



BECOME A MODEL EMPLOYER AND PARTNER IN FUELING PHILADELPHIA'S TALENT ENGINE

Model Employers recruit, hire, retain, and advance a workforce that is diverse, skilled, and prepared to meet the demands of Philadelphia's growing industries.

Philadelphia's future is directly tied to its economic health. The continued growth and success of its business community is dependent upon a strong workforce, and Model Employers will play an important role in supporting Philadelphians as they obtain the skills needed for a 21st century economy.

To help close the existing skills gap among Philadelphia workers, the City and its partners developed a cross-functional workforce strategy — *Fueling Philadelphia's Talent Engine*. The plan provides recommendations to address our persistent poverty rate and the related employment barriers facing many Philadelphians, as well as the current lack of alignment between education, workforce systems, and business needs. The City's new Office of Workforce Development will drive the implementation of *Fueling Philadelphia's Talent Engine*, including coordination with Model Employers to better prepare residents for the positions businesses need to fill.

CITY OF PHILADELPHIA OFFICE OF WORKFORCE DEVELOPMENT

We'll connect you to the organizations and programs that can help meet the talent needs of your business, including: technical assistance, workforce solutions, wage subsidies, and other resources.

Contact Us:
TALENTDEVELOPMENT@PHILA.GOV

MODEL EMPLOYERS DRIVE PHILADELPHIA'S ECONOMIC GROWTH

Many employers are already investing in Philadelphia's workforce. By joining their ranks you can strengthen your business and our local economy.

SUPPORT LOCAL SCHOOLS + ENGAGE YOUNG PEOPLE IN WORK-RELATED EXPERIENCES

- Adopt a District school
- Engage employees in mentoring youth or volunteering in schools
- Participate in job fairs and other career exposure events
- Host a summer or year-round intern



PHOTO CREDIT: SAMANTHA MADERA FOR THE CITY OF PHILADELPHIA

PROVIDE MEANINGFUL CAREER DEVELOPMENT OPPORTUNITIES FOR EMPLOYEES

- Offer employee mentoring or professional development classes
- Develop opportunities for on-the-job training, including apprenticeship programs
- Provide tuition assistance and offer credential attainment options
- Develop career ladders for advancement from entry level positions

CREATE OPPORTUNITIES FOR PRIORITY POPULATIONS + ACCESS WORKFORCE RESOURCES

- Partner with PA CareerLink® Philadelphia to fill open positions
- Hire returning citizens and immigrants
- Access on-the-job training funds to build the skills of your workforce

MODEL EMPLOYERS HAVE A COMPETITIVE ADVANTAGE

- ✓ Improved employee morale, productivity, and retention
- ✓ Greater consumer satisfaction and loyalty
- ✓ Diversified workforce that helps you stay on the cutting edge
- ✓ Access to incentives and workforce funding to employ priority populations



PHOTO CREDIT: CHRIS KENDIG FOR THE PHILADELPHIA OFFICE OF ADULT EDUCATION

MODEL EMPLOYER **SUCCESSES**

"At a time when universities are being called on to increase economic opportunities for their neighbors, Drexel has found an ideal partner in the University City District's West Philadelphia Skills Initiative. As a result of our sustained collaboration, Drexel has been connected to high-quality candidates and customized training resources, which has resulted in decreased turnover and reduced costs in key areas. The number of West Philadelphians working at Drexel has reached an all-time high, and the Skills Initiative played a central role in that achievement."

JOHN FRY
PRESIDENT
DREXEL UNIVERSITY

"Philly Shipyard's Registered Apprenticeship program began in July 2004, and serves as the key component in sustaining our continued success. Our Registered Apprenticeship program is the foundation of our business; providing not only entry level job opportunities for local residents with a living wage, but educational opportunities through our community college partnerships and individual growth opportunities within our own organization. Investing in an apprentice is an investment in the future of shipbuilding here in Philadelphia and an investment in our community. The registered apprenticeship program is key to helping Philly Shipyard stay competitive in a global market."

RAYMOND MEE
MANAGER, TRAINING + DEVELOPMENT
PHILLY SHIPYARD

"The key to SPIN's quality services is our caring, highly competent employees. We are proud to partner with our local workforce development entities, training organizations, schools, colleges, and universities as we seek innovative strategies to develop our future workforce, introducing youth to new career opportunities in human services. Local resources such as 1199C Training & Upgrading Fund provide excellent opportunities for potential long-term solutions to attract, train, and retain a stable, qualified workforce. SPIN's investment in our local youth creates right-fit employees for our organization who have a career path opportunity, while also supporting people with disabilities to live a life of possibilities."

JUDY DOTZMAN
EXECUTIVE DIRECTOR
SPIN INC.

"Saxbys has been able to foster the idea that businesses can, and need to, provide not only jobs for Philadelphia residents, but career development opportunities as well, to drive the forward growth of our city. We're partnering with the City of Philadelphia, Community College of Philadelphia, Philadelphia Youth Network, and others to continue to build our talent pipeline and offer these opportunities. We believe this is the future of business — hiring from non-traditional populations, mentoring team members, creating internship programs. The growth of businesses in Philadelphia is reliant upon bringing their successes back to the community — that's how we'll ignite real change and see both business and the city flourish."

GRACE MANNING
MANAGER, SOCIAL IMPACT + ADMINISTRATION
SAXBYS



To view the full workforce strategy,
Fueling Philadelphia's Talent Engine, visit:
PHILA.GOV/WORKFORCE

"Summer employment opportunities can have long-term positive implications not only for young people but for business as well. Bank of America knows the importance of supporting jobs for underserved youth, as early employment is a critical stepping stone on the pathway to their financial stability and the community as a whole."

JIM DEVER
PHILADELPHIA MARKET PRESIDENT
BANK OF AMERICA