



BOARD MEETING BRIEFING BOOK

Thursday, June 25, 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, June 25, 2026 | 10:00 AM-12:00 PM

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Philadelphia Works, Inc.

Board Meeting Agenda

June 25, 2026

Hybrid Board Meeting via Teams

10:00 a.m. – 12:00 p.m.

Presiding: Daniel K. Fitzpatrick, Chair

I. Welcome

Daniel K. Fitzpatrick, Chair

a. Action: Approval of Consent Agenda

i. March 2026 Board and Executive Committee Summaries

ii. Committee Meeting Summaries and Reports this quarter

II. New Employees

H. Patrick Clancy, CEO and President

III. Economic Overview

Jessica Pierre-Louis, Director of Research and Data

IV. Shoprite Presentation

Cynthia A. Bowman/John Vining
Corey Woods

V. CEO Report

H. Patrick Clancy, CEO and President

VI. Financial Report

Zachariah Hughes, Vice President/Controller

a. Action Items: Approval of PY 27 Budget

b. Action Items: Approval of the Financial Statements

VII. Elevate 215

Scott Gaiber, Elevate 215

VIII. Operations Report

Billie Barnes, Chief Operating Officer

- a. Action Item: Approval of the training policies Leah McCasland/Kalia
Shannon Individual Training Account Policy

- On-the Job Training Policy
- Apprenticeship Policy
- Incumbent Worker Policy
- Customized Job Training Policy

- b. Action Item: Approval of the One Stop Operator

David Downey

IX. Youth Standing Committee

Hanniyah Sharpe-Brown, Co-Chair

**X. Employer Engagement
& Workforce Strategies Committee**

Nikki Pumphrey, Co-Chair

XI. Public Comment

XII. Closing Remarks

XIII. Adjournment

Next Meeting: September 17th, 2026

CONSENT AGENDA ITEMS

Overview

The following items are on the Philadelphia Works Consent Agenda for June 25, 2026.

- March 2026 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: March 2026 Board Meeting

The Board is being asked to approve the draft meeting summary from the March 19, 2026, 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, March 19, 2026 | 10:00 A.M. – 12:00 P.M. Philadelphia
Works Inc.
Hybrid Board Meeting**

Chair: Mr. Daniel K. Fitzpatrick

Attendance

Members:

Daniel Fitzpatrick, Kevin Mahoney, Steven Bradley, Hassan Charles, Mike Giantamasso, Dr. Alicia Marshall, William Bowie, Marybeth Ferguson-Williams, Edward Grose, Stephanie Kosta, Tonya Lapido, Kimmel Proctor, Louis Rodriguez, Bridgette Daniel Corbin, Camille Duchaussee, Carniesha Kwashie, Antonio Burrell

Staff:

H. Patrick Clancy, Billie 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:

Adam Scavette (Federal Reserve Bank of Philadelphia), Bill Strahan (Comcast)

Welcome and Opening Remarks

Mr. Daniel Fitzpatrick called the meeting to order at 10:08 A.M. and welcomed board members, staff, and partners to the quarterly hybrid board meeting. He reiterated meeting protocols, including public access, recording procedures, and participation guidelines. Mr. Fitzpatrick framed the meeting as an opportunity to examine both organizational performance and broader economic forces shaping workforce development, particularly the growing influence of artificial intelligence on jobs and skills.

Approval of the Consent Agenda

ACTION: Mr. Fitzpatrick requested approval of the Consent Agenda, which included prior Board and Executive Committee meeting summaries and committee reports.

- Motion: Ed Grose
 - Second: William Bowie
 - Motion approved unanimously
-

New Board Members

Mr. Fitzpatrick welcomed Kevin Mahoney, Camille Duchaussee and Andrea R. Muhammad to the board. He expressed appreciation for the continued expansion of leadership expertise represented on the Board.

New Employees

Mr. H. Patrick Clancy introduced new staff members Eric Moskowitz Kelly Stanley and welcomed them to Philadelphia Works.

AI Presentation – Federal Reserve Bank of Philadelphia

Mr. Adam Scavette presented research on the impact of generative artificial intelligence on the labor market. He clarified that his remarks reflected his own views and defined “AI exposure” as the degree to which job tasks can be supported or accelerated by large language models, rather than direct job loss.

Mr. Scavette explained that occupations in business, finance, sales, computer science, and administrative support show the highest levels of exposure. He noted that jobs requiring higher levels of education and offering higher wages are often more exposed to AI-supported task automation.

Using Philadelphia labor market data, he highlighted that roles such as administrative assistants, customer service representatives, accountants, lawyers, and HR specialists are among the most impacted locally. He further noted that the Philadelphia region ranks among the highest in the country for concentration of AI-exposed jobs.

Board discussion focused on real-world applications and concerns. Members shared that AI is already being used for drafting communications, conducting research, and analyzing financial data. Several participants noted that the immediate challenge is workforce adoption and training rather than displacement. Concerns were raised about long-term implications for entry-level roles and how early-career workers will develop foundational skills in an AI-enabled environment.

Mr. Scavette also reviewed firm adoption trends, noting that approximately half of surveyed firms are using generative AI, with higher adoption among large service-based organizations. He emphasized that current use is largely focused on productivity gains rather than workforce reduction.

AI Overview – Comcast

Mr. Bill Strahan provided a complementary perspective, framing AI as a **“transformation, not collapse”** of the labor market. He noted that while public discourse often emphasizes disruption, actual labor market changes remain gradual.

Mr. Strahan explained that most organizations are still in early stages of AI integration and that return on investment has been uneven. He highlighted that only a small percentage of executives anticipate workforce reductions directly tied to AI investments.

Focusing on Philadelphia’s economy, he identified strengths in healthcare, education, and skilled trades as areas more resilient to automation. He emphasized that the greater risk lies in the erosion of entry-level pathways in administrative, analytical, and support roles.

Mr. Strahan shared examples from Comcast, where AI is being used to improve customer experience, enhance network operations, and increase coding productivity. He described internal efforts to train employees and leaders to work effectively alongside AI tools. He also noted that organizational structures may evolve, with fewer layers of management and more emphasis on high-skill oversight roles.

CEO Report

Mr. H. Patrick Clancy provided an update on key organizational priorities and initiatives. He announced the launch of the C2L portal and reported that Philadelphia Works is on track to serve approximately 7,000 youth, pending final budget decisions.

Mr. Clancy discussed ongoing outreach efforts to individuals impacted by SNAP work requirements and emphasized the organization's role in connecting affected residents to workforce services. He also shared updates on recent engagements, including testimony before City Council and participation in a U.S. Department of Labor conference on apprenticeships.

He further noted his appointment as President of the U.S. Conference of Mayors Workforce Development Committee and highlighted upcoming opportunities to showcase Philadelphia's workforce strategies at the national level.

Operations Report

Ms. Billie Barnes, Chief Operating Officer, provided an update on operational priorities following her first ninety days in the role. She emphasized a strategic shift toward employer-driven workforce models, including increased focus on incumbent worker training, on-the-job training, and performance-based contracting.

Ms. Barnes reported leadership transitions within the organization, including Marcus Hall's expanded role in youth programming and the search for a Director of Adult Operations. She also highlighted strengthened collaboration with the City's Commerce Department and efforts to increase employer engagement through education and partnership initiatives.

She confirmed that the relocation of the West Philadelphia PA CareerLink is progressing as planned, with full operations expected to begin at the new location by May 1.

Finance Summary

Mr. Zachariah Hughes presented the financial report and directed members to detailed statements included in the board materials. He reported that the organization's

financial position remains strong, with assets exceeding liabilities by approximately \$1.5 million and no significant variances to report.

Mr. Fitzpatrick requested a motion to approve the financial statements as presented:

- Motion: Stephanie Kosta
- Second: Anju Gupta
- Motion approved unanimously

Committee Updates

Employer Engagement & Workforce Strategies Committee

Ms. Bridgette Daniel Corbin reported that the committee reviewed labor market trends and discussed strategies to strengthen employer engagement, particularly through CTLPHL. The committee also discussed alignment with the mayor's workforce priorities and challenges related to youth engagement.

Youth Standing Committee

Ms. Stephanie Kosta reported on ongoing program updates, including labor market data and partnership activities. The committee also discussed revisions to its charter and strategies to increase youth participation in workforce programming.

Youth Employment Presentation

Ms. Hanniyah Sharpe-Brown presented a youth employment initiatives, focusing on strategies to connect young people to workforce opportunities through technology, partnerships, and employer engagement. The presentation highlighted collaboration with regional schools and ecosystem partners to support career pathways and skills development.

Closing Remarks and Adjournment

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

Mr. Fitzpatrick requested a motion to adjourn the meeting:

- Motion: Stephanie Kosta
- Second: Ed Grose
- Motion approved unanimously

The meeting adjourned at approximately 12:04 P.M.

Next Meeting: Thursday, June 25, 2026

YOUTH STANDING COMMITTEE MEETING

Thursday, May 14, 2026 | 3:00 - 4:00 P.M.

Chair: Ms. Stephanie Kosta

Attendance

Committee members, Philadelphia Works staff, youth workforce providers, and community partners attended the meeting. Stephanie Gambone, President and CEO of Junior Achievement of Southeastern Pennsylvania, was welcomed as a new committee member.

Welcome and Approval of Minutes

The committee approved the minutes from the previous meeting.

Motion: Nicole Fuller

Second: Stephanie Gambone

Motion approved unanimously.

Previous Meeting Recap

The committee reviewed updates from the prior meeting, including youth workforce data, Youth Advisory Council planning discussions, and intermediate services updates.

In-School Youth Enrollment Policy

Mr. Marcus Hall presented a proposed In-School Youth Enrollment Limitation Policy. The policy would formalize local guidance limiting in-school youth enrollments to no more than 10% of new WIOA youth enrollments while maintaining alignment with federal requirements prioritizing out-of-school youth. Feedback will be collected through public comment and committee review before final adoption.

Youth Data Overview

Mr. Jermiron Hardy and Jessica Pierre-Louis presented year-over-year WIOA Youth performance data. Staff reviewed participant counts, median wages, placements, credentials, and industry trends. While several metrics currently trail the prior year, staff noted that the current program year remains open through June 30 and final numbers are expected to increase.

Demographic Trends

Female participants continued to represent the largest share of youth served, while Black/African American youth remained the largest racial group participating in services. Committee members discussed strategies for increasing engagement among young men and requested additional demographic analysis.

TANF Youth & C2L PHL Update

Staff reviewed participation and demographic data for TANF Youth Development Program participants and Career Connected Learning Philadelphia (C2L PHL). Participation levels remained strong, with continued emphasis on workforce exposure and career-connected learning opportunities.

Summer 2026 Planning

Ms. Kimberly McCaffrey of JEVS Human Services provided updates regarding Summer 2026 programming and Career Connected Learning efforts. Discussion focused on participation levels, employer engagement, and summer workforce opportunities.

Committee Charter Feedback

Due to time constraints, committee members were asked to provide feedback on the FY27 Youth Standing Committee Charter through a Mentimeter survey and Padlet following the meeting.

Action Items

- Review and comment on the proposed In-School Youth Enrollment Limitation Policy.
- Complete the FY27 Committee Charter feedback survey.
- Submit recommendations through the Padlet feedback process.
- Review youth workforce data materials distributed after the meeting.

Adjournment

Meeting adjourned at approximately 4:05 P.M.

Next Meeting: August 20, 2026

EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES COMMITTEE MEETING

Tuesday, May 12, 2026 | 2:00 - 3:00 P.M.

Chair: Ms. Nikki Pumphrey

Attendance

Members and staff in attendance included Nikki Pumphrey, Billie Barnes, Brigitte Daniel, Jeffrey Missan, Hebe Liu, Jessica Pierre-Louis, Gizela Lopez-Burnside, Jason Ivey, Ed Grose, John Sanchez, Marybeth Williams, and additional committee participants.

Welcome and Approval of Minutes

Ms. Nikki Pumphrey called the meeting to order and reviewed the agenda. Committee members approved the minutes from the previous meeting.

Motion: Gianna Grossmann

Second: John Sanchez / B. Daniel

Motion approved unanimously.

Labor Market Update

Ms. Hebe Liu presented February 2026 labor market data. Philadelphia's unemployment rate was 5.6%, above Pennsylvania (4.6%) and the national average (4.7%). Labor force growth continued to outpace employment growth, contributing to higher unemployment levels. Education and Health Services remained the strongest-performing sector and the only major sector demonstrating consistent annual growth.

High-demand occupations included Registered Nurses, Security Guards, and Software Developers. In-demand skills included Project Management and Marketing. Wage growth was strongest in Construction and Financial Activities, while the Information sector continued to experience declines.

Discussion on Wage and Labor Market Data

Committee members discussed wage growth trends within the Leisure and Hospitality sector. Staff clarified that wage information is reported at the Pennsylvania state level and that labor market employment data is now reported for the Philadelphia Metropolitan Statistical Area (MSA), which includes portions of Pennsylvania, New Jersey, Delaware, and Maryland.

Employer Engagement and Workforce Strategy Updates

Ms. Billie Barnes provided updates on Philadelphia Works' organizational restructuring and future employer engagement strategy. The organization will rely more heavily on regional partners, including Chambers of Commerce and the Philadelphia Department of Commerce, to support employer outreach.

A Lunch and Learn session is planned to educate partner organizations on Philadelphia Works services, including incumbent worker training, on-the-job training (OJT), customized training, apprenticeships, and CareerLink resources.

Incumbent Worker Training Focus

Committee members discussed increasing investments in incumbent worker training. Brigitte Daniel shared that discussions with Philadelphia Works highlighted the growing need for employee upskilling, particularly around artificial intelligence and emerging technologies. Members agreed that incumbent worker training represents a significant opportunity for workforce development and employer engagement.

Introduction of New Leadership

Ms. Billie Barnes introduced Jason Ivey, the new Director of Adult Workforce Operations. Mr. Ivey previously served as Site Director for PA CareerLink Bucks County and expressed enthusiasm for strengthening employer engagement efforts and expanding awareness of workforce development services.

Employer Success Stories and Board Engagement

Philadelphia Works proposed featuring employers at quarterly board meetings to share success stories and outcomes from workforce investments. ShopRite was highlighted as an example of a successful partner utilizing on-the-job training, incumbent worker training, and apprenticeship pathways. Committee members expressed support for incorporating employer presentations into future board meetings.

PA CareerLink Procurement Planning

Staff shared preliminary plans for an upcoming PA CareerLink procurement process. Future contracts are expected to place greater emphasis on job placement outcomes and employer partnerships. Committee members discussed opportunities to strengthen employer engagement activities within CareerLink operations.

Future Committee Priorities

Committee members discussed ways to increase engagement and strengthen the value of future meetings. Suggested topics included:

- Emerging industries and workforce trends
- Biotechnology and cold-chain logistics opportunities
- Artificial intelligence and workforce readiness
- Employer upskilling strategies
- Additional labor market research and data presentations

Staff agreed to explore these topics in future meetings.

Upcoming Meetings

Committee members agreed that the next meeting will focus on defining committee priorities, improving employer engagement strategies, and identifying future workforce development opportunities.

Adjournment

Meeting adjourned at approximately 3:00 P.M.

Next Meeting: August 18th, 2026



ACTION ITEMS

ACTION ITEMS

Thursday, June 25, 2026 | 10:00 AM – 12:00 PM

ACTION ITEMS (2)

Board Action Item(s):

1. Action Items: Approval of PY 27 Budget
2. Action Items: Approval of the Financial Statements



FINANCIAL REPORTS

*PHILADELPHIA WORKS INC.
FOR THE TEN MONTHS ENDED
April 30, 2026*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC.
Statements of Financial Position
As of April 30, 2026

	4/30/2026	4/30/2025
	Unaudited	Unaudited
ASSETS		
<i>Current Assets:</i>		
Cash	5,944,006	11,074,844
Accounts receivable - grants and contracts	16,017,966	9,739,399
Other current assets	1,435,121	1,254,626
Total current assets	23,397,093	22,068,869
<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	(15,354,128)	(12,342,787)
Net property and equipment	8,437,520	11,405,776
Other Assets- Security & Other deposits	536,845	460,882
Total assets	32,371,458	33,935,526
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	14,194,106	11,001,885
Accounts payable and accrued expenses	166,699	277,766
Advances	1,062,324	-
Due to Commonwealth of Pennsylvania	2,134,865	2,169,066
Other current liabilities	5,542,976	8,275,818
Compensated Absences	67,707	-
Total current liabilities	23,168,677	-
Due to State- Deposits	536,845	460,882
Lease Allowance	19,766	148,216
Lease Liability	7,173,299	10,510,451
Compensated Absences	383,672	-
Total liabilities	31,282,259	32,844,085
<i>Net Assets:</i>		
Unrestricted Net Assets	237,461	344,332
Equity value of government funds	851,738	747,110
Total net assets	1,089,199	1,091,441
Total liabilities and net assets	32,371,458	33,935,526

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of April 30, 2026

	April 30, 2026		
	Training	Management	
	Program Services	and General	Total
Support and Revenue			
TANF (Cost Reim/Youth)	29,826,399	3,735,623	33,562,022
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	12,272,093	1,444,240	13,716,332
Other	7,952,317	6,239	7,958,556
Total support and revenue	50,050,809	5,186,102	55,236,910
Expenses			
Salaries	2,404,545	3,416,008	5,820,553
Fringe benefits	684,675	913,797	1,598,472
Total salaries and fringe benefits	3,089,220	4,329,806	7,419,026
Subrecipient services	45,352,819	-	45,352,819
Co-Location & Integration			-
Professional and consulting services	188,009	201,587	389,596
Facilities costs	581,861	356,668	938,529
Depreciation	114,513	-	114,513
Data Systems & Tools	282,393	3,785	286,178
Information Technology	243,295	145,431	388,726
Meetings, conferences, and travel	107,968	54,596	162,563
Temporary Help	-	17,140	17,140
Employee Development	397	5,362	5,760
Office Expense	146,187	151,742	297,929
Total expenses	50,106,661	5,266,117	55,372,778
Changes in net assets	(55,852)	(80,016)	(135,868)
**Net assets, beginning of period	907,590	317,477	1,225,067
Net assets, end of period	<u>851,738</u>	<u>237,461</u>	<u>1,089,199</u>

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

PHILADELPHIA WORKS, INC.
Projected Costs vs. Actual Expenses - Admin & Program Combined
As of April 30, 2026

	FY26 Approved Budget Combined	YTD Actual Expenses 4/30/2026	Remaining Budget Available 4/30/2026	% of Remaining
Expenses				
Salaries	7,756,662	5,820,553	1,936,109	25%
Fringe benefits	2,326,999	1,598,472	728,527	31%
Total Salaries and Fringe Benefits	10,083,661	7,419,026	2,664,635	26%
Subrecipient services	69,501,362	45,352,819	24,148,543	35%
Professional and consulting services	752,408	389,596	362,812	48%
Facility costs	1,119,023	938,529	180,494	16%
Depreciation	-	114,513	(114,513)	0%
Data Systems & Tools	330,000	286,178	43,823	13%
Information Technology	820,000	388,726	431,274	53%
Meetings, conferences, and travel	160,000	162,563	(2,563)	-2%
Temporary help	100,000	17,140	82,860	83%
Employee development	30,000	5,760	24,240	81%
Office expense	355,000	297,929	57,071	16%
Total Operating Costs	73,167,793	47,953,753	25,214,040	34%
Total Personnel and Operating Costs	83,251,454	55,372,778	27,878,675	33%



SERVICE + PERFORMANCE METRICS

Service and Performance Snapshot

Q3 Program Year 2025

Customers Served by Zip Code of Residence
January 2026 through March 2026

8,642

Unique Customers Served
January 2026 through March 2025

In the most recent quarter, the PA CareerLink® Philadelphia system provided services for **8,642** individuals across programs.

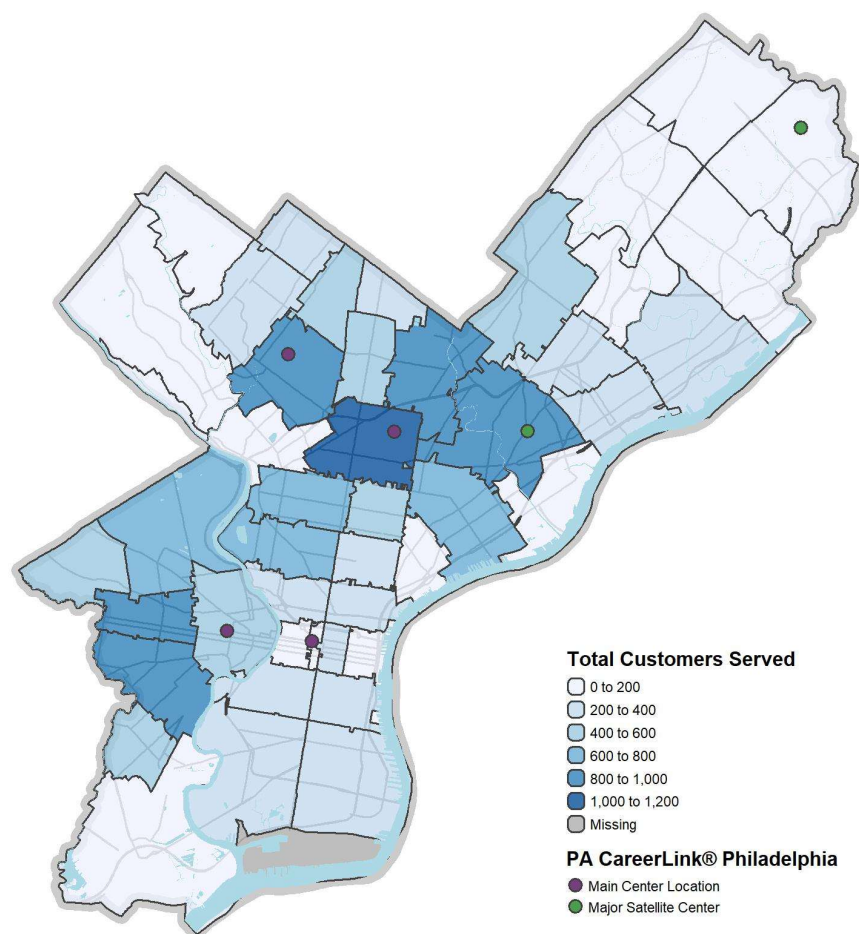
Since customers may receive services through multiple programs, this number reflects a count of unique customers rather than a sum of customers by service or by program.

40,753

New Career-Seeker Services Delivered
January 2026 through March 2026

In the most recent quarter, **40,753** 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, January 2026 through March 2026

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	5,854	29,411	16,001	89,413
EARN TANF	678	1,769	1,719	6,794
WIOA Adult and Dislocated Worker	1,142	4,145	2,147	13,482
WIOA Youth	441	2,648	533	5,380
TANF Youth*	964	964	7,039	8,907
EARN SNAP	509	1,750	762	2,984
Other Programs	88	296	277	942

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

WIOA Title I – Adult and Dislocated Worker Services

Q3 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: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	925	1,898	-10.3%	-29.5%
Job Search / Prep Training	671	1,678	-10.1%	-28.5%
Essential Case Management	354	1,209	-17.1%	-32.6%
Supportive Services	111	275	-2.6%	-54.5%
Training and Education	79	224	-6%	-58.4%
Work Experience	12	43	20%	-69.9%
Other Services	17	32	325%	-8.6%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	281	1,235	-42.4%	-35.5%
Exits to Military or Employment	93	382	-38%	-19.6%
Exits with No Outcomes	186	838	-44.3%	-39.9%
Education or Training Completed	2	16	-50.0%	-66.0%
Placements	99	438	-40.7%	-22.2%

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

State and Federal Performance Measures: January through March 2026

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	Average Program Score: 107.4%			
	Employment 2 nd Quarter After Exit	68.0%	70.4%	103.5%
	Employment 4 th Quarter After Exit	65.0%	70.2%	108.0%
	Median Earnings 2 nd Quarter After Exit	\$7,550	\$8,087	104.3%
	Credential Attainment Rate	52.0%	42.5%	81.7%
	Measurable Skill Gain	50.0%	69.7%	139.4%
Dislocated Worker	Average Program Score: 98.1%			
	Employment 2 nd Quarter After Exit	73.5%	70.7%	96.2%
	Employment 4 th Quarter After Exit	70.0%	72.4%	103.4%
	Median Earnings 2 nd Quarter After Exit	\$9,000	\$9,065	100.7%
	Credential Attainment Rate	54.0%	59.6%	110.4%
	Measurable Skill Gain	51.0%	40.6%	79.6%

WIOA Title I – Youth Services

Q3 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: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	289	456	33.8%	14.3%
Training and Education	197	310	85.8%	-11.7%
Supportive Services	281	368	63.4%	21.1%
Essential Case Management	196	487	36.1%	31.3%
Work Experience	73	105	114.7%	-48.0%
Other Services	84	150	-14.3%	368.8%
Job Search / Prep Training	4	16	-73.3%	14.3%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	27	98	-28.9%	-70.7%
Education or Training Completed	9	53	-60.9%	-43.0%
Exits to Military or Employment	3	3	--%	-85.7%
Exits to Education	0	0	--%	-100%
Exits with No Outcomes	15	42	0%	-80.3%
Placements	34	84	47.8%	-47.8%

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: January through March 2026

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Average Program Score: 106.8%			
Employment/Education 2 nd Quarter After Exit	70.0%	68.7%	98.1%
Employment/Education 4 th Quarter After Exit	69.0%	68.4%	99.1%
Median Earnings 2 nd Quarter After Exit	\$4,000	\$5,875	146.9%
Credential Attainment Rate	65.0%	64.7%	99.5%
Measurable Skill Gain	52.0%	43.4%	83.5%

WIOA Title III – Labor Exchange

Q3 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: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	3,926	11,711	-5.9%	-4.8%
Essential Case Management	4,291	11,322	3.4%	1.6%
Career Development and Counseling	1,504	4,258	8.7%	-12.6%
Training and Education	39	39	--%	333.3%
Work Experience or Employment	4	10	33.3%	-37.5%
Other Services	1,469	3,908	5.7%	83.6%

WIOA State Performance Measures: Average Indicator Scores

Q3 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: January through March 2026

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	99.3%
Employment/Education 4 th Quarter After Exit	103.5%
Median Earnings 2 nd Quarter After Exit	117.3%
Credential Attainment Rate	97.2%
Measurable Skill Gain	100.8%

EARN TANF and SNAP Services

Q3 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: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	808	2,219	-10.9%	-18.6%
SNAP	1,211	1,892	195.4%	422.7%
Enrollments				
TANF	405	1,272	-14.9%	-13.6%
SNAP	437	715	158.6%	292.9%

Customers Receiving Services: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	945	2,157	28.4%	15.7%
Job Search / Prep Training	723	1,599	41.8%	42.9%
Work Experience or Employment	119	456	-30.8%	-21.1%
Education or Job Training	122	296	25.8%	-4.2%
Community Service	34	53	142.9%	2,550%
Other Services	648	1,756	-13.8%	3.1%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	720	1,920	-7.3%	11.2%
Placements into Employment	126	486	-36%	-22.6%

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

C2L LaunchPad Records: TANF Youth Development Services Q3 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: January through March 2026

Number of Participants	Most Recent Cohort Application Count	Previous Cohort Application Count	Most Recent Cohort Placed	Previous Cohort Placed
Total	1,259	1,280	964	904

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



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