



Geographic and Economic Hiring Preferences (GEHP)

Frequently Asked Questions (FAQ)

1. What are Geographic and Economic Hiring Preferences (GEHP)?

GEHP establishes goals for the hiring of apprentices and journeypersons residing in select zip codes. The implementation of hiring preferences is an effective strategy for expanding economic opportunities for all by connecting individuals to careers that offer family-sustaining wages.

2. What is a GEHP Priority Zip Code?

A GEHP **Priority Zip Code** is any U.S. zip code that has 42% or more of the population with incomes at or below 200% of the federal poverty line, as illustrated in Figure 1 and listed in Table 2.

Table 2: Philadelphia GEHP Priority Zip Codes

19104	19133	19142
19120	19134	19143
19121	19135	19144
19122	19138	19149
19124	19139	19153
19131	19140	
19132	19141	

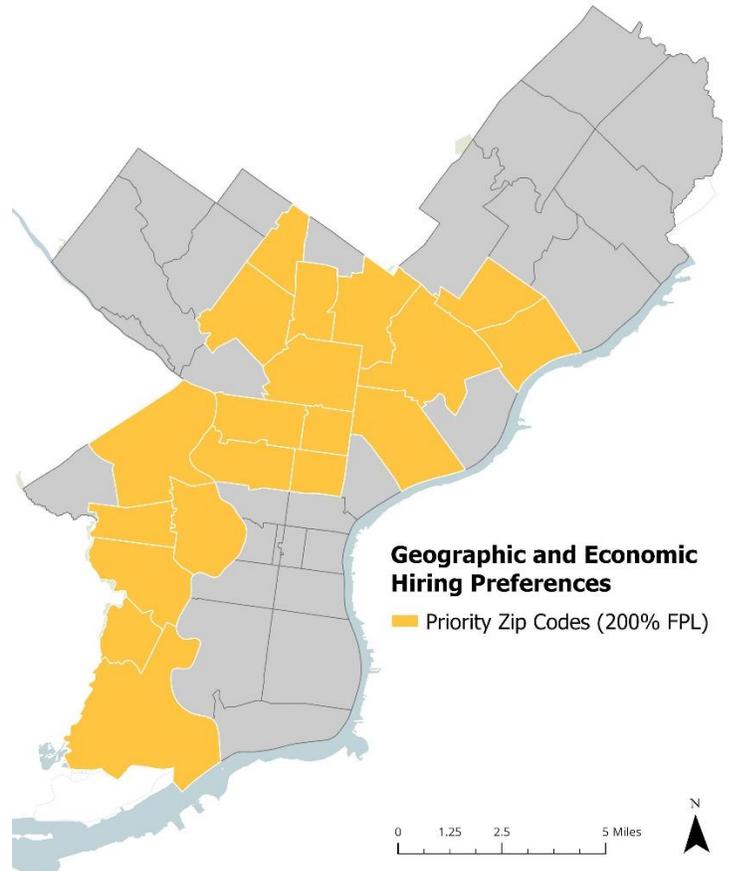


Figure 1: Philadelphia Priority Zip Code Map



3. Which contract type(s) does GEHP apply too?

GEHP applies to select City public works contracts, such as those procured by the Streets Department, Water Department, and Airport (PHL/PNE). Contractors bidding on a public works project where GEHP applies will see the GEHP Special Provision document in the bid package.

4. What are the hiring goals of GEHP?

GEHP requires that the successful bidder shall make a good faith effort to meet the stated goals for apprentices and journeypersons on every covered project, as seen in Table 3.

Table 3: GEHP Goals

	Journeypersons	Apprentices	
Priority Zip Code Goal	20% of all project labor hours from Priority Zip Codes	20% of apprentice project labor hours from Priority Zip Codes	20% of apprentice project labor hours from Priority Zip Codes and are CTE/Pre-apprentice graduate

5. How will contractors comply with GEHP?

Contractors that are signatory to agreements with labor unions may continue to source journeypersons and apprentices for public works projects and may need to demonstrate good faith efforts (GFE) to meet GEHP requirements. Contractors will continue submitting to the City of Philadelphia weekly payroll data via LCP Tracker and provide Monthly GEHP Utilization Reports for GEHP projects.

6. How will Philadelphians benefit from GEHP?

- Ensure that infrastructure workers, from planning to construction, reflect the population of Philadelphia.
- Increase hiring from Priority Zip Codes to create pathways to good-paying jobs.
- Expand access to construction careers for workers facing barriers to entry.
- Share the benefits of infrastructure investments across communities.



GEHP has been shown to be an effective strategy¹ to diversify the construction workforce, create economic mobility for individuals, and ensure communities benefit from infrastructure investments and improvements.

7. Which City of Philadelphia public works projects are currently part of the GEHP pilot program?

Select public works projects that are:

- a. Administered by the Department of Streets, Philadelphia Water Department, and Department of Aviation (PHL/PNE).
- b. Estimated to exceed \$10 million in cost.
- c. Evaluated as permissible for GEHP by City of Philadelphia Law Department based on review of terms and conditions of funding streams.

¹ INVESTING IN AMERICA: Best Practices to Expand Access to Jobs and Economic Opportunity Through Transportation Infrastructure Investments