

Program Snapshot: Philadelphia Workforce Inclusion Network

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The Philadelphia Workforce Inclusion Network (Philly WINS) program strives to match job seekers who have chronic or long-lasting physical, mental, or emotional conditions to self-sustaining jobs. Philly WINS is offered by Community Integrated Services (CIS), a nonprofit that has been providing services in Greater Philadelphia since 1991.

CIS developed Philly WINS for the Next Generation of Enhanced Employment Strategies (NextGen) Project (see box) in partnership with the A.J. Drexel Autism Institute as an outgrowth of its Transition Pathways program. Philadelphia Works, Inc., and the Philadelphia American Job Centers (called PA CareerLink® centers) identify and refer eligible participants to Philly WINS.

Key features of Philly WINS

Philly WINS has a two-pronged approach to matching jobseekers to suitable employers.

Philly WINS provides assessment, career exploration, and job placement and support to eligible job seekers. Simultaneously, Philly WINS works intensively with a core group of employers to assess their staffing needs and provide customized recruitment, hiring, and onboarding support. To be included in the core network, employers typically must offer jobs that pay at least \$15 per hour, are full time, offer benefits, and have pathways for career advancement. The program looks to match job seekers to opportunities with the core employers or its broader employer network.

Key features of Philly WINS for job seekers

- **Provides intensive assistance for job seekers to ensure a good job match.** Philly WINS staff assess job seekers' interests, skills, and aptitude to help them explore potential careers. The staff match participants with a competitive job at an employer in the Philly WINS core network or broader employer network. Philly WINS may also support job seekers who identify their own employment opportunities. Staff connect participants to resources such as transportation, vital documents, work attire, and tools.
- **Continues to support job seekers once employed.** Philly WINS staff provide job coaching, help participants obtain workplace accommodations and advancement opportunities, and connect them to community resources that support employment. At select employers, CIS staff members may provide these follow-along services at the job site.



Next Generation of Enhanced Employment Strategies (NextGen) Project

The goal of the NextGen Project is to identify and study innovative employment programs for people facing complex employment challenges. The study explores how the programs are designed and operated, their cost, and how effective they are at improving participants' employment, earnings, and other outcomes related to economic self-sufficiency and well-being. The NextGen Project is part of the Office of Planning, Research, and Evaluation's [Innovative Strategies for Addressing Employment Barriers Portfolio](#), which seeks to rigorously evaluate the "next generation" of employment strategies for individuals with low income, and is partnering with the Social Security Administration on select evaluations.

- **Provides financial incentives for participation.** Recognizing that job seekers face financial challenges, Philly WINs provides modest incentives to job seekers for participating in program services during their enrollment in Philly WINs.

Key features of Philly WINs for employers

- **Works intensively with a core group of employers.** Staff conduct initial and ongoing assessments of employers' staffing needs and provide customized services to meet them. Depending on employer needs, staff offer disability inclusion training, provide support to make interviewing and onboarding accessible for all job seekers, coach employers on providing workplace accommodations, and provide technical assistance on making the company culture more inclusive. They also help businesses assess and fill their hiring needs by recommending suitable candidates from among Philly WINs participants.
- **Offers a broader network of employers access to job candidates.** In addition to the core employers, staff maintain ongoing relationships with hundreds of employers in the Greater Philadelphia area. They help these businesses meet their hiring needs by recommending appropriate candidates from Philly WINs and, if the employer is interested, offer technical assistance on inclusive hiring.

The NextGen Project will release research findings about Philly WINs periodically through 2028.

The project team will collect and analyze information about how Philly WINs operates, its successes and challenges, its cost, and its effectiveness compared with other employment services available at Philadelphia PA CareerLink centers and elsewhere in the community. For more information, visit the NextGen Project's web page <https://www.acf.hhs.gov/opre/project/next-generation-enhanced-employment-strategies-project-2018-2028> or email us NextGenProject@mathematica-mpr.com about receiving regular updates on the project.

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