



Department of
Commerce
CITY OF PHILADELPHIA

QUALITY JOBS PROGRAM

PROGRAM OVERVIEW AS OF MARCH 2025



PROGRAM OVERVIEW

The Quality Jobs Program (QJP) was launched by the Philadelphia Department of Commerce in March 2023 to invest in eligible businesses that create new jobs with living wages and health insurance benefits for Philadelphia residents. QJP aims to strengthen employment opportunities for Philadelphia residents while supporting economic retention and attraction efforts across industries. The grant amount is based on the total number of new quality jobs created for Philadelphia residents.

Through the Parker Administration, as of January 2025:

- First-time applicants can be awarded \$7,000 per new job for up to 25 jobs, after meeting certain performance requirements.
- Re-applicants can be awarded \$5,000 per new job, up to \$125,000 total.



Quality Jobs Program Impact: 26 businesses have received \$1.44M to create 288 quality jobs!

ELIGIBILITY GUIDELINES

To qualify for grant funding, new jobs created as part of the Quality Jobs Program must:

- Be located in Philadelphia and offered to Philadelphia residents.
- Pay the minimum hourly wage defined by the Philadelphia Minimum Wage Standard.
 - Philadelphia Minimum Wage is adjusted annually.
 - Currently \$16.35 per hour until June 30, 2025.
- Be full-time, permanent positions working at least 30 hours per week or 1,500 hours per year.

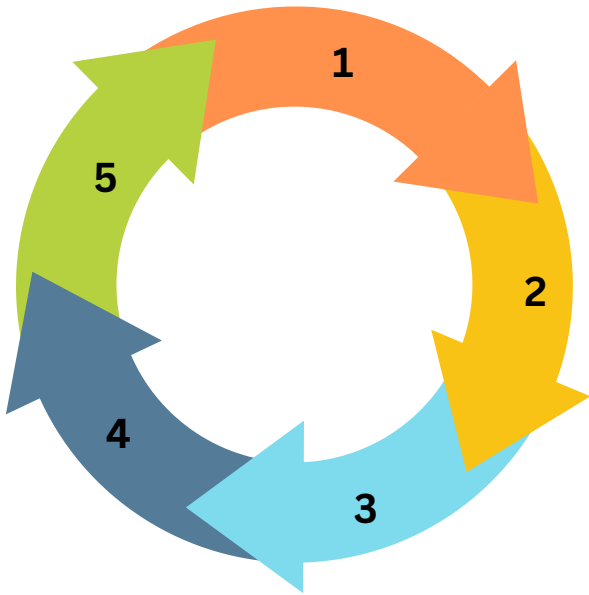
Additionally, the employer must:

- Have been operating for at least one year.
- Have a business tax account and pay the Business Income & Receipts Tax (BIRT)
- Provide paid time off for all Philadelphia-based employees (at least one hour paid sick leave for every 40 hours worked).
- Provide health insurance for all Philadelphia-based employees, either by:
 - sponsoring their employees' health insurance by covering at least 50 percent of the cost; or
 - facilitating their employees' access to health insurance coverage (e.g. by providing a stipend to purchase insurance).

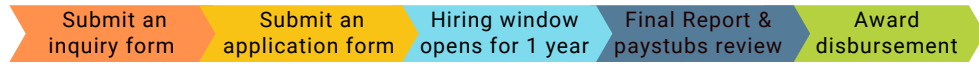
Home-based businesses and nonprofit organizations are not eligible to participate in the Quality Jobs Program.



PROGRAM HIGHLIGHTS



To be a recipient of the Quality Jobs Program, eligible businesses must complete the following five stages:



Upon completion, new and returning businesses may reapply as many times as funding remains available.

The QJP team reviews paystubs and supporting program documents to determine eligibility before award is disbursed.

KEY PROGRAM HIGHLIGHTS: MARCH 2023 - FEBRUARY 2025

- **Total Approved Inquiries:** 94 inquiries
- **Total Approved Applications:** 56 applications
- **Total Number of Awards:** 26 businesses have completed the program at least once. A total of \$1.44 Million has been disbursed. Seven businesses were awarded more than once for their job creation efforts.

TOTAL EMPLOYERS



56

Approved Applications

38

Employer Awards

AWARDS



\$1,440,000

Funds Disbursed

QUALITY JOBS CREATED



288

New Full-Time
Employment

RECIPIENT STORIES

Why did your business join the Quality Jobs Program?

“We joined Quality Jobs Program (QJP) in the Fall of 2023 while opening High Street. We were inspired by the mission of supporting the Philadelphia business community, as it heavily aligns with our organization’s values. We were also dedicated to building a healthy business filled with team members dedicated to their careers in a full-time capacity. QJP incentivized this goal, which helped us create a strong opening team of dedicated workers earning competitive wages.”

- High Street Hospitality Group, 101 South 9th Street



Why do you think creating and hiring for full-time quality positions in Philadelphia is important?

“Workplace cultures thrive when team members are fully committed to their organizations, commit to their careers, and receive competitive wages and benefits. As a result, businesses save money because turnover is lower and resources aren’t spent on recruitment and hiring.

We can focus on education, developing skills, and creating sustainable practices.”

- High Street Hospitality Group, 101 South 9th Street



How does the Quality Jobs Program support your business?

“QJP made the process simple when adding a new full-time team member. The monetary grant helped to keep finances stable when increasing payroll for a much-needed position. Being able to hire and employ individuals in the community that patrons our business is just a simple way for us to continue to give back to the surrounding area.”

- The Wellness Refinery, 216 Church Street

“It is important to have more people living and working in Philadelphia because the money they make here, the more is spent within the city. Philly’s economy grows. Businesses thrive. More money is collected in taxes that go to city services, repairs, schools, and more, all of which makes Philly an even better place to live.”

- Milk Jawn, 1439 East Passyunk Avenue

RECIPIENT STORIES

What has the impact of \$5,000 per new hire been on your business?

"It helped us attract young, energetic talent who have not only completed our internship prior but are now actively contributing to the success of our studio full-time. QJP gave us the breathing room to focus on creating quality work while nurturing our team's development."

- **Immortal Vision Studio, 426 East Allegheny Avenue**



"The grant award impacted our ability to provide quality health insurance and assisted us with developing measures to retain our new and existing employee census."

- **Attentive Care Service Agency
5070 Parkside Avenue**

"QJP has been an invaluable resource, enabling me to hire the necessary staff and offer chances to individuals seeking employment. This program has significantly contributed to my ability to retain employees and has supported the growth of my business, particularly during challenging periods for small enterprises."

- **Triple Girl Treatment
5047 Baltimore Avenue**



"Foremost, the \$5,000 per new hire incentive has empowered Paulino HHC to draw in top-tier talent and broaden our team with adept professionals dedicated to delivering top-notch care to our clients. This monetary incentive has proven instrumental as a recruitment asset, facilitating the swift and effective filling of pivotal positions. Furthermore, the incentive has triggered a chain reaction across our organization, fostering enhancements in employee morale, engagement, and retention. Recognizing our appreciation for their efforts and our commitment to fostering their success, our employees feel heightened motivation and contentment in their roles, resulting in amplified productivity and job satisfaction."

- **Paulino Home Healthcare LLC, 101 East Allegheny Avenue**

ACCESS TO ECONOMIC OPPORTUNITY FOR ALL

The Department of Commerce developed the Quality Jobs Program following an in-depth analysis of Philadelphia's business attraction and retention incentives that recommended grants in lieu of tax credits as an inclusive economic growth strategy.

The grant portion of the Quality Jobs Program described in this report is a counterpart to the high impact forgivable loan portion of the program that is utilized as an incentive for major business attraction and retention opportunities. The high impact forgivable loan tier of the Quality Jobs Program provides zero-interest, short-term forgivable loans to eligible businesses. Its eligibility criteria include a minimum \$2 million capital investment, a minimum of a five-year lease, and a commitment to creating at least 50 new jobs with an average salary of \$100,000 plus benefits within three years.

The Quality Jobs Program, through the grant and the high impact forgivable loan options, provides an incentive to businesses of all sizes whether existing, expanding or entering the Philadelphia market.



Apply to the Quality Jobs Program

To start the application process, submit the online inquiry form. If you meet the eligibility requirements, the program manager will send you the full program application.

Questions? Contact us by emailing QualityJobs@phila.gov.



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