick reflected on Philadelphia Works' progress throughout 2025, noting the organization's growing impact on workforce development and regional economic strategy. He emphasized that the agenda reflected both accomplishments from the past year and the scale of work ahead in 2026.

Approval of the Consent Agenda

ACTION: Mr. Fitzpatrick requested approval of the Consent Agenda, which included the September 25, 2025, Board and Executive Committee Meeting Summaries.

- Motion: Pat Eiding
- Second: Steven Bradley
- Motion approved unanimously

New Board Members

Mr. Fitzpatrick welcomed four new members to the Board and invited them to introduce themselves. New members included:

- Mr. Mike Giantamasso, Hanwha Philly Shipyard
- Dr. Alicia Marshall, President of the Community College of Philadelphia
- Ms. Karnisha Kawashi, PECO
- Mr. Thomas Shoemaker, Cristo Rey Philadelphia High School

Each new member shared their professional background and expressed enthusiasm for contributing to Philadelphia Works' mission, particularly in the areas of employer engagement, education, and workforce pipeline development.

Executive Leadership Update

Mr. H. Patrick Clancy, President and CEO, formally introduced Ms. Billie Barnes as the new Chief Operating Officer (COO) of Philadelphia Works. Ms. Barnes shared that he previously spent 18 years with the organization and recently served in a leadership role in Bucks County. She expressed excitement about returning to Philadelphia Works and reaffirmed her commitment to strengthening regional workforce collaboration.

State Workforce and Economic Development Update

Ms. Patricia Blumenauer, Deputy Secretary for Workforce Development at the Pennsylvania Department of Labor & Industry, provided a statewide update on workforce priorities. She discussed the Commonwealth's efforts to more closely align workforce strategies with economic development initiatives through cross-agency collaboration.

Ms. Blumenauer highlighted the Governor’s focus on priority industry sectors, including manufacturing, energy, life sciences, robotics, technology, and agriculture. She also discussed efforts to remove unnecessary college degree requirements and noted that additional workforce funding opportunities, particularly in apprenticeships, are anticipated.

Ms. Crystal Hauser, Director of the Bureau of Workforce Partnership and Operations, was introduced as a key partner supporting this work across the Commonwealth.

Economic Overview

Ms. Jessica Pierre-Louis presented an overview of current economic and labor market conditions. She reported that Philadelphia’s unemployment rate had risen to approximately 6.0 percent, marking the highest level in four years. Ms. Pierre-Louis reviewed labor force participation data and noted continued hiring demand in healthcare, energy, infrastructure, and advanced manufacturing.

She also discussed persistent skills gaps and challenges related to applicant quality, as well as modest wage growth averaging approximately two percent year-over-year. Board members engaged in discussion regarding sector-specific hiring trends, automation, and the growing influence of artificial intelligence on both white- and blue-collar occupations.

CEO and Operations Report

Mr. Clancy provided an update on organizational performance, funding, and strategic initiatives. He reviewed recently secured grants, including funding from the Comcast Foundation, JPMorgan Chase, and the Pennsylvania Department of Labor & Industry, as well as pending applications such as the Tech Hub workforce proposal in partnership with Ben Franklin Technology Partners.

Mr. Clancy also discussed efforts to strengthen industry partnerships in advanced manufacturing and hospitality and emphasized Philadelphia Works’ increasing focus on regional coordination. He announced plans to relocate the West Philadelphia PA CareerLink from 3901 Market Street to two smaller sites, a move expected to improve access while reducing annual rent expenses by approximately \$150,000.

SNAP Work Requirements Update

Mr. Marcus Hall, Director Workforce Operations and staff provided an overview of recent changes to SNAP work requirements under HR1 and the potential implications

for Philadelphia residents. Staff reported that approximately 69,000 residents could be impacted by changes that reduce exemptions and impose stricter compliance requirements.

The presentation highlighted concerns related to implementation, public confusion, and the broader economic impact of reduced SNAP benefits—estimated at approximately \$8 million per month in lost spending. Staff outlined Philadelphia Works’ ongoing efforts to support affected individuals through PA CareerLink centers and coordination with state partners.

WIOA Service Delivery Modernization

Representatives from Deloitte Consulting presented findings from a comprehensive assessment of WIOA service delivery across Philadelphia’s PA CareerLink Centers. The team described their engagement process, which included extensive interviews, site visits, and benchmarking against national best practices.

Deloitte outlined a three-phase modernization framework—Stabilize, Enhance, and Optimize—designed to improve intake processes, clarify staff roles, expand digital tools, and eventually integrate AI-enabled services. Philadelphia Works leadership noted that implementation planning will begin in early 2026.

Next Steps Success Pilot

Mr. Tyrone Hampton, Director Workforce Partnerships provided an update on the Next Steps Success Pilot, a philanthropic initiative designed to provide flexible stipends and supportive services to individuals participating in workforce training programs. He explained that approximately \$1.9 million has been secured to serve an estimated 200 participants.

Mr. Hampton emphasized that the pilot aims to improve training retention and completion and will be independently evaluated by Social Policy Research & Associates. He noted that lessons learned from the pilot will support future fundraising efforts and inform policy advocacy related to benefit cliffs and workforce investment.

Fair Chance Hiring Initiative

Mr. Hampton provided an update on the Fair Chance Hiring Initiative, noting that the series was launched in 2023 with funding from the JPMorgan Chase Foundation in the amount of approximately \$450,000. He explained that the initiative is a collaborative effort between Philadelphia Works, the Chamber of Commerce, NRWC, and Envoy, and

is designed to support employers in adopting fair chance hiring practices through organizational assessments, HR policy reviews, peer learning, and employer collaboration.

Mr. Hampton highlighted that participating employers from the initial cohort included PGW, Westlake Plastics, and Rubber Display & Packaging, among others. He acknowledged strong employer engagement and recognized PGW as a key employer champion in advancing the initiative.

He further reported that, due to positive outcomes, JPMorgan Chase awarded an additional \$100,000 to extend the initiative through November 30, 2026. The next cohort is expected to include between five and eight employer partners and is anticipated to launch in early 2026. Mr. Hughes also shared that Philadelphia Works secured nearly \$500,000 in additional funding through a partner organization to support employers over the next three years, positioning the initiative for continued growth and sustainability.

Adult Education & Workforce Connectivity

Ms. Rebecca Ambrose, Director of Training and Apprenticeship, provided an update on the Adult Education & Workforce Connectivity initiative funded by the William Penn Foundation, delivered in partnership with the City of Philadelphia and Philadelphia Works. She explained that the initiative is designed to better serve adult learners and individuals facing barriers to employment by more intentionally connecting adult education programs with workforce and training opportunities.

Ms. Ambrose reported that the project focuses on testing and refining models that integrate adult basic education with occupational training, while embedding PA CareerLink® Philadelphia services along the pathway. She noted that the goals include expanding access to high-quality training, strengthening wraparound supports, and improving coordination between adult education providers and workforce partners so that participants can more easily move from classroom learning to industry-recognized credentials and jobs.

As an example, Ms. Ambrose highlighted a Certified Nursing Assistant (CNA) program operated in partnership with the West Philadelphia Skills Initiative and the Community College of Philadelphia. She stated that two cohorts were supported through the grant in 2024 and that the program drew strong interest from adult education learners seeking to enter healthcare careers. Participants received not only occupational skills training but also barrier-reduction supports, including access to technology, exam preparation, and other individualized services intended to improve completion and

employment outcomes. Ms. Ambrose concluded by noting that lessons learned from this initiative will be used to inform broader system changes across adult education and workforce programs, with the goal of creating clearer, more navigable pathways for adult learners into family-sustaining employment.

Youth Standing Committee

Ms. Stephanie Kosta, Co-chair, reported on behalf of the Youth Standing Committee, summarized recent committee discussions and program outcomes. She reported that the committee reviewed youth labor market data, including unemployment trends and participation among priority youth populations.

Ms. Kosta noted that between July and November 2025, WIOA youth programs served 159 participants, resulting in 17 job placements and 42 credentials earned, primarily in healthcare, education, and food service sectors.

She further explained that the committee engaged in a robust discussion regarding the establishment of a Youth Advisory Council. Topics included the purpose and scope of the council, recruitment strategies, onboarding processes, and mechanisms for incorporating youth feedback into workforce programming. A key concern raised was the need to reduce barriers to youth participation, such as scheduling constraints, compensation, and access, to ensure meaningful and sustained engagement.

Employer Engagement & Workforce Services Committee

Ms. Nikki Pumphrey, Co-Chair of the Employer Engagement and Workforce Services Committee, provided an update on the committee's recent work. She reported that the committee reviewed current labor market conditions and discussed two industry partnerships scheduled for renewal: Advanced Manufacturing and Hospitality and Entertainment.

Ms. Pumphrey noted that the Chamber of Commerce will continue to play a central role in supporting the Hospitality and Entertainment partnership. The committee also discussed the work of SEPMA and how employer engagement strategies may evolve to better align with Philadelphia Works' regional workforce priorities.

She stated that a significant portion of the committee's discussion focused on reimagining employer engagement, including clarifying the committee's decision-making role, identifying opportunities to deepen employer participation, and encouraging committee members to actively recruit peer employers. The committee

plans to return with recommendations on how to further integrate employer input into workforce initiatives

Finance Summary

Mr. Zachariah Hughes, Vice President Finance/Controller presented the finance report and thanked Commonwealth partners and providers for their patience during the recent state budget impasse. He confirmed that the impasse has been resolved and that Philadelphia Works has resumed normal cash flow operations.

Mr. Hughes reported that, as of the reporting period, Philadelphia Works held approximately \$45.2 million in total assets and \$44.2 million in total liabilities, resulting in a net position of approximately \$1 million. He stated that the organization has expended approximately 29–30% of its budget to date, with roughly 70–71% remaining, placing expenditures slightly ahead of schedule.

He noted that no material budget variances were identified and that detailed financial statements were included in the board packet. Upon motion and second, the board unanimously approved the financial statements as presented.

Mr. Fitzpatrick requested a motion to approve the finance documents as presented:

- Motion: Pat Eiding
- Second: Stephanie Kosta
- Motion approved unanimously

Closing Remarks and Adjournment

Mr. Fitzpatrick requested is there were any public comments. No public comments were received. Mr. Fitzpatrick thanked board members, staff, and partners for their continued leadership and engagement.

Mr. Fitzpatrick requested a motion to adjourn the meeting:

- Motion: Pat Eiding
- Second: Stephanie Kosta
- Motion passed unanimously

The meeting adjourned at 4:55 PM

Next Meeting: Thursday, March 19, 2026

EXECUTIVE COMMITTEE MEETING SUMMARY

December 10, 2025 | 3:00–4:00 PM | Virtual Meeting
Philadelphia Works Inc.
1617 J.F.K. Boulevard, 13th Floor
Philadelphia, PA 19103
Chair: Mr. Daniel K. Fitzpatrick

Attendance

Members: Daniel K. Fitzpatrick, Steven Bradley, William Bowie, Pat Eiding

Staff: H. Patrick Clancy, Billie Barnes, John Daly, Michael Joynes, Zachariah Hughes, Maria Morton.

Call to Order and Approval of Minutes

Mr. Fitzpatrick called the meeting to order at 3:02 P.M. The Committee reviewed the minutes from the June 18, 2025 Executive Committee meeting. It was noted that no quorum had been present at the September 10, 2025 meeting; therefore, the June minutes were the most recent eligible for approval. Mr. Fitzpatrick asked for a motion to approve the minutes from the June 18, 2025 Executive Committee meeting:

- Motion: Steven Bradley
- Second: Pat Eiding
- Motion approved unanimously

CEO Report

Patrick Clancy, President and CEO, presented an organizational update highlighting recent funding achievements, operational activities, and upcoming priorities.

Mr. Clancy reported that Philadelphia Works had secured \$1,073,000 in new grant awards since the prior meeting. These included \$250,000 from the Comcast Foundation to support the C2L youth program; \$398,000 from the Pennsylvania Department of Labor and Industry for the Delaware Valley Apprenticeship initiative; \$325,000 from the same department for TANF Youth programming; and \$100,000 from JPMorgan Chase to support the Fair Chance Hiring Series with employers.

In addition to awarding grants, Mr. Clancy outlined several funding opportunities currently under development. These include a submission to the U.S. Department of Commerce Economic

Development Administration as part of a regional Tech Hub initiative led by Ben Franklin Partners, which would provide up to \$17 million for workforce development. Additional grant submissions are underway with the Pennsylvania Department of Labor and Industry for Industry Partnership Grants in advanced manufacturing and hospitality and entertainment, as well as a \$150,000 request to the Culpepper Foundation for welding training.

Operational updates included the planned relocation of the West Philadelphia CareerLink office. The office is scheduled to move in April 2026 from 5500 Chestnut Street to a new location at 7821 Bartram Avenue. Mr. Clancy also noted that training programs across multiple sectors are actively recruiting participants for January class cohorts.

Further operational activity includes ongoing support for Hanwha and Rhoads at the Philadelphia Shipyard through on-the-job training and strengthened connections to Career and Technical Education (CTE) programs. The organization is also preparing for a comprehensive monitoring review by the U.S. Department of Labor, anticipated in February 2026.

Finance Report

Zachariah Hughes presented a review of the organization's financial position and budget performance.

The balance sheet reflects a strong and stable financial position, with total assets of approximately \$45.2 million and total liabilities of approximately \$1.0 million, resulting in a net position of \$44.2 million. Assets exceed liabilities by approximately \$1.1 million, indicating the organization is well-positioned to meet its short-term obligations and maintain operational stability.

Mr. Hughes further reported on budget-to-actual performance for the four months ending October 31, 2025. There were no significant budget variances to report during this period. Budget utilization stood at approximately 71 percent, reflecting effective financial management and alignment with planned expenditures.

Public Comment

No public comments were presented.

Adjournment and Executive Session

Mr. Fitzpatrick asked for a motion to adjourn the public part of the meeting with an executive session to follow.

- Motion: Steven Bradley
- Second: Pat Eiding
- Motion approved unanimously

Following the conclusion of the public agenda, the Committee adjourned the meeting at 3:45 pm.

The next Executive Committee meeting is scheduled for **March 11, 2026**.

Welcome & Introductions

The meeting was called to order by Stephanie Kosta at approximately 3:02 PM. She welcomed committee members and reviewed the meeting agenda, which included:

- Welcome & introductions
- Youth workforce data snapshot
- JEVS intermediary updates
- Foundations capacity building updates
- Updates to the committee charter
- Recap & next steps

She also summarized highlights from the previous meeting, including updates on Philadelphia youth labor force data, the Youth Advisory Council Initiative, C2L-PHL intermediary services updates, and the deferred youth charter discussion.

The committee approved the prior meeting minutes, with a motion by Marcus Hall and a second by Sarah Hollister. The motion carried unanimously.

ATTENDANCE

MEMBERS:

Stephanie Kosta
Michelle Armstrong
Sarah Hollister
Shanika Peck
Daniel Fitzpatrick
Stephanie Gambone
Kimberly McCaffrey

REGRETS:

Haniyyah Sharpe-Brown
Nicole Fuller
Deborah Buhles
Patrick Eiding

STAFF:

Billie Barnes
Marcus Hall
Jermiron Hardy
Jessica Pierre-Louis
Ari Koelle-Pittel

Youth Labor Market Data Snapshot — Philadelphia Works

Jessica Pierre-Louis, Director of Research & Data at Philadelphia Works, and Jermiron Hardy, Performance Analyst, shared labor market and program outcomes data with the committee.

Jermiron shared the number of active WIOA Youth participants, the median wage, number of reported jobs and certificates obtained, and the breakdown of how many employers were reported in several major sectors. He shared the number of applicants, the number of placements, and the resultant placement rate.

Jermiron also shared the demographics of WIOA youth participants and the TANF fall and spring cohorts, including ages, gender breakdown, race/ethnicity breakdown, TANF participants with ADA accommodations, and average highest education level among WIOA participants. Stephanie Kosta requested to know how the ADA accommodation participant level compares to the general population. Jessica and Michelle discussed that this data could be confirmed and shared after the meeting. Marcus also recommended breaking out the disability data into more specific groups (e.g. physical disabilities, learning disabilities) for future presentations.

Jermiron shared the top-placed schools and their application and placement rates, as well as the breakdown of applications and placements by zip code. Stephanie Kosta was interested in the reasoning

behind the placement rates; Michelle suggested that CTE programming may account for higher numbers in West Philadelphia. Marcus raised that, if the majority of youth are being recruited from a small set of schools for these closed programs, this may create inequity across the system. Jermiron explained that some schools may have higher numbers of applicants than shown because of the way schools are named in the applications (e.g. a school may be listed as Northeast High School or Northeast HS). Michelle asked how the closed nature of the program impacts its accessibility to a broad range of students; Marcus explained that there is no current comparison of application rates for closed and open programs, but that this question can be explored in the future.

Finally, Jermiron shared the top five placement providers: the School District of Philadelphia, Philadelphia Parks & Rec, the Free Library, the Niche Clinic, and Educators 4 Education.

JEVS Intermediary Updates

Kimberly McCaffrey shared updates on the fiscal and contracting management of the C2L-PHL program, outlining the number of enrolled youth in fall 2025 and spring 2026, the number of placement sites, and the number of providers. Several placement sites did not continue on from fall to spring; Kimberly described several anecdotal reasons but stated there is no formal data regarding placement sites' discontinuation within the program.

Michelle Armstrong described how the advocacy of West Philadelphia High School's principal contributes to the student body participation from that school. Stephanie Kosta and Kimberly McCaffrey discussed how elected officials also support the program.

Kimberly shared that JEVS has released a request for proposals for new providers due to last year's high volume of applicants compared to the number of positions available. So far, 24 provider applications have been received and 21 of them were accepted. A recommendation for funding will be submitted to Philadelphia Works, the city, and the district.

Stephanie Gambone requested to know about fundraising for the new providers. Kimberly and Marcus shared that there are several pending funding applications, and that they are continuing to look for new opportunities for funding. Kimberly announced that C2L was named in the mayoral speech at a Chamber luncheon while tabling at the event. Patrick asked whether there was any subsequent outreach; Kimberly and Marcus shared that C2L received around 15 inquiries for partnership from employers.

Kimberly shared that an application should be open on the portal from mid-March until the end of April. JEVS predicts at least 20,000 applicants.

Foundations, Inc. Updates

Shanika Peck described the capacity-building cycle which employers experienced in summer and fall. 21 capacity building site visits were conducted; 16 year-round providers were visited. Program observations, interviews, and document reviews were conducted. Shanika broke down youth experiences into three buckets: professional development & skill building, work-based learning & career exposure, and technical skills development. Shanika listed areas of high and low (or emerging) adherence across the programs, identifying next steps such as implementing structured mentorships, strengthening role clarity and feedback for participants, and improving provider communications with placement sites. New modules and a new sample program binder have been added to the program, quality standards will be reviewed, and a Work-Based Learning Institute will take place at the University of Pennsylvania on May 7th. Stephanie Gambone expressed interest in exhibiting at the Institute.

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 May 2026. Marcus suggested sharing a Padlet for feedback until the end of the month so the responses can be discussed at the next meeting. The link to the Padlet is:

<https://padlet.com/mhall375/youth-standing-committee-feb-2026-v12500iri5elkv3a>

Please review and submit answers directly in the Padlet. These responses will be used to inform revisions to the committee charter.

Next Steps & Reminders

The next Full Board Meeting is scheduled for May 14th, 2026. An email will be sent to committee members for feedback on the Youth Standing Committee Charter.

Adjournment

The meeting adjourned at approximately 4:00 PM.



ACTION ITEMS

ACTION ITEMS

Thursday, March 19 2026 | 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, 2026*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC.
Statements of Financial Position
As of January 31, 2026

	1/31/2026	1/31/2025
ASSETS	Unaudited	Unaudited
<i>Current Assets:</i>		
Cash	4,749,794	11,247,373
Accounts receivable - grants and contracts	19,180,042	14,264,997
Other current assets	1,986,727	1,360,585
Total current assets	25,916,562	26,872,955
<i>Property and Equipment:</i>		
Furniture and equipment	782,957	782,957
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	23,748,562
Less: accumulated depreciation	(15,290,126)	(12,254,996)
Net property and equipment	8,501,523	11,493,567
Other Assets- Security & Other deposits	540,422	454,148
Total assets	34,958,507	38,820,669
 LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	16,741,746	18,210,697
Accounts payable and accrued expenses	104,966	443,927
Advances	1,062,324	-
Due to Commonwealth of Pennsylvania	2,169,066	2,169,066
Other current liabilities	5,556,937	5,731,925
Total current liabilities	25,635,039	26,555,615
Due to State- Deposits	540,422	454,148
Lease Allowance	49,414	192,651
Lease Assets	7,173,299	10,510,451
Total liabilities	33,398,174	37,712,864
<i>Net Assets:</i>		
Unrestricted Net Assets	708,020	862,458
Equity value of government funds	852,313	245,347
Total net assets	1,560,333	1,107,805
Total liabilities and net assets	34,958,507	38,820,669

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of January 31, 2026

	January 31, 2026		Total
	Training Program Services	Management and General	
Support and Revenue			
TANF (Cost Reim/Youth)	22,407,633	2,777,112	25,184,744
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	7,849,318	870,621	8,719,939
Other	4,828,428	6,250	4,834,678
Total support and revenue	<u>35,085,379</u>	<u>3,653,983</u>	<u>38,739,362</u>
Expenses			
Salaries	1,674,107	2,403,641	4,077,748
Fringe benefits	479,739	639,828	1,119,567
Total salaries and fringe benefits	2,153,845	3,043,470	5,197,315
Subrecipient services	31,879,043	-	31,879,043
Co-Location & Integration			-
Professional and consulting services	63,075	198,219	261,294
Facilities costs	405,299	248,477	653,775
Depreciation	80,159	-	80,159
Data Systems & Tools	185,028	3,785	188,813
Information Technology	166,444	77,874	244,318
Meetings, conferences, and travel	98,076	36,415	134,490
Temporary Help	-	17,140	17,140
Employee Development	359	3,690	4,050
Office Expense	93,371	101,709	195,080
Total expenses	<u>35,124,700</u>	<u>3,730,778</u>	<u>38,855,478</u>
Changes in net assets	(39,321)	(76,796)	(116,117)
**Net assets, beginning of period	<u>891,634</u>	<u>784,815</u>	<u>1,676,449</u>
Net assets, end of period	<u><u>852,313</u></u>	<u><u>708,020</u></u>	<u><u>1,560,333</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 January 31, 2026

	FY26 Approved Budget Combined	YTD Actual Expenses 1/31/2026	Remaining Budget Available 1/31/2026	% of Remaining
Expenses				
Salaries	7,756,662	4,077,748	3,678,914	47%
Fringe benefits	2,326,999	1,119,567	1,207,432	52%
Total Salaries and Fringe Benefits	10,083,661	5,197,315	4,886,346	48%
Subrecipient services	69,501,362	31,879,043	37,622,319	54%
Professional and consulting services	752,408	261,294	491,114	65%
Facility costs	1,119,023	653,775	465,248	42%
Depreciation	-	80,159	(80,159)	0%
Data Systems & Tools	330,000	188,813	141,187	43%
Information Technology	820,000	244,318	575,682	70%
Meetings, conferences, and travel	160,000	134,490	25,510	16%
Temporary help	100,000	17,140	82,860	83%
Employee development	30,000	4,050	25,950	87%
Office expense	355,000	195,080	159,920	45%
Total Operating Costs	73,167,793	33,658,163	39,509,630	54%
Total Personnel and Operating Costs	83,251,454	38,855,478	44,395,976	53%

Philadelphia Works, Inc.
Statements of Activities By Funding Source
As of January 31, 2026
(Unaudited)

	TANF ADULT	WIOA	TANF YOUTH	Industry Partnership	Equity	Others	Total
Revenues							
Grants and Contributions	17,020,766	8,719,939	8,163,978	137,076	-	4,656,764	38,698,523
Interest Income						40,838	40,838
Total Revenues	17,020,766	8,719,939	8,163,978	137,076	-	4,697,603	38,739,362
Expenses							
Salaries	1,910,492	810,844	1,073,903	2,852	-	279,658	4,077,748
Fringe benefits	523,167	217,687	304,764	158	-	73,791	1,119,567
Subrecipient Services	13,811,793	7,291,276	6,224,110	92,619	-	4,459,246	31,879,043
Professional fees and Consulting	155,462	91,178	93,687	30,985	-	(110,019)	261,294
Facility Cost	331,879	127,891	192,526	-	-	1,479	653,775
Depreciation expense	-	-	-	-	80,159	-	80,159
Data Sytems & Tools	1,815	25,570	143,472	-	-	17,957	188,813
Information Technology	128,226	66,157	61,215	-	-	(11,280)	244,318
Meetings, conferences and travel	50,384	41,374	10,806	10,219	-	21,707	134,490
Temporary Help	9,884	4,136	3,119	-	-	1	17,140
Employee Development	1,856	917	1,276	-	-	1	4,050
Office Expense	95,809	42,909	55,101	243	-	1,019	195,080
Total Expenses	17,020,766	8,719,939	8,163,978	137,076	80,159	4,733,560	38,855,478
Net Income	-	-	-	-	(80,159)	(35,957)	(116,117)



SERVICE +
PERFORMANCE METRICS

Service and Performance Snapshot

Q2 Program Year 2025

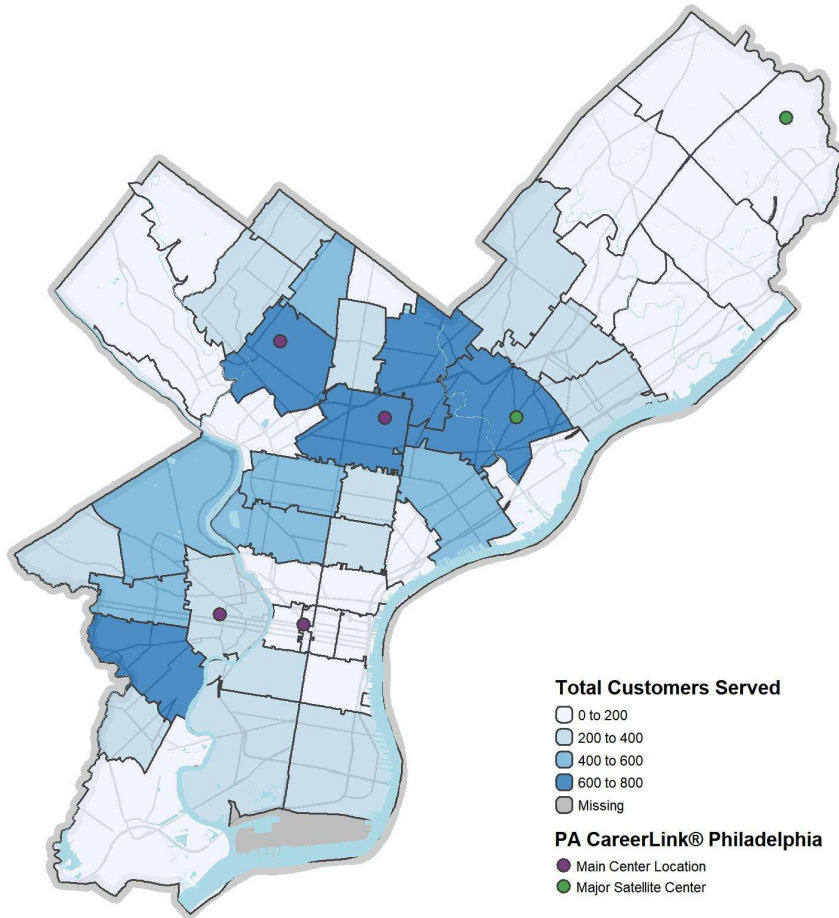
Customers Served by Zip Code of Residence
October 2025 through December 2025

8,492

Unique Customers Served
October 2025 through December 2025

In the most recent quarter, the PA CareerLink® Philadelphia system provided services for **8,492** 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.



38,002

New Career-Seeker Services Delivered
October 2025 through December 2025

In the most recent quarter, **38,002** individual services were started. Most common services included job-search assistance and career counseling.

**Includes a distinct count of TANF YDP participants due to the unavailability of service data as of 12/4/25*

Service Summary by Program

Customers Served by Program, October 2025 through December 2025

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	6,010	28,133	11,594	59,957
EARN TANF	858	2,287	1,453	5,022
WIOA Adult and Dislocated Worker	1,271	4,537	1,795	9,295
WIOA Youth	293	1,489	326	2,665
TANF Youth*	904	904	7,039	7,943
EARN SNAP	213	698	340	1,233
Other Programs	43	174	87	328

**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 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: October through December 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	1,028	1,548	-3.9%	-26.8%
Job Search / Prep Training	739	1,266	-2.6%	-27%
Essential Case Management	428	862	-3.2%	-30.3%
Supportive Services	114	206	-10.9%	-60.2%
Training and Education	79	139	31.7%	-65.2%
Work Experience	10	31	-52.4%	-75%
Other Services	4	16	-66.7%	-44.8%

Customer Outcomes: October through December 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	416	883	-11.1%	-30.8%
Exits to Military or Employment	146	285	5%	-8.7%
Exits with No Outcomes	268	588	-16.2%	-37.8%
Education or Training Completed	9	9	-35.7%	125%
Placements	160	334	-8%	-14.6%

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

State and Federal Performance Measures: October through December 2025

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	Average Program Score: 104.9.3%			
	Employment 2 nd Quarter After Exit	68.0%	69.8%	102.6%
	Employment 4 th Quarter After Exit	65.0%	70.6%	108.6%
	Median Earnings 2 nd Quarter After Exit	\$7,550	\$8,151	105.2%
	Credential Attainment Rate	52.0%	35.7%	68.7%
	Measurable Skill Gain	50.0%	69.8%	139.6%
Dislocated Worker	Average Program Score: 98.9%			
	Employment 2 nd Quarter After Exit	73.5%	69.0%	93.9%
	Employment 4 th Quarter After Exit	70.0%	75.6%	108.0%
	Median Earnings 2 nd Quarter After Exit	\$9,000	\$10,008	111.2%
	Credential Attainment Rate	54.0%	60.9%	112.8%
	Measurable Skill Gain	51.0%	35.0%	68.6%

WIOA Title I – Youth Services

Q2 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: October through December 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	214	284	39.9%	-23.9%
Training and Education	104	168	-6.3%	-51.6%
Supportive Services	170	205	68.3%	-28.6%
Essential Case Management	134	271	-5.6%	-22.8%
Work Experience	34	40	385.7%	-79.3%
Other Services	98	101	790.9%	461.1%
Job Search / Prep Training	14	15	600%	36.4%

Customer Outcomes: October through December 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	28	61	-15.2%	-74.6%
Education or Training Completed	23	44	9.5%	-40.5%
Exits to Military or Employment	0	0	--%	-100%
Exits to Education	0	0	--%	-100%
Exits with No Outcomes	5	17	-58.3%	-88.3%
Placements	13	51	-68.3%	-66%

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: October through December 2025

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Average Program Score: 106.8%			
Employment/Education 2 nd Quarter After Exit	70.0%	71.3%	101.9%
Employment/Education 4 th Quarter After Exit	69.0%	68.6%	99.4%
Median Earnings 2 nd Quarter After Exit	\$4,000	\$5,782	144.6%
Credential Attainment Rate	65.0%	64.5%	99.2%
Measurable Skill Gain	52.0%	46.2%	88.8%

WIOA Title III – Labor Exchange

Q2 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: October through December 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	4,160	8,589	-20.7%	0.9%
Essential Case Management	4,148	7,933	-9.5%	1.8%
Career Development and Counseling	1,379	2,836	-10.6%	-18.6%
Training and Education	0	0	--%	-100%
Work Experience or Employment	3	6	0%	-45.5%
Other Services	1,390	2,478	23.1%	62.1%

WIOA State Performance Measures: Average Indicator Scores

Q2 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: October through December 2025

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	99.5%
Employment/Education 4 th Quarter After Exit	105.3%
Median Earnings 2 nd Quarter After Exit	120.3%
Credential Attainment Rate	93.6%
Measurable Skill Gain	99.02%

EARN TANF and SNAP Services

Q2 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: October through December 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	907	1,777	-21.7%	-15.5%
SNAP	410	736	19.5%	215.9%
Enrollments				
TANF	476	992	-17.8%	-10.1%
SNAP	169	295	32%	143.8%

Customers Receiving Services: October through December 2025

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	735	1445	-12.3%	2.4%
Job Search / Prep Training	510	995	-7.1%	35.2%
Work Experience or Employment	170	352	-11.9%	-15.2%
Education or Job Training	97	181	7.8%	-18.1%
Community Service	14	20	100%	1900%
Other Services	752	1333	-4.8%	2.6%

Customer Outcomes: October through December 2025

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	777	1,330	22.4%	15.3%
Placements into Employment	192	382	-11.5%	-17%

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

C2L LaunchPad Records: TANF Youth Development Services

Q2 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.

Customer Applications and Placements: October through December 2025

Number of Participants	Most Recent Cohort Application Count	Previous Cohort Application Count	Most Recent Cohort Placed	Previous Cohort Placed
Total	1,280	16,074	904	7,039

*Service codes are not currently available for TANF Youth, we are pulling data from LaunchPad until further notice.

*Note: For the PY 2025 Q1 Board Book Performance Numbers, a technical issue caused the PYD column to not display PYD totals as intended; all other reported figures remain accurate and unaffected.



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