

# City of Philadelphia, Workforce Development Addendum to the FY23 Annual Report

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## DEPARTMENT OF COMMERCE

This document is a follow-up addendum to the Fiscal Year 2023 (FY23) [Workforce Development Annual Report](#) detailing the Department of Commerce Workforce Solutions Grant's FY23 investments.

### Workforce Solutions Grant

The Workforce Solutions Grant, administered by the Department of Commerce Division of Workforce Solutions, invests in programs of external organizations that meet the hiring needs of employers. Commerce strive to elevate evidence-informed approaches to address specific challenges that Black, brown, and other historically disadvantaged Philadelphia residents face when preparing for and entering the workforce. This grant program invests in innovative workforce training programs, from external partners, to fill open positions that pay a family-sustaining wage and lead to career progression in emerging and in-demand industries.

#### FY23 Grantees:

**Congreso de Latinos Unidos** — expanded their Human Services Pathway Program and partnership with Peirce College. The Human Services Pathway Program enables students to obtain the industry-recognized Strengths-Based Family Worker (SFW) credential from Temple University-Harrisburg. The SFW credential was created by Temple University Harrisburg and delivers a competency-based curriculum. The partnership strengthens the pathway to associate and bachelor's degree attainment by providing additional college credits and expanding course offerings. Through the Workforce Solutions Grant, Congreso de Latinos Unidos continued to expand and innovate its curriculum that further aligns with the needs of employers. The goal is to prepare their program graduates for a diverse array of career paths and opportunities.

**University City Science Center** — expanded their Building an Understanding of Lab Basics (BULB) programming. BULB is a hands-on lab training program with four week-long sessions. During the training sessions, participants prepared to seek employment in the life sciences industry. Through the Workforce Solutions Grant, the University City Science Center had the opportunity to expand their program evaluation efforts which helps the program continue to grow, serve more Philadelphia residents, and share lessons learned with partner organizations.

**Per Scholas** — provided free technical and professional skills training and job placements services to learners. Per Scholas training tracks are built around the needs of the employers they partner with, ensuring that the training meets employer and industry needs. The courses are full-time adult learning experiences ranging from 12-15 weeks to prepare graduates to enter IT support, cloud computing, cybersecurity, and software engineering roles. A substantial portion of the training covers real-world application of business professional skills, including communication skills, personal brand growth, conflict negotiation, networking, and collaboration.

**Community College of Philadelphia (CCP)** — created a program to address the workforce shortage in the Cell and Gene Therapy (CGT) sector – primarily for Manufacturing Associate 1 and Aseptic Technician positions. The training develops a prototype that could be scaled and expanded to address the skilled workforce shortage in CGT and other sectors. Students in this program received 10-weeks of training that will lead to a two-week internship in the industry.

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## Workforce Solutions Grantees Outcomes FY23

Metric	Congreso	University City Science Center	Per Scholas	Community College of Philadelphia
# Recruited	97	101	1,701	55
# Enrolled	23	24	133	27
# Completed	21	23	74	23
# Employed	19	4	38	9
Minimum Wage	\$14.50	\$13.00	\$19.75	\$21.00
Maximum Wage	\$23.90	\$23.00	\$23.52	\$22.12

## Participant Spotlights

### University City Science Center



*Building an Understanding of Lab Basics (BULB) Program Graduates*

### Ryan Walton

Ryan Walton participated in BULB's summer 2023 cohort after joining the program to kick start his career in science. He was particularly interested in transferring his skills to a lab work setting. After completing the BULB program, Ryan was hired as a Laboratory and Office Support Technician at Penn Medicine. According to Ryan, "BULB helped me in my new role because I received hands on training in a lab with different experiments and I learned how to clean different lab equipment." Ryan was also able to take advantage of the BULB mentorship program and was paired with the founder and CEO of Pristinology, a lab space and equipment sanitation and sterilization firm.

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## Congreso de Latinos Unidos



*Human Services Pathways Program Graduates*

### Irma Sanchez

Irma was a hardworking student in the March 2023 Cohort of the Human Services Pathways Program. She quickly applied herself to the program, working hard to overcome language differences to pass her exam and receive her SFW Credential. She was able to combine the skills she learned in the program with her previous experience in Home Care to quickly secure a job supporting pregnant and parenting teens in local schools. She has successfully completed her first 6 months in this position. Irma is known as an employee who is hard working, looking to grow, and take on new opportunities.

## Community College of Philadelphia (CCP)



*Integral Molecular Program Graduates*

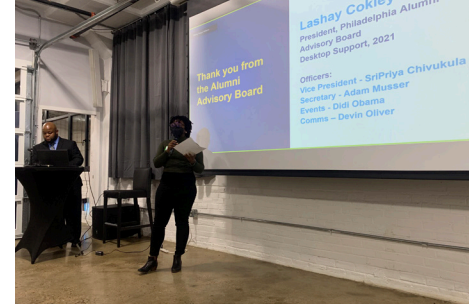
### Eliot Somers

"I am truly honored and excited to have been a part of this program, representing CCP and Integral Molecular. They have both proved to be exceptional partners and mentors who have demonstrated their dedication to bringing about a positive change in my life, the biotech industry, and Philadelphia. During the program, we were trained on the fundamentals of biology, chemistry, and mathematics within the biotech industry. The paid stipend was a critical aspect of the program, as it enabled me to support myself and dedicate my efforts into learning about this new career path."



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## Per Scholas



*Per Scholas Program Graduates*

## Chris Wilson

In July 2020, Chris Wilson earned his CompTIA A+ certification. For the next three years, while working for TEKsystems, the School District of Philadelphia, and Vanguard, he continued to increase his skills and wages. In 2023, Chris decided he wanted to upskill even more so he could further his career and quality of life. He enrolled in Per Scholas Philadelphia's first hybrid Cybersecurity cohort where he enhanced his skill set and earned his CompTIA CySA+ certification. In December 2023, Chris became one of the first Per Scholas Philadelphia graduates to be hired by Chubb as part of their Security Engineer Apprenticeship program. Chris said that the material taught in the courses and the helpful instructors were the most valuable parts of his experience at Per Scholas. And, when he returned to Per Scholas in 2023, the Professional Development team helped him revamp his resume so he could make the jump in his career that he wanted. Appreciative of the opportunity that Per Scholas provided, Chris now serves on the Philadelphia Alumni Advisory Board where he hopes to inspire others to stay true to their path and take advantage of the possibilities Per Scholas' tech training and learner support services provide.

