

Governor's Workforce Board RI Annual Report 2007

Today's Vision...
Tomorrow's
Opportunity



Governor's Workforce Board RI



GWB is focused on Rhode Island's greatest asset: its workforce.

The Governor's Workforce Board RI combines the scope and resources of the **State Workforce Investment Office** and the **Human Resource Investment Council** to provide unified and impactful policy-making focused on our state's greatest asset: its workforce.

Since Governor Donald L. Carcieri established the Governor's Workforce Board in September 2005, the 17-member board has supported strategies to improve the skill base of RI workers, to foster the work readiness of the emerging workforce and to anticipate the needs of new and existing businesses. By partnering not only with other public and non-profit agencies but also with RI business leaders, GWB makes certain that its investments are demand-driven by area industry.

Investing in Rhode Island's People

In the calendar year 2007, the Governor's Workforce Board made strategic investments in the following initiatives:

- **\$1.4 million** in Industry Partnerships that systematically work to eliminate workforce skill gaps in high-growth, high-wage areas.
- **\$1.75 million** in Comprehensive Worker Training Grants, an investment that has been doubled by private industry funds to train approximately 5,000 RI workers.
- **\$2 million** in Youth Strategy Grants that, when leveraged with an additional \$3 million in federal funding, has created a model workforce development system for the next generation.
- **\$900,000** in Workforce Expansion Grants, jointly awarded by the RI Economic Development Corporation and offering up to 50 percent reimbursement for new employee training.
- **\$4.5 million** in Adult Education and Literacy Grants that, when leveraged with funds from other public and private partners, has provided more than **\$9 million** in adult education initiatives.

Such investments are helping to fulfill Governor Carcieri's vision for a highly-skilled workforce that enhances our state's ability to compete in a global marketplace.

GWBRI 2007 Successes



CONNECTING WITH INDUSTRY

“It is increasingly hard to separate information technology skills from business skills.”

*from Tech Collective
Information Technology
Skill Gap Study*

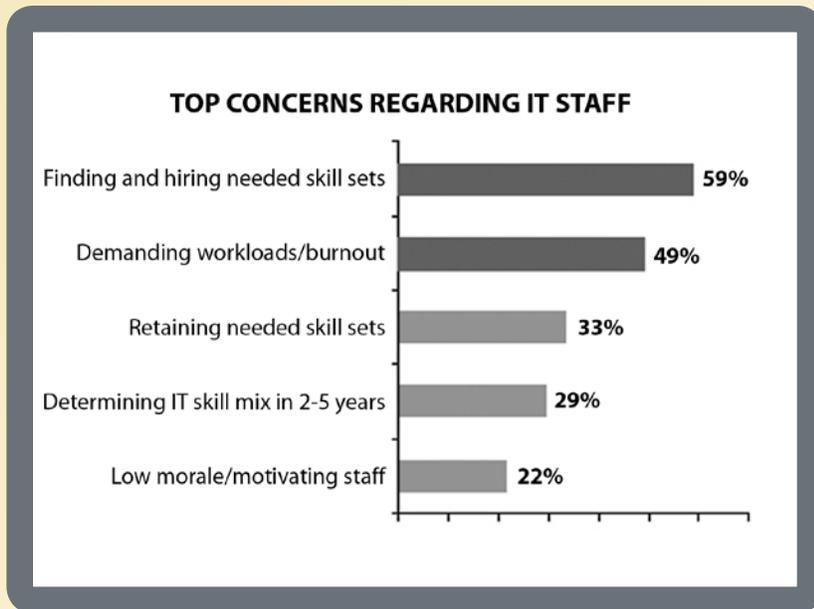
The success of the Governor’s Workforce Board relies on initiatives that are driven by real industry demand. That is why the board/business alliances known as Industry Partnerships form the centerpiece of all other GWB initiatives. Industry Partnerships are comprised of companies, institutions and organizations that are linked by common product markets, labor pools and technology. Representing high-wage, high-growth sectors, these powerful coalitions are helping the Governor’s Workforce Board identify workforce issues and brainstorm actionable solutions.

Funded by grant awards over a multi-year period, the Industry Partnerships have a tiered mission:

- to identify skill gaps in their sector’s workforce.
- to devise special projects that build workforce capacity and improve retention.
- to inform, advise and collaborate other stakeholders—in particular educational institutions—regarding needed skill sets for the sector.
- to enact sustainability plans that allow the partnerships to thrive independently in the long term.

By the close of 2007, eight partnerships had been created, representing the industries of advanced manufacturing, health services, information technology, construction, marine trades, biotechnology and hospitality & tourism. New players to the Industry Partnerships in 2007 included the RI Marine Trades Association and the RI Hospitality & Tourism Association Education Foundation. In addition to its existing work as an information technology partner, Tech Collective began a new Industry Partnership in biotechnology.

In 2007, two Industry Partnerships—Quality Partners of Rhode Island and the Tech Collective—used GWB grant monies to craft and publish skill gap studies in the areas of long-term health care and information technology. Another Industry Partnership, The Hospital Association of Rhode Island, used its funding to craft a strategic plan for its organization. Skill gap studies from a number of other partners, including the RI Hospitality Association, RI Manufacturing Extension Services and The Providence Plan, are expected in 2008.



AS PART OF ITS SKILL GAP STUDY FOR THE INFORMATION TECHNOLOGY FIELD, THE TECH COLLECTIVE PROVIDED A SURVEY OF BUSINESS CONCERNS INVOLVING STAFFING.

SECTOR	INDUSTRY PARTNERSHIP	FIDUCIARY AGENCY	FUNDING
Advanced Manufacturing	RI Manufacturing Extension Services	RI Manufacturers Association	\$103,030
Biotechnology	Tech Collective	Tech Collective	\$148,460
Construction	The Providence Plan	The Providence Plan	\$111,170
	Community College of Rhode Island	The Center to Advance Minority Participation in the Construction Industry	\$100,630
Health Services	Hospital Association of Rhode Island	Hospital Association of Rhode Island	\$243,400 *
	Quality Partners of Rhode Island	Quality Partners of Rhode Island	\$221,770 *
Hospitality & Tourism	RI Hospitality & Tourism Association Education Foundation	RI Hospitality & Tourism Association Education Foundation	\$149,950
Information Technology	Tech Collective	Tech Collective	\$209,720 *
Marine Trades	RI Marine Trade Association	International Yacht Restoration School	\$150,000

* Received two rounds of funding in 2007

GWBRI 2007 Successes



INVESTING IN OUR YOUTH

“I don’t think there’s ever been a time when there’s been more need to invest in young people”

*Brandon Melton,
Chairman of the GWB Youth
Development Committee
and Senior Vice President of
Human Resources, Lifespan*

For the past three years, the Governor’s Workforce Board Rhode Island has partnered with the two local workforce investment boards—Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater Rhode Island—to create and fund a Youth Workforce Development System that provides a unified model for assessing, serving and educating Rhode Island’s youth, ages 14 to 24.

In its role as State Workforce Investment Office, the GWB has overseen Workforce Investment Act funding that provides workforce development services to the most at-risk youth. In 2007, GWB leveraged the WIA funding with \$2 million in Job Development Funds so that all Rhode Island youth could have access to the same services available to at risk youth. This effect of this leveraging was two-fold; not only did this investment expand the system so that it could more readily assist all youth, but it also expanded the system so that it could provide services to even larger numbers of at-risk youth.

The data tell a remarkable story:

- The number of RI-based youth centers jumped from one to eight, with plans for more in the near future.
- The total number of youth served increased from 600 in 2006 to 2,700 in 2007.
- The number of at-risk youth served grew by 340 percent during this time period.
- The average cost per youth served dropped from \$8,400 to \$1,260.

One focus of this Youth Workforce Development System is to expose young people to work experiences so that they may make meaningful connections between their education and

their economic future. Brandon Melton, chair of the GWB Youth Development Committee, explains the importance of addressing youth workforce issues. “I don’t think there’s ever been a time when there’s been more need to invest in young people. It’s a simple matter of demographics,” Melton says.

“We are experiencing the greatest transfer of leadership from our generation—the Baby Boomers—to the next generation in the history of this county. It’s our responsibility to prepare them for a successful career. The earlier we start them on that path, the sooner they are going to be able to make a significant contribution. We need to mentor them. We need to provide them with the skills they need to be successful at work. We need to train them in workplace success skills, such as team work, interpersonal communication and decision-making.”



WITH GWB FUNDING, THE STATE WAS ABLE TO EXPAND ITS PRESENCE FROM ONE TO EIGHT YOUTH CENTERS THROUGHOUT RHODE ISLAND.

Youth Strategy Grants

The following youth service providers received funding to offer programs throughout the year. While previously, each youth service provider had to offer a full complement of WIA-mandated services, in 2007, providers needed only to bid on their area of expertise. This strategy not only improved the quality of services, but it grew the breadth of the provider system from a handful to nearly 30 agencies.

- AS220
- Boys & Girls Clubs of Providence
- Central RI Area Health Education
- Child and Family Services
- Comprehensive Community Action Plan
- Cranston Chamber of Commerce
- Family Resources Community Action
- Gateway
- Goodwill, Inc.
- Institute for the Study of Peace and Nonviolence
- Junior Achievement
- Mentoring Partnership
- MET Tech Center
- Mount Hope Neighborhood Association
- MY TURN
- New Urban Arts
- Providence Housing Authority
- South County Community Action
- Tech Collective
- Tri-Town Community Action Agency
- Urban League
- Volunteers in Providence Schools
- Whitmarsh House
- Women & Infants Hospital
- Year Up
- YouthBuild

GWBRI 2007 Successes



INVESTING IN ADULT EDUCATION

“Our economy needs the native- and foreign-born workers that make up the adult education target population, but many of them lack the skills required to fill the large number of job vacancies in our high-demand industries.”

*Johan Uvin,
Director of Adult
Education, RIDE*

According to the 2000 U.S. Census, Rhode Island has more than 177,000 citizens ages 16 and older who are not enrolled in school and have no high school diploma and/or have limited English proficiency. A major priority of the Governor’s Workforce Board is to raise the skill level of the existing workforce in Rhode Island. Working closely with the state’s director of adult education, the board has pledged support for a series of reforms that target this population.

In the summer of 2007, the Governor’s Workforce Board provided \$4.5 million in funding for adult education grants designed to jumpstart further adult education reforms. These grants are anticipated to raise the skill level of more than 6,000 Rhode Islanders. Future funding for these multi-year grants is contingent on program outcomes that demonstrate continuous and measurable improvement.



AN INSTRUCTOR FROM DORCAS PLACE, ONE OF 38 ORGANIZATIONS FUNDED BY THE ADULT EDUCATION GRANTS, TUTORS AN OLDER LEARNER.

Adult Education Grants

Thirty-eight service providers received a total of \$9 million in multi-year grants to offer adult education programs that will raise the skill level of the RI workforce.

- Amos House
- Blackstone Valley Community Action Program
- Bristol Warren Regional Schools
- Brown University/Sweaver Center for Public Service
- Community College of Rhode Island
- Comprehensive Community Action Program
- Coventry Public Schools
- Cranston Alternate Education Programs
- Crossroads Rhode Island
- Dorcas Place Adult and Family Literacy Center
- Education Exchange
- English for Action
- Genesis Center
- Goodwill Industries
- International Institute of Rhode Island
- Literacy Volunteers of East Bay
- Literacy Volunteers of Washington County
- Newport Public School/Aquidneck Island Adult Learning Center
- Newport Public Schools/Even Start
- Pawtucket School Department
- Progreso Latino
- Project Learn
- Providence Community Action
- Providence Housing Authority
- Providence Plan
- Rhode Island College Outreach Program
- RIRAL/Mentor
- RI Department of Corrections
- RI Family Literacy Initiative
- RI Health Care Association/Quality Partners of RI
- RI Institute for Labor Studies and Research
- Tri-Town Community Action Agency
- Urban League of RI
- Visiting Nurse Services of Newport & Bristol Youth Success
- Warwick Public Schools
- West Bay Community Action
- Woonsocket Even Start
- Year Up

To ensure the grant program's success, many collaborators in this effort matched the GWB funding of \$4.5 million, while other partners offered resources and in-kind services. These partners include Lifespan; RI Board of Governors for Higher Education; Rhode Island College; RI Department of Administration, Office of Library and Information Services; RI Department of Children, Youth and Families; RI Department of Corrections; RI Department of Elementary and Secondary Education; RI Department of Health; RI Department of Human Services; RI Department of Labor and Training; RI Foundation; RI General Assembly; RI Office of the Governor; and United Way of RI.

GWBRI 2007 Successes



TRAINING OUR WORKFORCE

“Since learning how to work with the Omega Scanner, we have a new approach to workflow.”

Michael Nunnery, Nunnery Orthotics and Prosthetics

Nearly 5,000 RI-based employees benefited from Comprehensive Worker Training Grants awarded by the Governor’s Workforce Board in 2007. Ninety-seven companies received the grants, with awards ranging from \$585 to the \$50,000 maximum. Because the grants require a one-to-one match from business, the board’s initial investment of \$1.75 million actually produced \$3.5 million in training for RI workers.

“These investments ensure that the employers and their employees who power our economy will continue to thrive,” Governor Donald L. Carcieri said last year.

Of the 97 businesses receiving grants, 69 are considered “high-wage” industries, such as information; finance & insurance; wholesale trade; professional, scientific and business services; construction; and manufacturing. By improving the state’s human resources potential in these high-wage, high-growth industries, the Governor’s Workforce Board hopes to attract more of these types of business to Rhode Island.



Funding for these grants comes from the state’s Job Development Fund, which is financed completely by RI employers. Only those employers who pay into the fund are eligible to apply for Comprehensive Worker Training Grants.

THROUGH A GWB TRAINING GRANT, MICHAEL NUNNERY LEARNED NEW SCANNING TECHNOLOGY THAT HE IS USING TO MAKE A CUSTOMIZED LINER AND SOCKET FOR A PROSTHESIS.

Comprehensive Worker Training Grants

Through two GWB funding rounds in 2007, the following companies received matching grants that allowed for the training of approximately 5,000 RI workers.

- AT/SCAN
- American Ecotech
- Assisted Daily Living, Inc.
- Astro-Med, Inc.
- Black Dog Corporation
- Blackstone Academy Charter School
- The Bosworth Company
- CVS Highlander Charter School
- Calise & Sons Bakery
- Capital City Community Centers
- Carousel Industries of NA, Inc.
- Chamber Education Foundation
- ChemArt Company
- The Chemical Company
- Child Care Connection
- Citizens Bank of Rhode Island
- Concordia Manufacturing, LLC
- Corliss Institute
- Cornerstone Adult Services
- Covalence Specialty Adhesives
- Cox Communications
- Credit Union Central Falls
- Darrow Everett
- Dexter Credit Union
- DiLeonardo International, Inc.
- Donada, Inc.
- EFD, Inc.
- East Bay Community Action Program
- Elizabeth Buffum Chase Center
- Epoxies, Etc.
- Family Resources Community Action
- Fielding Manufacturing, Inc.
- Freedom National Bank
- Gas Doctor, LLC
- G. T. Safety Products, Inc.
- General Dynamics - Electric Boat
- General Dynamics IT
- Geo. H. Fuller & Son
- Goldline Controls
- Herff Jones, Inc.
- Hexagon Metrology, Inc.
- Hunt Yachts, Inc.
- The Insurance Store, Inc.
- Jade Engineered Plastics, Inc.
- Jewelers Board of Trade
- Kahn, Litwin, Renza & Co., Ltd.
- Kenney Manufacturing Company
- Kent House
- Kids Klub, Inc.
- LFI, Inc.
- Landmark Aviation
- The Lightship Group
- Little Rhody Machine Repair, Inc.
- M. H. Stallman Company
- Mearthane Products Corporation
- Moran Shipping Agencies
- A.B. Munroe Dairy
- Murdock Webbing Company, Inc.
- NBC10 WJAR
- NGC, Inc.

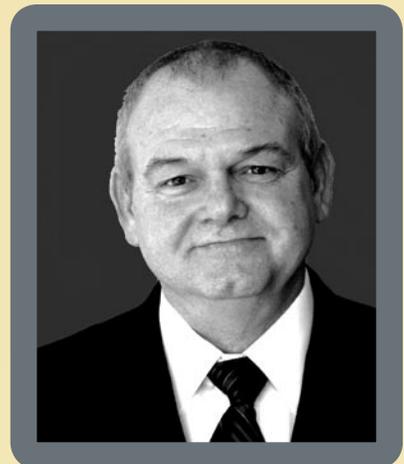
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Comprehensive Worker Training Grants, CONTINUED

- Neighborhood Health Plan of RI
- New England Boatworks
- New England Microweld
- New England Pest Control
- New England Woodworking
- North Star Marketing, Inc.
- OAR Moldworks
- Oracle Lens Manufacturing
- Overhead Door Company of Providence, Inc.
- Packaging Concepts, Ltd.
- Parkinson Machinery and Manufacturing
- Portola Tech Industries
- Qualified Resources International
- Quartermoon
- Quick Fab Corp.
- RGP Dental, Inc.
- Re-Focus, Inc.
- Robinson Green Beretta Corp.
- RI Marine Trades Association
- RI Quality Partners
- RI Zoological Society
- Riverwood Mental Health Services
- SEA CORP
- Saccoccio & Associates, Inc.
- Southside Community Land Trust
- Spurwink/RI
- Taco, Inc.
- Technic-Engineered Powders Division
- Thielsch Engineering
- Tiffany & Company
- Tim Horton's (New England)
- VIBCO
- Walco Electric Company
- The Wolf School
- Wolverine Joining Technologies
- Workplace Dynamics, Inc.
- Yushin America, Inc

NEW EXECUTIVE DIRECTOR

This fall, J. Michael Koback officially took the helm of the Governor's Workforce Board, where he has served as principal administrator since 2005, directing the board's investment of \$24 million in employment, education and economic development efforts. He has also focused his energies on the development of a long-term strategic plan for the RI workforce system and has worked to broaden communication and collaboration among all workforce development stakeholders. Koback brings more than 30 years of experience to the position, including 15 years as executive director of the Workforce Partnership of Greater Rhode Island. He is a National Association of Workforce Development Professionals member and a Leadership RI alumnus.



GWBRI 2007 Successes, CONTINUED

JOB TRAINING TAX CREDITS

One way that the Governor's Workforce Board supports growing businesses is through the Job Training Tax Credit Act. Employers may receive tax credits equal to as much as 50 percent of their training costs, with a limit of \$5,000 per employee over a three-year period. The training may run the gamut, from academic remediation and English as a Second Language to specific technology applications and management skills. It may even include college-level coursework for those companies assisting employees as they earn college degrees. In 2007, more than 54 tax credits were awarded to 35 companies that trained nearly 2,000 workers. Those companies are listed below.

- A&M Special Purchasing
- AVID Airline Products of Rhode Island
- Advanced Building Concepts
- Arnold Lumber
- Aspen Holding
- Bay Foods, Inc.
- A Caring Experience Nursing Services
- Chase Foods, Inc.
- Dan's Management Co.
- Electric Boat Corp.
- Gem Mechanical Services
- Gem Plumbing & Heating
- Gregg's Restaurants, Inc.
- Guill Tool & Engineering
- International Packaging Corp.
- Jan Company, Inc.
- Jay Packaging Group
- Jordan Foods, Inc.
- Lane Foods, Inc.
- Levine, Inc.
- Lighthouse Computer Services
- Mastors & Servant
- Maxson Automatic Machine
- Morgan Foods, Inc.
- Ocean Link, Inc.
- A.J. Oster Co.
- Pet Foods Experts, Inc.
- Rebuilders Automotive Supply Co.
- RI Telephone, Inc.
- C. Smith Excavating
- Technic, Inc.
- The Jewelers Board of Trade
- UPS
- Verizon
- ZTICO

WORKFORCE EXPANSION GRANTS

In 2007, seven RI businesses—Alexion Manufacturing, LLC; Belmont Market; Electric Boat Corp.; Maxson Automatic Machinery; Pearson Composites, LLC; PFPC, Pawtucket; Precision Craft Dental Laboratory; and Primary Flow Signal, Inc.—benefited from nearly \$900,000 in Workforce Expansion Grants that allowed them to improve the skill sets of 398 new employees. Jointly awarded by the Governor's Workforce Board and the RI Economic Development Corporation, Workforce Expansion Grants allow up to a 50 percent reimbursement for training costs for new and expanding businesses.

The Rhode Island Advantage

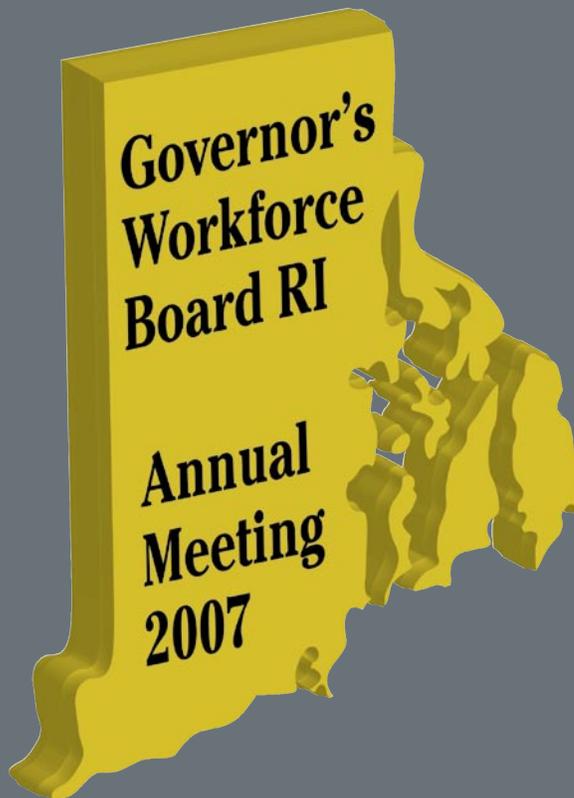
“Rhode Island is blessed with attributes that, when combined strategically, create an ideal environment for both rapid expansion and sustained economic growth. It is small enough to collaborate, yet powerful enough to innovate.

“Rhode Island’s location connects our workforce to the growing life science, technology and finance industries flourishing in the Northeast. And, as the term ‘Ocean State’ implies, the quality of life our state can offer translates into a consistent and meaningful incentive for companies of all types.

“The diverse industries that make up Rhode Island’s base help ensure our financial stability and shield us from the pitfalls of a narrowly focused economy. Meanwhile, the high concentration of college and universities within our borders bolsters the state’s research and development capabilities and gives area businesses access to a highly skilled workforce. The growing diversity of our workforce itself carries its own momentum, expanding our cultural literacy while increasing our market reach.

“Lastly, the small scale and close-knit nature of our state makes it possible to include and connect a comprehensive group of stakeholders in truly statewide initiatives. Such a holistic collaboration among employers, educators and economic development catalysts can accelerate the speed of systems change, making Rhode Island more agile than its competitors in a 21st century economy.”

—*Joseph MarcAurele, Chairman
Governor’s Workforce Board
Rhode Island*



GWBRI 2007 Annual Meeting

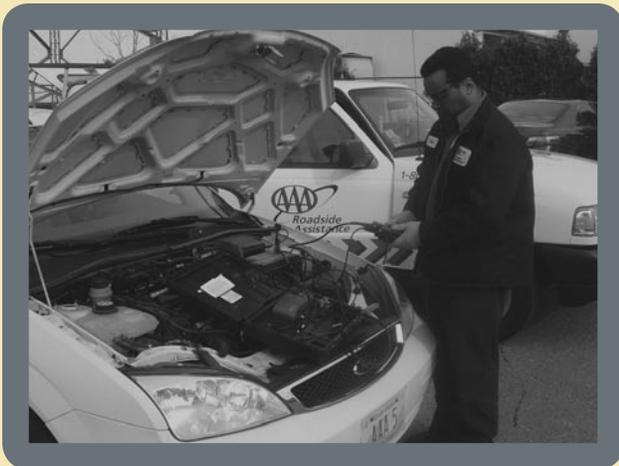
More than 100 stakeholders gathered at the Crowne Plaza in Warwick in June for the Governor's Workforce Board Annual meeting. After offering greetings and support to the crowd, Governor Donald L. Carcieri turned the floor over to guest speaker Richard Kazis, a senior vice president for the nationally recognized workforce policy consultants, Jobs for the Future (JFF). In comparing the U.S. to 21 of the world's most developed countries, the U.S. ranked only 14th in adult literacy. Kazis also referenced the population's reading and computational skills as inadequate, and added, "If we keep doing what we're doing, the skill gap will continue to grow."

On the brighter side, Kazis sees Rhode Island as having many pluses, including a strategic location, an enviable quality of life and small size that makes synergies possible. "Creating partnerships is all about what people can bring to the table, and Rhode Island is a small table. And that's an advantage," he said.

WORKFORCE INNOVATION : AAA SOUTHERN NEW ENGLAND

Roadside assistance represents one of the core services of AAA Southern New England and is the number-one reason members join and renew their memberships to this travel service organization. Improving roadside assistance, then, continues to be a top priority of AAA—and the reason why the company chose to apply for a Governor's Workforce Board Comprehensive Training Grant.

Through the GWB grant, AAA Southern New England successfully trained 59 service truck drivers in automotive electrical systems and standard repairs at the New England Institute of Technology. This training allowed AAA to improve its "on-the-go" rate—the percentage of cars that service drivers are able to get running rather than towed—from 57 percent before training to 68 percent after training. During the same time period, member satisfaction jumped from 79 percent to 90 percent of customers who self-identified as "totally satisfied."



This record of success is a prime reason why the Governor's Workforce Board chose to honor AAA with its 2007 Workforce Innovation Award. The award is presented annually to a RI business that, by collaborating with the Governor's Workforce Board, implements strategies and programs that result in employee development, education, retention, management and operational effectiveness. Evaluation criteria include program uniqueness, innovation, impact, sustainability and transferability.

GWBRI Challenges and Solutions



WORKFORCE TRENDS

The Governor's Workforce Board is cognizant that emerging economic trends may change the face and function of the RI workforce in the future. These trends include:

LARGEST ESTIMATED JOB GROWTH BY SECTOR 2005-2015	
Number of new jobs anticipated	Percentage increase
Health Care & Social Assistance	
15,069	20.6%
Accommodation & Food Services	
7,598	17.9%
Retail Trade	
5,224	9.9%
Educational Services	
5,182	11.3%
Professional, Scientific & Technical	
4,994	25.0%
Finance & Insurance	
4,291	20.3%

Educational Attainment: More than one-third of new jobs expected to be created over the next ten years will require college degrees.

Unemployment Insurance: Rhode Island's unemployment rate was above the U.S. and New England averages in 2006 and 2007. Additionally, high school graduates represented a disproportionate share of those collecting benefits.

Labor Shortages: Population projections of slow growth (only 3.4%) for the 2005 to 2015 period point to labor shortages in the entire Northeast region over the next decade.

Outmigration: With a 0.4 percent population loss, Rhode Island ranked lowest in the nation for population growth from 2006 to 2007.

Aging Workforce: The size of the 55 and older age group is expected to grow by 22.6 percent over the 2005 to 2015 period.

Diversifying Workforce: While Rhode Island's population grew only 6.4 percent between 1990 and 2006, during the same time period RI's African-American population grew by more than 40 percent, its Asian and Pacific Islander population grew 65 percent, and its Hispanic population grew by more than 150 percent.

SOLUTION: STRATEGIC PLANNING

One of the greatest challenges facing all RI workforce development stakeholders is the need for a unified action plan for the future. Currently, the Governor's Workforce Board is undertaking a multi-governmental, collaborative strategic planning process, resulting in a five-year, statewide comprehensive workforce system plan. Partners in the process (listed below) include industry leaders, local workforce and economic development agencies, educators, labor representation and Workforce Investment Boards.

- Robin Adams, Adult Education Professional Development Center
- Kip Bergstrom, RI Economic Policy Council
- Susan Bowler, RI Dept. of Children, Youth & Families
- Joseph Cannon, Jr., CAS America
- Donalda Carlson, RI Dept. of Human Services
- David Cedrone, PK-16 Council and Science Technology Engineering and Mathematics (STEM) program
- Karen Curtis, Tiffany & Co.
- Lisa D'Agostino, RI Dept. of Labor & Training
- Susan Daly, International Yacht Restoration School
- Larry Davidson, Workforce Solutions of Providence/Cranston
- Joyce D'Orsi, RI Dept. of Labor & Training
- Ken Findlay, RI Department of Corrections
- David Francis, Governor's Workforce Board RI
- Paul Harden, RI Economic Development Corporation
- Robert Kalaskowski, RI Senate Policy Office
- Linda Katz, Poverty Institute
- Steven Kitchin, Workforce Partnership of Greater Rhode Island
- Patrick McGuigan, Providence Plan
- Dottie Miller, Workforce Partnership of Greater Rhode Island
- Donna Murray, RI Dept. of Labor & Training
- Jane Nugent, United Way of RI
- John O'Hare, RI Dept. of Labor & Training
- Nancy Olson, Governor's Workforce Board RI
- Paul Ouellette, Northern RI Chamber of Commerce
- Kathleen Partington, RI Dept. of Labor & Training
- Sandra Powell, RI Dept. of Labor & Training
- Gail Patry, Quality Partners of RI
- Janet Raymond, Greater Providence Chamber of Commerce
- Bob Ricci, Workforce Solutions of Providence/Cranston
- Ruth Ricciarelli, Health Partnership Council
- Jean Robertson, RI Economic Development Corporation (RIEDC)
- Robin Smith, Community College of Rhode Island
- Leslie Taito, RI Manufacturing Extension Services (RIMES)
- Kathie Shields, Tech Collective
- David Tremblay, RI Dept. of Labor & Training
- Johan Uvin, RIDE Office of Adult Education

GWBRI Solutions, CONTINUED



“Viewed collectively, the recent accomplishments of the Governor’s Workforce Board form a coherent campaign to transform Rhode Island’s workforce development system.”

Chairman Joseph MarcAurele, as published in The Providence Journal

HRIC LEGISLATION

In 2007, the General Assembly amended legislation for the RI Human Resources Investment Council (Section 42-102-6) to better articulate the duties and reporting requirements of the council. Also in 2007, The Governor’s Workforce Board took action steps to better articulate its duties and successes to both elected officials and the public at large.

COMMUNITY OUTREACH

Improved Communications:

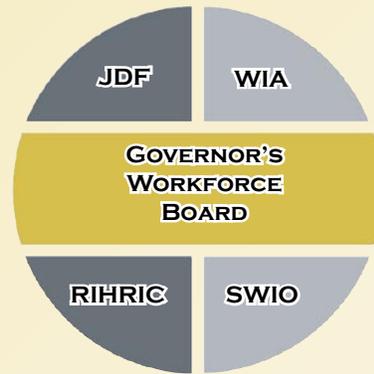
In 2007, the Governor’s Workforce Board RI stepped up its public information efforts. Results include two opinion pieces by Chairman Joseph MarcAurele in *The Providence Journal*, numerous features on GWB-financed activities in area business publications, and the quoting of GWB staff and partners as workforce experts in several media outlets. GWBRI also revamped its web site to improve navigation and visual appeal.

Revised By-Laws: This fall, the board reviewed its existing by-laws in light of the new HRIC legislation, resulting in two key additions: the enumeration of responsibili-

ties for the executive director and for the Strategic Investments Committee. These by-laws are available for viewing on the board’s web site at www.rihric.com.

Greater Outreach to

Legislators: To improve future communications with members of the General Assembly, the Governor’s Workforce Board initiated a legislative subcommittee in October 2007, overseen by Vice Chair William McGowan. In 2008, the subcommittee plans to create new opportunities to discuss workforce issues with legislators, including holding a Governor’s Workforce Board Day at the State House.



FINANCIALS

JDF /GWB ACTUAL FY07	
Fund Availability	
Cash Carry-In	\$ 8,894,291
Anticipated Collections	10,874,810
Interest Earnings	400,091
Total Availability	\$ 20,169,192
Less:	
Indirect Cost Recovery	\$ 1,027,955
DOR/Employer Tax Unit	732,405
DOA Centralizations	78,332
Facilities	48,950
Administrative and Overhead Costs	617,572
Grants and Awards	5,443,475
Balance	\$ 12,220,503

JDF /GWB BUDGETED FY08	
Fund Availability	
Cash Carry-In	\$ 12,220,503
Anticipated Collections	10,214,762
Interest Earnings	400,091
Total Availability	\$ 22,835,356
Less:	
Indirect Cost Recovery	\$ 1,021,476
DOR/Employer Tax Unit	779,829
DOA Centralizations	67,355
Facilities	47,274
Administrative and Overhead Costs	982,974
Grants and Awards	13,942,302
Balance	\$ 5,994,146

WIA FY07 ACTUAL	
RI Funding Allotment	\$ 8,385,739
Rapid Response	853,326
LWIB Funding	6,274,555
SWIO Set-Aside	
Disbursals	838,573
Administration and Overhead	419,285
Disbursements by Program Type	\$8,385,739
Adult	2,232,342
Youth	2,740,091
Dislocated Worker	3,413,306

WIA FY08 BUDGETED	
RI Funding Allotment	\$ 11,440,132
Rapid Response	1,263,507
LWIB Funding	8,460,606
SWIO Set-Aside	
Disbursals	1,144,012
Administration and Overhead	572,007
Disbursements by Program Type	\$11,440,132
Adult	2,854,227
Youth	3,531,877
Dislocated Worker	5,054,028

By definition, the Governor's Workforce Board RI encompasses both the RI Human Resource Investment Council and the State Workforce Investment Office. Therefore, GWB activities are financed by two funding streams—the state's Job Development Fund and the federal Workforce Investment Act.

The Job Development Fund supports business growth and job creation in Rhode Island and is financed by a 0.21 percent of annual employer payments to the Unemployment Insurance Fund. In actuality, the GWB receives 0.19 percent of these payments, while the remaining 0.02 percent funds core services at the RI Dept. of Labor and Training.

The Workforce Investment Act finances employment, training, literacy and vocational opportunities for those most in need. Each state's allocation is determined on a federal level and takes into consideration a number of local and national employment indicators.

GWBRI Governance



The diverse backgrounds of the board members ensure multi-layered policies that touch upon key economic development, employment and educational factors.

The membership of the Governor's Workforce Board encompasses stakeholders from the state's economic development, employment and education arenas. This diverse representation ensures that the board's workforce development policies are multi-layered in strategy and comprehensive in scope. The 2007 GWB board included the following membership:

Joseph MarcAurele, President,
Citizens Bank, Rhode
Island

Mario Bueno, Adult Education
Director, Progreso Latino

Mia Caetano-Johnson,
Account Executive, Duffy,
Sweeney & Scott

Armeather Gibbs, Chief
Operating Officer, United
Way of Rhode Island

Saul Kaplan, Director, RI
Economic Development
Corporation

Paul MacDonald, President,
Providence Central
Federated Council

William McGowan, Business
Manager, IBEW Local
2323

Brandon Melton, Jr., Senior
Vice President of Human
Resources, Lifespan

Sharon Moylan, Sales Agent,
Armory Properties

Robert Nangle, President,
Meridian Printing

George Nee, Secretary, Rhode
Island AFL-CIO

Adelita Orefice, Director, RI
Department of Labor and
Training

Sgt. Robert Paniccia,
President, Providence
Fraternal Order of Police

Lorna Ricci, Director,
Ocean State Center for
Independent Living

Cathy Streker, Vice President
of Human Resources and
Benefits, Textron, Inc.

Martin Trueb, Senior Vice
President & Treasurer,
Hasbro

Dr. Jack Warner,
Commissioner, Office of
Higher Education

GWB Committees

EXECUTIVE COMMITTEE

This committee is responsible for the overall management and oversight of the board and its program of work.

- Joseph MarcAurele, CHAIR
- William McGowan
- Brandon Melton
- Sharon Moylan
- Commissioner Jack Warner

STRATEGIC INVESTMENTS COMMITTEE

This committee sets priorities to ensure that financial resources are invested in high-growth, high-demand industries and occupations.

- Joseph MarcAurele, CHAIR
- Armeather Gibbs
- William McGowan
- Brandon Melton
- George Nee
- Lorna Ricci
- Martin Trueb

PLANNING AND EVALUATION COMMITTEE

This committee is responsible for the overall planning and development of the board's program of work.

- William McGowan, CHAIR
- Mario Bueno
- Mia Caetano-Johnson
- Saul Kaplan
- Paul MacDonald
- Sandra Powell

YOUTH DEVELOPMENT COMMITTEE

This committee recommends ways to build and connect a system for the improvement of academic standards, career choices and workforce readiness for all students.

- Brandon Melton, CHAIR
- Sharon Moylan
- Bob Paniccia
- Sandra Powell
- Lorna Ricci
- Martin Trueb
- Commissioner Jack Warner

ADULT EDUCATION AND LITERACY COMMITTEE

This committee develops and sets priorities for the improvement of adult education and literacy services. It also ensures a connection to workplace literacy skills.

- Commissioner Jack Warner, CHAIR
- Mario Bueno
- Armeather Gibbs
- Paul MacDonald
- Joseph MarcAurele
- Robert Nangle
- George Nee
- Robert Paniccia

BOARD DEVELOPMENT COMMITTEE

This committee is responsible for the recruitment of potential members, as well as the retention and education of existing members.

- Sharon Moylan, CHAIR
- Mia Caetano-Johnson
- Robert Nangle

Contact Information

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GWB STAFF

J. Michael Koback, Executive Director

Michael directs the long-term strategic planning and day-to-day operations of the Governor's Workforce Board RI. He brings 30 years of workforce development experience to the position, including 15 years as executive director of the Workforce Partnership of Greater Rhode Island.

Nancy Olson, Coordinator of Operations and Development

Nancy serves as a grant manager, board liaison, researcher and data analyst. Most recently, she worked for the Workforce Partnership of Greater Rhode Island where she monitored Workforce Investment Act program performance, managed WIA training accounts and served as the liaison to netWORKri.

David Francis, Coordinator of Operations and Development

David also serves as a grant manager, board liaison, researcher and data analyst for the Governor's Workforce Board. He has more than 10 years of grant management experience, including a \$9-million RI State Incentive Grant to combat substance abuse.

Maureen Mooney, Office Manager

Maureen serves as executive assistant to the administrator and provides logistical and administrative support to the entire GWB staff. She has more than 25 years of office administration and human resources experience, most recently at the RI Department of Transportation.

A schedule of upcoming board meetings, as well as minutes from previous meetings, are available online at www.rihric.com



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