

Workforce is Infrastructure

Building an employer-driven workforce system that delivers

America's economic strength depends on having the skilled workers and businesses needed to power growing industries. As employers invest and expand, strong workforce systems can help turn that growth into quality jobs, business opportunities, and long-term economic resilience.

Greater Philadelphia is positioned to seize this opportunity:¹ A growing pipeline of business investment is increasing demand for skilled workers across the region. In 2024, 16 commercial projects in southeastern Pennsylvania service area were projected to bring more than \$21 billion in investment and 7,500 jobs.² In Philadelphia, a \$450 million advanced manufacturing investment announced in 2026 is expected to create 225 new jobs.³

The region also has a strong industrial base. The broader Philadelphia-Camden-Wilmington metropolitan area supports approximately 178,500 manufacturing jobs, while the Philadelphia Navy Yard supports 16,000+ jobs across industries including shipbuilding, industrial trades, life sciences, logistics, and research and development.^{4,5}

Through the American Dream Initiative and Security and Resiliency Initiative, [JPMorganChase is investing](#) in the people, businesses, and partnerships needed to expand economic opportunity and strengthen critical industries.⁶ Its recent announcement of \$24 million to help strengthen Philadelphia's shipbuilding and maritime manufacturing industry brings those strategies together through workforce development, industrial investment, and support for local suppliers.⁷

An employer-driven workforce system can help Greater Philadelphia turn this growth into quality jobs, career advancement, and opportunities for local businesses.

Zoom In: How Greater Philadelphia is building an employer-driven workforce system

Greater Philadelphia is already building important parts of this infrastructure through business-led coordination, employer-aligned pathways, paid work experience, apprenticeship-retention support, and efforts to help local businesses participate in growth opportunities.

The region's experience points to several ways an employer-driven workforce system can build career pathways that respond to employer demand while expanding access to quality jobs and careers.

The examples on the next page highlight organizations that are helping Greater Philadelphia strengthen employer-aligned career pathways, workforce capacity, and connections to quality jobs.



GREATER PHILADELPHIA'S WORKFORCE OPPORTUNITY

Workforce scale

3.35M

workers across the broader Philadelphia-Camden-Wilmington metropolitan area⁴

Industrial & logistics strength

178.5K

manufacturing jobs across the broader Philadelphia-Camden-Wilmington metropolitan area⁴

535.7K

trade, transportation, and utilities jobs across the broader Philadelphia-Camden-Wilmington metropolitan area⁴

Investment & job growth

\$21B+

in investment tied to 16 commercial projects in the PECO southeastern Pennsylvania service area in 2024²

7,500+

jobs expected from those projects²

\$450M

investment in a new advanced manufacturing facility in Philadelphia³

Philadelphia growth

16K+

jobs at the Philadelphia Navy Yard⁵

450

permanent jobs from submarine manufacturing expansion⁶



Leverage employer partnerships: Start with clear employer demand

How Greater Philadelphia is building: The Greater Philadelphia Growth Partnership is creating a business-led mechanism to aggregate, validate, and translate employer hiring demand into actionable intelligence for talent development.⁸ Everybody Builds works with contractors and developers to help pre-apprenticeship programs align training with upcoming hiring, while developing a platform to track current and near-term construction projects.¹¹

Opportunity to strengthen: Engage more employers and operations leaders in sharing role-level demand, hiring timelines, expected volumes, and required skills, while expanding skills-based hiring practices.



Modernize and scale the training ecosystem: Build the capacity to respond

How Greater Philadelphia is building: The Skills Initiative is scaling shipbuilding pathways at the Navy Yard.⁹ Hopeworks is investing in coaching and support services, training infrastructure, and participant technology.¹⁰ Everybody Builds is supporting pre-apprenticeship programs and early-stage apprentices.¹¹ PIDC Community Capital and DVIRC are helping local manufacturers modernize operations and compete for maritime and industrial supply-chain opportunities.¹²

Opportunity to strengthen: Brookings identifies equipment and facility gaps and limited instructor availability as barriers to growing Southeastern Pennsylvania's precision-manufacturing talent pipeline.¹³ Strengthening training and supplier capacity—including creating access to capital solutions (e.g., New Markets Tax Credit (NMTC) financing) for eligible facility and equipment needs—can help more workers and local businesses respond to industry growth.



Expand apprenticeships and work-based learning: Connect preparation to real work

How Greater Philadelphia is building: The Skills Initiative is co-designing role-specific pathways with employers and securing concrete hiring steps.⁹ Hopeworks is combining technical training with paid work experience.¹⁰

Everybody Builds is connecting pre-apprentices with employers through jobsite tours, mock interviews, and apprentice networking opportunities.

Opportunity to strengthen. Expand job previews, site visits, internships, apprenticeships, paid work experience, and shared job readiness standards.



Connect skills to opportunity: Support placement, retention, and advancement

How Greater Philadelphia is building: Skills Initiative reports placement rates of approximately 93% to 98% for specified prior cohorts.⁹ Hopeworks reports 12-month job retention of more than 92%.¹⁰ Everybody Builds provides case management and supportive services to early-year union apprentices through its Apprentice Success Initiative.¹¹

Opportunity to strengthen: Connect people completing training to the supports workers may need to succeed, including onboarding, transportation, childcare, mentorship, supervisor engagement, and clear pathways for career advancement.

JPMorganChase: GREATER PHILADELPHIA

11.8K+

employees across the region

95K+

small-business customers

85+

branches across the region

\$35M

in philanthropic support since 2021

\$510M+

in regional goods and services purchased in 2025

\$165M+

in affordable housing financing since 2021

2.3K+

affordable housing units supported¹

\$24M

announced in July 2026 to strengthen shipbuilding and maritime manufacturing⁶

How regional partners can help

- **Employers:** Share hiring needs, use skills-based hiring, and create more opportunities for job previews and work-based learning. Support career advancement and open pathways for local suppliers and small businesses.
- **Educators and workforce intermediaries:** Align training with employer demand, identify capacity needs early, and connect training to placement, retention, and advancement. Use results to strengthen programs over time.
- **Policymakers and civic leaders:** Invest in training capacity, work-based learning, and supports that help people participate and succeed. Align data and resources around employer demand, quality jobs, career advancement, and local business growth.

Endnotes

1. JPMorganChase, *How JPMorganChase Is Invested in Greater Philadelphia*, July 2026, internal market fact sheet. For purposes of this brief, Greater Philadelphia follows JPMorganChase's market definition and includes Bucks, Chester, Delaware, Montgomery, and Philadelphia counties in Pennsylvania, and Burlington, Camden, Gloucester, and Salem counties in New Jersey.
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3. Pennsylvania Department of Community and Economic Development, "Creating Jobs in Philadelphia: Governor Shapiro Secures \$450 Million Investment from TerraPower Isotopes to Build Cancer-Fighting Radioisotope Manufacturing Facility in the Bellwether District," March 17, 2026, <https://dced.pa.gov/newsroom/creating-jobs-in-philadelphia-governor-shapiro-secures-450-million-investment-from-terrapower-isotopes-to-build-cancer-fighting-radioisotope-manufacturing-facility-in-the-bellwether-district/>.
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5. Philadelphia Navy Yard, "Jobs," accessed September 24, 2026, <https://navyyard.org/jobs/>.
6. JPMorganChase PolicyCenter and Center for Geopolitics, *Working to Win: Rebuilding America's Workforce for an Age of Geopolitical Competition*, December 2025, <https://www.jpmorganchase.com/content/dam/jpmorganchase/documents/impact/policy-center-workforce-report.pdf>.
7. JPMorganChase, "JPMorganChase Announces \$24 Million to Help Strengthen Shipbuilding in Philadelphia and America's Defense Industrial Base," July 15, 2026, <https://www.jpmorganchase.com/newsroom/press-releases/2026/24-million-strengthening-shipbuilding-philadelphia>.
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10. Hopeworks Inc., *Grant Proposal and Interim Impact Report, 2024–2026*, internal JPMorganChase document; Hopeworks, Internal Communications, September 2026.
11. Everybody Builds, *Grant Proposal Summary*, internal JPMorganChase document; Everybody Builds, Internal Communications, September 2026.
12. PIDC Community Capital, *PIDC Grant Summary*, 2026, internal JPMorganChase document.
13. Rachel Barker, Marek Gootman, and Alex Jones, *From Potential to Prosperity: A Strategic Agenda for Growth and Opportunity in Southeastern Pennsylvania* (Brookings Institution, 2026), 41–42, <https://www.brookings.edu/wp-content/uploads/2026/04/from-potential-to-prosperity-southeastern-pennsylvania-final.pdf>.

Disclaimer: The metrics in this report are derived from a variety of public and private sources, including data that were self-reported by JPMorganChase grant recipients. JPMorganChase has not independently verified these data and makes no representation or warranty as to the quality, completeness, accuracy or fitness for a particular purpose. The metrics as reported are not directly tied to funds or other support provided by JPMorganChase but rather are a result of a variety of factors.