

# PHILADELPHIA WORKFORCE PROFESSIONAL ALLIANCE **RESOURCE GUIDE**

**WORKFORCE PROGRAMS IN PHILADELPHIA**



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# WPA RESOURCE GUIDE NAVIGATION

The WPA Resource Guide highlights programs and services offered by quality workforce education and training partners who are committed to building effective strategies. The Department of Commerce Office of Business Development and Workforce Solutions is committed to convening workforce partners and investing in programs that prepare Philadelphians with skills for opportunities within all business sectors.

## Navigation Instructions

The WPA Resource Guide is an interactive and clickable document for easy access. The buttons listed below are located at the bottom of each page for transitioning between sections.



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This icon goes to the home (cover) page



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## Table of Contents

Lists in alphabetical order the WPA member organizations. Each organization name is clickable.

## Members at a Glance

Lists in alphabetical order the organizations and their websites.

## Programs by Industry

Lists programs offered by organizations per industry.

Questions? Email [WorkforceProfessionalAlliance@phila.gov](mailto:WorkforceProfessionalAlliance@phila.gov). The resource guide profiles are submitted by the WPA members highlighting their programs and services.



# WORKFORCE PROFESSIONAL ALLIANCE

## ABOUT US

The Workforce Professional Alliance (WPA) is a collaborative of high-impact organizations focused on developing and executing talent solutions for Philadelphia. The WPA's membership is made up of more than 20 workforce development organizations representing more than \$70 million in workforce investment in Philadelphia. The WPA works to deliver high-quality services, customer training solutions and outcomes for both employers and job seekers.

## FOCUS

WPA members provide a variety of solutions to employers including:

- Sourcing and training talent
- Supporting internal talent career progression
- Providing low cost or free technical training
- Developing custom solutions for hiring and retaining talent

## WHAT WE DO

- Leveraging the knowledge, scale and experience of member organizations to expand and strengthen the workforce system in our city
- Facilitating connections amongst job seekers, providers, and employers

## WHO WE SERVE



**Employers** looking to broaden your talent pool, increase employee retention, or find highly trained talent



**Philadelphia residents** looking to make a career change, return to the workforce, build up skill sets, start a new journey



**Organizations** that are connecting job seekers to high quality training for in-demand job skills

## GET INVOLVED

Email [WorkforceProfessionalAlliance@phila.gov](mailto:WorkforceProfessionalAlliance@phila.gov) to learn more about:

### Employers:

Growing and strengthening your talent pool

### Individuals:

Finding the right career, training, and resources for you

### Workforce Training Organizations:

Apply to become a member organization to and join the collaborative

# OFFICE OF BUSINESS DEVELOPMENT AND WORKFORCE SOLUTIONS



The Department of Commerce Office of Business Development and Workforce Solutions works to attract international and domestic companies. We also support the expansion of companies that are already in Philadelphia. This includes providing employer incentives and convening workforce partners for job opportunities across all business sectors.

The Department of Commerce's Workforce Solutions team connects and convenes key workforce and institutional stakeholders to drive workforce strategy in the City of Philadelphia. This team works to build a workforce system in Philadelphia that is more coordinated, innovative, and effective. The work aims to address poverty, the talent needs of employers, and to grow the economy.

The Workforce Solutions portfolio includes the:

- **Workforce Professional Alliance**, working to deliver high-quality services, custom training solutions and outcomes for both employers and job seekers.
- **Workforce Solutions Grants**, investing in organizations that strive to elevate evidence informed approaches and innovative training programs to prepare Philadelphia residents for entering the workforce.
- **Fair Chance Hiring Initiative**, supporting local businesses and justice involved Philadelphia residents by providing financial incentives in the form of wage reimbursements and employment retention grants.
- **Career Connected Learning**, infusing career awareness and early exposure into our schools, curriculum and programming offered to all students by working closely with youth-serving partners, including the School District of Philadelphia.

## GET INVOLVED

Learn more and connect with our team:

- Workforce Professional Alliance, email [WorkforceProfessionalAlliance@phila.gov](mailto:WorkforceProfessionalAlliance@phila.gov)
- Fair Chance Hiring Initiative, email [FairChanceHiring@phila.gov](mailto:FairChanceHiring@phila.gov)
- Workforce Solutions Grants, email [Talent.Development@phila.gov](mailto:Talent.Development@phila.gov)

# WPA MEMBERS AT A GLANCE

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**Community Integrated Services**

[cisworks.org](http://cisworks.org)

**Congreso de Latinos Unidos, Inc.**

[congreso.net](http://congreso.net)

**Drexel Goodwin College of Professional Studies**

[drexel.edu/goodwin/](http://drexel.edu/goodwin/)

**Eckerd Connects**

[eckerd.org](http://eckerd.org)

**Educational Data Systems, Inc.**

[edsisolutions.com](http://edsisolutions.com)

**Episcopal Community Services**

[ecsphilly.org](http://ecsphilly.org)

**Esperanza**

[esperanza.us](http://esperanza.us)

**Free Library of Philadelphia**

[freelibrary.org](http://freelibrary.org)

**HopeWorks**

[hopeworks.org](http://hopeworks.org)

**Impact Services**

[impactservices.org](http://impactservices.org)

**JEVS Human Services**

[jevshumanservices.org](http://jevshumanservices.org)

**Peirce College**

[peirce.edu](http://peirce.edu)

**Per Scholas**

[perscholas.org/locations/philadelphia/](http://perscholas.org/locations/philadelphia/)

**Philadelphia OIC, Inc.**

[www.philaoic.org](http://www.philaoic.org)

**Philadelphia Works, Inc.**

[philaworks.org](http://philaworks.org)

**Philadelphia Youth Network, Inc.**

[pyninc.org](http://pyninc.org)

**PowerCorps PHL**

[powercorpsphl.org](http://powercorpsphl.org)

**Project HOME**

[projecthome.org](http://projecthome.org)

**Propel America**

[propelamerica.org](http://propelamerica.org)

**S.P.I.N**

[spininc.org](http://spininc.org)

**Transition Pathways (Project Search)**

[drexel.edu/AutismInstitute](http://drexel.edu/AutismInstitute)

**University City Science Center**

[sciencecenter.org](http://sciencecenter.org)

**Uplift Solutions, Inc.**

[upliftsolutions.org](http://upliftsolutions.org)

**Urban League of Philadelphia**

[urbanleaguephila.org](http://urbanleaguephila.org)

**The Welcoming Center**

[welcomingcenter.org](http://welcomingcenter.org)

**West Philadelphia Skills Initiative**

[philadelphiaskills.org](http://philadelphiaskills.org)

**Year Up, Inc.**

[yearup.org](http://yearup.org)

**YouthBuild Philly**

[youthbuildphilly.org](http://youthbuildphilly.org)

# PROGRAMS BY INDUSTRY

## Business and Finance

- Philadelphia OIC, Inc. BankWork\$
- Year Up Accounting & Corporate Finance
- Year Up Banking
- Year Up Business Fundamentals
- Year Up Investment Operations
- Year Up Project Management Support
- YouthBuild Philly Business Administration & Customer Service

## Commercial Drivers License (CDL)

- Congreso de Latinos Unidos, Inc. CDL A
- Uplift Solutions, Inc. Workforce CDL Training Program

## Creative Arts

- Project HOME Creative Art Courses

## ESL and Digital Skills

- Project HOME Computer Basics
- The Welcoming Center English and Digital Skills Training

## Healthcare

- Congreso de Latinos Unidos, Inc. Certified Medical Assistant Program
- Congreso de Latinos Unidos, Inc. Next Step Program
- Congreso de Latinos Unidos, Inc. Emergency Medical Technician Program

## Higher Education

- Drexel Goodwin College of Professional Studies
- JEVS Human Services EduConnect
- Peirce College
- Project HOME College Access Program
- YouthBuild Philly Healthcare

## Hospitality

- Philadelphia OIC, Inc. Hospitality Industry Training
- Project HOME Customer Service
- Project HOME ServSafe Food Handler
- Project HOME ServSafe Manager
- Year Up Customer Success
- YouthBuild Philly BAS Culinary Arts & Wellness

## Social Services and Human Services

- Congreso de Latinos Unidos, Inc. Human Services Pathway
- Project HOME Peer Specialist
- YouthBuild Philly Child and Youth Care

## Supportive Services

- Community Integrated Services
- Drexel Goodwin College of Professional Studies
- Educational Data Systems, Inc.
- Episcopal Community Services
- Esperanza
- Free Library of Philadelphia
- Impact Services Corporation
- Philadelphia Youth Network, Inc.
- S.P.I.N
- The Welcoming Center Immigrant Fellowship Program
- The Welcoming Center International Professionals Program

## Technology

- HopeWorks Training Program
- Per Scholas Cybersecurity
- Per Scholas IT Support/Desktop Support
- Per Scholas Java Developer
- Urban League of Philadelphia Urban Tech Jobs
- Year Up Cybersecurity
- Year Up Data Analytics
- Year Up Help Desk/Desktop Support
- Year Up Quality Assurance
- Year Up Software Development & Support

## Trades and Smart Energy


- Philadelphia OIC, Inc. Smart Energy Technical Training
- PowerCorpsPHL Industry Academies
- PowerCorpsPHL TRUST
- Project HOME Forklift, Powered Industrial Trucks
- Uplift Solutions, Inc. Workforce HVAC Training Program
- West Philadelphia Skills Initiative Navy Yard Skills Initiative
- YouthBuild Philly Advanced Construction
- YouthBuild Philly Green Building



# COMMUNITY INTEGRATED SERVICES

 441 N 5th Street, Suite 101  
Philadelphia, PA. 19123

 [info@cisworks.org](mailto:info@cisworks.org)

 (215)-238-7411

Community Integrated Services' (CIS) mission is to empower people with disabilities through individualized employment opportunities that foster self-sustainability, equality and community. CIS connects employers to an under-tapped segment of the workforce, matching talent to labor needs and providing recruitment, training and retention services to hundreds of area businesses.

### Who does your organization serve?

CIS serves people with intellectual, developmental, physical, and mental health disabilities, as well as autism, traumatic brain injury, blindness, hearing impairments, and other significant challenges. A historically marginalized group, people with disabilities are disproportionately affected by poverty, unemployment/underemployment, and diminished access to housing, transportation, and public services.

### What is your organization's capacity to serve its participants?

CIS's singular focus is to help people overcome obstacles and get to work in the community, and CIS has been providing individualized, integrated employment services to people with disabilities since 1991. CIS served more than 2,000 people during our last fiscal year through 250 full and part time staff members. This work is accomplished through partnerships with schools, universities, vocational rehabilitation and disabilities services agencies, workforce development, private foundations, and an ever-expanding list of over 500 area employer partners. CIS serves the five-county Greater Philadelphia region of Philadelphia, Bucks, Montgomery, Delaware, and Chester counties, as well as the entire state of Delaware.

## INDUSTRY FOCUS

CIS has served the region for more than 30 years and has made it their mission to connect people with disabilities to good-paying, full-time, meaningful employment in Philadelphia across a range of industries.

## PROGRAMS AND SERVICES

### School to Work Transition

Services Youth with disabilities who focus on employment during the transition years access improved career opportunities throughout their adult lives. CIS works with hundreds of students and opportunity youth to explore careers, develop job skills, and make meaningful community connections as they transition seamlessly from school to work. Youth participate in career exploration, work-based learning, job shadowing, internships, paid employment, travel training, and other services to help them achieve career success.





## Benefits Counseling

People who receive SSA and other public benefits are rightfully concerned what will happen when they start working – the maze of public benefits is confusing. The CIS team of Certified Benefits Counselors provide expert guidance to demonstrate why it always pays to work and empower people towards financial self-sufficiency. Counselors review current benefits, provide info on what can happen when earning income, and help find a balance of employment and cash benefits that works for the individual. CIS helps people and families navigate the system and make strong, informed decisions about work.

## Employment Services

Supported Employment is an evidence-based practice of helping people with disabilities succeed in the work environment. CIS works with each jobseeker individually to set them up for employment success. Trained professionals provide guidance through the entire process, which could include career exploration, skills assessment, job search and placement, onsite training/coaching, long-term supports, and career advancement.


## Ticket to Work (TTW)

As an Employment Network, CIS provides long-term services and support to people who want to decrease their reliance on SSA benefits and achieve financial independence. Through job supports and comprehensive benefits counseling, CIS helps individuals safely navigate their way toward self-sufficiency. As an Administrative Employment Network, CIS provides expert knowledge and guidance to help organizations learn the TTW program, processes Tickets and other administrative functions, and become independent Employment Networks for the highly underutilized program.

## EMPLOYER ENGAGEMENT

CIS has over 500 employer-partners in the Philadelphia area, making an almost limitless variety of careers available to the people we serve. From administrative jobs at local nonprofits, to classroom aide positions at the School District of Philadelphia, to sales jobs at Home Depot and warehouse positions at Amazon, CIS is able to connect participants to the career of their choice. Once an individual is hired, CIS not only offers on-site employment support to help them thrive at work but can equip employers with the resources they need to best support employees with disabilities.

CIS launched the Business Inclusion Center (BIC) in 2019, in partnership with the Transition Pathways Program at the A.J. Drexel Autism Institute. The BIC was created to connect Philadelphia businesses to work-ready individuals with disabilities, and helps businesses build their internal capacity to employ, support, and retain those individuals. In the last two years, the BIC provided company-wide trainings on promoting neurodiversity and inclusion in the workplace to 14 significant local employers, including Wegmans, Saint Christopher's Hospital, and McCormick Taylor. Those trainings reached nearly 400 employees. Through the BIC, CIS partners with local businesses in a variety of ways and know that employment success for people with disabilities begins with making sure those businesses have the resources they need to support them.


 For more information, visit [cisworks.org](https://cisworks.org)



# CONGRESO DE LATINOS UNIDOS

 2800 N. American Street  
Philadelphia PA 19133

 [info@congreso.net](mailto:info@congreso.net)

 215-763-8870

Founded in 1977 by a group of Puerto Rican activists, Congreso de Latinos Unidos, Inc. is a 501(c)3 nonprofit organization with a mission to enable individuals and families in predominantly Latino neighborhoods to achieve economic self-sufficiency and well being.

Headquartered in Philadelphia, Pennsylvania, Congreso is a leading provider of high-quality programs in the areas of education, workforce development, housing, health, and parenting with an expert focus on the Latino community. Congreso’s Primary Client Model (PCM™), which ensures a client-centered, data-driven approach to service delivery, is the foundation for Congreso’s platform establishing clear standards and ongoing opportunities for learning and growth. Congreso’s Mission 2 Impact highlights the agency’s focus on innovation, design, and long-term outcomes as theory of change is implemented.

### Who does your organization serve?

Congreso continues to refine its focus and is currently working toward serving individuals at an earlier age with a greater emphasis on early childhood and parenting services, ultimately serving the entire family unit connected to each child served. This comprehensive and holistic approach envisions serving children and adults who have been receiving support from Congreso through the various stages of life and development.

### What is your organization’s capacity to serve its participants?

Congreso’s new mission is to enable individuals and families to achieve economic self-sufficiency and well-being. Under these overarching client outcomes, Congreso aims to focus programming on five core pillars: education, workforce development, health, housing, and parenting. With this goal in mind, Congreso, as a multiservice agency, is working to develop inter- and intra-divisional pipelines in order for clients and their families to receive multiple services in conjunction for a holistic, impactful service delivery. Clients served by Congreso’s Adult Education and Career Support Programming will be enabled to achieve economic self-sufficiency through the education and workforce development services they will be enrolled in, but they will also be connected to programs in other divisions, based on their needs, to achieve well-being.

## INDUSTRY FOCUS

Congreso works with multiple industries through the programs offered. Through the CDL-A, EMT, CMA, and Human Services Pathway programs Congreso works with the transportation and logistic agency, social services and healthcare industries.

## PROGRAMS AND SERVICES

Congreso offers 50+ services through three programmatic divisions: Education and Workforce Services (EWS), Family and Housing Services (FHS), and Health Promotion and Wellness (HPW). Programs are united through Congreso’s

homegrown Primary Client Model (PCM™), a service delivery model that allows staff to effectively link clients to multiple internal programs, holistically serving all needs. FHS services include teen parenting services, housing services (including rapid rehousing), family empowerment and social services, financial coaching, truancy services, and a free tax site. The HPW Division houses Congreso's Federally Qualified Health Center, HIV and AIDS services, health education, breastfeeding consultation, victim services, and the Latina Domestic Violence Program.

### **Commercial Driver License Class A (CDL-A) Program**

Eight-week licensure program, funded by Philadelphia Works, Inc. that prepares participants for careers as tractor-trailer drivers. Congreso partners with Allstate Career, AAA School of Trucking, and Smith & Solomon to deliver five weeks of intensive CDL-A training to obtain the CDL-A. Upon successful completion of training, participants return to Congreso for career guidance and employment services support, which includes referrals to Congreso's employment partners including FedEx Freight, Performance Food Group, Navarro Trucking, and Sysco. Individuals who are eligible for this program include TANF recipients and unemployed or underemployed Philadelphians who are registered with the CareerLink system.

### **Next Step Program**

Program offers diploma-holding youth pathways to high-growth jobs, postsecondary education, and industry-recognized certifications. Certifications include Medical Assistant, Phlebotomist, Medical Coding and Billing, Certified Nursing Assistant, and commercial trucking. Congreso partners with American Training Center to hold Medical Assistant classes at Congreso.

### **Human Services Pathway Program**

Program equips students with the Strengths-Based Family Worker (SFW) credential from Temple University–Harrisburg. Students can gain nine additional college credits from our partner, Harcum College. Students also receive career readiness skills, digital literacy instruction, and job placement assistance. Program employer partners are JEVS, Merakey, SPIN, Concilio, and Temple University. Program is in the process of becoming a registered pre-apprenticeship and apprenticeship program.

### **Certified Medical Assistant (CMA) Program**

Participants who complete this program receive the nationally recognized CMA certification from the American Medical Certification Association, as well as the Health Insurance Portability and Accountability Act (HIPAA), Cardiopulmonary Resuscitation (CPR), and Basic Life Support (BLS) certifications that prepare them to gain employment as Clinical Medical Assistants in a variety of healthcare settings. In partnership with the West Philadelphia Skills Initiative (WPSI), one cohort of students take part in additional professional development through WPSI's nationally recognized, custom workforce development training and connections to a targeted employer partner, Penn Medicine.

### **Emergency Medical Technician (EMT) Program**

Students receive an EMT credential that prepares them for positions in the emergency medical services system. Students gain work experience and connections to employers through internships and externships facilitated by Congreso.


## **EMPLOYER ENGAGEMENT**

Congreso works with employers before, during, and after a participant's journey in the program. Employers participate in a selection panel with Congreso and the trucking training providers to better inform individuals of the Transportation and Logistics industry as well as play a crucial part in the selection process. During their time in the program, participants meet with employers about employment upon obtaining CDL-A licensure. Congreso supports these participants with resumes and interview preparation.


➔ For more information, visit [congreso.net](https://congreso.net)



# DREXEL GOODWIN COLLEGE OF PROFESSIONAL STUDIES

 3141 Chestnut Street  
Philadelphia, PA. 19104

 [goodwin@drexel.edu](mailto:goodwin@drexel.edu)

 215-895-2162

Goodwin College of Professional Studies lives a mission that dates back to the founding of Drexel University and recognizes that success—whether for an adult student balancing life while attempting to earn a degree, or for a traditional student highly motivated in a specific area of study—can only come as a result of an educational environment steeped in flexibility, support and opportunity.

With a variety of delivery modes including traditional day, evening, online, on-campus and corporate options, Goodwin College’s programs are a unique reflection of the strengths of Drexel University and the educational needs of the communities we serve.

## Who does your organization serve?

Drexel serves a diverse range of Philadelphia residents, from youth to adults, through the work of our Dornsife Center for Neighborhood Partnerships, the Beachell Family Learning Center, Center for Nonviolence and Social Justice, The AJ Drexel Autism Institute, Goodwin College of Professional Studies, Lindy Center for Civic Engagement, and more.

## PROGRAMS AND SERVICES

### Skills, Trainings & Development Services

- **Business Services**  
Drexel offers free career services including assistance in developing a resume or cover letter, applying to jobs and preparing for an interview. Sessions are offered weekly in-person at the Beachell Family Learning Center. We also offer a suite of entrepreneurship programming to support local small business owners and connect them to technical assistance, coaching and general business education, business mentorships and networking opportunities, and increased access to capital. Entrepreneurship programming includes B Smart (a practical 10-week training course that focuses on building small business capacity), free Quickbooks classes, and quarterly networking opportunities for business owners.
- **Continued Education**  
Drexel’s Goodwin College of Professional Studies offers programs for adults at every stage of their career: currently working, unemployed, working part-time or changing careers. Our Manufacturing Career Accelerator Program (MCAP) is a 6-week bootcamp that focuses on the essential skills needed to begin a dynamic career in manufacturing while earning industry valued credentials such as OSHA-10 and a Yellow Belt in Lean Six Sigma. We also sponsor a PA Registered Cyber Security Support Technician Apprenticeship Program, with additional Apprenticeship’s currently in development.


### Technology Services

The Beachell Family Learning Center offers free digital skills training utilizing Northstar curriculum. Classes are offered in-person both day and night at Drexel’s Dornsife Center. Through Drexel’s Digital Navigator program,

individuals are connected to affordable Internet, computer access and additional digital skills resources. In addition, Drexel's Dornsife Center includes a free computer lab that is open to the public Monday-Friday and provides free printing, copying & faxing. Visitors to the Computer Lab can receive hands-on assistance related to digital or job search needs.

### **Disability Services**

The Transition Pathways program at the A.J. Drexel Autism Institute convenes partnerships with schools, organizations, businesses and community stakeholders to develop innovative approaches to help young adults on the autism spectrum achieve a successful transition to adulthood. Our School-to-Work Transition Programs serve young adults on the autism spectrum from the School District of Philadelphia. The programs focus on community-based internship experiences and connection to employment upon program completion. Our Drexel Business Inclusion Center (BIC) consults with employers in Philadelphia and beyond to accelerate inclusive hiring practices. For more information visit [Autism Institute, Transition Pathways](#).

 For more information, visit [drexel.edu/goodwin/](https://drexel.edu/goodwin/)



# EDUCATIONAL DATA SYSTEMS, INC.

100 S. Broad Street, Suite 650,  
Philadelphia, PA. 19110

✉ info@edsi.com

☎ (215) 564-0146

EDSI is a national workforce development company founded in 1979. The company operates more than 100 contracts providing business services, case management, and career readiness to a variety of populations. EDSI has operated programs in Philadelphia for 28 years.

### Who does your organization serve?

EDSI provides employment and training services to a wide range of jobseekers and employers throughout the Southeastern PA region. EDSI’s Philadelphia programs support the following populations: TANF recipients, WIOA Adult and Dislocated Workers, opportunity youth, returning citizens, individuals in recovery, individuals at risk of community violence, as well as employers across various industries.

### What is your organization’s capacity to serve its participants?

EDSI’s 40+ years of workforce development experience and staff of more than 850 knowledgeable professionals nationwide give us the capacity, ability, and experience to successfully manage multiple contracts and deliver exemplary services to customers with a National Appeal and Local Feel. In Philadelphia, EDSI serves in roles that best fit the solutions of its customers, ranging from Title I WIOA Service Provider, Coordinating Agency, Direct Service Provider, Subcontractor, and Consultant.

## INDUSTRY FOCUS

EDSI works with a range of industries and leverages various labor market data points and prioritized occupations to provide workforce solutions. EDSI’s work within the PA CareerLink Philadelphia is open to the public, including any employers, with a focus on recovery occupations. Through our WIOA funded programs, EDSI can connect job seekers to funded training programs in high-priority occupations. EDSI’s career accelerator programs can be offered in the following industries: healthcare, IT, manufacturing, customer service, transit, and construction. EDSI’s programs that serve justice-impacted individuals also include employer education and awareness of hiring from this pool of talent across a range of industries.

## PROGRAMS AND SERVICES

### Job Readiness Services

EDSI offers workshops at four PA CareerLink® Philadelphia locations on topics including career exploration, job readiness, technology, resumes, and interviewing. Each center has a resume specialist who offers a range of workshops as well as individual sessions for creating that perfect resume.

### Business Services

EDSI supports local employers by posting jobs on the state’s workforce website; pre-screening candidates; creating

customized solutions for candidate pipelines; hosting webinars and employer panels, hosting recruitment events; and coordinating On-the-Job Training (OJT), pre-apprenticeships, and customized job training contracts. Business Services are imbedded into each program, so may vary depending on the program's industry of focus, served population, and available funding. EDSI has curriculum available for industry accelerator programs to grow talent pipelines in healthcare, information technology, construction, manufacturing, customer service, and transit.

### **Workforce Consulting Services**

EDSI Consulting provides job task analysis, needs assessment, skill gap analysis, curriculum development, knowledge retention, and other customized training services to corporations, government entities, and industry partnerships across the country. EDSI's Value Stream Mapping sessions bring together key stakeholders to create a visual outline of how customers proceed through a program's services. EDSI's technique focuses on the client, establishes a common language, documents multiple processes, reveals problems with flow, and provides a blueprint for improvement. Recent customers include the State of Indiana Adult Education, Mondelēz International (formerly Kraft Global Foods, Inc.), the National Academy of Sciences, the American Public Transportation Association (APTA), the Ford Motor Company, the Southeastern Pennsylvania Transit Association (SEPTA), and the Metropolitan Atlanta Rapid Transit Authority (MARTA).

### **Specialized Programming**

For some jobseekers, involvement with the justice system, experiencing a lay-off, recovering from addiction, or being at high-risk of community violence are barriers to entering or re-entering the workforce and earning sustainable wages. EDSI offers customized programs for these populations in partnership with a range of funders and partners. Collaborative partnerships include a Recovery Through Work program, a Community Violence Intervention Program, coordination of PA CareerLink® Rapid Response services and a Specialized Dislocated Worker Grant.

### **Community Engagement**

EDSI offers mobile and customized services and specialized programs for jobseekers in their neighborhoods. Community partner services includes onsite PA CareerLink® service delivery, establishing referral processes, and presenting orientations on the PA CareerLink® system to agency staff. Jobseeker services in the community include workshops delivered at community agencies, resume workshops and resume writing, registration and case management services through WIOA funding, and collaboration on industry-specific job fairs. EDSI also delivers workshops and individualized career coaching sessions at many of the free public library branches.

### **Industry-Specific Boot Camps**

Employer-driven, industry-sector boot camps allow jobseekers to explore career pathways for high-demand occupations in manufacturing, health care, customer service, transit, construction, and information technology. The customized curriculum teaches hard and soft job readiness skills through hands-on workshops, labor market information, industry field trips, and roundtable discussions. Participants gain industry-recognized certifications and complete capstone projects that include resumes and cover letters geared toward their chosen fields. Graduates receive interview leads and preparation from the Business Services Team. These career accelerator programs are time-specific, cohort-based models, depending on employer need and available funding.

## **EMPLOYER ENGAGEMENT**

Employers and EDSI collaborate on curriculum development, guest speakers, coordinating job fairs, streamlining targeted talent pipelines, providing work experiences and job shadowing, engaging in On-The-Job training contracts, and keeping open communication feedback loops.

 For more information, visit [edsisolutions.com](https://www.edsisolutions.com)




150  
YEARS

# EPISCOPAL COMMUNITY SERVICES

 225 S 3rd Street  
Philadelphia, PA. 19106

 [info@ecsphilly.org](mailto:info@ecsphilly.org)

 215-351-1400

Episcopal Community Services (ECS) mission is to challenge and reduce intergenerational poverty. ECS increases the ability of people to improve their lives and achieve economic independence. ECS calls upon every person to participate in sustainable, positive change for Philadelphia. Episcopal Community Services empowers individuals and families to determine and follow their own paths, it's the best way to transform communities. ECS's core values are Dignity, Justice, Community and Impact.

Over the last five years, ECS has shifted all work to economic mobility outcomes for people in its programs. ECS is tracking success by the ability to help participants achieve their goals and improve their lives. The Path to Prosperity Model is the approach to ensuring that people in ECS programs can identify what they need and achieve their goals. It reflects our commitment to working with people to chart their own paths to success.

### Who does your organization serve?

ECS has programming that serves a multitude of populations including children in grades kindergarten through 8th grade, youth ages 14 to 18, jobseekers ages 18 and older, parents, and community members throughout the greater Philadelphia region.

### What is your organization's capacity to serve its participants?

ECS has the appropriate leadership and staffing to appropriately serve its participants. As Community is one of ECS' core values, the agency strives to integrate the ideas and perspectives of participants, staff, board of trustees, peer agencies, and stakeholders. ECS serves multiple populations throughout the city of Philadelphia, as well as surrounding counties.

## INDUSTRY FOCUS

ECS serves participants that represent a variety of employment industries with the programs offerings, they are not reserved for people working within a specific industry.

## PROGRAMS AND SERVICES

### Out of School Time (OST)

OST, an after-school enrichment program, offers project-based learning and 21st century skills for kids in elementary and middle grades. The programs operate during the school year and over summer break in the Philadelphia neighborhoods of Feltonville and Carroll Park, and in Darby, PA. Seeing Youth Succeed (SYS) for youth ages 14 to 18, engages youth in building leadership skills and support systems by working on creative group projects and thought-provoking issues of their choosing.



## Health and Wellness

ECS uses health screenings and wellness education to help people identify their health needs. These services are integrated into every program and activity. Parents are encouraged to attend one or more of our offerings. Programs for parents include classes, offered in conjunction with the DHS Parenting Collaborative, that leverage the therapeutic use of parent groups to support both single and dual parent households or ECS's father's group, offered in conjunction with Bao Babas, that focuses on fathers being a more confident parent and a stronger presence in the lives of their children and community. Program participants and community members are welcome to engage in a variety of food and nutrition programs that include an open-choice food pantry, nutrition education classes, and/or diabetes prevention programming.

## St. Barnabas Community Resource Center


Located at 6006 West Girard Avenue, St. Barnabas has converted its 107-bed emergency shelter into the St. Barnabas Community Resource Center (CRC). St. Barnabas CRC provides stability and opportunities for life transformation through supportive services in a well-maintained facility in the Carroll Park section of West Philadelphia. With support from a host of partners, the ECS Community Resource Center provides a variety of services and coaching that includes: financial management, career development, health and well-being and housing assistance; parent engagement; nutrition education and food access; on-site mental health services; legal aid; and workforce development support. Current programming is the result of an extensive community assessment conducted by ECS and future programming will be informed by a Community Advisory Council.

## Opportunity Development

Mindset is a new program developed by ECS that is free for all accepted participants. MindSet pairs one-on-one coaching with group training to help individuals set goals, develop skills, and achieve self-sufficiency. Unlike many other programs, MindSet uses a long-term approach (5-7 years) that supports the whole person. We enable participants to develop all of the skills needed to become self-sufficient by providing training, individualized coaching, and mentorship in four core areas: Health and Wellness, Career Development (Education and Employment), Housing, and Financial Management.

## EMPLOYER ENGAGEMENT

Employers are represented on the ECS Community Advisory Board and help to inform services offered at St. Barnabas Community Resource Center. Additionally, we work within the workforce development system by recruiting potential program participants from job training programs that represent multiple industry sectors. ECS's goal is to support participants throughout their job training experience, in support of planning their career development journey, and achievement of earning family sustaining wages.

 For more information, visit [ecsphilly.org](https://ecsphilly.org)



# ESPERANZA

 4261 N 5th Street  
Philadelphia, PA 19140

 (215) 324-0746

Esperanza is a multi-service education and community economic development organization operating culturally sensitive programs to address the unmet needs of North Philadelphia’s Hunting Park community. For more than 30 years, Esperanza has been empowering those on a pathway out of poverty in the Hunting Park section of North Philadelphia by offering programs that cultivate self-belief, grit, and knowledge acquisition, allowing clients to develop agency, voice, and influence over their own lives.

### Who does your organization serve?

Esperanza serve all of Philadelphia with a commitment to improving the lives of Hispanics and residents of the Hunting Park area.

### What is your organization’s capacity to serve its participants?

Esperanza has a dedicated staff of more than 450 people working from its 17-acre campus to improve the quality of life of the community in Hunting Park as well as all those who seek our services.

## PROGRAMS AND SERVICES

### Housing & Economic Development

Housing & Economic Development offers Individual technical assistance and facade improvements for small businesses; construction of affordable housing; extracurricular STEAM programming; critical home repairs; and block beautification and neighborhood greening. Housing Counseling Department offers first-time home buyers workshops; financial literacy; foreclosure prevention; and rental and shelter assistance.

### Esperanza Immigration


Legal Services offers low cost legal services to immigrants; Green Card applications; family petitions; naturalization applications, and citizenship workshops. Esperanza National Programs focus on Hispanic faith community engagement through youth leadership development; youth mentoring services; and financial support for Hispanic ministry projects.

### Workforce Development

Esperanza Workforce Development offers bilingual services in the following areas: career counseling, educational development and skills training, job placement, and veteran services.

### Education


Esperanza provides educational excellence. Esperanza College of Eastern University offers flexible class schedules, state of the art facilities, internship opportunities, and English Language Institute. Esperanza Academy Charter School offers individualized instruction, 11 curriculum majors, robust after school programs, and dual enrollment opportunities. Esperanza Cyber Charter School provides students an inspiring online learning program with curriculum choices, virtual and in-person tutoring, and a rigorous yet flexible schedule to prepare young adults who can use English, Spanish, and technology as tools for success in the 21st century.

 For more information, visit [esperanza.us](http://esperanza.us)



# FREE LIBRARY OF PHILADELPHIA

 1901 Vine Street, Ground Floor  
Philadelphia, PA 19103

 215-686-8663

The mission of the Free Library of Philadelphia is to advance literacy, guide learning, and inspire curiosity. Its vision is to build an enlightened community devoted to lifelong learning.

### **Who does your organization serve?**

The Free Library of Philadelphia serves the entire Philadelphia community. Through our workforce programs we serve entrepreneurs, nonprofits, jobseekers and career changers and inventors.

### **What is your organization's capacity to serve its participants?**

The Free Library's capacity to serve is based on staff.

## PROGRAMS AND SERVICES

### **Career Readiness**


Build general skills to prepare for a career and improve your opportunities. For more information [view the Free Library career readiness programs](#).

### **Returning Citizens**

Re-enter the workforce with confidence! Browse programs for returning citizens. For more information [view the Free Library programs for returning citizens](#).

### **No HSE Required**


No diploma? No problem. Find programs that do not require a high school equivalency (HSE) or diploma. For more information [view the Free Library programs no HSE requirement](#).

 For more information, visit [freelibrary.org](https://freelibrary.org)



# HOPEWORKS

 3400 J. Street  
Philadelphia, PA 19134

 856-344 3536

Hopeworks is a social enterprise that transforms lives. Young adults (aged 17-26) entering Hopeworks are unemployed, making less than \$400 annually and earn over \$43,000 at the end of the program with an almost 90% 12-month retention rate.

**Who does your organization serve?**

Young adults aged 17-26

**What is your organization’s capacity to serve its participants?**

A unique combination of career readiness coaching, academic success coaching, and a strong community commitment to healing and progress means that young adults can find a place to succeed.

However, it takes one last step to make our young people the exceptional employees they are. Success for our young people also requires real-world experience. To provide this experience, Hopeworks runs real businesses, providing technology solutions for businesses in web design, Geographic Information Systems (GIS) and data visualization that not only helps businesses achieve their goals but also trains and employs young adults in high demand, high wage careers. H young adults work in these businesses, gaining real-world experience and a living wage. In the last 12 months, Hopeworks paid over \$970,000 in wages to our participants.

**INDUSTRY FOCUS**

Hopeworks works with the technology industry.

**PROGRAMS AND SERVICES**

**Hopeworks Training Program**

Hopeworks is a social enterprise that uses technology, healing, and entrepreneurship to transform lives; on average, over 99% of young adults (aged 17-26) entering Hopeworks are unemployed, making less than \$400 annually. Young adults completing the Hopeworks program make, on average, over \$43,000 annually, with a 12-month retention rate of nearly 90% in their jobs. That is the Hopeworks difference.

Hopeworks unique trauma-informed approach, combined with high-demand, high-wage technical training and paid work experience in Web Design and GIS helps young people not only get the job, but keep it, transforming their lives and the lives of their families.

## EMPLOYER ENGAGEMENT

Hopeworks works with employers to provide customized training and post-placement support to make sure young adults don't just get the job but keep it.


➔ For more information, visit [hopeworks.org](https://hopeworks.org)

# IMPACT

# IMPACT SERVICES CORPORATION

 1952 East Allegheny Avenue  
Philadelphia, PA 19134

 [info@impactservices.org](mailto:info@impactservices.org)

 215-739-1600

Impact is a non-profit organization located in the Kensington section of Philadelphia that has provided workforce development, housing, community development, economic development, and other services that positively affect communities across the city since 1974.

### Who does your organization serve?

Impact serves low income, homeless, TANF recipients, dislocated workers, veterans who are homeless and dual diagnosed; various communities and residents in the Kensington and Germantown sections of Philadelphia.

### What is your organization’s capacity to serve its participants?

Impact’s capacity is excellent. Fiscal budget of over \$9.2 million, 143 full-time employees; contracts for services at City, State and Federal levels.

## INDUSTRY FOCUS

Impact implements customer driven placement based on our customer’s skills and career interest, we work with all industries. Impact’s efforts focus on industries with entry or mid-level employment opportunities, such as healthcare and hospitality, because of the skill levels and experience of customers. Impact has recently made a more concerted effort to focus on jobs in the trades and the other occupations identified as Recovery Occupations by Philadelphia Works.

## PROGRAMS AND SERVICES

### Veteran Services

Impact provides transitional, permanent supportive, and family housing; counseling, referral, and workforce development for homeless veterans, transportation and supportive services.

### PA CareerLink® Philadelphia Northwest

PA CareerLink® Philadelphia Northwest provides access to occupational training, basic skills upgrading and GED® preparation, and job development services. Located at 5847 Germantown Avenue, all residents may utilize its Career Resource Center, participate in work readiness and other workshops, and attend onsite employer hiring events. Other services located at CareerLink® Northwest include financial counseling provided by Clarify, benefits screening through the BenePhilly project (also located at 1952 East Allegheny Avenue), assistance by the Office of Vocational Rehabilitation for individuals with a disability, and Job Corps intake and job placement services.

### Workforce Strategies

Impact provides housing, counseling, mentoring, job placement and retention, access to occupational training, and


supportive services for individuals with criminal background.

### **Community Development**

Impact provides neighborhood engagement and resident convening, training residents in trauma informed community building strategies, cleaning programs, business support, training residents in real estate lending, building affordable housing, greening, partnering with law enforcement, and partnering with various organizations and City departments to address the opioid crisis.

## **EMPLOYER ENGAGEMENT**

Impacts Job Developers maintain consistent contact with employers to ensure awareness of their hiring needs and the qualifications they are seeking for their available positions. In addition to inviting employers to hiring fairs, Impact offers employers the opportunity to do direct recruitment at the site. Every Thursday, Impact has at least one employer on site to meet with interested candidates. Impact identifies a company as Employer of the Month and invites the employer to offer information and hiring sessions each week during the month. Impacts Manager of Business and Community Services has developed connections with local political representatives and has offered support for their hiring events, bringing in employers and marketing the events to customers. Every employer who reaches out to Impact receives a welcoming email from our Manager of Business and Community Services and is assigned to one of our Job Developers to serve as the Point of Contact.


 For more information, visit [impactservices.org](https://impactservices.org)



# JEVS HUMAN SERVICES

 1845 Walnut Street  
Philadelphia, PA 19103

 [info@jevs.org](mailto:info@jevs.org)

 215-854-1800

JEVS Human Services has been running career education programs to benefit the Greater Philadelphia community for nearly 50 years. JEVS is a non-profit organization dedicated to helping people from all walks of life to achieve their goals.

### Who does your organization serve?

JEVS specializes in working with working adults to support them in succeeding. JEVS takes the time, and with patience, to understand each student’s needs and meet them where they are. It’s the JEVS way. JEVS assists, supports, handholds, answers student texts or emails on weekends. Many of JEVS’s students are working parents, single parents juggling life’s demands, individuals who only have a high school diploma, or people stuck in their jobs with little chance for a promotion.

### What is your organization’s capacity to serve its participants?

JEVS has multiple programs across a wide range of human services, each with their own needs and goals. With strong central management, over 1000 employees, and years of experience, JEVS maintains the flexibility to grow and adapt to client needs. JEVS has multiple locations in Philadelphia and New Jersey.

## INDUSTRY FOCUS

JEVS prepares participants to work within various industries including, healthcare, IT, trades, hospitality and manufacturing

## PROGRAMS AND SERVICES

### JEVS EduConnect

JEVS EduConnect program mission is to connect individuals to the credentials they need to begin or advance in growth careers fields, whether the individual needs a certification, training courses, or college degree. JEVS partners with universities that offer these educational opportunities in a way that is flexible, affordable, and achievable. EduConnect helps those who are at these crossroads in their careers and don’t know how to take the next step. What makes EduConnect special—and different than pursuing post-secondary ed on your own—is the JEVS Success Coach. JEVS coaches provide support throughout the student’s entire journey with us. For many students, our coaches are the “safety net,” helping them to push through obstacles and providing the motivation they need. Programs are online, and that can feel intimidating for many who’ve never done online learning before. The Success Coach guides the student one-on-one, and through “community” group sessions, so that they never feel alone in the program. JEVS guides them to success.

### JEVS Hireability — PA

JEVS hireAbility offers empowering, customized employment programs to assist individuals living with a disability or chronic disease by preparing them for competitive employment and community integration. We have programs for both



youth and adults in Pennsylvania and New Jersey. HireAbility is an affiliate agency of JEVS Human Services that offers an empowering, customized employment program to assist individuals living with a disability or chronic disease by preparing them for competitive employment and community integration.

In PA, JEVS hireAbility provides employment services for individuals with disabilities who are eligible for services through the Office of Vocational Rehabilitation (OVR) or the Office of Developmental Programs (ODP). hireAbility's expert staff take a person-centered, Employment First approach, focusing on a person's strengths, interests, and preferences to help them achieve their career goal. Services offered may include resumé building, job matching advice, preparing for job interviews, job coaching, and retention support. For more information [contact JEVS hireAbility](#).

### **Opportunity Youth Collaborative (OYC)**

OYC offers job training, GED®/high school equivalency test preparation and job placement assistance for young adults (18–24) in New Jersey who are interested in a career in Atlantic County's booming hospitality business sector (hotels, restaurants, casinos and more).

### **Project WOW**

Project WOW (World of Work) offers free skills training, job placement assistance, and GED® /high school equivalency test preparation for Philadelphia youth ages 18–24. Students can choose from a variety of hands-on, job training options, such as in the high-demand career fields of building trades or information technology (IT). At the end of the program, our employment specialist will help you to find a job and begin your new career.

### **Career Strategies**

Career Strategies combines expert guidance and proven strategies with personal attention to help clients achieve their career goals. Our wide range of Career Management Services may be tailored to meet an individual's specific objectives, requirements and budget.

### **PA CareerLink® Suburban Station**

Through PA CareerLink®, JEVS Human Services provides comprehensive services for both jobseekers and employers – providing skills and assistance to those seeking work while matching prescreened, qualified candidates to the area's occupational workforce. Services include job search, placement, and retention assistance and support as well as consistent one-on-one case management and facilitation of services by trained employment advisors.

### **Center for New Americans**

Center for New Americans' goal is to help refugees, asylees and victims of trafficking prepare to enter the workforce, find satisfying jobs ranging from labor to professional positions, and become self-sufficient members of society. Open to residents of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties with refugee status and within five years of date of entry to the United States, even if a Green Card has been received, or who are granted asylum status or victim of trafficking status. (United States citizens are not eligible).

### **Career Solutions for 55+**

Career Solutions for 55+ helps improve the quality of life for older Philadelphians who are unemployed, underemployed, or seeking a career change. Services include career counseling and placement assistance as well as workshops on transferable skills, computer and internet use, and resumé and interview preparation.

### **The Choice is Yours (TCY)**

TCY is an innovative diversion program for first-time, nonviolent felony drug offenders facing one to two year prison sentences. Upon successful completion, the program offers graduates the opportunity to have their criminal records expunged, removing the stigma of a criminal record. TCY is operated in partnership with the Philadelphia District Attorney's Office (DA), Municipal Court and the Defender Association of Philadelphia (PD).

### **Looking Forward**

Looking Forward Philadelphia provides an array of social services and employment help designed to meet the immediate and longer-term needs of individuals returning from incarceration.

### **Orleans Technical College**

Since 1974, Orleans Technical College in Philadelphia has helped students from all walks of life move toward one common

goal: learning new skills to enhance their success in the workforce. Whether you are new to the work world, looking to upgrade your skills, or desire to try something new and exciting, Orleans Tech is committed to helping you meet your employment goals. We believe that intensive skills training is the key to finding and retaining employment in the competitive job market.

### **Work Ready**

Work Ready provides a comprehensive set of employment-oriented services to those receiving Public Assistance benefits, including those who are in need of specific help managing barriers to self-sufficiency. Services include one-on-one case management and coordination of services by a trained professional as well as internship placement to enhance skills and employability.

### **IT Career Readiness (ITCR)**


ITCR is a six-month training and career exposure program designed to help young adults with a disability in the development of their skills in the information technology industry, while simultaneously practicing professionalism and workplace skills.

### **IT Pre-Apprenticeship Career Readiness**

IT Pre-Apprenticeship provides foundational information technology training and professional development to help young adults transition into a registered apprenticeship, college, or the workforce. The program consists of three months of classroom instruction and two months of paid internships.

### **TechServ Scholars AmeriCorps Program**


The TechServ Scholars AmeriCorps Program, operated by JEVS Human Services, is a unique, year-long opportunity for youth who want to help their community through service and civic engagement, while developing technical, career skills. TechServ Scholars build skills for career pathways in STEM (Science, Technology, Engineering, and Math) and IT (Information Technology), gain certifications, and benefit from hands-on experiences guided by professional mentors.

 For more information, visit [jevshumanservices.org](http://jevshumanservices.org)



# PEIRCE COLLEGE

 1608 Walnut Street, 19th Floor  
Philadelphia, PA, 19103

 215-670-9214

Peirce College is a private, nonprofit institution located in Philadelphia with approximately 1,500 undergraduate and graduate students enrolled in a wide range of programs offered online and designed around the unique needs of busy adults. Peirce College was established in 1865 as Union Business College to provide career-focused education for soldiers returning from the Civil War. It was one of the country’s first schools to embrace women as students. Today, Peirce continues its tradition of serving working adults and employers’ unique needs through the ongoing evolution of programs that provide students with academic excellence, flexibility, and personalized support. In addition to online courses, students can earn credit for college-level knowledge gained through years of work, professional and military training, and other experiences. Students can also embed industry-recognized professional certifications into their programs - and earn credit for those certifications.

### Who does your organization serve?

Peirce serves working adults and adult learners with our flexible online college degrees.

### What is your organization’s capacity to serve its participants?

Peirce currently has 1,300 enrolled students with Peirce and have the capacity to enroll more than 1,700.

## INDUSTRY FOCUS

Peirce College has a long history of partnering with organizations, businesses, non-profit organ and academic institutions. We have more than 60 corporate/employer partners throughout the Delaware Valley.

## PROGRAMS AND SERVICES

### Undergraduate: Earn up to 22 credits at no cost

If you are thinking about coming back to college, try out your first course for free at Peirce. For a limited time, Peirce College is waiving the cost of PRC 101, Peirces three-week online orientation course that is required for most undergraduate students. This one-credit course helps you explore career opportunities, prepare for a return to collegiate study and establish time management and study skills that position you for success at Peirce College. It is like a no risk test drive.

To get started, [apply and register via Fast Track today.](#)

PRC 101 makes you an enrolled student at Peirce and eligible to earn stackable credits at no cost through the College’s partnership with Coursera. Credits awarded for these courses and certificates apply directly to Peirce College’s degree programs.

### Tuition & Financial Aid Opportunities

Peirce College offers various tution and financial aid oppportunites for more information and to apply visit

<https://www.peirce.edu/tuition-financial-aid>

Learn more about our graduate degree programs and certificates:


- Master of Business Administration
- MS in Organizational Leadership & Management
- MS in Healthcare Administration
- MS in Higher Education Leadership
- MS in Professional Studies
- Graduate certificate in Operations Management
- Graduate certificate in Nonprofit Leadership
- Graduate certificate in Public Health Administration
- Graduate certificate in Higher Education Leadership

## EMPLOYER ENGAGEMENT


Currently, Pierce work with companies through maximizing their tuition reimbursement program, mapping transfer credits to our bachelor's degree programs, or developing customized training and education solutions. Through Peirce's employer relations efforts, the academic model is leveraged to:

- empower employers to close skills gaps at their organizations and expand the capacity of their employees
- empower learners to gain the skills and credentials recognized by employers
- provide our partners with tuition discounts and no application fees

At Peirce, we enable learners to build capacity and validate the skills and competencies needed by employers in the region.

 For more information, visit [peirce.edu](https://www.peirce.edu)



 1800 JFK Blvd, Suite 1801  
Philadelphia, PA, 19130

 [info@perscholas.org](mailto:info@perscholas.org)

Advancing economic equity through rigorous training for careers in technology. Per Scholas partners with leading employers to build more diverse talent pools and directly connect our graduates to new career opportunities.

### Who does your organization serve?

Per Scholas offers rigorous training for adult job seekers (18+) who have the passion and drive to enter the technology workforce but not the qualifying education or experience to access these jobs. Per Scholas learners represent the diverse communities in which Per Scholas's campuses are located and often come from backgrounds currently unrepresented in the tech industry: nationally, more than 86% of our learners are people of color, close to 30% are women, one-third are young adults (18-24), and the majority have a high school diploma or equivalent as their highest educational attainment.

### What is your organization's capacity to serve its participants?

Per Scholas seeks to enroll at least 110 motivated and talented individuals into our tuition-free technology training courses in 2023. Since launching our Philadelphia training campus in late 2019, Per Scholas has trained nearly 300 learners in tech skills with an 85% graduation rate, connected our skilled graduates to employers in the region and increased the average earned wage of our graduates to over \$44,000 a year, an average of 4x their pre-training wages.

## INDUSTRY FOCUS

Per Scholas focuses on technology roles across industries, with the most active engagement in education, healthcare – and of course – within the technology industry itself.

## PROGRAMS AND SERVICES

### IT Support/Desktop Support

Entry-level course offering 12 weeks (M-F, 9am-4pm) of technical and career development instruction. Graduates qualify to earn CompTIA A+ certification and to fill entry-level IT (primarily infrastructure/desktop support and general field technician) jobs.

### Cybersecurity

15-week (M-F, 9am-4pm) cybersecurity training leading to the CompTIA CySA+ credential and entry-level roles in Security Operations Centers (SOCs). Additional Qualifications: Strong aptitude for cybersecurity (including curiosity, attention to detail, logic, mathematics and related skills). At least 1 year of experience in tech is recommended.

### Java Developer

Intermediate to Advanced 12-week (M-F, 9am-4pm) intensive Java development immersion, covering software

development lifecycles and methodologies along with a wide range of tools, including HTML, CSS, JSP, JUnit, Spring MVC, SonarQube, and Maven, to deliver quality applications.

## EMPLOYER ENGAGEMENT

Per Scholas can offer custom-tailored training solutions (designed with and by employer partners) to meet current business needs. This could be upskilling or reskilling current team members or building new talent pipelines for specific roles. As direct hiring partners, we ensure that employers are deeply involved in corporate engagement opportunities before and during the hiring process.

➔ For more information, visit [perscholas.org/locations/philadelphia/](https://perscholas.org/locations/philadelphia/)




Transform  
Your Future

# PHILADELPHIA OIC, INC.

 1231 N Broad Street  
Philadelphia, PA 19122

 [amack@philaoic.org](mailto:amack@philaoic.org)

 (215) 236-7700

The Philadelphia Opportunities Industrialization Center, Inc.–or OIC–is a nonprofit organization founded in 1964 by the late Reverend Dr. Leon H. Sullivan, who was an internationally recognized advocate for civil and economic rights for all. OIC works to open opportunities for all members of the community, helping them get the skills they need to get quality jobs and advance in their careers.

### Who does your organization serve?

Under-served and underrepresented individuals in the Philadelphia community.

### What is your organization’s capacity to serve its participants?

OIC is well-equipped to serve participants from a management, operations and service capacity.

## INDUSTRY FOCUS

Philadelphia OIC continually works to collaborate with industry partners that have a direct impact on program development and training services as employers and training partners. With the current program offerings, OIC works with the following: hospitality, skilled trades, and financial services industries.

## PROGRAMS AND SERVICES

### Re-entry Program

The re-entry program assists participants with a successful transition back to the community by helping them become productive, responsible, and law-abiding citizens. Program participants are provided with the support they need to overcome many of the challenges faced upon release from incarceration. Support services include the following:

- Educational training such as Adult Basic Education-GED®/HiSET® . Workforce employable skills leading to careers in Culinary Arts & Smart Energy.
- Career readiness skills, career placement assistance and continued support in the selected area of study.
- Referrals to services needed to successfully address substance abuse issues, mental health needs, and other basic human needs (e.g. food, shelter, clothing).

### Banking Training and Education

In partnership with BankWork\$, Philadelphia OIC offers a free vocational training program that trains inner-city adults the hard and soft skills needed to start a career in banking. The model is focused on teller positions, customer service representatives and personal banking positions which are in high demand across multiple financial institutions. The program runs for eight weeks, Monday to Wednesday, 8 a.m. to 4 p.m. At the end of the program, students attend a graduation/career fair which allows each participant the opportunity to interview with bank managers, recruiters and

district reps from financial institutions in the Philadelphia market.

### **Hospitality Industry Training (HTI)**


HTI offers employment training and job placement services for job seekers interested in hospitality careers. HTI graduates are ready to apply for available positions with the Pennsylvania Convention Center, local hotels, restaurants, and other Philadelphia OIC employer partners.

### **Smart Energy Technical Training**

The OIC Smart Energy Technical Training program offers customized job training and job placement services for those who are interested in energy-oriented careers. Over the course of eight weeks, participants receive the training needed for “smart energy” trade jobs. Participants will graduate from Philadelphia OIC with a Certificate of Completion, OSHA Ten-Hour Certification and the North American Board of Certified Energy Practitioners (NABCEP) Professional Certificate.

## **EMPLOYER ENGAGEMENT**

Philadelphia OIC actively engages with employers on different levels to shape programming and support job placement assistance for individuals. Employer engagement mechanisms, for example, are such as working together in contracting financial support for industry-related programming, guest speaking engagements, property/work site visit hosts, participation in mock interview training modules, membership with professional industry associations, participating with advisory board committees, and industry-focused hiring events that bring partners and their open employment opportunities to the forefront for our participants.


 For more information, visit [philaoic.org](https://philaoic.org)





# PHILADELPHIA WORKS, INC.

 **1617 JFK Blvd 13th floor**  
Philadelphia, PA 19103

 **Admin. Offices: 215-963-2100**  
**PA CareerLink® Philadelphia: 1-833-750-JOBS (5627)**

Philadelphia Works (PhilaWorks) is a 501c3 non-profit organization that invests in solutions and services to grow Philadelphia’s economy by connecting employers to workforce talent and career seekers to jobs.

**Who does your organization serve?**

Youth and young adults ages 12-24.

**What is your organization’s capacity to serve its participants?**

Philadelphia Works, Inc. has the capacity to serve participants through partnership, collaboration, and development by connecting businesses to educational institutions and training providers with technical expertise for help with curriculum development, PA CareerLink®, community organizations, and high schools for candidate recruitment, screening, and pre-apprenticeship training, and dedicated apprenticeship navigators in your industry Industry partnerships with similar employers. Additionally, with hands on apprenticeship assistance, Philadelphia Works, Inc. can, address talent pipeline needs, enhance on-the-job training, assist with document preparation for official registration, support program start-up and operation, and provide guidance on identifying and training mentors.

**INDUSTRY FOCUS**

Philadelphia Works is committed to continuously expanding education and training opportunities for Philadelphians and we work with many industries across the region. Specifically, Philadelphia Works has Industry partnerships with The Southeastern Pennsylvania Manufacturing Alliance (SEPMA), which is a business led, multi-employer collaborative comprised of regional manufacturers that work with education, workforce development, economic development and community organizations to address the workforce needs of the manufacturing industry. SEPMA and Philadelphia Works partner to recruit industry leaders and facilitate the development of workforce solutions. Additionally, Philadelphia Works’ Hospitality & Entertainment Industry Partnership (H&E IP) gathers a professional alliance of industry leaders throughout the region to identify industrywide challenges and to discuss, develop, and implement ongoing solutions. These local providers convene regularly to develop and support workforce initiatives to build a stronger and more competitive Hospitality and Entertainment industry.

**SERVICES**

Philadelphia Works leverages resources and cross-sector relationships to advance a thriving workforce. By partnering with government, public, and private organizations, Philadelphia Works implements innovative solutions and pilot programs that strengthen Philadelphia’s economy. As a nonprofit and Philadelphia’s workforce development board, Philadelphia Works is uniquely situated as a system leader and investor of public and private funds to drive economic opportunity throughout Pennsylvania’s southeast region.

Philadelphia Works, Inc. develops and manages smart workforce solutions that respond to business needs and increase economic opportunity for all Philadelphia residents. We influence the public policies that support economic growth and optimize funding and resources to invest in regional solutions to build a skilled and thriving workforce.

## EMPLOYER ENGAGEMENT


Philadelphia Works leverages resources and cross-sector relationships to advance a thriving workforce. By partnering with government, public, and private organizations, we implement innovative solutions and pilot programs that strengthen Philadelphia's economy. Philadelphia Works' Business Engagement Team specifically assists businesses in identifying a variety of employment and training solutions to grow and retain talent. At no cost to employers, our business solutions offer comprehensive services and strategic partnerships that diversify talent pipelines and support economic growth, which includes On-the-Job training, Customized-Job-Training, Incumbent Worker Training, and Apprenticeship & Pre Apprenticeship Training.

➔ For more information, visit [philaworks.org](https://philaworks.org)



# PHILADELPHIA YOUTH NETWORK, INC

 400 Market Street, Suite 200  
Philadelphia, PA 19106

 267-502-3800

Philadelphia Youth Network (PYN) is a solutions-builder forging together significant players to alleviate a root cause of poverty by preparing 12-24 year-olds to become productive working adults.

### Who does your organization serve?

Youth and young adults ages 12-24.

### What is your organization's capacity to serve its participants?

In the 2019 program year, our work created approximately 18,000 opportunities for education and employment with a goal of creating 20,000 opportunities annually by the end of the 2020 program year.

## PROGRAMS AND SERVICES

### Career Bridging

This pilot is an industry-focused approach designed to connect School District of Philadelphia Career and Technical Education graduates to education and employment opportunities in healthcare and facilities maintenance. These services help participants to build core technical skills and take the next step in their career pathway. Participants' will transition into occupational skills training, career immersion experiences, work activities, credential attainment and placement into subsidized and unsubsidized employment

### Pipelines to Apprenticeships

This programmatic pilot encompasses PYN's work to create and expand opportunities for youth and young adults in traditional and non-traditional industries. Efforts include expanding formal pre-apprenticeship programs, creating stronger referral to registered apprenticeships and raising the profile of apprenticeships as a viable pathway to quality careers.

### Project U-Turn

PYN is the managing partner of Project U-Turn, an alliance that unifies partners to increase the graduation rate and prepare young people for future opportunities. The alliance is led by an executive committee, steering committee and action teams with cross-sector representation from the School District of Philadelphia, the Mayor's Office of Education, the city's Department of Human Services, Community College of Philadelphia, Public Citizens for Children and Youth, William Penn Foundation, practitioners and young people.

### WorkReady Philadelphia

In addition to WorkReady Summer Programs, PYN is also the managing partner of WorkReady Philadelphia, a citywide effort to address the skills gap by convening partners to build a coordinated approach to preparing young people for future employment. WorkReady stakeholders seek to give young people ages 12-24 access to a meaningful paid

work experience that promotes self-efficacy, connects youth to caring adults and offers the opportunity to build the transferable skills required to secure and sustain employment.

### **WorkReady Summer Programs**


PYN is the managing partner of the WorkReady summer jobs program. WorkReady summer has five models that offer educationally-enriched work opportunities for participants ages 12-24. This continuum meets participants where they are in their journey to becoming career-ready:

- Career Exposure programs build awareness about careers and post-secondary opportunities.
- Service Learning programs engage participants in collective pursuits to address real-world issues or needs in the community and employ teaching and learning strategies designed for young people.
- Work Experience programs engage participants in traditional entry-early level work experience in a specific industry.
- Internship programs engage participants in intermediate level work experiences that facilitates deep exposure to a chosen career.

### **Strategic Consultant**

In addition to programs and city-wide collaboratives, PYN also develops tools and resources to increase the scale of systems to support youth and young adults along career pathways. These include:

- Technology platforms for data collection and analysis
- Payroll systems to compensate program participants via incentives and/or wages
- Program quality evaluation and continuous improvement supports

 For more information, visit [pyninc.org](https://pyninc.org)



# POWERCORPS PHL

990 Spring Garden St. Suite 601  
Philadelphia, PA 19123

info@powercorpsphl.org

PowerCorpsPHL (PCPHL) connects people to careers and advances community. For the past nine years, PCPHL has engaged un- and under-employed 18- to 30-year-olds in an immersive, paid 4- to 24-month experience that results in connection to living wage jobs in clean energy, green infrastructure, and community-based careers. PCPHL addresses issues of racial equity, unemployment, and gun violence head on by providing innovative supportive services and competitive wages for training that leads to career pathway jobs for young Black and Latinx Philadelphians who have barriers to quality employment related to court involvement, lack of postsecondary education and work experience, and the effects of poverty.

### Who does your organization serve?

18-30 year olds with a high school diploma or GED

### What is your organization’s capacity to serve its participants?

PowerCorpsPHL specifically recruits young people most impacted by the city’s gun violence epidemic and lack of opportunities. To date, 92% of graduates transition to career pathway employment and justice-involved young people average an 8% one-year post-program recidivism rate compared to the citywide average of 45%.

The staff team is a dynamic mix of professionals ages 21 through 50+ years old from a variety of walks of life, races, lived experiences, and expertise in youth development, youth-led culture-building, workforce development, career counseling, mentorship of young people of color, life coaching, supportive services advising, social work interventions, training and curriculum design, horticulture, skilled trades, equity-focused data analysis, community partnerships, employer partnerships, court system navigation, systems thinking, centering race and equity work, cultural humility, cultural relevancy, and Philly grit and passion.

## INDUSTRY FOCUS

PowerCorpsPHL focus’s om the energy industry with programs targeting, Green Infrastructure, Clean Energy, Skilled Trades, Human Services/Youth Development

## PROGRAMS AND SERVICES

### TRUST

TRUST is a part-time urban-farming-based healing initiative exclusively for returning residents and young people vulnerable to gun violence. TRUST offers rolling, weekly enrollment and income while engaging in work-readiness, skill-building, and robust healing and therapeutic supports. Participants are paid based on the number of sessions they engage in per week earning \$75 per session for up to 5 sessions weekly. The goal of TRUST is to offer more

immediate, trauma-informed support to better prepare young adults to enter more rigorous, full-time job training and employment.

### **Foundations**

Foundations is a full-time AmeriCorps experience focused on building work-readiness skills, exploring career pathways, and supporting community health and well-being. Participants engage for 4-6 months earning the equivalent of \$14/hr and work with a job coach, supportive services advisor, and workforce development advisor to plan their next steps into employment, advances career training, or enrollment in post-secondary education.

### **Industry Academies**

Industry Academies are full-time sector- and position-specific technical training developed in partnership with employers and industry. Paid at the equivalent of \$15/hr, we currently offer industry academies in: Green Infrastructure + Intro to Engineering, Urban Forestry, Masonry, Solar Installation + Intro to Electrical Trades, Urban Park Rangers, and a registered Youth Worker Apprenticeship.

### **Individualized Fellowships**

Individualized Fellowships are full-time, immersive career experiences directed by the young adults interests and hosted by a local employer partner.

## **EMPLOYER ENGAGEMENT**


PowerCorpsPHL work with employers to understand their talent needs, especially in filling technical positions that don't require a degree and co-create curriculum and paid training pathways for them.

➡ For more information, visit [PowerCorpsPHL.org](https://www.PowerCorpsPHL.org) or IG @PowerCorpsPHL



# PROJECT HOME

 **1936 Judson Street**  
**Philadelphia PA 19121**

 **215-235-2900**

Project HOME’s mission is to empower adults, children, and families to break the cycle of homelessness and poverty, to alleviate the underlying causes of poverty, and to enable all of us to attain our fullest potential as individuals.

### Who does your organization serve?

Project HOME Education and Employment programs focus on Project HOME residents and members of the North Philadelphia community, particularly the 19121 and 19132 zip codes.

### What is your organization’s capacity to serve its participants?

Project’s HOME’s Education and Employment programs are based out of the Honickman Learning Center Comcast Technology Labs (HCCTL), a 38,000-square-foot education and employment center with a technology emphasis in North Philadelphia.

## INDUSTRY FOCUS

Project HOME Education and Employment provides kindergarten through 12th grade students with STEAM instruction, including robotics, engineering, coding, and digital arts. College Access Program participants are offered STEAM industry tours. They also have opportunities for internships across industries. Adult Learning and Workforce participants participate in programming tied to employment in healthcare, non-profit/social services, hospitality, and food service. Some training prepares participants for work in multiple industries, like the Customer Service training which prepares participants for front desk and call center work.

## PROGRAMS AND SERVICES

### K-8 Program

Project HOME’s K-8 Program is an after-school program that operates Monday through Friday, 3 pm to 6 pm, and provides a safe and fun learning environment that focuses on raising literacy and engaging students in STEAM project-based learning. All students have access to a state-of-the-art STEAM lab providing hands-on, student-led experiential learning in robotics, engineering, coding, and the arts. In addition, students receive homework help and participate in rotating clubs such as culinary arts, yoga, and gardening.

Middle school students (6th through 8th-grade) can join the **First Lego League robotics team** and engage in life skills and career exposure workshops to prepare them for a successful high school transition. Eighth-grade students also have an opportunity to participate in some activities offered in Project HOME’s College Access Program.

All students in kindergarten through 8th grade can enroll, with priority given to students who live in the 19121 and 19132 zip codes. The K-8 Program also offers a six-week summer camp in July and August.

## College Access Program

The Project HOME College Access Program is an after-school program Monday through Friday, 3 pm to 6 pm, designed for 9th through 12th-grade students with a vested interest in preparing themselves for college/trade school and future careers. The program prepares teens for success after high school by providing support with academic retention, post-secondary education planning, and career readiness.

The College Access Program has three major components: instructional and technology elective courses in state-of-the-art facilities, paid summer internships, and specialized support for high school juniors and seniors that includes SAT preparation classes, college selection counseling, financial aid workshops, scholarships, and more. To date, over 90% of Teen Program students graduate high school and continue to post-secondary studies.

## Adult Learning

- **Project HOME's Adult Learning and Workforce program** empowers adults experiencing homelessness, Project HOME residents who are recovering from homelessness, and our neighbors in Lower North Philadelphia to improve their earning potential, the quality of their lives, and the future of the neighborhood. The program offers year-round free in-person classes.
- **There are industry-specific career track training classes** with certifications and coaching and support from an Employment Specialist: Certified Peer Specialist, Customer Service (with HDI Customer Service Representative certification testing), Forklift Operator (Powered Industrial Trucks Certification), ServSafe Food Handler, and ServSafe Manager.
- **Employment Specialists work with participants** in certification classes. They use a trauma-informed approach, providing individualized placement and support for job seekers. Project HOME provides resume services, support finding and applying for employment, interview training, and introductions to hiring employers, some of whom can interview participants on the spot.
- **There are Creative Arts classes:** Digital Audio / Music Production and Recording for beginner and advanced students, memoir writing, poetry, and podcasting. Music and audio classes use the Project HOME Digital Music Studio Lab at HLCCTL.
- Also offered are **Music Industry 101 and a one-month Practical Computer Skills for the Workforce** (for Beginners) class. There is a public computer lab open on Tuesday and Thursday. And music production class graduates can use Digital Music Studio Lab for personal projects (with instructor support).

## EMPLOYER ENGAGEMENT

Adult Learning and Workforce curriculum has been developed in collaboration with employers. A computer skills curriculum has been incorporated into the Certified Peer Specialist and Customer Service classes in response to employer feedback. Employment Specialists coordinate employer presentations and industry specific mini-job fairs, which may include the spot interviews at the Honickman Learning Center Comcast Technology Labs (HLCCTL). Employment Specialists work to connect job seekers with hiring employers, working with hiring managers and human resource departments, advocating for and supporting job seekers.

## ADDITIONAL INFORMATION

College Access Program: although the program primarily serves students who live in or go to school in the 19121 and 19132 zip codes, it is open to all high school students who live in the City of Philadelphia. Students can enroll during their 9th, 10th, and 11th-grade years. There are open college prep-related community events throughout the year for students who cannot attend the program.


➔ For more information, visit [projecthome.org](https://projecthome.org)





S.P.I.N.

 10501 Drummond Road  
Philadelphia, PA 19154

 1-844-SPIN-CAN

SPIN provides inclusive, lifespan services for children and adults with autism and intellectual disability including high quality early care and education. SPIN’s vision is a world that values, respects and includes everyone, leading to a life of possibilities for all.

**Who does your organization serve?**

SPIN provides services for children and adults with autism and intellectual disability including high quality early care and education.

**What is your organization’s capacity to serve its participants?**

SPIN is regarded as a leading organization providing the highest quality services and supports. SPIN has a people first, family focused culture and is a continuous Top Workplace employing a highly qualified, experienced and committed workforce. SPIN’s commitment to quality is priority, supporting people to live a life of possibilities.

**INDUSTRY FOCUS**

SPIN works with a variety of industries including healthcare support, office and administrative support, personal care services, transportation and materials moving, education and training, food preparation and serving, building and grounds maintenance, and arts and entertainment. SPIN prides itself on developing positions that fit within the job seeker’s ideal conditions of employment, lifestyle and skill set. This makes the industries that we work with as diverse as those we support.

**PROGRAMS AND SERVICES**

**SPIN Community & Fitness**

SPIN Community & Fitness is a gathering place for everyone. Operated by SPIN, welcoming people of all abilities and seeks to provide a Life of Possibilities by offering physical, recreational, arts and educational activities to shape healthy and meaningful lifestyles. At SPIN Community Fit, friendships are made and barriers are broken as the people who gather celebrate life and feel at home.

**Adult Services**

SPIN provides a variety of community-based support and service options for adults with autism and intellectual/developmental disability including Residential, Community Participation Supports, Employment and Recreation services. Our team of professionals uses a person-focused, outcomes based approach to support each individual to live a meaningful, healthy, engaged, inclusive life of their choice. Funding is provided through enrollment in Consolidated Waiver or Person/Family Directed Support (P/FDS) Waiver.

### **Children Services**


SPIN offers an array of inclusive early childhood education programs and behavioral health services for children and youth. The educational services include a variety of preschool programs, childcare and early intervention services for children from birth to age 5. Behavioral health and autism services are offered for children and youth up through age 21 and include individual and group behavior supports, case management, evaluations, therapy and psychiatry. Caregiver support groups and additional resources are also offered to families.

### **Employment Services**

SPIN Employment Services matches the skills and talents of job seekers with the needs of businesses throughout the Philadelphia and Lehigh Valley regions. SPIN supports people with disability to discover their unique strengths and interests, explore potential career paths, define their career goals, and match them with right-fit community jobs. SPIN also supports the business community to be more inclusive of applicants and community members with varied abilities to create and support a more diverse workforce.

## **EMPLOYER ENGAGEMENT**

SPIN takes an individualized development approach and has wonderful partnerships with local and national businesses. SPIN works with employers to assess any needs in their workforce and can provide qualified candidates to apply and interview for open positions. SPIN Employment Services will give feedback and guidance to local business owners and Human Resources departments on best practices. While the focus is to ensure the long-term success of the person in service, SPIN also recognize that employers benefit from our partnership.


 For more information, visit [spininc.org](https://spininc.org)



# UPLIFT SOLUTIONS

 417 N 8th St.  
Philadelphia, PA. 19123

 [communications@upliftsolutions.org](mailto:communications@upliftsolutions.org)

 833-875-4389

Uplift Solutions was founded in 2009, has a mission of reducing the barriers for justice involved individuals and at-risk youth, helping them find pathways to long-term success. We accomplish this through two key programs: Workforce Solutions and the new Youth Program. Uplift takes a holistic approach to assisting participants with the goal of helping them overcome any barriers to achieving long-term personal stability and financial success.

### Who does your organization serve?

Uplift programs and services provide direct support to justice impacted individuals and at-risk youth.

### What is your organization’s capacity to serve its participants?

Uplift enrolls approximately 25 individuals per cohort on a rolling basis and operates three concurrent cohorts. Uplifts annual enrollment is over 300 program participants, with an expansion of up to 700 as our programs grow and expand.

## INDUSTRY FOCUS

Uplift works with a diversified portfolio of industries including Construction, Retail, Healthcare, Transportation, Warehousing, and HVAC.


## PROGRAMS AND SERVICES

### Workforce Solutions Partners in Training Program

The Uplift Workforce Solutions Partners in Training Program is a comprehensive training program designed to provide the requisite training and employment opportunities for re-entering citizens in and around Philadelphia to successfully reintegrate back into society and the workplace. The program focuses on mobility, both hard and soft skills of the re-entering citizens, whereas each participant that successfully completes the six-week classroom portion of the program is guaranteed employment and will be directly hired by a partner employer. The overall objective of the Uplift Workforce Training program is to increase employment and reduce recidivism by providing workforce training in programs like retail, HVAC, and CDL that heavily focus on life-skills and supportive interventions.

## EMPLOYER ENGAGEMENT

Uplift engages employers in the curriculum design process through ad hoc and ongoing meetings. Uplift invites employers to sit on the Advisory Board and also works to understand the employers’ unique needs and integrate key skills into our technical training.

 For more information, visit [upliftsolutions.org](http://upliftsolutions.org)



Urban League of  
Philadelphia

# URBAN LEAGUE PHILADELPHIA



1100 Ludlow St, 7th floor  
Philadelphia, PA 19107



info@urbanleaguephila.org



215-985-3220

The Urban League of Philadelphia (ULP) is a 102-year-old civil rights organization committed to advancing the social and economic achievement of African Americans and other under-served residents of Philadelphia. An affiliate of the National Urban League, the oldest and largest community-based movement in the country. ULP focuses on entrepreneurship, housing, career services, youth programs and leadership, health and wellness and advocacy and serves more than 15,000 children and families each year.

### Who does your organization serve?

African Americans and other under-served individuals, including but not limited to low- to moderate income individuals, veterans and their family members.

### What is your organization's capacity to serve its participants?

Annually, ULP served 648 individuals through our Jobs, Training and Leadership programs. ULP served an additional 6,300 individuals through the Entrepreneurship Center; home ownership; youth achievement and leadership; and health and wellness programs; and engaged over 22,000 individuals in our local and regional advocacy.

## INDUSTRY FOCUS

ULP works with all industries including but not limited to healthcare, life sciences, technology, hospitality, office and administrative support, logistics, etc.

## PROGRAMS AND SERVICES

### Career Services

Career Services provides job search support for all individuals, including one-on-one career coaching, polishing professional resumes, practicing interview skills and job placement. Career Services also provides basic digital and computer skills training to support participants' career growth.

### Leadership and Professional Development

Urban Leadership Forum and Philadelphia African American Leadership Development Forum provides leadership and professional development for mid-level for- and non-profit professionals, respectively.

### Urban Reentry Jobs

Urban Reentry Jobs (URJ) is an intensive training program designed to prepare individuals with criminal records for a successful transition either directly into the workforce, or additional technical skills training. URJ builds communication, customer service, money management, leadership and digital skills while providing supportive case management.

## Urban Tech Jobs

Urban Tech Jobs is an accelerated classroom-based, hand-on training program that prepares individuals for their CompTIA A+ certification, and entry-level jobs within the Information Technology (IT) profession. Additional IT-based training and credentials, such as Network+ or Security+ are offered on an as-needed basis, depending on participant and employer partner needs. Program participants receive needs-based grants, and on-the-job training and job placement supports.

## EMPLOYER ENGAGEMENT

ULP is working directly with employers to identify the specific areas of employment needs and areas of growth for the present and future and designing trainings that will help individuals prepare for those opportunities.

➔ For more information, visit [urbanleaguephila.org](https://urbanleaguephila.org)



# THE WELCOMING CENTER



417 N 8th St.  
Philadelphia, PA. 19123



info@welcomingcenter.org



(215) 557-2626

Founded in 2003, The Welcoming Center (TWC) mission is to promote inclusive economic growth through immigrant integration. TWC develop and implement training programs focused on social, civic, and economic engagement which enhance skills and expand opportunities. By doing so, TWC strengthens the economic development of the city and the state. TWC believes that immigrants broaden the productivity, profitability, and stability of this region and contribute to both Pennsylvania’s and the nation’s economic growth.

The barriers immigrants face are as diverse as our participants, and TWCs programming responds to the comprehensive and varied nature of their challenge by providing comprehensive and varied nature of their challenge by providing creative, measurable responses to each scenario. TWC believes every person has skills, experience and aspirations to participate in creative solutions to their challenges and choose their own course of action. TWC practices collaborative, participant-centered approaches as we seek to cultivate a community that can serve as a vital resource for all people working toward successful immigrant integration.

TWC seeks to address individual needs through programming, but TWC also recognizes the value of strategic partnerships to elevate immigrant voices and opportunity. By cultivating these external relationships, TWC increases awareness and leverage resources that promote immigrant inclusivity as an important component of economic growth for all.

### **Who does your organization serve?**

The Welcoming Center serves low-to moderate-income immigrants, refugees, and English language learners who are unemployed or underemployed and are seeking opportunities and connections.

### **What is your organization’s capacity to serve its participants?**

At the time of our founding, none of the immigrant-serving organizations in the Philadelphia area were focused on employment and none of the workforce development organizations were focused on immigrants. Now in our twentieth year, The Welcoming Center has grown to become a dynamic, nationally recognized workforce and economic development organization that is a key driver of immigrant economic advancement and integration in the Philadelphia region. Since 2003, we have served more than 17,000 immigrants from over 150 countries, placed 2,300 immigrants in employment and assisted 800 entrepreneurs to launch or expand their businesses. With our years of experience, we have gained a clear understanding of what types of programs are most effective in serving our target community and where our expertise can have the greatest impact.

## INDUSTRY FOCUS

The Welcoming Center working with a variety of industries serving participants with diverse educational backgrounds and skills.

## PROGRAMS AND SERVICES

### Immigrant Fellowship Program

The Immigrant Fellowship Program connects employers to foreign-trained professionals for short-term, paid experiences in a variety of industries and professions. Launched in Fall 2017 as a means of providing highly skilled staff to various City government departments, this initiative, has now expanded to private employers with support by Philadelphia Works. The Fellowship Program offers:

- Access to a diverse pool of foreign-trained immigrant professionals in a variety of fields.
- All candidates have a bachelor degree or higher, successfully completed the International Professionals Program, are fluent in multiple languages including English, and are authorized to work in the U.S. and do not require employer sponsorship.
- A preview of talent and short-term commitment over 12 weeks.
- Wage subsidy for private sector employer partners \$9/hour subsidy with a minimum requirement of \$17/hour at 30 hours/week.
- Ongoing support and coaching from TWC to fellows and employer partners throughout the fellowship

### Why a Fellowship?

The Immigrant Fellowship Program provides meaningful U.S. work experience for IPP graduates in their field, combating an often-insurmountable hurdle to a professional career path. Fellows have worked within the Streets Department, Office of Procurement, Office of Innovation and Technology and many more. The City's Department of Commerce is proud to have two graduates of the Immigrant Fellowship Program working in permanent positions. Aichetou Soumare, a finance professional with years of experience in small business development in Mauritania, is furthering Commerce's community lending and immigrant-engagement strategies. Pierre-Olivier Lugez, a lawyer from France trained in international law and business, expanded Commerce's global reach as an International Business Manager. He is now the Senior Director, International Business & Global Strategy. Every member of the first two cohorts have leveraged their fellowship experience to secure permanent employment and 40% of the 15 graduates have secured positions within the City itself, solidifying this as a pipeline of diverse talent into hard-to-fill city positions and providing early evidence that even short-term U.S. experience is valuable.

### International Professionals Program (IPP)

IPP addresses brain waste in Philadelphia. More than 40% of the immigrants seeking our services have at least a college degree from their home countries. Many are unemployed or underemployed, working in low-wage jobs. This program is helping highly skilled immigrants actualize their full potential and informing the emerging field of skilled immigrant integration on a national level.

The Welcoming Center is one of only a handful of organizations in the U.S. addressing the issue of skilled immigrant integration, and IPP is the only program in the tristate region of Pennsylvania, New Jersey, and Delaware. IPP is funded by Philadelphia Works Inc.

After 8 weeks of intensive training, you will have the skills and confidence to apply to and interview for professional jobs. For an additional 6 months, you will work closely with our team to connect to employment opportunities and we will provide career coaching along the way. Some of the subjects covered: resume writing, researching employers and applying for jobs, interviewing successfully, building a professional network, and designing an action plan for your career.

### Do you qualify for IPP?

Are you a foreign-educated professional seeking meaningful employment? If you are unemployed or underemployed, live in Philadelphia, and have work-authorization, join our program designed to build the skills you need to secure professional employment in the U.S.

## **English and Digital Skills Training**

### **English for Job Search**

English for Job Search is an 8-week class where participants work on improving their English language, digital literacy, and job search skills. Participants also get support to pursue training, education, or employment.

What you will learn:

- Develop your English language skills
- Improve your computer skills
- Learn how to search for jobs in the United States
- Meet a community of English learners
- Get personal support

### **About English (ESOL) for Job Search:**


The Welcoming Center’s ESOL (English for Speakers of Other Languages) and Digital Skills Training program addresses the linguistic, cultural, and technological barriers to participation that face adult immigrants seeking access to employment and training opportunities in Philadelphia.

The English (ESOL) for Job Search class (previously called “FOCUS: Foundations for Communication in the U.S.,”) integrates English language, digital literacy, and career readiness skills, helping students to develop new skills and transfer existing skills to a U.S. work context, so that they may obtain new employment, improve existing employment, or pursue further education and training.

English for Job Search participants are English language learners and immigrants with a low-intermediate English level or higher who would like to find employment, improve their current employment, or pursue further education or training. The program is delivered at no cost to participants.

## **EMPLOYER ENGAGEMENT**

We have an engaging immigrant talent initiative to support employers in developing culturally competent hiring, retaining, and promoting practices for immigrant, refugee, and ESL employees to thrive in their workplace. We work with employers directly to better understand their hiring needs, and learn about challenges they may encounter, to better inform our programming and the screening of potential candidates from our pool of job seekers to identify the best fit.


 For more information, visit [welcomingcenter.org](https://welcomingcenter.org)





# WEST PHILADELPHIA SKILLS INITIATIVE

 22 S. 40th Street, 2nd Floor  
Philadelphia, PA. 19104

 215-243-0555

The West Philadelphia Skills Initiative (WPSI) has served employers and jobseekers in Philadelphia since 2011, acting as both a talent consultancy for the city’s largest employers and a bridge to opportunity for jobseekers.

### Who does your organization serve?

WPSI services adult jobseekers.

### What is your organization’s capacity to serve its participants?

WPSI recruits talent, develops and delivers training, and connects participants to employers for interviews and onboarding supports.

## INDUSTRY FOCUS

WPSI works with the healthcare, life sciences, manufacturing, business services industries.

## PROGRAMS AND SERVICES

### Employer Services

WPSI is a talent management consultancy, working closely with employers to resolve their recruitment, turnover, and employee performance challenges after an in-depth organizational needs assessment.

### Participant Services

WPSI provides its participants with customized soft-skills curricula to help them create career goals, navigate the modern job market, understand the skills necessary to succeed in the workplace, and improve emotional intelligence.

### Participant Services

WPSI connects Philadelphians with employers using a cohort-based, employer-driven training model, providing customized curricula over periods ranging from four weeks to six months.

## EMPLOYER ENGAGEMENT

WPSI operates as a boutique consulting firm with our employer partners as our clients, conducting an in-depth needs assessment to design solutions which help employers resolve challenges related to candidate quality, application process flow, retention, performance gaps, and on-boarding support, while deepening their connection to the surrounding community. The WPSI team engages employers in order to understand their workplace culture, hiring practices, and turnover issues. WPSI targets a specific position that employers need to fill and uses a cohort model to

recruit, assess, and train candidates on behalf of a new employer, who can then interview and hire top talent for those open positions. Over the past 12 years, the program model has resulted in 93% of successful participants connecting to employment with 81% retaining employment for 12+ months.

## ADDITIONAL INFORMATION

Through a partnership with PIDC, WPSI operates the Navy Yard Skills Initiative to identify and train for opportunities at the Navy Yard.

➔ For more information, visit [PhiladelphiaSkills.org](https://PhiladelphiaSkills.org)



# YEAR UP GREATER PHILADELPHIA

 Greater Philadelphia - Virtual Campus

 215-399-9853

Year Up’s mission is to close the Opportunity Divide by ensuring that young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education.

### Who does your organization serve?

Year Up serves 18-29 year olds who are high school graduates or hold a GED and have not obtained a Bachelor’s degree. Year Up participants must have US citizenship, a permanent US resident, DACA recipient, or employment authorization card.

### What is your organization’s capacity to serve its participants?

Currently, the Year Up business model has the capacity to serve up to 160-200 annually and our organization continues to evolve as the need of the Greater Philadelphia changes.

## INDUSTRY FOCUS

Year Up works across industries preparing participants with skills in, Helpdesk/Desktop Support, Banking, Business Fundamentals, Customer Success, Project Manager Support.

## PROGRAMS AND SERVICES

### Banking & Customer Success

- **Banking**  
Year Up banking training program is thoughtfully designed to provide you with the essential skills and knowledge needed to excel in various roles within the finance industry. Whether you dream of becoming a financial advisor, working in consumer fraud support, or excelling in loan product servicing, our comprehensive finance training will equip you with the tools to succeed.
- **Customer Service**  
Year Up’s Customer Success specialty prepares students for job functions in customer success, Customer Relationship Management (CRM) system use, professional written and verbal communications, and sales support with practical skills in communication and customer service. Training is geared toward concepts and practical application of customer service constructs such as problem-solving, active listening, de-escalation, and professional communications; helping customers reach goals through proactively identifying customer needs and devising solutions; use of CRM systems to enter, update, query and report on customer and sales data and take a customer record through the stages of an engagement cycle; utilizing Outlook to engage clients and manage customer interactions; sales basics including concepts such as the sales cycle, roles, products, relationship management, and sales tools and techniques.

## Business Operations

- **Business Fundamentals**

Year Up's Business Fundamentals specialty builds broad skills in business, and trains towards proficiency in topics such as customer service, project management, personal finance, data analysis, public speaking, marketing, accounting, and business ethics/law. Training include basics of business including business functions, tools and processes; project management concepts, techniques and roles; budgeting, personal finance and analyzing financial data; and customer service topics, including problem-solving, active listening and de-escalation.

- **Project Management Support**

Year Up's Project Management Support specialty trains towards foundational skills in business and project management. Students learn the basics of business including business functions, tools and processes; project management concepts, techniques and roles, and the use of frameworks and processes including building project charters, work breakdown structures, project scheduling, project budgeting, building marketing plans, HR management plans, risk management plans, and doing stakeholder analysis, competitor analysis, and projected revenue analysis with the help of tools such as Microsoft Project and Excel.


## EMPLOYER ENGAGEMENT

To best serve employer partners' talent needs and today's in-demand jobs, Year Up has designed its Job & Industry Training curriculum to enable entry and succession across a variety of role pathways. Alongside its rigorous technical training, Year Up also puts heavy emphasis on the foundational career readiness and business skills to create confident, accountable, and professional young adults and prepare its participants to effectively communicate within and navigate a modern, professional work environment.


➔ For more information, visit [yearup.org](https://yearup.org)



# YOUTHBUILD PHILADELPHIA CHARTER SCHOOL

 1231 North Broad St, 5th fl.,  
Philadelphia, PA 19122

 [info@youthbuildphilly.org](mailto:info@youthbuildphilly.org)

 215-627-8671

Since 1992, YouthBuild Philadelphia Charter School has been empowering young adults (17-20 year-olds) to develop skills and connect to opportunities by fostering an environment of love, support, and respect for their whole person.

### Who does your organization serve?

Young adults between the ages of 17-21, who do not have a high school diploma and have been disconnected from traditional high school.

### What is your organization's capacity to serve its participants?

225 students each academic year.


## PROGRAMS AND SERVICES

As one of Pennsylvania's first charter schools, YouthBuild's one-of-a-kind program combines an accelerated one-year academic program with vocational training and service learning. Students graduate high school and successfully transition to college and career as critically conscious leaders, committed to positive change for themselves and their communities.

YouthBuild Philly offers industry-recognized certifications in construction, culinary arts, business administration, healthcare and child and youth care.

Service in the community is a cornerstone of YouthBuild Philly's philosophy and program. Over the course of the year, all students engage in community service as part-time AmeriCorps members. In the process of changing their own lives, students drive change in their own communities and combat negative stereotypes about out-of-school youth.

Service projects often occur in partnership with local non-profits and take place in community spaces all over the city – from urban farms and basketball courts to elementary schools and youth shelters. YouthBuild also organizes an annual service Spring Break trip for students interested in serving a community outside of Philadelphia.

 For more information, visit [youthbuildphilly.org](http://youthbuildphilly.org)



Department of  
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