



TRANSITIONAL WORK CORPORATION

Company

Overview



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TWC's Mission

To serve people seeking work by providing them with the opportunities and support that lead to self-sufficiency. TWC will build mutually beneficial partnerships with employers to create a high quality workforce.

The History of TWC

The Transitional Work Corporation (TWC) is a Center City Philadelphia-based nonprofit organization that provides employment training and placement services to entry-level employees. Founded in 1998, TWC is the product of an innovative, collaborative effort among the Commonwealth of Pennsylvania, the City of Philadelphia, Public/Private Ventures, and the Pew Charitable Trusts. In anticipation of the reforms in the welfare system, these entities pooled their resources to design an effective response – TWC is the product of that collaboration. Since then, TWC has successfully matched thousands of individuals with hundreds of employers in the Philadelphia region. TWC's flagship program, Philadelphia@Work, is a national model for other paid work experience programs.

Menu of Services

TWC is committed to providing businesses with reliable entry-level employees while providing individuals with the experience, skills, and know-how necessary to succeed in today's competitive marketplace. To achieve these goals, TWC provides the following services to employers and job seekers:

- Full, part-time, and temporary job placement services to employers
- Professional development training and career mentoring to job seekers
- Placement and training services for bilingual clients
- Career advancement services
- Technical assistance to workforce development organizations in the U.S. and abroad



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Job Seeker Services

Sampling of TWC Workplace Training

Microsoft Office
Specialist (MOS)
Certification

Customer Service

Entry, Intermediate,
and Advanced
Computers

Typing and Data
Entry

Conflict Management

Financial Literacy

English as a Second
Language (ESL)

Adult Basic English
(ABE)

General Equivalency
Diploma (GED)

Resume Writing

Interviewing Skills

Professional Etiquette

Time Management

Career Advising

One of the most integral components of the TWC model is career advising. Career Coaches engage in the following activities:

- Support each client in his/her quest for professional advancement
- Identify employment-related obstacles and work with the client and the employer to implement solutions
- Provide career coaching for up to one year once the individual is enrolled in the program.
- Continue to serve as a resource for employees and employers even after the formal retention period has ended

TWC recognizes that many individuals face challenges as they transition into full-time employment. Career Coaches connect clients with supportive services like child care and transportation. TWC staff also has extensive knowledge of the community organizations in the City of Philadelphia and refers clients who have specific needs such as legal issues and housing concerns to the appropriate agencies.

Professional Development

TWC Clients attend numerous skill-based workshops that help them become better employees. Such training options enable individuals to grow professionally and increase their marketability. During professional development, clients gain work-related skills that help them move beyond entry-level employment toward advancement in the workplace. Ultimately, professional development training empowers families to move closer to achieving economic independence.

Customized training for certain employers, based upon their specific employment and training needs, is also available upon request.



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Employer Services

“Jefferson’s long-term partnership with TWC has been a significant success in terms of preparing many clients for employment. At the same time, it has been a positive and rewarding experience for our employees who have served as work partners. We are grateful for the opportunity to participate in this worthwhile community activity.”

*Linda Mitchell,
Manager, Employee
Selection and Place-
ment, Department of
Human Resources*

*Thomas Jefferson
University and Hos-
pital*

Benefits to Employers

TWC’s sales team builds relationships with employers in the Greater Philadelphia region. The sales team assesses each client’s skills to make sure the client and the employer are a good match. Benefits of TWC’s placement services to employers include:

- Lower recruiting costs
- Higher retention rates
- Free placement service
- Substantial savings in state and federal tax credits
- Ongoing human resources support from TWC staff

Trained Entry-Level Employees

The majority of TWC’s clients are prepared for work because they take part in a paid work experience that enables them to “learn how to work by working” before they enter full-time employment. Clients work in a TWC-funded internship for up to six months, while participating in professional development training. During this time, clients are supported by staff at TWC as well as a Work Partner (an employee of the worksite) who acts as an on-the-job mentor.

Once TWC clients are deemed job-ready, TWC staff people match them with full-time jobs suited to the employee’s skills and the employer’s needs. Sales people pre-screen all applicants for jobs and only send those who are most qualified for each specific position.

Contact Information

To take advantage of TWC’s free placement services, please contact TWC’s Sales Coordinator at (215) 965-3000 or send an email to sales@transitionalwork.org.