



City of Philadelphia Workforce Development Annual Report



Fiscal Year 2024

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INTRODUCTION

About This Report

Enacted in 2023, [Bill No. 220865](#) requires the City of Philadelphia to produce an annual report compiling certain aggregate information regarding citywide employment rates, as well as descriptions and performance measures of workforce development programs that are funded or administered by the City of Philadelphia. The programs detailed herein represent the City's major workforce development and training programs during Fiscal Year 2024 (July 1, 2023 - June 30, 2024). These City programs comprise a wide range of initiatives - such as internal employee training, youth internships, business incentives, and sector-specific opportunities. In addition to City program details, this report provides an overview of Philadelphia's labor market.



State of Philadelphia's Workforce

Philadelphia's labor market remains dynamic and shaped by evolving industries, prompting a concerted effort to align workforce skills with current and emerging opportunities. As 2024 drew close, Philadelphia's economy showed signs of stability amid ongoing adjustments. While the city has maintained employment levels above pre-pandemic benchmarks, businesses and residents continue navigating evolving economic conditions, including moderating inflation and shifting labor market dynamics. For this report, Philadelphia Works highlights several key economic trends:

- **Inflation in Metro Philadelphia** as measured by the Consumer Price Index (CPI) registered at 3.4% in October 2024, showing significant moderation from peak levels. The index progressed from 3.4% in February to 4.1% in April, before stabilizing at current levels, reflecting broader economic normalization.
- The **unemployment rate** in Philadelphia County stands at 4.4% in October 2024, representing a 0.2 percentage point increase year-over-year. This modest uptick suggests a recalibrating job market rather than a significant contraction.
- Philadelphia's **labor force** maintains a substantial scale at 748,221, though showing some adjustment with a year-over-year decline of 3,478 workers. Despite this shift, workforce participation remains notably above pre-pandemic levels.

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- **Wage growth** presents a varied picture across sectors, with professional services leading at 6.5% growth, while construction (5.5%) and leisure/hospitality (3.3%) show notable gains. Meanwhile, the education and healthcare sectors demonstrate more moderate increases at 1.14%.

Employment growth

Philadelphia added 37,400 jobs over the past year (from November 2023 to November 2024) which the Bureau of Labor Statistics has identified as statistically significant at the 90% confidence level. Philadelphia metro area reported a modest yet positive over-the-year job growth rate in total nonfarm employment, reflecting its continued economic resilience and stable gains across key sectors. While its percentage increase trails some faster-growing metro areas, Philadelphia's consistent expansion demonstrates ongoing recovery and underscores the region's diverse economic base, which includes strong professional services, education, healthcare, and leisure/hospitality segments.

Over-the-year change in total nonfarm employment for metropolitan areas

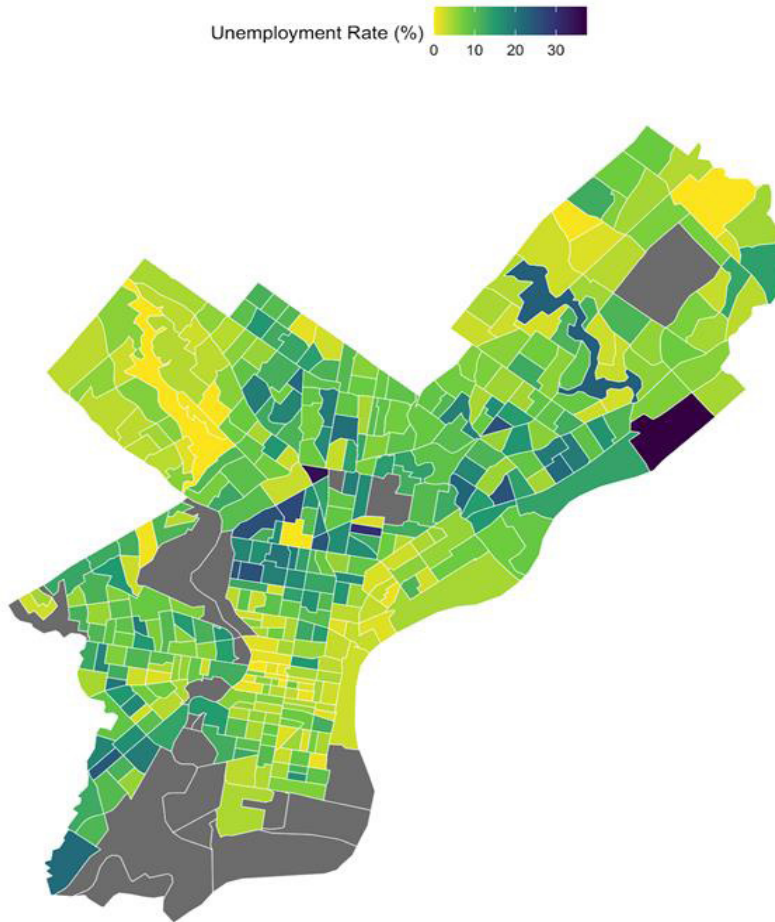
Nov 2024, BLS, Data are counts of jobs by place of work.



Below is the map that displays the unemployment rate by census tracts in Philadelphia. The color scale indicates the percentage of the labor force that is unemployed, with lighter shades corresponding to lower rates and darker shades representing higher levels of unemployment.

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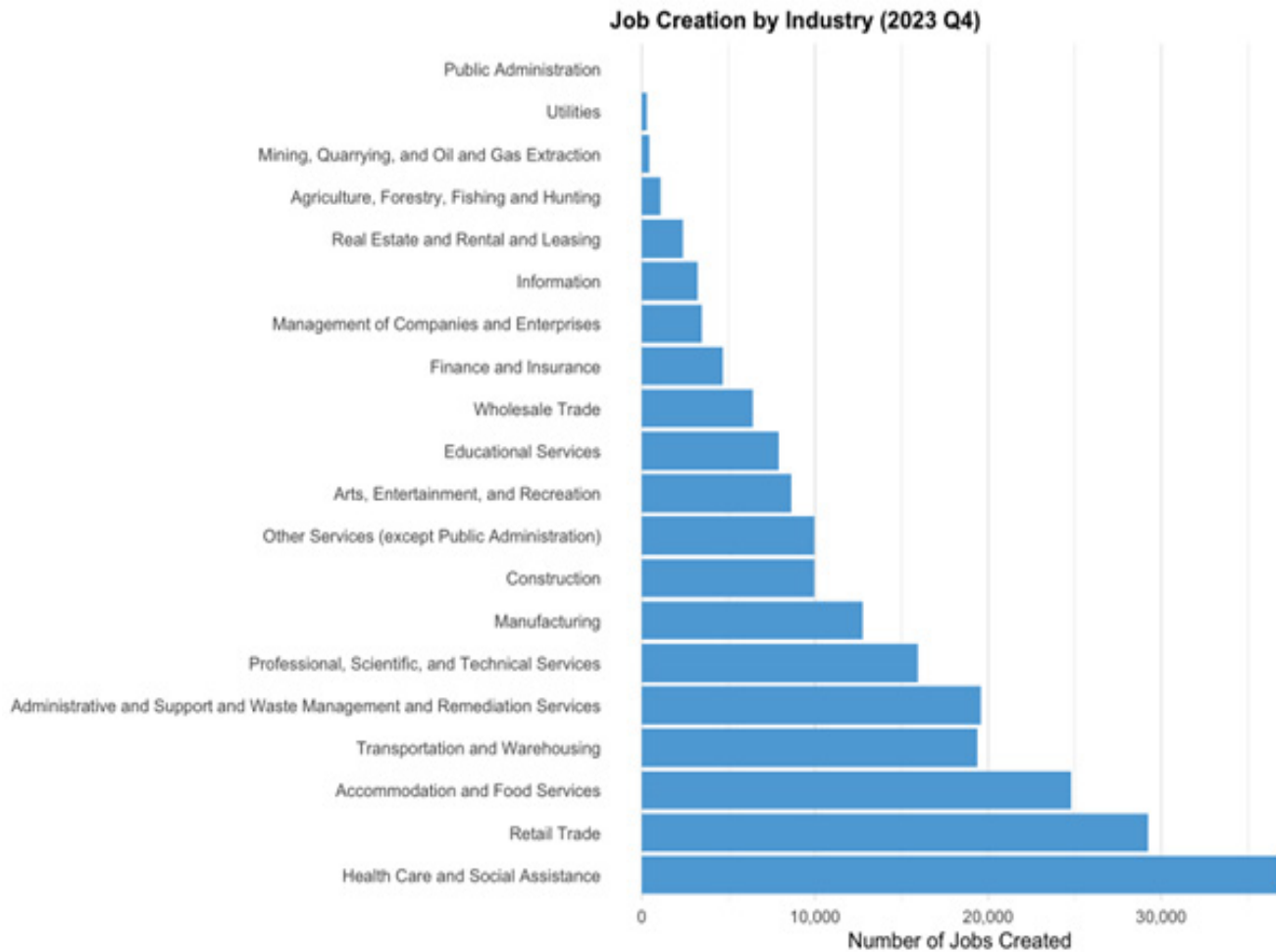
Philadelphia: Unemployment Rate, ACS5 2023



Source: U.S. Census Bureau, ACS 5-Year Estimates

Based on QWI current data, in 2023 Q4, job creation across Philadelphia's industries showed a clear dominance of service-oriented sectors. Health Care and Social Assistance led the way with over 35,000 new jobs, followed by substantial job creation in Retail Trade and Accommodation and Food Services. Transportation and Logistics also demonstrated strong growth, while traditional sectors like Manufacturing and Construction maintained moderate job creation levels. At the other end of the spectrum, industries such as Agriculture, Mining, and Utilities saw minimal job creation, reflecting Philadelphia's continued evolution as a service-based economy.

INTRODUCTION



All data above provided by Philadelphia Works, Inc., January 2024

WORKFORCE DEVELOPMENT PROGRAMS

The following section details a number of workforce development programs funded or administered by the City of Philadelphia in Fiscal Year 2024 (July 1, 2023 - June 30, 2024). They represent job and training opportunities tailored to the needs of Philadelphia residents. Commerce, Rebuild, Water, and the Office of Children and Families fund training organizations to meet the labor and employment demands of local employers. The other City departments included in this report fund and administer internal programs that create pathways and opportunities into City employment.

Chief Administrative Office

The Office of the Chief Administrative Officer (CAO) works to modernize city government and improve the efficiency and effectiveness of City services. The CAO oversees seven City departments and offices, innovating and strengthening their administrative functions and supporting their resident-facing operations to evaluate, plan, and continually improve their service delivery.

The seven City departments and offices that report to the CAO include: Department of Records, the Office of Administrative Review, the Office of Innovation and Technology, the Office of Talent and Employee Success, Procurement Department, PHL Service Design Studio, and Strategic Transformation.

City College for Municipal Employment

Announced in May 2024 and launched in October 2024, the City College for Municipal Employment (CCME) provides free workforce training and a pathway to employment with the City of Philadelphia. The current program areas include:

- Skilled Trades
- Healthcare
- Technology
- Business and Administration
- Public Safety
- STEM

Programming will be available to individuals who are interested in a City career, but who lack the necessary education, training, or certifications. CCME will also upskill current City employees who want to advance their careers.

Students will receive wraparound services and support to help them succeed in their program. This includes access to:

- Career counseling and tutoring.
- Internships, externships, and job shadowing.
- A career wardrobe.
- Financial education, legal aid, free tax preparation, and more.

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Department of Commerce

The Department of Commerce works with organizations - large and small - to make Philadelphia an attractive place to do business. Commerce offers support through:

- Access to financing and improvement programs.
- Assistance from location-based business service managers.
- Projects that make the city's commercial corridors clean, safe, and well-lit.
- Efforts to ensure that minority, women, and disabled-owned businesses can succeed.
- Resources for companies—local, national, and international—to launch and grow in Philadelphia.
- A workforce development plan to prepare residents for careers in family-sustaining job.

Workforce Professional Alliance (WPA)

The Workforce Professional Alliance (WPA), spearheaded by the Department of Commerce, is a collaborative of high-impact organizations focused on developing and executing talent solutions in Philadelphia. The WPA's membership is made up of workforce development organizations increasing access to career readiness programs for Philadelphians. The WPA works to connect, advocate, and drive the impact of local workforce development services. Through an ongoing partnership with the WPA, the City of Philadelphia is advancing collaboration across workforce training organizations and setting standards for quality jobs to ensure success across Philadelphia's workforce ecosystem.

- Beyond Literacy
- Peirce College
- CareerWork\$
- Per Scholas
- The Chamber of Commerce for Greater Philadelphia
- Philadelphia Works
- Community Integrated Services
- PIDC
- Congreso de Latinos Unidos
- PowerCorpsPHL
- Drexel Goodwin College of Professional Studies
- Project HOME
- Eckerd Connects (PA CareerLink West Philadelphia)
- Propel America
- EDSI
- Philadelphia Youth Network
- Episcopal Community Services
- Resilient Coders
- Esperanza (PA CareerLink North Philadelphia)
- SPIN
- Graduate! Philadelphia
- Tech Impact
- HIAS PA
- Transition Pathways, A.J. Drexel Autism Institute
- Hopeworks
- Uplift Solutions
- Impact Services (PA CareerLink Northwest Philadelphia)
- Urban League of Philadelphia
- JEVS Human Services
- Urban Technology Project
- JobWorks
- The Welcoming Center
- Launchpad
- Skills Initiative
- NuPaths
- Year Up United
- OIC Philadelphia
- YouthBuild Philly

WORKFORCE DEVELOPMENT PROGRAMS

The Workforce Professional Alliance (WPA) represents high quality workforce training organizations external to City government that support residents and job seekers upskill or re-skill for available jobs and career pathways. The below data represents an aggregate of our principle members and the breadth of impact the WPA has on the workforce system through training dollars, capacity, and placements. Data reflects 26 of the 38 members.

Total Workforce Training Allocation	\$61,443,115
Total Number of Participants Organizations are Funded to Place into Employment	8,975
Average Placement Rate	70%
Total Number of Job Placements	3,359
Average Training Completion Rate	78%
Average 12-Month Placement Retention Rate (for those that track)	81%
Average Hourly Wage of Participants Post-Training (for those that track)	\$20

Workforce Solutions Grants

The Workforce Solutions Grant, administered by Commerce, invests in programs from external organizations that meet the hiring needs of external employers. We strive to elevate evidence-informed approaches to address specific challenges 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.

FY24 Grantees:

- **Propel America: Medical Assistant Philadelphia Pathway** will use these funds to offer an 8-month cohort-based program for fellows to become medical assistants. Propel America partners with National Louis University (NLU), a higher education institution with a track record of online education and supporting learners from lower-income backgrounds. These funds will expand their technical certificate-to-bachelor's degree pathway program where students can earn stackable, competency-based credentials alongside earning college credits.
- **Hopeworks & Rodriguez University: Infrastructure Bootcamp** will use these funds to equip participants for apprenticeship roles within City government. In partnership with the Office of Human Resources, the Department of Commerce is co-investing in this program to build out a new pathway dedicated to roles in the Department of Streets and Philadelphia Water Department. This program focuses on technology, surveying, and leadership principles. Through a comprehensive education and practical on-the-job training, Hopeworks

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program participants will be engaged in the Infrastructure Bootcamp program offered by Rodriguez University.

- **OIC Philadelphia – Building Jobs of the Future** will use these funds to help participants acquire the necessary skills to work in healthcare settings such as hospitals, clinics, and medical offices. OIC Philadelphia’s healthcare programs offer comprehensive training in the healthcare field which includes phlebotomy training, Clinical Medical Assistant certification, and Administrative Medical Assistant training. The wrap-around services include re-entry support, mental health support, stipends and incentives, transportation assistance, career development, employment placement.
- **Congreso de Latinos Unidos** will use these funds to expand their Human Services Career Pathway program that enables students to obtain an industry-recognized Strengths-Based Family Worker (SFW) credential from Temple University–Harrisburg. Congreso will continue developing the partnership with Peirce College, enhance program offerings as a Registered Pre-Apprenticeship and Registered Apprenticeship pipeline, and provide additional support to students to alleviate barriers to success in the program. Students gain critical knowledge on topics such as organization and time management, project management basics, and case management skills. Students also receive career readiness skills, digital literacy instruction, financial literacy, and job placement assistance

See below for our FY24 Workforce Solutions Grantee outcomes as of December 2024.

Workforce Solutions Grantees				
Metric	Propel America	Hopeworks & Rodriguez University	OIC Philadelphia	Congreso de Latinos Unidos
# Recruited	1,284	n/a	2,198	157
# Enrolled	174	16	133	44
# Completed	58**	12	110	40
# Employed	40**	9*	92	26
Max. Wage	\$22.00	\$19.47	\$28.50	\$27.99
Average Wage	\$21.24***	\$19.38	\$20.00	\$17.71

**64 still in training

*2 currently interviewing with Water Department

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Fair Chance Hiring Initiative

The Fair Chance Hiring Initiative (FCHI) supports local businesses by referring Philadelphia job seekers returning from incarceration for open positions and providing financial incentives to businesses in the form of wage reimbursements and employment retention grants. Our goal is to create a workforce that reflects the city's population - and approximately 300,000 Philadelphians have had contact with the criminal justice system. Integrating these individuals into the workforce is a priority.

Approved **employers** are eligible to receive the following benefits:

- Candidate referrals of qualifying job seekers for open positions from partner organizations.
- \$6.00 per hour wage reimbursement for compensable hours worked up to 960 hours within 180 calendar days of employment.
- One-time \$500 employment retention grant for each FCHI employee that completes the new hire period.
- Best practice information on hiring and retaining returning citizens.
- Help with supporting qualifying employees during the new hire period.

Qualifying **employees** are eligible to receive the following benefits:

- One-time, taxable \$1,000 employment retention grant for completing the new hire period.
- Support and help with maintaining employment.

Total Connections to Employment: (4/2019 - 2/2025) = 195 FCHI Employers = 73

FY24 Expenses		FY25 Expenses:	
90-day Retention Grants (19)	\$47,448	90-day Retention Grants (10)	\$21,600
180-day Retention Grants (16)	\$54,284	180-day Retention Grants (11)	\$31,608
Employer Retention Grants (16)	\$8,000	Employer Retention Grants (11)	\$5,500
Employee Retention Grants (14)	\$14,000	Employee Retention Grants (11)	\$11,000
Total Incentives Distributed	\$123,732	Total Incentives Distributed	\$69,708 (to date)

Most Diverse Tech Hub

The PHL: Most Diverse Tech Hub initiative aims to position Philadelphia as one of the top—and most diverse—tech hubs in the nation. Through this initiative, the City invests in organizations and programs that enhance technology skills for the future talent pipeline, provide resources to startup tech businesses, enhance the Philadelphia Tech Industry Partnership and generate partnerships. Through the PHL: Most Diverse Tech Hub initiative, the City sought proposals from organizations, which were evaluated on their ability to deliver innovative programming in three different categories: Tech Talent Pipeline Development, Tech Industry Partnership Management, and a Tech and Innovation Industry Study.

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Tech Talent Pipeline Development

Organizations that were awarded funding for this focus area will work to retain Black or brown residents in higher-ed and expose those students to tech employment opportunities; create pipelines for trainings and career opportunities for underrepresented populations; connect and place students into paid internships with Philadelphia based companies; establish connections with local colleges, universities and education providers; establish Historically Black College or University (HBCU) initiatives to grow the employer pipeline internships with local and regional HBCUs; expand the number of private sector employers in Tech and Tech-enabled industries that provide internships. The organizations selected for this category are Hopeworks, LaunchPhilly, and ACHIEVEability, which were each awarded varying amounts, totaling \$250,000.

Tech Industry Partnership Management

The company that was awarded funding for this focus area will manage the Philadelphia Tech Industry Partnership. Since launching in 2018, this initiative has convened a network of over 75 companies, consisting of a range of tech and tech-enabled companies of all sizes, to join together as an active network. They will manage this partnership by facilitating convenings of tech startups and tech employers of all sizes to identify sector and talent needs; cultivating a culture of inclusivity, with a focus on specifically creating pathways to help diversify the current workforce; and building out the network of employer partners committed to providing internships, on the job training, unsubsidized employment, and targeted mentoring. Technically Media was awarded \$60,000 to manage the partnership with 1Philadelphia.

During the 2024 cohort, Technical.ly hosted three events during the 14th annual Philly Tech Week and assisted 1Philadelphia in the coordination of 50 other community-led events. One of the three events hosted included the NET/WORK Job Fair, which hosted about 300 attendees. Companies such as Comcast, Capital One, and M&T were amongst the 12 hiring companies tabling the event. The NET/WORK Job Fair also offered the opportunity for attendees to take headshots and attend career workshops.

The annual Builders Conference included attendees from 20 states for a day of professional development, connection and discussion around innovation in PHL and beyond. Most Diverse Tech Hub & the Commerce Department had prominent branding leading up to the conference. Over 250 attendees came together at The Fitler Club for the conference, with 200+ members of the technology community in attendance for the closing event of the week, the Signature Event. Technical.ly also hosted the Developers Conference for attendees to not only learn about/aspirer to the careers of senior technologists and industry leaders giving tech talks, but to also network directly with hiring companies that are vital to career growth. The Developers Conference hosted 250 attendees from 12+ states with 10 hiring companies tabling the event. Sessions discussed quantum computing, Web3, and other advanced topics for highly technical professionals to attend.

Tech and Innovation Industry Study

The Philadelphia Tech and Innovation Industry Study, conducted by Econsult Solutions, Inc., aimed to provide a qualitative and quantitative look into the Philadelphia tech economy. In producing this report, Econsult Solutions conducted Fact Finding Industry Listening Sessions to engage with tech leaders to understand their perspectives on the gaps and opportunities within the tech ecosystem. These sessions solicited feedback from stakeholders in the innovation economy across

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various disciplines, backgrounds, and identities. For this study, Econsult Solutions was awarded \$70,000.

Department of Fleet Services

The Department of Fleet Services (Fleet) makes sure that the City's vehicles are available, dependable, and safe. Fleet buys and maintains vehicles for 43 City departments. The fleet includes ambulances, garbage trucks, police cruisers, riding mowers, snow plows, and more. All together, Fleet is responsible for:

- Over 6,000 vehicles owned by the City and its partners.
- 16 repair facilities staffed by Automotive Service Excellence (ASE)-certified technicians.
- 61 fuel sites located throughout Philadelphia.

Apprenticeship Program

Fleet has an elite apprenticeship program. It trains and prepares high school students for rewarding careers in the automotive industry. This program benefits students and Fleet alike. High school students get paid, hands-on experience while earning a high-school diploma. They're also prepared for a successful career with the City. Fleet benefits by gaining employees that have the experience and skill to help fulfill its mission.

To qualify for paid internships at one of Fleet's maintenance and repair facilities, students must:

- Complete their sophomore year.
- Participate in their school's automotive program.
- Meet other program criteria.

During the paid internship, students work full time during school breaks and part time when school is in session. Under the guidance of a mentor/full performance technician, students learn skills of the trade. After the student graduates from high school, they are appointed to the full-time, civil service position of automotive apprentice. The program has been successful throughout the years. Many participants have progressed to full performance technicians and supervisory positions.

FY24 (7/1/2023 - 6/30/2024):

- 21 Students Hired (11th grade)
- 20 currently active
- (20 anticipated to graduate and promote to Civil Services at the close of FY25)
- 1 removed due to grades

FY25 (7/1/2024 - 6/30/2025):

- 35 Students Hired (11th grade)
- 32 currently active
- 3 removed due to attendance and grades

As of today, total of 52 High School Interns

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Fleet employees who completed the apprenticeship program and have longevity with the department in supervisory roles are highlighted below:

- 1 District Manager
- 2 Fleet Maintenance Supervisors
- 5 Team Leaders

Otoniel Figueroa – Fleet Maintenance Team leader

Otoniel Figuera is a Fleet Maintenance Team Leader. When Figuera was in his last year of 10th grade, his auto body teacher at the time informed him of an intern program offered by the City. Figuera joined Fleet as an intern in June 1997, spending two years as an intern and 3 years as an apprentice, eventually becoming an auto body team leader and estimator. Due to the hands-on training Figuera received he was able to utilize what he learned in real time, receiving mentoring by full fledged technicians. Figuera received a I-Car-Maser certification and was the youngest ADE Master Certified Body Tech in the City's body shop.

Thomas J. Finley – Fleet Manager Team Leader

Thomas Finley is a Fleet Maintenance Supervisor. Finley joined the Fleet intern program in June 1997 and became an apprentice in July 1999. Finley worked closely with skilled technicians, who trained him throughout his internship and apprenticeship. Finley spent the majority of his time working on police and fire equipment, Finley worked at various shops across the city until his promotion to supervisor in 2023 at his current shop.

Charles J. Myers – Heavy Duty Vehicle Maintenance Technician

Charles J. Myers is a Heavy Duty Vehicle Maintenance Technician. Myers began his internship with Fleet in 2013, at a shop that services Sanitation, the Prisons Department, and CLIP vehicles. Myers credits the program for not only teaching him about the automotive industry but also preparing him for adulthood. In 2015, Myers joined the PA Army National Guard and briefly left Fleet to fulfill his duty as a service member. Once Myers completed his basic and advanced military training, he was able to resume his training at Fleet and they provided him the flexibility to complete his Active Duty orders with no disruption to his employment. Once Myers completed his training as an intern and apprentice, he participated in Auto Tech 1&2 training. Myers has received several additional training through Fleet such as Class A CDL training, CPR training, Electrical Vehicle Safety Training and Fork lift training.

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Department of Planning & Development

The Department of Planning and Development works in collaboration with communities to promote, plan, preserve, and develop successful neighborhoods for all. Reaching these goals requires City agencies to work together with residents, businesses, developers, advocates, funders, and each other. Planning and Development has a team of agencies that do just that.

The Department of Planning and Development funds the Pennsylvania Horticultural Society for their same day work and pay as well as their workforce bootcamp programming.

Pennsylvania Horticultural Society

The Pennsylvania Horticultural Society (PHS) is America's leading horticultural society founded in 1827. Today PHS works with a diverse community of people and partners to advance the greater good, with a keen focus on creating healthier living environments, increasing access to fresh food, expanding economic opportunity, and fostering meaningful social connections. PHS leads community greening efforts in more than 250 neighborhoods throughout the Greater Philadelphia region. Additionally, PHS utilizes a network of public gardens and landscapes; gardener engagement programs; and the Philadelphia Flower Show and other public events to achieve its mission of advancing the health and well-being of people through horticulture.

PHS Workforce Development

PHS offers a wide range of training options for those interested in pursuing careers in horticulture, ranging from workshops to our 6-week Horticulture & Landscaping Bootcamp. Our Bootcamp training series includes classes such as the SW Tree Training (SW Philadelphia), Green Jobs Training (North Philadelphia) and our Horticulture & Landscaping Bootcamp (city-wide enrollment). PHS partners with local organizations in historically under-resourced communities to identify individuals interested in gaining the professional skills necessary to enter the fields of landscaping and tree tending. We offer a robust support system so that individuals can re-enter the workforce and earn living wages in their new careers. Each training offers 6 weeks of hands-on learning with experts in the fields of landscaping, horticulture, and arboriculture.

The PHS Workforce Development Program training begins with 4-weeks of instruction from PHS staff, followed by a 2-week placement with a community partner, where trainees continue to practice their newly honed skills. All participants receive weekly transportation, a work gear package valued at \$500 (boots, pants, shirts, sweatshirts, gloves, and safety glasses), a \$450/week stipend, professional development, OSHA-10 certification, and Case Management/Professional Development services. In 2024, PHS trained 93 individuals across all sections of our professional development cohorts and introduced these graduates to the local horticulture community. Our four 2024 training courses took place at Bartram's Garden (1), Fernhill Park (1) and FDR Park (2) where trainees practiced their skills while contributing to the cleaning & greening of these neighborhoods.

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Metrics	FY24
Total Number of Applicants	415
Number of Trainees	118
Number of Graduates	93
Number Placed in Full-Time Jobs	75

PHS Same Day Work and Pay

The Same Day Work and Pay Program provides a high-quality work engagement and entry point for attracting and supporting individuals who are experiencing economic instability and unemployment. The SDWP program serves as a critical piece to the workforce continuum, particularly for vulnerable populations who require no or low barriers to employment and assistance with identifying next steps to temporary and long-term employment, job training, academic advancement and/or stability supports.

Since 2020, PHS has worked with community-based providers to create over 15,605 job opportunities for economically vulnerable Philadelphians. PHS and our 12 partnering CBOs create roughly 425 job opportunities each month within some of Philadelphia's most under resourced neighborhoods and uses this pipeline to identify individuals who want to upskill by enrolling in our training programs, such as SW Tree Training, Green Jobs Training and our Landscaping & Horticulture Bootcamp. Approximately 1/3 of these numbers are produced within the MDO catchments and create greater economic opportunities within high crime police districts.

City Council District	Community Based Organizations	Daily Jobs Created
4	ACHIEVEability	435
2	Haven of Hope	196
3 and 4	Charles Foundation	562
3	Mount Vernon Manor CDC	341
4	Centennial Park	5
5 and 7	One Day at a Time, Inc	622

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5	Black Male Community Council	540
7	Impact Service	478
8	Nicetown Community Development Corporation	676
8	Tioga United	972
9	Giving Of Self Partners, Inc	919
5	Sanctuary Farm	103
Total		5,871

PHS Philadelphia LandCare

PHS's LandCare is a nationally recognized model of landscape treatment and urban revitalization that addresses the widespread challenge of land vacancy plaguing the city's neighborhoods. With support from the City of Philadelphia, PHS partners with a network of small businesses and community groups to transform vacant lots into clean and green public spaces and provide meaningful jobs to local residents. Currently, PHS replaces blighted land with grass, trees, and plants in over 12,000 lots across the city, which accounts for over 15 million square feet of vacant land in key transitional neighborhoods.

The LandCare program has two primary initiatives, Philadelphia LandCare and Community LandCare. Both programs clean and mow the lots twice per month from March through October (16 cuts/year).

- Philadelphia Landcare hires small business contractors to clean, green, and stabilize vacant lots to help return them to productive use in neighborhoods with limited to no access to green spaces. Stabilization includes leveling the soil, clearing weeds and debris, grass and fence installation, and tree planting.
- Through Community LandCare, PHS collaborates with community organizations to offer job opportunities to local residents for landscaping maintenance work on vacant lots in their neighborhoods. This initiative aims to amplify the program's impact, foster business growth for community groups, and empower neighbors to care for their surroundings.

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Department of Streets

The Department of Streets (Streets) designs, builds, and repairs the City's streets and roadways. In addition to picking up trash and recycling, we maintain and operate street lights and traffic control devices. To help keep the Philadelphia clean, safe, and moving, we:

- Construct and maintain 320 bridges and 2,525 miles of streets and highways.
- Gather data on traffic and evaluate causes of crashes.
- Manage programs like the Philadelphia More Beautiful Committee and SWEEP.
- Provide all surveying functions for the City of Philadelphia.
- Plan the location, time, and methods for street reconstruction.

Future Track

Since Streets integrated its Future Track workforce development program into occupational tracks that lead to full-time civil service employment (beginning in FY16), 98 Future Track Trainees have successfully completed the program and, of these, 66 obtained full-time civil service employment, starting as either a Public Works Trainee, Engineering Aide Trainee or Field Investigator.

Streets has hired 15 to 25 Future Track Trainees per year between FY16 to date, except for a brief interval during the COVID-19 pandemic when the program was effectively shut down. For FY24 however, Streets is hiring 200 Future Track Trainees, thanks to a \$5 million investment by the Mayor and City Council exclusively for the program.

- FY24 Future Track participants enrolled: 215
- FY24 Future Track participants who successfully completed the program thus far: 69 (75 participants completed the occupational track portion of the program in fall FY25)
- FY24 participants who completed the program hired into full-time civil service jobs: 59
- FY24 participants currently in occupational tracks who will be eligible to hire into civil service jobs: 75 (it is anticipated that all 75 will complete the program and obtain full-time civil service employment)



The Future Track Program has changed the trajectory of my entire life. I was 31 years old when I signed up, I never had a career, never really had any direction. Fast forward 4 years, I've had 3 promotions, I've been given my own city vehicle, and now I am a few weeks away from owning my first home! None of this would have been possible without this opportunity. If I could give any advice to anyone in the program or who is thinking about signing up, I'd say to show up every day, on time, with a good attitude. If you check all 3 of those boxes you can go far in this city. Your supervisors and higher-ups want to see you succeed, it's the individual (yourself) that needs the WANT to succeed. I'm so grateful and so blessed." — former Future Track trainee, Joseph Capocci.

He is now a Construction Project Technician.



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Office of Children and Families

The School District of Philadelphia (SDP), Philadelphia Works, and City of Philadelphia have a long-standing partnership and share a common goal to ensure all youth reach their full potential. PW and the City achieve this goal by investing in enrichment experiences that align with in-school activities and academics. For the past ten years, the City and PW, the largest funders of youth development programs in the City, have coordinated their investment of youth workforce dollars. The other partnership has been with Out-of-School Time (OST) programming, which provides after school and summer programming.

While these are ongoing efforts, in 2017 there was a concerted push to organize around a Career Connected Learning (C2L) plan. This plan was to ensure every student is connected to a career pathway and graduates ready to succeed in local and regional employment. The CCL plan is now dovetailing with state changes to graduation requirements (Act 158) which allow for youth work and service-learning experiences to count toward graduation. Act 158 has inserted urgency into how these three organizations coordinate their efforts.

Both the OST and the Youth Workforce investment sit under The Office of Children and Families (OCF) which aligns the City's policies, resources, and services for children and families. The OCF goals are:

- Families have the resources and services to support their children's safety and success.
- Children enter school ready to learn and they have the skills they need to be successful in school.
- Communities are connected to strong schools, libraries, recreation, and public parks.
- Youth and adults have opportunities that include skill-building, training, workforce, and education.

The OCF supports youth workforce development through its Prevention Services division. Specifically, in Summer 2023, OCF funded community-based nonprofits through the Philadelphia Youth Network to provide work-based learning opportunities youth in the following formats:

Wage-Based Work Experience

- Youth engaged in career exploration and preparation through work-based experiences.
- Youth earned wages while working with a supervisor to gain career exposure, experience, and skill development.
- Programs intentionally focused on recruitment of youth in Community High Schools, the juvenile justice system, and child welfare system.

Incentive-Based Work Experience

- Youth learned about the variety of careers and career pathways by exploring real-world challenges through projects, research, and reflection.
- Youth earned incentives for participation and meeting milestones.
- Programs intentionally focused on recruitment of youth in Community High Schools, the juvenile justice system, and child welfare system.

In FY24, the following youth participated in OCF-funded work-based learning opportunities:

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- Summer 2023: 7,813 Philadelphia youth participated and received payment*
- School Year 2023-24: 1,327 Philadelphia youth participated and received payment*

**These participation numbers are for OCF-funded slots only. They do not represent additional investments made by Philadelphia Works.*

Career Connected Learning PHL

OCF, in collaboration with Philadelphia Works, the School District of Philadelphia and the Commerce Department, is excited to launch a new year-round ecosystem for youth workforce - Career Connected Learning PHL (C2L). C2L will align programs and initiatives across the city to ensure the following interrelated objectives:

1. Youth are given access and experiences to explore different career paths and fields.
2. Youth are equipped with the tools and skills they need to explore, set, and achieve career goals.
3. Youth know how to identify and utilize their strengths and passions to inform career decisions.

The model prioritizes consistent exposure and skill development strengthened with a variety of workplace activities that allow youth to explore multiple fields and occupations. The model also offers multiple pathways for employers to engage with the system, allowing for employers of all sizes to start or continue to strengthen their relationship with the workforce system. C2L includes skill development training that provides work-readiness programming that prepares youth for unsubsidized employment through job readiness training, career exposure, and subsidized internships.

C2L activities are offered along a continuum: Awareness, Preparation, and Launch. CCL will launch in Summer 2024 with 8,000 opportunities for youth and 2000 of these slots will continue into School Year 2024-25. Initial funding for C2L is provided by the OCF, Philadelphia Works, and the School District of Philadelphia.



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Office of Community Empowerment & Opportunity

The Office of Community Empowerment and Opportunity (CEO) is the Community Action Agency (CAA) for Philadelphia. As a CAA since 1964, our agency has a unique role in promoting racial equity and greater financial stability for the city's historically marginalized residents. We advocate for, invest in, and hold gatherings around programs, policies, and initiatives that advance economic justice and address systemic racial inequities.

Center for Employment Opportunities

The **Center for Employment Opportunities (CEO Works)** provides job readiness training, paid transitional employment opportunities, and permanent employment placement to justice-involved individuals. Participants are also connected with job coaching, support services, and retention services. This effort is a component of CEO's strategic framework, which commits to promoting economic mobility out of poverty by pursuing policies and initiatives that work to advance economic justice by confronting long-term racial inequities. CEO Works receives referrals from various sources including the Bureau of Community Corrections, Probation and Parole, and other related organizations.

In FY24, 25 participants completed job readiness training and obtained paid transitional employment and/or unsubsidized employment.

First Step Staffing

First Step Staffing (FSS) uses an alternative staffing model to provide full and part-time temporary employment placement assignments coupled with supportive services for individuals who struggle to break the cycle of poverty, giving preference to those who have recently experienced homelessness, military veterans, and individuals who are returning home from incarceration. Individuals are referred from City agencies, for-profit, non-profit and community-based organizations.

In FY24, FSS placed 1,592 individuals in program services and 710 into jobs.

Work Ready Program

Administered by **JEVS Human Services (JEVS)**, the **Work Ready Program** uses a human-centered design to provide a range of services that meet individuals' needs, including access to education and training opportunities to achieve family economic stability. Services include an appropriate combination of case management, coaching, licensed counseling, and peer-to-peer experiences geared toward developing a career pathway through job placement and job retention goals. Participants are Extended TANF recipients referred from the Philadelphia County Assistance Office.

In FY24, JEVS enrolled a total of 1,514 people. Of those, 348 found employment and 222 completed education or training programs.

Same Day Work and Pay Program

Same Day Work and Pay Program (SDWP) provides a high-quality, short-term work engagement and entry point for attracting and supporting individuals who are experiencing economic

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instability and unemployment. The SDWP program serves as a critical connection piece to the workforce continuum, particularly for vulnerable populations who require no or low barriers to employment and assistance with identifying next steps to employment, job training, academic advancement and/or stability supports. Following a Theory of Change and Logic model, CEO convenes monthly meetings with the SDWP Community of Practice (CoP) to share best practices, provide technical assistance, training and development, and data management.

In FY24, SDWP partners engaged 2,883 unique participants and provided 10,329 daily jobs, resulting in \$905,800 in wages distributed. In addition to neighborhood cleaning and mural painting, work engagements have expanded in the areas of culinary arts, construction, and other professional development and skills training. The SDWP Community of Practice included the following entities for FY24:

- Mural Arts of Philadelphia – Color Me Back Program
- City of Philadelphia’s Community Life Improvement Program (CLIP)
- Pennsylvania Horticultural Society - Impact Services, Mt. Vernon Manor, Institute for the Development of African American Youth, Inc., One Day at a Time (ODAAT), The Black Male Community Council, The Charles Foundation; ACHIEVEability; Nicetown CDC; Tioga United
- Department of Commerce
- Department of Behavioral Health and Intellectual disAbility (DBHIDS)
- Opportunities Industrialization Center Philadelphia (OIC)
- Uplift Solutions
- First Step Staffing

Office of Reentry Partnerships

The Office of Reentry Partnerships (ORP) elevates and organizes citywide reentry efforts by serving as the City’s hub for referrals, resources, and training. The goals of ORP are to:

- Set a clear vision and direction for a measurable citywide approach to improving reentry outcomes.
- Drive and sustain an unprecedented level of coordination between the local government, other government partners, service providers, education and training programs, employers, and community members.
- Ensure that City reentry initiatives are research- and data-driven.

Criminal Justice Cluster

For many, returning home from incarceration and connecting to the workforce comes with insurmountable challenges. Facilitating meaningful and sustained employment is often the key to effectively supporting individuals reconnecting to their families and communities, while decreasing the likelihood they will return to prison.

In 2012, The Philadelphia Reentry Coalition, now representing over 100 organizations, was established to coordinate reentry efforts and increase the use of evidence-based practices to reduce recidivism in Philadelphia. Through the work of the Reentry Coalition, trust, transparency, shared knowledge building, and collaboration has grown significantly across agencies that support returning citizens. At the same time, additional work is required to standardize and coordinate

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pre-release services with post-release referrals, integrate data systems and performance tracking, and centralize workforce policy to inform a truly comprehensive strategy to combat recidivism and improve workforce success for Philadelphia's returning residents.

Internal Services	
Proof of Identification document (facesheets) for Municipal ID	98
Benephilly (Public Benefit enrollment)	16
Community Legal Services	15
Expungement/Pardon Clinics	153
Employment/ Training Partner Info/Prep Sessions	54
Clothing Vouchers	42
Total participants provided internal services	378

External Referrals	
Employment	388
Vocational Training	114
Housing Support	26
Business/Entrepreneurship	9
Photo ID	21
Birth Certificate	5
Social Security Card	1
Clothing	1
Education	12

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Digital Literacy	10
Financial Literacy	1
Public Benefits Enrollment	1
Mental Health Support	10
Substance Use Support	1
Free Cell Phone	1
Free Food	3
Expungement/Pardon	24
Legal Assistance	7
Total participants provided external referrals	65

Rebuild + Capital Programs Office

Under the Capital Programs Office, Rebuild's workforce development goals are to assist in increasing the diversity within the skilled trades by providing training opportunities for people of color and women in Philadelphia. Rebuild offers part-time and full-time paid training programs with a direct connection to potential long-term, full-time employment by developing training programs with the skilled trades unions and partner employer agencies.

In FY24, Rebuild hosted 6 skilled trades training programs for 71 Philadelphia residents with an 85% graduation rate: Carpentry Academy, Finishing Trades Academy, Masonry Academy, Construction Apprentice Preparatory Program (CAPP), and our inaugural Ironworkers Academy. Rebuild's training programs are held in partnership with the Philadelphia Building Trades, the Eastern Atlantic States Technical School, PA CareerLink®, and other workforce development training partners. Below is a summary of workforce development metrics.

Overall Rebuild Workforce Development Metrics (as of 9/30/2024)

- 154 Philadelphians graduated from Workforce Development training program pursuing a career in construction (82% graduation rate)
- Academy demographics: 30% women; 96% people of color
- 75% of active program graduates accepted into union apprenticeships
- Rebuild has completed 16 total workforce development skilled trades training programs for Philadelphia residents
- Rebuild program graduates in 8 union trades.

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- Next skilled trades training program starting Winter 2025
- In August 2024, Rebuild held our first-ever Ironworkers Academy in partnership with the Ironworkers Locals #401 and #405 and the PA CareerLink®.

Ironworkers Academy Metrics

- 9 participants & 80% people of color
- 100% graduation rate
- 56% of graduates accepted into Ironworkers Local #401
- 44% of graduates accepted into Ironworkers Local #405

Academy Graduate & MBE Employer Spotlight

To support our academy graduates, Rebuild partners with construction firms and skilled trade unions to sponsor and/or provide employment opportunities for program graduates.

- Lynette Sutton, owner of Girl Concrete, Inc., a certified MBE, female-managed concrete contractor, is currently sponsoring Jelaina Carnegay, a Carpentry Academy (2023) graduate working on William H. Gray III 30th Street Station.
- Renee Ohnturp, owner of Smith Construction, a woman owned construction business is currently sponsoring Terrance Finley, a Carpentry Academy (2023) graduate working on Kingsessing Recreation Center (a Rebuild construction site in Southwest Philadelphia).
- In June 2023, Jelaina and Terrance both joined the Eastern Atlantic States Regional Council of Carpenters and started as 1st year apprentices.

Philadelphia Water Department

The Philadelphia Water Department (PWD) serves over 2 million people in Philadelphia, Montgomery, Delaware, and Bucks counties. We use science and technology to ensure quality water 24 hours a day, 365 days a year. PWD works to:

- Deliver safe water to homes and businesses.
- Protect our region's watersheds and the natural environment.
- Maintain our sewer system so communities stay healthy.
- Manage runoff from storms to prevent pollution and flooding.
- Keep thousands of miles of pipes in good operating condition.

Apprenticeship Program

PWD's **Apprenticeship Program** trains new employees for hard-to-fill roles in the skilled trades (electrical, HVAC, etc.) and STEM fields (surveying, laboratory support, treatment plant operations, etc.). Funding for this program includes a partnership with Education Works (PowerCorps PHL), and a contract with JEVS Human Services (Orleans Technical College) to provide classroom training to apprentices. Candidates are sourced from local work readiness and non-profit programs (including PowerCorps), as well as the School District of Philadelphia, and through direct recruitment from the general public. To date, the program has provided opportunities for 77 individuals, 60% of which have been retained.

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Apprenticeship Program Participants

	FY24	Program Lifetime (2013 - present)
Total Apprentices Hired	15	105
Apprentices Promoted to Civil Service	3	83
Completed Apprenticeships	9	25

HS Apprenticeship Program

	FY24	Program Lifetime (2017-present)
Total Interns Hired	77	281
Interns Hired to Civil Service	3	9
Number of Participating Schools	11	18

CONCLUSION

City Investments

The City of Philadelphia has made significant investments in workforce development initiatives to build career pathways for residents. Local government is filled with success stories - from the Department of Fleet Services' long-standing apprenticeship program that has enhanced pathways into City employment for students, to apprenticeship opportunities in masonry and carpentry from Rebuild. We are committed to investing in equitable workforce initiatives that support the talent needs of employers and prepare Philadelphians for opportunities in growth industries.

Public-Private Alliances

In the last report's analysis of workforce development initiatives from peer cities, a key difference identified is the role of public-private alliances, which include employers and philanthropy. The City of Philadelphia intends to learn from their investments, programs, and collaborative approaches to positively influence larger investments in local training programs and employment outcomes. The Philadelphia workforce system has built key public-private relationships, and intends to expand on these relationships for large scale investments needed that can propel our workforce system. This kind of collaboration is essential to meaningfully address poverty, meet the talent needs of employers, and grow the economy.

Looking Forward

The City of Philadelphia is committed to strengthening our alliances and partnerships that enhance access to quality jobs for Philadelphians. Philadelphia has the opportunity to grow into one of the most innovative and coordinated workforce development ecosystems in the nation. As we scale up our investments for an inclusive and equitable economy, Philadelphia will continue to convene stakeholders within and city government and across external partners. Together, we are committed to responding to the labor market and building pathways that drive workforce strategy in the City of Philadelphia.

