



# QUALITY JOBS PROGRAM

## ABOUT

The Quality Jobs Program (QJP), a fund that invests in eligible businesses creating new full-time employment opportunities that pay a living wage and include health insurance benefits for Philadelphia residents. The City is committed to making Philadelphia more economically competitive while driving inclusive growth to build a vibrant economy that benefits everyone. The Quality Jobs Program is a pilot program of the [Department of Commerce](#).

## ELIGIBILITY GUIDELINES

A quality job as defined by the pilot program, must:

- Be located in Philadelphia and in operation for at least one year prior to participating in the Quality Jobs Program.
- Be offered to Philadelphia residents.
- Be full-time, permanent position working 30 hours or more per week or 1,500 hours or more per year.
  - Cannot be defined as a temporary or seasonal position or independent contractor.
- Pay Philadelphia Minimum Wage Standard – [Bill No 180846](#). Currently set at \$15.71/hour through June 2024 and will adjust annually based on Consumer Price Index.

The business must also provide to its Philadelphia-based employees:

- Employer-sponsored health insurance covering at least 50% of the cost or facilitating access to health insurance coverage
- Paid time off. The employer must offer a paid leave benefit to match or exceed the current City requirement for paid sick leave.
- Business must be registered as a for-profit entity with the City of Philadelphia with a BIRT Account number.
- Home-based and start-up businesses are not eligible to participate in the Quality Jobs Program.

## PROGRAM DETAILS

The grant amount reimbursed through the Quality Jobs Program is based on the total number of new jobs created for Philadelphia residents. The participating business must commit to fulfilling one of the two options below within one year window of program participation.

- For a business with less than 25 full-time employees
  - Commit to a growth rate of 20 percent for its full-time workforce in Philadelphia. Example: a company of five full-time employees will qualify by creating one new full-time job.
- For a business with more than 25 full-time employees
  - Commit to creating at least five new full-time jobs.

## HOW TO APPLY

[The inquiry form is available online.](#)

Questions and feedback about the Quality Jobs Program can be directed via email to [QualityJobs@Phila.gov](mailto:QualityJobs@Phila.gov). Businesses are encouraged to complete the inquiry form for review. The program manager will determine if the business is eligible to submit the full Quality Jobs Program application and be formally considered after minimum business requirements are confirmed.