

PHILADELPHIA REENTRY WORKFORCE LANDSCAPE



City of Philadelphia
Workforce Development Programs

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ABOUT THE LANDSCAPE

The Philadelphia Reentry Workforce Landscape identifies the existing workforce development resources for the justice-impacted community in Philadelphia.

The goal of this project is to compile a comprehensive resource guide that community members can turn to when seeking employment-related support.

The primary focus of the landscape is organizations that provide workforce development programming, groups offering structured services such as vocational training, skills certification, apprenticeships, career coaching, and other programs designed to help individuals build long-term employability and advance within a given industry or trade.

WORKFORCE INDUSTRY LEGEND



Trades and Smart Energy



Other



Transportation & Logistics



Hospitality and Customer Service



Paralegal



Paid



Parole/Probation Eligible



Individualized Support

PROGRAMS BY INDUSTRY



Trades and Smart Energy

- Eastern State Penitentiary
- Historical Site Returning Citizens
- Fellowship
- Eastern State Penitentiary
- Historical Site Preservation
- Trades Center
- PowercorpsPHL STA
- PowercorpsPHL TRUST
- PowercorpsPHL Bridge Program
- PowercorpsPHL WLMA
- Uplift Solutions HVAC Training



Paralegal

Uplift Solutions Paralegal Apprenticeship



Other

Uplift Solutions Same Day Work Program



Transportation & Logistics

Uplift Solutions CDL Training



Hospitality and Customer Service

- Triple Bottom Brewing Future of Service Apprenticeship Program
- Uplift Solutions Customer Service/Retail Workforce Program



Eastern State Penitentiary Historical Site

2027 Fairmount Avenue
Philadelphia, PA 19130

<https://easternstate.org/historic-site>

✉ ahenshaw@easternstate.org

Eastern State Penitentiary provides paid workforce development trainings and paid preapprenticeship Preservation Trades Training in Carpentry and Masonry.

INDUSTRY

Skilled Trades

? How does your organization meet the needs of the participants you serve?

Reentry Barriers addressed: Workforce Development Training, Industry Specific Certifications, Employment Acquisition, Housing Stabilization

Additional Support: Eastern State Penitentiary conducts individualized needs assessments and tailors services to the social determinants of success based on the needs of those it serves.

PROGRAMS & SERVICES

Returning Citizens Fellowship

Returning Citizens Fellowship is a 16-week community-based Transformation Initiative designed to support justice-impacted individuals in building stable, healthy, and self-determined lives following incarceration or system involvement.

The program reframes traditional “reentry” by centering Transformative Justice, healing-centered engagement, public health, and economic empowerment. Participants are supported not only to survive their return, but to transform their relationship to harm, systems, and self. Each week integrates personal healing, practical skill-building, and collective accountability.

Participants produce tangible deliverables that support long-term stability while building leadership, civic power, and legacy.

Ongoing support is provided with competency skills development, one on one employment coaching, and continued Fellowship wraparound services to graduating fellows. (*Continued.*)

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PROGRAMS & SERVICES

Preservation Trades Center

Through paid, on-the-job training, Preservation Trades Center (PTC) crew members work alongside expert craft workers and prepare for a career in the trades while preserving Eastern State Penitentiary Historic Site, a National Historic Landmark.

The PTC offers programs with direct connections to full-time employment in the construction industry. Specialty academies have focused on carpentry, bricklaying, stone masonry, and concrete.

The PTC is actively seeking to expand its offerings to include additional preservation trades and employer partners.

ELIGIBILITY

- Parole/probation eligible
- No restrictions based on crime type
- Age requirement: 16+

EMPLOYER ENGAGEMENT

Eastern State Penitentiary has collaborations with the Carpenters and Bricklayers Unions and residential service companies within Philadelphia.

PowercorpsPHL (PCPHL)

2300 W. Master Street, Suite 121
Philadelphia, PA 19121

<https://powercorpsphl.org/>

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PowerCorpsPHL (PCPHL) connects people to careers and advances community.

PCPHL engages out-of-school or out-of-work 18- to 30-year-olds in an immersive, paid 4- to 24-month program that results in connection to living wage jobs in energy, water infrastructure, and community-based careers.

PCPHL 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%. Specifically, PowerCorpsPHL runs three programs and one social enterprise in Philadelphia and provides technical assistance to cities nationwide interested in adapting our model to their region.

INDUSTRY

Water Infrastructure, Natural Landcare, Energy, Skill Trades, and Youth Development

? **How does your organization meet the needs of the participants you serve?**

Reentry Barriers addressed: Unemployment or underemployment, recidivism, gun violence, basic needs instability and effects from trauma, court navigation and advocacy, connection to resources

Additional Support:

(1) Individualized support

PCPHL's delivery of supportive services to participants includes robust court navigation and advocacy, career counseling, vetted employment opportunities, technical skills training aligned to specific industries, and academic support in postsecondary education. Participants receive intensive case management to support basic needs stability and connection to necessary resources such as childcare, health care, recovery counseling, housing, food, and clothing.

PCPHL's career counseling facilitates career exploration, career action plans, and work-readiness coaching and training to reduce barriers to employment success. In addition, PCPHL actively builds, maintains, and curates a network of quality employment opportunities for its graduates to support high quality outcomes. *(Continued.)*



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(2) Career-focused skill building

As PCPHL honed its strategy to aid young adults transition into careers, it found the need to refine and expand on two aspects of the work: 1) lengthen engagement with progressive phases that taper support and increase depth of industry skills taught, and 2) redouble employer engagement to specifically support the co-creation of solutions to business needs.

Efforts created the Industry Academy model which scaled from one track to three to six within three years. For Industry Academies, PCPHL targets fields and positions that have a set of engaged employer partners, start at a living wage, are connected to a career pathway, are in high demand or expected to grow, require less than an Associate's degree to start, and are accessible to people with a criminal record.

PROGRAMS & SERVICES

TRUST

TRUST is an urban-farm-based healing initiative designed specifically for justice-involved young adults and those vulnerable to gun violence. By offering rolling enrollment and immediate income, the program removes barriers to entry while providing essential work-readiness training and therapeutic support. Over the course of 10 to 15 weeks, participants engage in 25 hours of inperson programming per week, ultimately preparing them for advanced PowerCorpsPHL tracks or stable external employment.

The Bridge Program

The Bridge program is a 4 to 5-week intensive initiative designed to prepare un- and underemployed young adults for meaningful careers. Through hands-on community and environmental projects—including natural lands and green stormwater infrastructure (GSI) maintenance—participants build essential technical skills. Combined with professional development and supportive services, the program prepares graduates for our advanced Water and Land Management Academy, Skill Trades Academy or entry-level employment.

The Water and Land Management Academy (WLMA)

The WLMA, in partnership with the Philadelphia Water Department, is an advanced 5-8 month program offering paid, full-time training in green infrastructure and natural land maintenance. *(Continued.)*



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Participants combine training with hands-on field work, maintaining city green stormwater practices through tasks like invasive species removal, planting, and tree care. The curriculum covers technical skills—ranging from GIS and plant identification to tool operation—and provides industry credentials like OSHA 10 and the Clean Water Certificate. Graduates emerge fully prepared for entry-level careers in infrastructure inspection, maintenance, and design.

The Skilled Trades Academy (STA)

STA is a full-time, paid 20-week program designed to set graduates up for entry-level positions in electrical, HVAC, solar energy, general construction, and connected trades. Trainees learn through a combination of classroom instruction, hands-on training, and real-world experience rehabbing a residential property.

The program is made up of two phases: hands-on and classroom training followed by individual internship placements where trainees apply their knowledge in the field. Trainees first participate in 10 weeks of training, and upon successful completion of the training period, they transition to a 10-week internship with companies working in home renovation, building maintenance, electrical, HVAC, carpentry, roofing, and solar installation. Program graduates have a combination of classroom training, field experience, and industry certifications that make them well equipped for entry-level, living wage positions in the trades.

ELIGIBILITY

- Parole/probation eligible
- Restrictions based on crime type: charges related to murder and sexual assault
- Age requirement: 18-30

EMPLOYER ENGAGEMENT

PCPHL co-design programming with employment partners including Philadelphia Water Department, Solar States, and Rodriguez Consulting. PCPHL develop and maintain relationships with employers in public and private sectors.



Triple Bottom Brewing

915 Spring Garden Street
Philadelphia, PA 19140

<https://triplebottombrewing.com/>

✉ hello@triplebottombrewing.com

Triple Bottom Brewing is a Certified B Corporation brewery in Philadelphia's Spring Garden neighborhood with a mission rooted in a triple bottom line: beer, people, and planet. Since opening in 2019, they've operated as a fair chance employer — actively creating jobs and pathways for people who have been overlooked and underestimated, particularly those impacted by the justice system and housing insecurity.

INDUSTRY

Hospitality

? How does your organization meet the needs of the participants you serve?

Reentry Barriers addressed: Unemployment or underemployment, recidivism, connection to resources, housing insecurity, maintaining support systems, record expungement

Additional Support: Participants receive individualized support in goal setting and launching their careers. Triple Bottom Brewery also provides robust services wrapped around the classroom instruction and training: monthly SEPTA passes so transportation isn't a barrier, daily meals, financial literacy workshops, expungement clinics, mental health and de-escalation training, and a dedicated job coach on every shift.

PROGRAMS & SERVICES

Future of Service Apprenticeship Program

The Future of Service Program addresses an urgent need for more quality employment opportunities among justice-impacted and housing insecure communities, while also coaching businesses on how to effectively employ people with these life experiences. The Apprenticeship consists of 16 weeks paid training & leadership development for people impacted by the justice system or housing insecurity. Apprentices earn key industry certifications and management skills, and receive individualized support in goal setting and launching their careers. Each cohort supports 10-12 people.



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ELIGIBILITY

- Parole/probation eligible
- Restrictions based on crime type: Sex convictions or convictions involving minors.
- Age requirement: 21+

EMPLOYER ENGAGEMENT

The Community of Practice under the Future of Service Apprenticeship Program recognizes that employers need support too! It offers resources and community for hospitality employers committed to building equitable and inclusive workplaces. Members get to inform the training program of the apprenticeship and meet and hire graduates. They receive ongoing support to help navigate what it means to be an employer in this industry in 2024 and beyond.



Uplift Solutions

2221 West Venango Street, Suite 101
Philadelphia, PA 19140

<https://www.upliftsolutions.org/>

✉ communications@upliftsolutions.org

Uplift Solutions is a mission-driven reentry organization that empowers justice-involved adults and at-risk youth through workforce training, life skills education, paid transitional employment, and comprehensive case management. The trauma-informed programs prepare participants for living-wage careers in high-demand industries through job readiness training, industry-recognized credentials, and long-term retention support.

Key initiatives include Same Day Work Pay, Adult Workforce Solutions (HVAC, CDL, Retail, and Customer Service tracks), a 30-month Paralegal Apprenticeship in partnership with the Community College of Philadelphia, and a Youth Diversion Program developed with the Philadelphia District Attorney's Office. With over 1,000 graduates and a 2% recidivism rate, far below Philadelphia's 67.7%, Uplift Solutions plays a critical role in reducing recidivism and strengthening the reentry community through employment, stability, and opportunity.

INDUSTRY

HVAC, CDL, Retail/Customer Service, and Paralegal/Legal Assistant profession.
HVAC Training Credentials: 608 Type 1 and Universal, Electrical Training Certification Basic, Gas Heat Installation and Components, and Refrigeration Charging Procedures.
CDL Training Credentials: Class B Permit and Class B License
Paralegal Apprenticeship Credentials: Paralegal Studies Certificate of Completion
Other Credentials: Gas Track Pipe, Renee Tankless Water Heater, and A2L Refrigerant certifications

? How does your organization meet the needs of the participants you serve?

Reentry Barriers addressed: Individualized planning and barrier reduction

Additional Support: Uplift Solutions provides ongoing support through a structured, individualized, and case-managed approach designed to address the unique barriers each participant faces.

Every participant begins with a comprehensive assessment to understand their specific circumstances, needs, and goals. Based on this assessment, participants are placed with a dedicated case manager that develops an individualized plan to address barriers to successful program completion, employment transition, and long-term stability.

(Continued.)



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- ① Participants begin work immediately upon graduation and their case manager continues working with them for up to three years. During this time advisors provide consistent follow-up, coaching, and intervention to help participants navigate workplace challenges, personal obstacles, and life transitions that could threaten long-term success. While Uplift does not directly provide services such as adult education (GED), public benefits, housing, or childcare, these are coordinated through Case-Managed Connected Services model. They maintain standing partnerships with trusted providers, make direct referrals, actively monitor progress in accessing services, and intervene when necessary.

This sustained, relationship-based support ensures participants are not only placed into employment, but equipped to maintain stability, advance in their careers, and build successful, independent lives.

PROGRAMS & SERVICES

Workforce Solutions HVAC Training

The HVAC Program is a 10-week program that combines hands-on technical instruction with industry certifications. Certifications included in this program are: Type 1 and Universal, Electrical Training Certification Basic, Gas Heat Installation and Components, and Refrigeration Charging Procedures. With time permitting, participants will also gain their Gas Track Pipe, Rinnai Tankless Water Heater, and A2L Refrigerant certifications. Graduates from this program will have the ability to pursue permanent, gainful employment in the HVAC and electrical trades.

Workforce Solutions CDL Training

The CDL Program is an 8-week course that prepares participants for Class B driving careers. The program consists of technical education, examinations, and hands-on-training from an experienced SEPTA employee, allowing participants to gain long-term employment. Small class sizes of 15-20 students allow for optimized individual attention so students get the most out of their learning experience. Upon completing the program, graduates receive their Class B Permit and Class B License. Uplift will also assist participants in securing positions with SEPTA as bus drivers, delivery companies, and numerous other local businesses who require Class B licensed drivers.

(Continued.)

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Same Day Work Program (SDWP)

The SDWP Program offers a trauma-informed, no-barrier entry point, providing paid work and training 4 days per week for 3-weeks. Serving individuals facing homelessness, housing insecurity, or other barriers, SDWP gives participants immediate income, workplace skills, mentorship, and opportunities for employer hiring. For longer-term career preparation, our Adult Workforce Solutions begin with 4-weeks of life skills and job readiness training and advance to technical tracks in HVAC, CDL, Customer Service/Retail.

Customer Service/Retail Workforce Program

The Customer Service-Retail Program is a 3-week program that builds professional skills in 5 core areas: industry, communication, empathy, problem solving, career development, and goal tracking. Our curriculum teaches applied skills in industries such as food service, retail, and telecommunications. Each week builds on the previous, to allow participants to practice these new skills, and to track their progression throughout the program. Upon completion, participants will be connected to second-chance friendly employers, such as Home Depot, Wawa, and U-Haul, to obtain long-term employment.

ELIGIBILITY

- Parole/probation eligible
- Restrictions based on crime type: Sex offenses and arson
- Age requirement: 18+ for adult programs

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EMPLOYER ENGAGEMENT

Employer engagement is critical to the success of the program.

Uplift actively recruits employers such as SEPTA, Nerney Family Foundation, Edible Delights Catering, Yards Brewing Company, Centurion, and PA Health & Wellness. Uplift provides guidance on employing re-entering citizens, and works with them to develop the infrastructure to support their new employees.

Additionally, Uplift works with employers to design its curriculum and technical skills training specific to their organizations; ultimately delivering employees prepared to work on day one.

Future Track

1401 JFK Blvd Suite 730
Philadelphia, PA 19102

Officeofcleanandgreen.org

✉ cleanandgreen@phila.gov

Future Track is a program designed as a career readiness pipeline with a focus on environmental stewardship. The program provides opportunities for participants to perform meaningful public service work improving neighborhood quality of life by removing litter and debris or improving the city's transportation network by performing roadway maintenance, supporting construction inspections, traffic investigations, or skilled trades work.

For the duration of the program, participants receive on-the-job and classroom instruction to obtain skills, learn positive work attitudes, and develop professional work habits and behaviors to succeed in today's workforce environment. The program has an approximately nine-month duration and is divided into two distinct phases, Training and Occupational. Participants that successfully complete the Occupational phase are automatically eligible for placement on a civil service hiring list, the title of which depends on the occupational track completed.

INDUSTRY

Skilled Trades, Survey Support, Construction Inspection, Neighborhood Beautification, Roadway Maintenance, Code Enforcement, Traffic Safety Enforcement, and Green Infrastructure Maintenance

? **How does your organization meet the needs of the participants you serve?**

Philadelphia is faced with the challenges of many big cities, unemployment and city cleanliness being two of them. Both have a significant impact on the City, contributing to financial problems, crime rates and safety concerns.

Philly Future Track is a smart strategy to address these challenges by investing in the development and job readiness of Philadelphia's young adult population. By investing in the development and job readiness of Philadelphia's young adult population, we strengthen the City's tax base, improve safety, and promote active community involvement and civic pride, all while cleaning and beautifying our streets along the way.

Future Track

1401 JFK Blvd Suite 730
Philadelphia, PA 19102

Officeofcleanandgreen.org

✉ cleanandgreen@phila.gov

ELIGIBILITY

- Parole/probation eligible

ADDITIONAL SUPPORT

Wrap-around support through 3rd party vendors or partnership with other City agencies.



JOB READINESS AND *ADDITIONAL* RESOURCES

The following organizations provide job-readiness support dedicated for justice-impacted individuals. Explore the resources to learn more!



Ardella's House

Ardella's House is a service and advocacy organization committed to helping women and girls with criminal justice histories realize new possibilities for themselves and their families.

[Click here to learn more.](#)



BenePhilly

Free, one-on-one help to enroll Philadelphia residents in public benefit programs. These programs can help you afford some expenses, such as: prescription drugs, health insurance, food, property taxes, heat & other utilities, paying for college, disability benefits.

[Click here to learn more.](#)



CCME Workforce Directory

A resource developed to create a central place for Philadelphians to find pathways to education and economic opportunity. Available online in English, Spanish, and Simplified Chinese.

[Click here to learn more.](#)



Center for Employment Opportunities

The Center for Employment Opportunities (CEO) Philadelphia provides immediate, effective, and comprehensive employment services exclusively to people recently released from incarceration.

[Click here to learn more.](#)



Center for Returning Citizens

The Center for Returning Citizens exists to help persons who are returning to society to establish themselves and move forward in a positive manner.

[Click here to learn more.](#)



Community Legal Services

CLS's mission is to fight poverty, challenge systems that perpetuate injustice, and change lives through cutting-edge advocacy and exceptional legal representation.

[Click here to learn more.](#)



JOB READINESS AND *ADDITIONAL* RESOURCES

The following organizations provide job-readiness support dedicated for justice-impacted individuals. Explore the resources to learn more!

Defender Association of Philadelphia

DAP provides high-quality, client-focused legal defense, fighting for rights in the courtroom while connecting clients to resources and pushing for meaningful reform in the criminal legal system.

[Click here to learn more.](#)

Defy Ventures

Defy's programs work toward accomplishing their mission and vision by supporting Defy Entrepreneurs in Training (EITs) along the reentry journey both before and after release from prison.

[Click here to learn more.](#)

Division of Safe Neighborhoods

The Division of Safe Neighborhoods implements strategies and initiatives to prevent, reduce, and end violence in Philadelphia. It is particularly focused on addressing gun violence.

[Click here to learn more.](#)

Eddie's House

Eddie's House strengthens communities by addressing housing, food, and basic needs (clothing, hygiene, etc.) insecurity, youth homelessness, violence, re-entry, family support, safe spaces, and community engagement.

[Click here to learn more.](#)

The Elevation Project

The mission of the Elevation Project is to meet the needs of formerly incarcerated individuals by providing holistic services in a safe and supportive environment to empower fresh starts and open new pathways.

[Click here to learn more.](#)

Episcopal Community Services

Rooted in community and driven by impact, ECS helps Philadelphians build lasting economic mobility through coaching, connection, and advocacy.

[Click here to learn more.](#)



JOB READINESS AND *ADDITIONAL* RESOURCES

The following organizations provide job-readiness support dedicated for justice-impacted individuals. Explore the resources to learn more!



First Step Staffing

First Step Staffing delivers dependable employees who are punctual, prepared, and motivated to succeed. Their unique model and support—including transportation and job coaching—solves workforce challenges before they arise.

[Click here to learn more.](#)



Free Library of Philadelphia

Prison & Reentry Services serves those currently or formerly incarcerated by providing access to adult basic education and HS equivalency resources, English-language classes, job-search assistance, and more.

[Click here to learn more.](#)



Friends Rehabilitation Program

Friends Rehabilitation Program, Transforming Lives, Changing Communities (TLCC), is a holistic wraparound service that supports successful reentry efforts for justice-involved individuals.

[Click here to learn more.](#)



Gateway to Success (G2S)

G2S provides cognitive behavioral based soft skills training along with no-cost vocational training delivered through partners that are directly connected to employers with proven history of fair chance hiring practices.

[Click here to learn more.](#)



Impact Services

Impact Services' approach to community development places a premium on collaboration, transparency, and building trust.

[Click here to learn more.](#)



I Am More: Reentry Engagement Program

The I Am More: Reentry Engagement Program is a college-wide initiative designed support students who are justice-impacted as they pursue a certificate or degree.

[Click here to learn more.](#)



JOB READINESS AND *ADDITIONAL* RESOURCES

The following organizations provide job-readiness support dedicated for justice-impacted individuals. Explore the resources to learn more!

Mural Arts Philadelphia

For 40 years, Mural Arts has harnessed the power of participatory public art to foster equity, opportunity, and better outcomes in Philadelphia.

[Click here to learn more.](#)

New Leash on Life USA

New Leash offers support and training to incarcerated individuals that allows them to become handlers for shelter dogs.

[Click here to learn more.](#)

PA Careerlink

PA CareerLink® is part of the Pennsylvania Department of Labor & Industry's initiative to transform the landscape of how job-seekers find family sustaining jobs and how employers find the skilled candidates that they need.

[Click here to learn more.](#)

Pennsylvania Horticultural Society

PHS uses horticulture to increase four building blocks of health and well-being: access to fresh food, healthy living environments, deep social connections, and economic opportunities.

[Click here to learn more.](#)

Philadelphia Reentry Coalition

The Reentry Coalition brings agencies and organizations working on reentry in Philadelphia together to collectively reduce recidivism.

[Click here to learn more.](#)

Same Day Work & Pay

The mission of the Same Day Work Pay program is to provide a no to low barrier employment opportunity to vulnerable groups, while creating access to critical services and supports.

[Click here to learn more.](#)



JOB READINESS AND *ADDITIONAL* **RESOURCES**

The following organizations provide job-readiness support dedicated for justice-impacted individuals. Explore the resources to learn more!

Urban League of Greater Philadelphia

ULGP offers two programs: Pathways Home and Out4Good, and also partner with Gaudenzia on its PH3 initiative, which addresses substance use. Gaudenzia and ULGP provide pre-release support, post-release continuing care, and family-sustaining careers.

[Click here to learn more.](#)

Why Not Prosper

Why Not Prosper helps women from prison systems discover their own strength by providing them with support & resources that empower them to become responsible, economically self-sufficient and contributing members of the community.

[Click here to learn more.](#)



THANK YOU!

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