Philadelphia Workforce Development Strategy

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PROBLEM STATEMENT:
While Philadelphia is experiencing moderate job and economic growth, the city faces the following persistent challenges to realizing a vibrant workforce:

- **low levels of literacy and educational achievement** for youth and adults,
- disproportionately **high numbers of young people who are disconnected** from school and work, and
- **structural unemployment** that is reflective of a significant mismatch between the education and skill level of our un/under-employed citizenry and the demands of local and regional employers.

These challenges exist amidst a **workforce system that is currently fragmented**, lacking the resources and coordination required to foster a world class workforce while **ensuring all Philadelphians have access to opportunity and economic mobility**.

Additionally, **alignment between the education (both K12 and adult) and workforce systems is insufficient** to address the critical needs of both employers and job seekers.

Finally, a **bold commitment to racial equity is needed** across all stakeholder groups if this problem is to be truly addressed. In the absence of this, Philadelphians of color will remain overly represented in the justice system and in high poverty neighborhoods, while simultaneously underrepresented in institutions of higher education and in career track, living wage jobs.
Career Pathways: One City Working Together

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Launched early in the administration of a newly elected mayor committed to equity and bold action.

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Developed and driven by members of a cross sector Task Force, comprised of private sector executives, representatives of organized labor, foundation leaders, nonprofit officials, advocates, and veteran public servants.

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NYC’s comprehensive plan to expand access to career-track jobs in fast-growing industry sectors, improve job quality, and foster a more cohesive workforce system.

Lessons Learned: NYC Office of Workforce Development

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Successful implementation over time requires an ongoing commitment to oversight of the lead advisory body.

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Achievement of success metrics requires:
A. Resource alignment
B. Deep stakeholder investment/ownership
C. Commitment to systems change
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<tr>
<th>STRATEGY #1: BUILD THE SKILLS NEEDED FOR A WORLD CLASS WORKFORCE</th>
<th>STRATEGY #2: ENSURE ACCESS TO OPPORTUNITY FOR ALL PHILADELPHIANS</th>
<th>STRATEGY #3: ALIGN RESOURCES, SYSTEMS AND POLICY EFFORTS TO BREAK DOWN BARRIERS AND MAXIMIZE IMPACT.</th>
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<td>Build the skills employers need by taking an industry focused approach to creating and supporting robust career pathways.</td>
<td>Ensure quality opportunities to achieve workforce success are available and accessible to all Philadelphians.</td>
<td>Build the infrastructure required to ensure cross-stakeholder efforts to improve the workforce system are coordinated, efficient and effective.</td>
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City as Model Employer Strategy Update:
Seasonal/Temporary Workers to Permanent Positions

Over the next three years, the Commerce Department and Managing Director’s Office will collaborate on the design and implementation of a new workforce development strategy titled City as a Model Employer.

This strategy is aimed at creating viable pathways to permanent employment for 200 seasonal/temporary City workers. The initiative will engage individuals with barriers to employment, including disconnected youth and young adults, age 16-29; formerly incarcerated and justice-involved individuals; and adults lacking necessary workforce skills and credentials.

The City as Model Employer strategy will focus specifically on establishing bridge positions that allow seasonal/temporary workers to develop the skills required to secure and retain entry-level positions with the City or an employer partner. Key to this effort will be building better and stronger partnerships between City departments, educational institutions and non-profit partners that provide the myriad of supports needed to ensure workforce success.

Commerce and the MDO will support the following seven departments in the pilot year of this initiative:
- Airports
- CLIP (Community Life Improvement Program)
- Fleet
- Free Library of Philadelphia
- Parks and Recreation
- Philadelphia Water Department
- Streets

In FY18, we will focus on identifying and sharing best practices across departments to ensure maximum support for individuals advancing along a career pathway in one of the seven pilot departments.

In FY19, we will focus on building the infrastructure required to take the strategy to scale in FY20 and beyond.

The City as Model Employer strategy is designed to provide Philadelphians with employment barriers access to the resources, coaching and supports needed to successfully advance over time along a pathway to permanent employment with City or an employer partner.
“It has been said that the best anti-poverty program is a job. A better anti-poverty program is a good job, or even better, a career—specifically, a career that can support a family and provides opportunities for advancement.”

~ National Skills Coalition