

FY2022 | ANNUAL REPORT



GOVERNOR'S WORKFORCE BOARD RI

1511 Pontiac Avenue, Cranston, RI 02920 | dlt.gwbinfo@dlt.ri.gov | www.gwb.ri.gov | 401-462-8860

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A Message from the Chairman and Executive Director

Dear Fellow Rhode Islanders,

We are pleased to present the Governor's Workforce Board's Annual Report for Fiscal Year 2022 (FY22), which covers the period of July 1, 2021, through June 30, 2022.

The Governor's Workforce Board (GWB) was established under RI General Laws § 42-102 as the state's primary policy-making body on workforce development matters. The GWB coordinates and oversees numerous workforce development programs through the implementation of the state's Job Development Fund (JDF), the federal Workforce Investment and Opportunity Act (WIOA), and other state and federal programs and funding sources when available. The Board consists of members representing business, labor, education, community, and government with the statutory responsibility and authority to plan, coordinate, fund and evaluate nearly all statewide workforce development activities.

During FY22, the Board hired a new Executive Director, recruited new members, and streamlined and relaunched programs and services to align with the needs of jobseekers, workers, future workers, and employers in the current and future economy. We re-designed our website to ensure accessibility and transparency for all stakeholders and began the process of renovating local One Stop centers to better meet the needs of patrons.

In the wake of the COVID-19 pandemic, the Board has maximized investments in workforce training and employment programs for workers through programs such as Real Jobs RI, while sustaining investments in youth career exploration and work-based learning initiatives.

Through partnership with the RI Reconnect Program at the Office of the Postsecondary Commissioner, we've invested in helping Real Jobs trainees access a variety of innovative and flexible support services to ensure program completion, job entry and job retention. In recognition of the positive impact support services have on participant success, the Board is now utilizing this model as a best practice in additional program areas, such as WIOA.

As we move forward in our work, the GWB will remain keenly focused on prioritizing diversity, equity, and inclusion across all policies and programs; assessing program utilization rates by age, gender, race, ethnicity, geography, business size and other indicators when available to address variances in service delivery and identify barriers that may disproportionately affect marginalized populations.

For additional details on the programs and services under the purview of the Governor's Workforce Board, please visit us at www.gwb.ri.gov.

Sincerely,



Michael Grey
Chairman



Alyssa Alvarado
Executive Director

Board Membership

The Board has 21 active members and two (2) vacant seats that will be filled in the coming months. Seven (7) of the members are newly appointed.



Michael Grey, Board Chair
President
FirstService Residential



Elizabeth Tanner, Vice Chair
Secretary of Commerce



Shannon Gilkey
Commissioner of
Postsecondary Education



Angelica Infante-Green
Commissioner of Elementary
and Secondary Education



Matthew Weldon
Director of Labor and
Training



Joseph Murphy
Associate Director of
Vocational Rehabilitation



Janet Raymond, SIC Chair
Senior Vice President
Greater Providence Chamber



Mario Bueno, APAC Co-Chair
Executive Director
Progreso Latino



Susan Rittscher, APAC Co-Chair
Owner
Rittscher Results LLC



Steven Kitchin, LAAC Chair
Vice President
New England Institute of Technology



Robin Melfi Coia, YPAC Co-Chair
Administrator
New England Laborers



Molly Magee, YPAC Co-Chair
Executive Director
SENEDIA



Paul Alvarez
Business Agent
UA Local 51



George Nee
President
AFL-CIO



Paul MacDonald
President
Providence Central Council



Dave Chenevert
Executive Director
RI Manufacturers Association



Jennifer Ortiz
Owner
Executive Cuts



Jordan Boslego
Managing Member
Sydney Providence



Kristen Adamo
President/CEO
Providence Warwick CVB



Marc Amato
Chairman
Providence/Cranston WIB



Rebecca Webber
Business Growth Director
NAIL Communications

Members who completed their service to the Board in FY22 include Katelyn Pisano, Deborah Proffitt, Karsten Hart, and Maureen Boudreau. We are grateful for their service to the Board!

Board Committees

The Board currently has five (5) standing committees and one ad-hoc committee as follows:

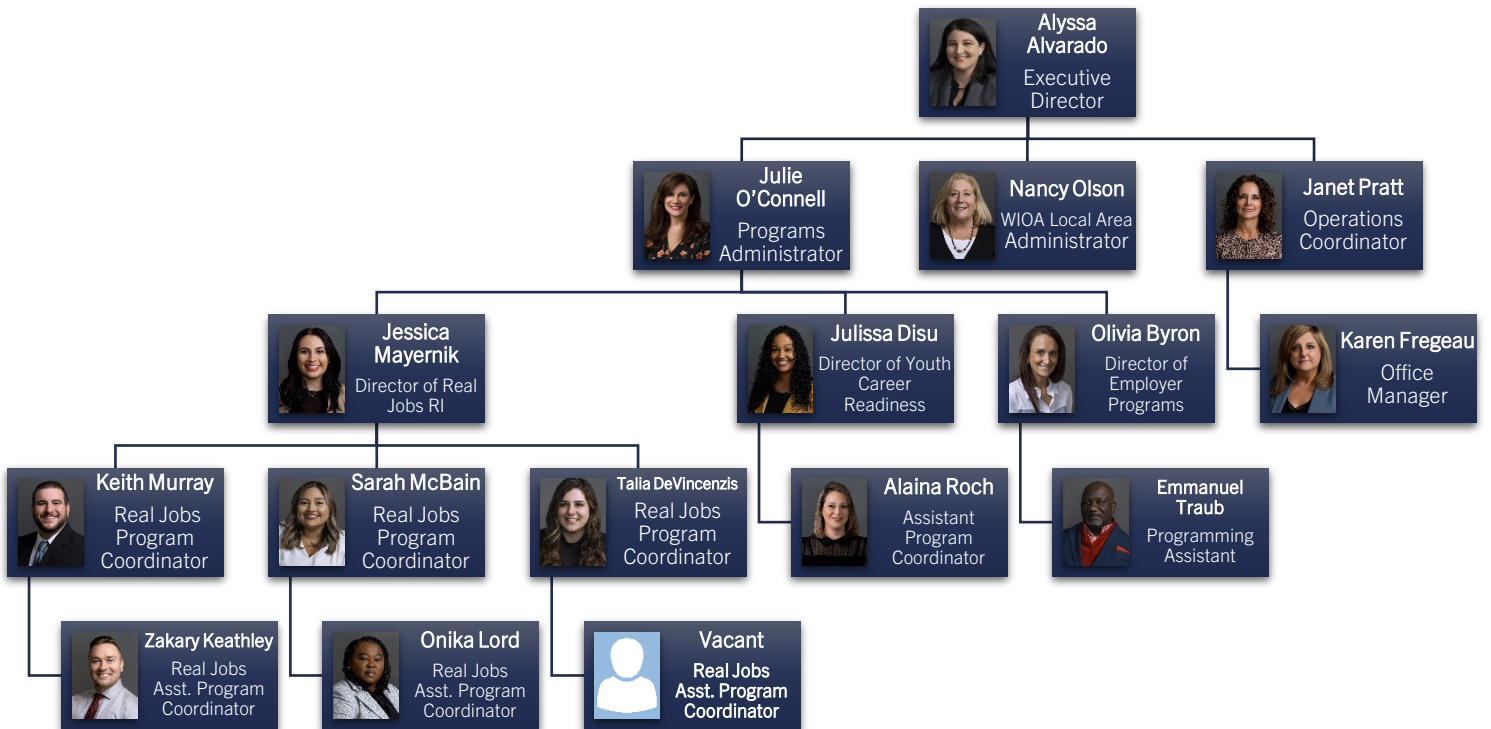
- Executive Committee
- Strategic Investments and Evaluation Committee (SIC)
- Adult Career Pathways Advisory Committee (APAC)
- Youth Career Pathways Advisory Committee (YPAC)
- Local Area Advisory Committee (LAAC)
- Early Childhood Workforce Advisory Committee (ad-hoc)

The Board convened five (5) times in FY22, and each committee convened a minimum of four (4) times with the exception of the newly established Early Childhood Workforce Advisory Committee.

Board Staff

The Governor's Workforce Board has sixteen (16) full-time employees including:

- One (1) Executive Director
- One (1) Programs Administrator
- One (1) WIOA Local Area Administrator
- One (1) Operations Coordinator
- One (1) Office Manager
- Three (3) Program Directors
- Three (3) Program Coordinators
- Four (4) Assistant Program Coordinators
- One (1) Programming Assistant



The following Department of Labor and Training staff also support the Board as needed:

- Matthew Weldon, Director
- Diane Gagne, Chief Financial Officer
- Sarah Fresch, Chief Operating Officer
- John Willumsen, Chief Strategy Officer
- Robert Kalaskowski, Assistant Director of Planning and Program Development
- Sarah Bramblet, Assistant Director of Workforce Development
- Donna Murray, Assistant Director of Labor Market Information
- Arthur Robinson, Assistant Director of Community Engagement
- Megan Swindal, Director of Data and Performance
- Angelyne Cooper, Legal Counsel
- Margaux Fontaine, Communications Director

Apprenticeship Initiatives and Incentives

The GWB administers a Non-Trade Apprenticeship Expansion Program pursuant to Rhode Island General Laws § 42-102-11. While the Board did not open a solicitation for this program during FY22, the initiative will be relaunched soon with a streamlined, rolling application process to make the program available year-round and more marketable to employers. The initiative is funded with ≥\$100,000 of RI General Revenue and the annual award cap for applicants is \$25,000.

The GWB also administers a Non-Trade Apprenticeship Incentive Program pursuant to RIGL § 42-102-13. In FY22, 15 employers utilized the incentive for a total of 46 apprentices.

Total FY22 Spending and Source: \$117,896* from RI General Revenue
Applications Approved During FY22: 15 (an application can cover up to 5 apprentices)
Employer Annual Award Cap (Incentives): \$5,000

**Includes spending on Non-Trade Apprenticeship Expansion Grants issued during FY21.*

Incumbent Worker Training Grants

The Incumbent Worker Training Grant Program is designed to help employers remain competitive and help workers maintain and advance in their careers. Following an extended period of closure during the pandemic, the program was relaunched in April 2022 with a streamlined application process and a higher reimbursement rate for small businesses. It provides employers with a 50% or 75% reimbursement for eligible costs on eligible training activities.

Between April and June, 11 employers utilized the program and 27% of these employers had fewer than 25 employees. Employers in the Manufacturing sector and in Professional, Scientific and Technical Services were the highest utilizers of the program.

For FY23, the GWB has allocated \$750,000 to support this initiative.

Total FY22 Spending and Source: \$18,425* from the RI Job Development Fund
Applications Approved During FY22: 22 (an application is submitted for each training activity)
Employer Annual Award Cap: \$30,000

**Many of the awards issued during FY22 will be paid out during FY23.*

Nursing Facility Training Grants

The Nursing Facility Training Grant Program was established in FY22 pursuant to Rhode Island General Laws § 23-17.5-36. It is designed to help licensed nursing facilities provide enhanced healthcare training for employees to improve the quality of care for facility patients/residents with behavioral health or cognitive impairments. It provides a 100% cost reimbursement for eligible costs on eligible training activities.

The GWB began promoting and accepting applications to the program in April 2022. Since that time, only one (1) facility has utilized the resource. Facilities must be compliant with the minimum staffing requirements of Rhode Island General Laws § 23-17.5-32 to apply.

Total FY22 Spending and Source: \$0* from RI General Revenue
Applications Approved During FY22: 1 (an application is submitted for each training activity)
Employer Annual Award Cap: \$30,000

**The award issued during FY22 will be paid out during FY23.*

On-The-Job Training

On-the-Job Training (OJT) is a federal program funded by the Workforce Innovation and Opportunity Act (WIOA) that allows employers to hire workers who lack some of the critical skills or experience needed to succeed in a position and then train them on-the-job. The program provides a tiered 50% to 90% reimbursement for wages paid to new or recently hired employees in training for up to 1,040 hours of work. Certain employer, participant, and position eligibility criteria apply.

During FY22, 16 employers in the Greater Rhode Island local area were approved to utilize the OJT program to train 31 new employees. There were an additional 17 participants and 11 employers who started OJTs in FY21 that continued into FY22. Seventy-seven (77%) percent of these employers had 50 or fewer employees and 39% of the employers were manufacturers. Employers in the medical/pharmacy industry were the second-highest utilizers of the program.

Total FY22 Spending and Source: \$371,887 from the Workforce Innovation & Opportunity Act
Applications Approved During FY22: 31 (an application is submitted for each participant)
Employer Annual Award Cap: \$26,052 per trainee

PrepareRI Initiatives

PrepareRI is run by an inter-agency task force consisting of staff from the RI Department of Education (RIDE), the Office of the Postsecondary Commissioner (OPC), and the Governor's Workforce Board. The initiative consists of a suite of programs geared to prepare students for in-demand jobs. It was built on the belief that all young people—regardless of their background or intended career—will need some form of postsecondary credential and work experience to be successful; and it is meant to ensure that employers will have a skilled workforce to thrive in the economy of tomorrow.

During FY22, the Board worked with the partner agencies above to develop and execute the PrepareRI 2.0 Plan, available at <https://gwb.ri.gov/policies-reports-plans/prepareri-20-plan>.

Within the PrepareRI 2.0 Plan, the GWB committed to supporting efforts to further Career Exploration and Work-Based Learning. As part of this commitment, the Board invested \$1.02M from the RI Job Development Fund in the PrepareRI High School Summer Internship Program organized in partnership with Skills for Rhode Island's Future. The program provides structured seven-week paid summer internships to high school juniors (rising seniors).

During the Summer of 2022, 230 students participated in the program and were placed with one of 57 participating employers. For FY23, the Board is committed to sustaining the investment and has allocated \$1.25M to serve 250+ students.

The GWB also recently increased its investment in what will now be known as the PrepareRI 8th Grade Career Exploration Fair in partnership with Junior Achievement of RI. The goal of the fair is to promote hands-on career exploration and pathways prior to high school. The 2022 fair will be held December 14th–15th at the RI Convention Center and will serve 4,000+ local students. The Board allocated \$200,000 from the RI Job Development Fund to support this initiative in FY23.

See also sections on **Real Skills for Youth and references to Youth WIOA under **WIOA Services in the Greater Rhode Island Local Area**. Real Skills for Youth and Youth WIOA programming operate in support of the PrepareRI 2.0 Plan but are separately branded.*

Real Jobs RI

In the 2nd quarter of FY22, the GWB assumed day-to-day leadership of the Real Jobs RI Program on behalf of the DLT Executive Office. During the year, the Department adopted a two-track funding model to accommodate both comprehensive funding requests by calendar year and rolling supplemental funding requests to accommodate the needs of partners. There are currently 60 unique sector partnerships offering a diverse variety of job training and placement activities. These include former Real Pathways partnerships, which are now part of Real Jobs RI.

During FY22, the program enrolled and served 10,919 participants including 7,437 jobseekers, 1,653 incumbent workers, 1,777 business owners or entrepreneurs, and 52 students.

Seventy-nine (79%) percent of jobseekers who successfully completed their programs were placed into related employment and the average placement wage was \$39,396.

A total of \$31.9M was spent from a combination of State and Federal funding sources.

- 53% of funds were from Federal sources including the CARES Act and USDOL grants.
- 39% of funds were from State sources including RI General Revenue and the RI Job Development Fund; and,
- 8% of funds were from the Healthcare System Transformation Project.

The average cost per person enrolled/served was \$2,832.

A full report on participant completion and job placement, including demographic data, is available here: <https://gwb.ri.gov/programs-services/real-jobs-ri>.

Since its inception in 2015, the Real Jobs RI program has successfully trained, upskilled, or placed approximately 30,000 workers at 4,473 local businesses.

Real Skills for Youth

Real Skills for Youth is centered around the goal of preparing youth for success in college and career through meaningful career exposure and work-based learning. The program funds regional partnerships consisting of schools, youth-serving organizations, employers, and others to develop and implement high-quality work-based learning and work-readiness programming in support of Rhode Island's larger PrepareRI effort.

For many youth participants, this programming provides the first immersive experience in the world of work. Through service-learning projects, internships, schools-based enterprises, apprenticeships or industry projects, students complete a minimum of 80 hours for a robust work experience that is coupled with extensive work-readiness training including but not limited to resume development, interview prep, and financial literacy.

Total FY22 Spending and Source:	\$2,438,576 from the RI Job Development Fund
Total FY22 Regional Partnerships:	17
Total Youth Served During FY22:	1,300+

The Board has allocated \$2.5M to continue to support this initiative in FY23.

WIOA Services in the Greater Rhode Island Local Area

The Governor’s Workforce Board serves as Rhode Island’s State Workforce Development Board under the Workforce Innovation and Opportunity Act (WIOA). WIOA is the primary federal law that provides resources to states to help jobseekers access employment, education, training, and support services, and to match employers with the skilled workforce they need. In addition to having a State Workforce Development Board, WIOA requires Rhode Island to have two (2) Local Workforce Development Boards.

Since 2019, the GWB has been acting as the Local Workforce Board for Greater Rhode Island (GRI) Local Area pursuant to an ongoing agreement with the US Department of Labor. All Rhode Island cities and towns are considered a part of the GRI Local Area, except for Providence and Cranston, which are covered by the Providence/Cranston Local Workforce Investment Board.

During FY22, the GWB provided oversight for the GRI local area including the WIOA Title I-B services that are offered to the public at the RI Department of Labor and Training’s American Job Center offices in Warwick and Woonsocket. Both offices were recently re-certified by the Board as fully compliant with Federal WIOA requirements, and renovations underway are expected to bolster customer utilization and the overall experience. The GWB is currently working with the department on the launch of community-based microcenters to supplement the main offices and meet Rhode Islanders where they are. The first microcenter opened on October 4, 2022, at the new Woonsocket Education Center.

In FY22, 37 participants categorized as Adults and 103 participants categorized as Dislocated Workers, received WIOA services administered by the RI Department of Labor and Training in the Greater Rhode Island Local Area. The services include, but are not limited to career counseling, job search and placement assistance, and referrals to workforce or On-The-Job Training programs.

Additionally, 301 youth between the ages of 14 and 24 received Youth WIOA services, including but not limited to GED courses, work-readiness workshops, financial literacy education and wrap-around supports. Twenty-one percent (21%) of these youth were in-school youth, and 79% were out-of-school youth (disconnected from school). Out of the 301 youth that enrolled in Youth WIOA services, 63% entered the workforce. Five non-profit youth-serving agencies led this work within the GRI local area:

- Community Care Alliance—Woonsocket, RI area
- Comprehensive Community Action Program—Kent County and Pawtucket RI areas
- East Bay Community Action Program—East Bay RI area
- Foster Forward—East Providence and Providence RI areas
- Tri County Community Action Agency—South County RI area

All WIOA program areas are currently meeting the negotiated performance metrics.

Total FY22 Adult WIOA Spending:	\$1,310,059 (including On-The-Job Training)
Total FY22 Dislocated Worker WIOA Spending:	\$1,595,937 (including On-The-Job Training)
Total FY22 Youth WIOA Spending:	\$1,855,800

Work Immersion

Work Immersion is an internship support program available to Rhode Island employers. It was established pursuant to Rhode Island General Law § 42-102-11 and is designed to boost the employment prospects of new and returning workers (i.e., eligible students and unemployed or underemployed adults) through meaningful paid work experiences. The program was relaunched in February 2022 with a streamlined application process and more flexible participant eligibility requirements following an extended period of closure during the pandemic. It provides employers with a 50% or 75% reimbursement for wages paid to participants for up to 400 hours of work.

Between February and June, 56 employers utilized Work Immersion to support 127 interns or participants. Forty-eight percent (48%) of these employers had fewer than 25 employees and 28% of the employers were manufacturers. Employers in the construction industry were the second-highest utilizers of the program.

Total FY22 Spending and Source:	\$173,275* from RI General Revenue
Applications Approved During FY22:	127 (an application is submitted for each participant)
Employer Annual Award Cap:	\$30,000

**Some of the awards issued during FY22 will be paid out during FY23.*

Workplace Accessibility Grants

During FY22, the Board convened leaders within the disabilities employment ecosystem to determine how it could help promote and support the hiring of individuals with differing abilities. The result was the development of a new, small grant program for employers with fewer than twenty-five (25) employees to create more accessible workplaces. It will provide a 100% reimbursement or advanced payment for eligible costs and investments (up to \$5,000 per year) needed to overcome the most common barriers to employment. The program design was based on a successful model in British Columbia, Canada and will be among the first of its kind in the United States.

The Board has allocated \$100,000 from the RI Job Development Fund in FY23 to launch the initiative in November 2022.

Administration and Maintenance of the WIOA State and Local Plans

The Workforce Innovation and Opportunity Act (WIOA) is the 2014 federal law that provides resources to states to help job seekers access employment, education, training, and support services and to match employers with the skilled workers they need.

Under WIOA, states must submit a Plan to the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system and modify that plan at the two-year midpoint. Rhode Island's original plan was submitted in 2020 and the two-year modification was required in March 2022. During FY22, the Governor's Workforce Board led a collaboration with the state Departments of Labor, Education, Human Services, and others to update and modify Rhode Island's WIOA State Plan.

The modified WIOA State Plan was accepted by the U.S. Department of Labor in June 2022 and is available here: <https://gwb.ri.gov/policies-reports-plans/wioa-state-and-local-plans>.

In its capacity as the Local Workforce Development Board for the Greater Rhode Island Local Area, the GWB also reviewed and approved the GRI WIOA Local Plan in December 2021. It is well-aligned with the State Plan and available here: <https://gwb.ri.gov/policies-reports-plans/wioa-state-and-local-plans>.

Administration and Maintenance of WIOA State and Local Policies

Workforce Innovation Notices (WIN) are the formal process through which the Governor’s Workforce Board sets statewide policy and issues guidance for WIOA. These notices are sent to the Local Workforce Development Boards as well as system partners. During FY22, the Governor’s Workforce Board issued the following WIN notices:

- **WIN 03-03-22 Allocations for Adult, Youth, and Dislocated Workers for PY 2022** announced the funding allocations to the local workforce areas for the 2022 Program Year based on a formula that considers, among other factors: unemployment, poverty, plant closures, and population.
- **WIN 03-04-22 Lower Living Standard – 2022 Guidance** provided the Lower Living Standard Income Level (LLSIL) guidelines to local workforce areas. LLSIL is a USDOL-defined metric which is used to determine income eligibility for many WIOA programs.
- **WIN 08-03 Credentials Guidance Policy** provides guidance and clarification regarding the definition of a ‘credential’ for WIOA performance reporting purposes.

In its capacity as the Local Workforce Development Board for the Greater Rhode Island area, the GWB also created or modified the following local policies (LPs) in FY22:

- **LP 05-07 Supportive Service Policy** was revised in February 2022 to increase the dollar amount allowed for wrap-around supportive services.
- **LP 06-03 On-the-Job Training Policy** was issued in February 2022 and provides guidance on the provision of On-the-Job Training.
- **LP 06-04 Contract-Based Training Policy** was issued in February 2022 to authorize the use of Contract-Based Training (CBT) activities under WIOA Title I consistent with WIN 06-05.

Annual Awards Issued

At the 2022 Annual Event, the Board issued five (5) awards to organizations that made significant contributions to the local workforce development ecosystem. The awards and awardees were:

Award	Awardee
Industry Impact Award	Teamsters Local 251 Driving School
Workforce System Innovation Award	The RI Reconnect Navigators
Career Pathways Advancement Award	The RI Nursery & Landscape Association
Youth Empowerment Award	Tri-County Community Action Agency
Community Impact Award	Clínica Esperanza/Hope Clinic

We thank our awardees for their outstanding work!

Healthcare Workforce Planning and Spending

Beginning in January, the GWB participated in planning and follow-up work related to the 2022 Healthcare Workforce Summit in partnership with the Executive Office of Health and Human Services (EOHHS), and the Office of the Postsecondary Commissioner (OPC). The Summit was held on April 1, 2022. Since that time, several working groups consisting of agency personnel, higher education representatives, and stakeholders from across the system have convened to gather and review data and discuss and implement action to address healthcare workforce staffing challenges. GWB Executive Director, Alyssa Alvarado, has been serving as co-chair of the Health Career Pathways and Pipelines Workgroup.

During FY22, the Board invested approximately \$4,900,000 in healthcare workforce training programs through Real Jobs RI (see *also section on Real Jobs RI*). Fifty percent (50%) of the funds were from the Healthcare System Transformation Project.

The board is currently considering the establishment of a temporary Healthcare Workforce Advisory Committee in 2023 to assist in furthering this work.

Rhode Island Occupational Cluster Analysis 2022

To assist the RI Department of Education in the evaluation of Career and Technical Education (CTE) initiatives, the Board prepared a data summary and quadrant analysis for the state's 22 occupational clusters. This report provided median wages and projected annual openings by occupational cluster using the most current labor market data available. It also cross-referenced the occupational clusters with state-wide CTE program enrollment.

To view the report, please visit: <https://gwb.ri.gov/policies-reports-plans/priority-industry-sectors>.

Voluntary Extension of Care

The Voluntary Extension of Care Program was established pursuant to RIGL § 14-1-11.1(c) and provides housing, healthcare, financial support, and career counseling services to former foster youth between the ages of 18 and 21. The program is administered by the Voluntary Extension of Care (VEC) Team at the Rhode Island Department of Children, Youth and Families (DCYF).

In April 2022, the GWB began meeting with parties including DCYF, the Rhode Island Family Court, and other workforce system partners to discuss the employment and training needs of VEC participants and provide tactical support pursuant to RIGL § 42-102-10.1.

During FY22, there were a total of 179 aged-out foster youth in the program. A report on the status of those participants (as of 6/30/22) can be accessed here: <https://gwb.ri.gov/policies-reports-plans/voluntary-extension-care>.

In FY23, the GWB will continue to work with the parties above to identify, implement, and evaluate efficient and impactful career services for VEC participants.

Financial Summary

The Governor's Workforce Board is responsible for allocating the state Job Development Fund and federal Workforce Innovation and Opportunity Act funds. A summary of how those funds were spent in FY22 is below.

Job Development Fund (JDF)	
Total FY22 Revenue:	\$20,723,755
FY22 Carry Forward availability	\$2,892,044
FY22 Collections (.19%)	\$17,831,711
Total FY22 Expenditures	\$16,688,032
Employer Tax Staff and Operations	\$411,811
GWB Staff and Operations	\$2,371,192
Programs and Grant Awards	\$13,905,029

Programs and Grant Awards (JDF)	
IWTG Program	\$18,425
Jobs Initiative	\$425,030
PrepareRI	\$1,127,540
Real Skills for Youth	\$2,403,818
Real Jobs/Pathways	\$6,292,747
Adult Education (RIDE)	\$3,500,000
Other Grants	\$137,469

Workforce Innovation and Opportunity Act (WIOA)	
Total FY22 Funding:	\$8,629,220
Adult	\$2,118,290
Youth	\$2,769,397
Dislocated Worker	\$3,741,533
Total FY22 Disbursements:	\$8,629,220
State Set-Aside Funds	\$1,048,402
Rapid Response Services	\$1,124,145
Local Board Allocations	\$6,456,673

For additional information, please contact the Governor's Workforce Board.

We thank you for your support and partnership!

