



Philadelphia International Airport (PHL) Northeast Philadelphia Airport (PNE)

Chevelle Harrison

Director Workforce Development

January 3, 2024



City of Philadelphia,
Department of Aviation



PHILADELPHIA INTERNATIONAL AIRPORT
NORTHEAST PHILADELPHIA AIRPORT



Department of Aviation's Workforce Development



PHLPNE

PHILADELPHIA INTERNATIONAL AIRPORT
NORTHEAST PHILADELPHIA AIRPORT

Overview



2019

Hired Director of Workforce Development to develop a program that included internships, apprenticeships and manage Custodial's Hospitality Career's Program.



2022

REAC advocacy for an internal upskilling and reskilling program to provide opportunities to increase salaries.



Hiring Freeze

2020 - Nov 2021

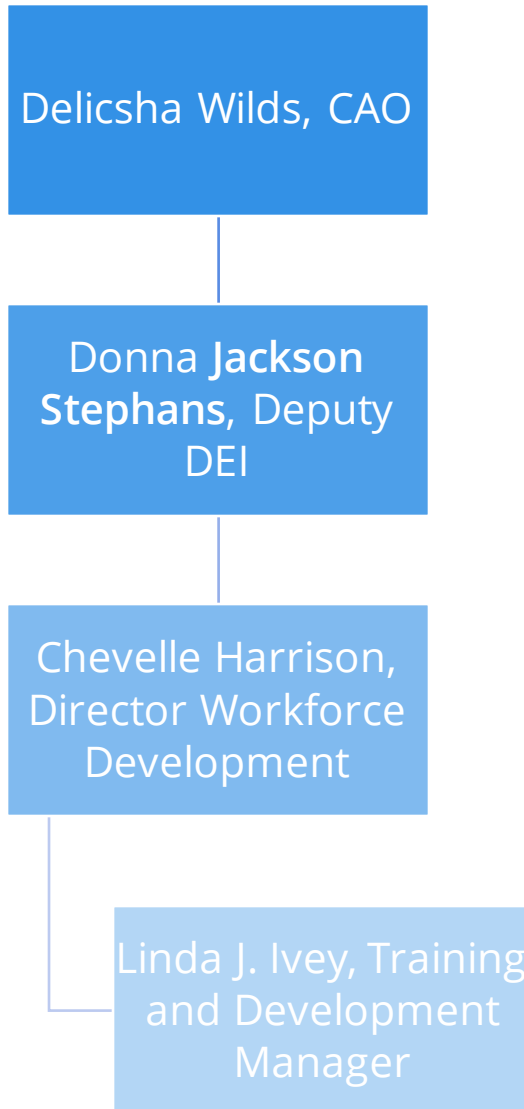


Hired New Director of Workforce Development, Chevelle Harrison

2023



Overview



Workforce Development's strategy aims to nurture, retain and attract talent by establishing pipelines and pathways to fill positions.

- Targeted partnerships
- Training and Development resources
- BRIDGE Program

Bridge Program



Internal Pipelines

- Upskilling
- Reskilling

External Pipelines

- Apprenticeships
- Internships

Impact on the Department of Aviation's Mission & Vision



Vision

We are a World Class Global Gateway of Choice

Mission

Proudly Connecting Philadelphia with the World

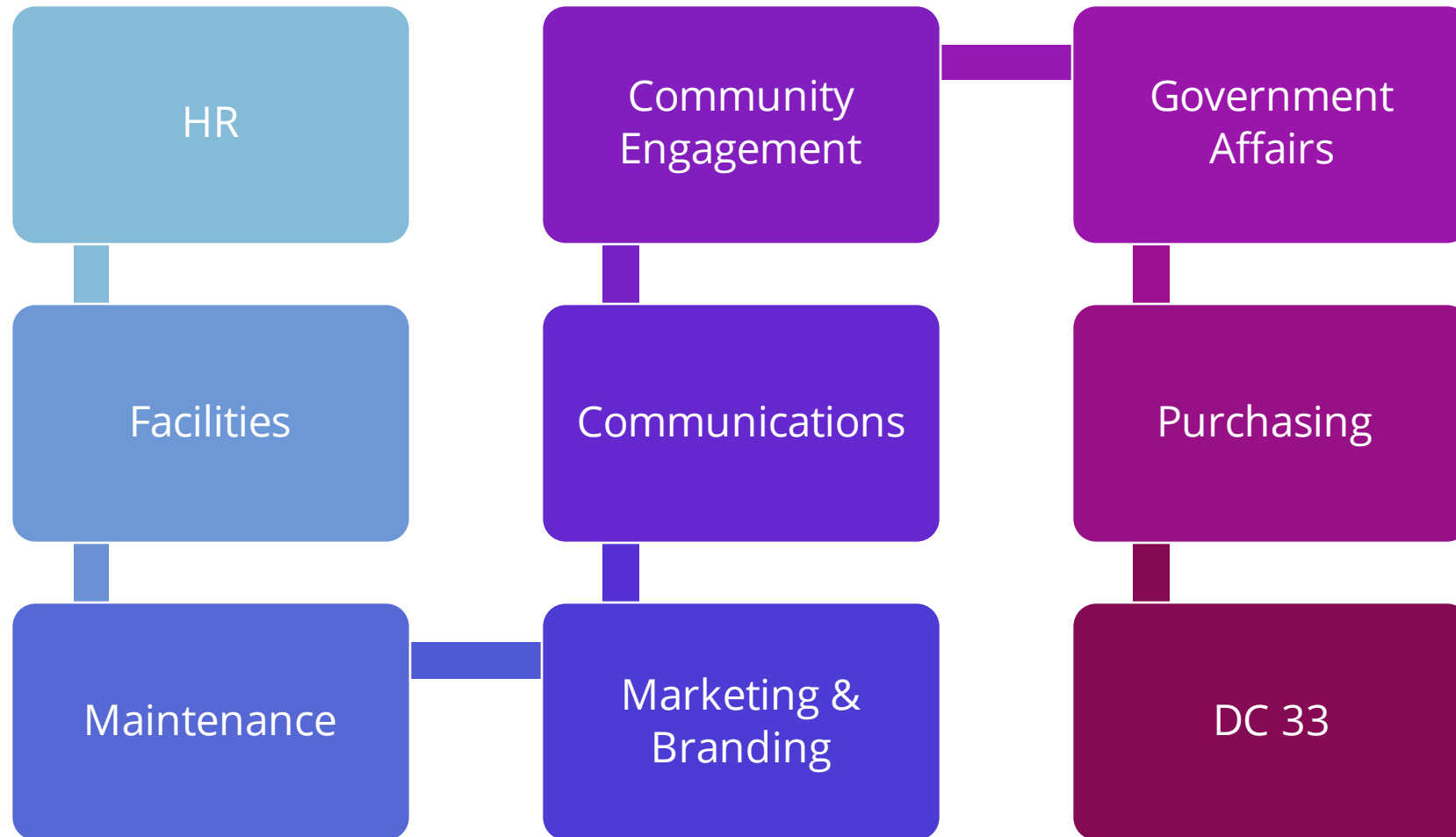
- Cultivate a workforce that fosters a sense of belonging through professional development.
- Improve employee engagement and increase collaboration between various units.
- Create and sustain partnerships to provide future talent pipelines.

Successes



- Initiated and managed 17 Internships for High School and College students.
- Initiated pay increase for High School (\$15.00) and College (\$17.00 - \$18.32) students.
- Launched BRIDGE Program Non-Technical Track within PHL/PNE.
- "*Workforce Development Program*" was included in Civil Service regulation 6.14-19, which guarantees salary differential for employees serving as mentors.
- Selected Technical Training Schools (Machinery Equipment Mechanic, Electrician 1, HVAC Mechanic¹, Painter, Building Maintenance Mechanic, Sign Fabricator).
- Contracted Professional Training Consultant (Professionalism, Communication, Conflict Management, Stress Management, SMART Goals).

Collaboration



Aspirations



- Enhance PHL's reputation as an employer of choice by growing external relationships.
 - Apprenticeships
 - Internships
 - Community Engagement
- Continued expansion of the Bridge Program to grow internal pipeline.
 - Upskilling
 - Reskilling
- Create an internal mentorship program.
- Increase communication and collaboration with internal partners to ensure shared priorities and reduced silos.
 - Share successes and needs across departments.