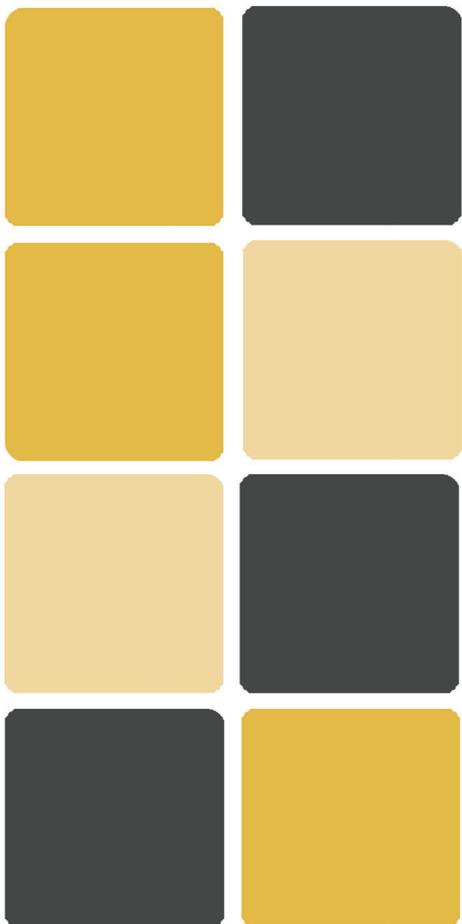


**Governor's
Workforce
Board RI**



Annual Update 2008

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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.

GOVERNOR'S WORKFORCE BOARD INITIATIVES

- On March 13, 2008, the Board approved the selection of the apprenticeship consultant Coffey Consulting LLC, which was determined through a competitive RFP process to provide consulting and planning services for the restructuring of RI's apprenticeship system.
- The Board approved the Business Retention & Expansion Initiative (BREI) at the September 11, 2008 board meeting. This initiative is the culmination of the collaborative work of the GWB, DLT and EDC to formulate a plan for assisting business restructure innovation and growth.
- The Board voted on November 13, 2008 to re-establish the UI Advisory Council and to submit the recommendations for the council to the Governor for consideration in accordance with Chapter 28-42-37. The two primary responsibilities of the UI Advisory Council are to set the rate for employers to ensure that adequate funds are going into the trust fund and to set the benefits for unemployment insurance.
- Under the leadership of the Planning and Evaluation committee, the Board approved the State Strategic Workforce Planning schedule at the November 13, 2008 board meeting. The Draft Plan represents stakeholder input from across the state workforce area, ranging from public and private sectors alike. The State Plan includes 4 goals, 26 objectives and 94 strategies aimed to enhance the 21st-century workforce needs of the state.

Youth Strategies

- At the May 15, 2008 Board meeting, Board members approved the request by the Youth Development Committee to award \$3,000,000 of Fiscal Year 2009 funds to the Department of Labor and Training to continue the expansion and delivery of youth services by the local WIBs and the Department. Other initiatives include:
 - Adoption of Work Readiness definition
 - Development & Implementation of the Cranston WOW Pilot Project.

Adult Education Committee

- The Board's continued support of adult education and literacy is integral to its broader policy agenda. In order for Rhode Island to successfully continue as a world-class competitor in the 21st century, the Board increased its funding in Program Year 2008 to \$4.6 million. The added investment continued to increase not only the capacity of the provider system, but implemented standards of quality, professional development and technological enhancements.

ACTIVITIES & PROGRAMS

Comprehensive Workforce Training Grant Program

The competitive nature of operating in a global and regional economy requires that companies continually develop the skills and knowledge of their workforce. Improving systemic and operational capacities in addition to increasing employee productivity helps companies maintain the needed edge to grow and prosper. Funds in this category provide opportunities for companies to co-fund training that addressed individualized needs to meet these demands. A Request for Proposal was issued in December 2007 for the 2008 Comprehensive Workforce Training Grant and as a result:

- \$1.58 million was awarded to 77 organizations
- 3,506 incumbent workers are trained
- 49 awards were made to organizations representative of sectors identified by RI Labor Market Information as high wage industries
- A variety of training was represented, including: Lean Manufacturing; software skills; project management; and computer and supervisory skills training
- Projects started on January 21, 2008.

Workforce Expansion

Increasing existing jobs and opening new business opportunities is a key component in developing the workforce. Assisting in the state's economic development process enabled the Board to co-fund employee training for both new and existing businesses thus opening opportunities to expand the workforce. To support this effort and grow employment and increase the number of high wage jobs in the state, in 2008, the Board awarded funds resulting in the following:

- 10 companies were awarded grants totaling \$787,837.68.
- 470 Rhode Islanders hired and trained for high paying jobs in high demand industries

Partnership Building

Industry Sector Partnerships are designed to foster collaboration among representatives of companies within high-growth, high-demand industries. By conducting industry specific skill gap analyses, and other related activities, these partnerships will drive services that respond to industry needs and meet industry standards. The Board continues to fund eight partnerships representing 7 high-growth, high-demand industries. In conjunction with these partnerships, the GWB has successfully implemented the Industry Skills Development Initiative (ISDI), which connects job seekers with several of Rhode Island's high growth industries, to improve the skills of new and existing workers.

Rhode Island Jobs Training Tax Credit

In concert with its mission to support Rhode Island businesses, the Board continued to support the tax incentives offered through the Rhode Island Jobs Training Tax Credit Act. Enacted by the General Assembly in August 1996, the Act provides for employer tax credits of 50% of qualified expenses, limited to a \$5,000 credit per employee over a three-year period. Only \$1,000 of qualified expenses may be wages earned in training. Over 50 companies invested in excess of \$6.4 million to train approximately 4808 employees, thus resulting in tax credits of over \$3.2 million.

WIA POLICY ISSUANCES

The US Department of Labor's Employment and Training Administration (USDOL, ETA) requires that the WIA Statute and Regulations be implemented by the issuance of State Policy by the Governor. USDOL, ETA, from time to time, issues changes in policy impacting the administration of the Workforce Investment Programs in Rhode Island. These issuances are called Training and Employment Guidance Letters (TEGLs) and require that changes in State policy be implemented to conform to changes in federal policy and communicated to the workforce development system. In addition, these communications now include policy issuances for initiatives funded by the Governor's Workforce Board's Job Development Fund when appropriate.

WIN	DATE	SUBJECT
04-10, Change 1	12/17/07	<p>Serving Military Spouses as Dislocated Workers under the WIA Dislocated Worker Formula Grant</p> <p>This policy further clarifies that the spouse's cessation of employment, due to a service member's permanent change of military station or his/her discharge from the military, can also be considered to meet the "unlikely to return to a previous industry or occupation" criterion of the WIA definition of a dislocated worker. This policy states that "it would be reasonable for states and local areas to conclude that in the vast majority of cases, military spouses impacted by a service member's reassignment or discharge will meet the "unlikely to return to a previous industry or occupation" criterion.</p>
07-11	2/6/08	<p>Adult and Dislocated Worker FY 08 Rescission</p> <p>This issuance provides guidance on ETA plans to rescind Fiscal Year 2008 portions of the Program Year 2007 Adult and Dislocated Worker formula funds as enacted by Congress. This rescission results in a 2% reduction against the planning figures issued for the FY 2008 portion of PY 2007 WIA Adult and Dislocated Worker Programs.</p>
07-12	2/6/08	<p>Job Development Fund Plan Modification Procedures for Youth Activities</p> <p>This issuance provides guidance to the local areas regarding procedures to be followed when modifying the 2 Year Local Plan to add JDF funding and service levels for PY 06 and PY 07.</p>
07-13	2/22/08	<p>Industry Skill Development Initiative Allocations</p> <p>This issuance provides allocations to the local WIBs from the Job Development Fund for the implementation of the Industry Skill Initiative.</p>
07-14	2/6/08	<p>Use of Workforce Investment Act (WIA) Funds for Workforce Development Activities in Support of Economic Development</p> <p>This issuance highlights workforce investment activities allowable under WIA in support of talent development and to provide guidance on allowable activities and prohibitions related to economic development.</p>
07-15	4/4/08	<p>Percentages for Adult and Youth Programs for PY 2008</p> <p>This issuance provides allocation percentages to the local WIBs for Adult and Youth Programs for PY 2008 from the Workforce Investment Act Fund.</p>

WIN	DATE	SUBJECT
07-16	4/11/08	Allocation Percentages for Dislocated Worker Program for PY 2008 This issuance provides allocation percentages to the local WIBS for Dislocated Worker programs for PY 2008 from the Workforce Investment Act Fund.
07-18	5/1/08	Changes in Adult and Dislocated Worker Funds for FY 2007 This issuance provides guidance on ETA plans to de-obligate Fiscal Year (FY) 2007 WIA Adult and Dislocated Worker Programs formula funds for Program Year (PY) 2006 as required by the Department of Labor (DOL).
07-19	5/19/08	Changes in Adult and Dislocated Worker Funds for FY 2008 This issuance provides guidance on ETA plans to adjust FY08 portion of PY07 allocations regarding the previously enacted 2% "holdback." The holdback amount will actually be 1.747%, thereby leading to an adjustment of .253% to the FY08 allocations.
07-20	5/28/08	Changes in Adult, Youth and Dislocated Worker Funds for PY 2007 This issuance provides guidance on ETA plans to adjust FY08 portion of PY07 allocations for Adult and Dislocated Worker, and the PY07 allocations for the Youth program regarding the 250 million unexpended balances rescission.
07-21	6/24/08	Allocations for Industry Skill Development Initiative funds from the Job Development Fund for PY2008/FY 2009. This issuance provides Locals WIBS with the Job Development Fund (JDF) Industry Skill Development Initiative allocations for FY2009 based on budgeted amounts from the Governor's Workforce Board RI (GWBRI).
07-22	6/12/08	Allocations for Adult and Youth Programs for PY 2008 This issuance provides Local WIBs with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2008.
07-23	6/12/08	Dislocated Worker Allocations for PY 2008 Section 133(b)(2)(B) of the WIA requires the Governor to prescribe the formula to be used in issuing allocations to the sub-state grantees. In prescribing the formula, the Governor, utilizing the most appropriate information available, shall assign weights to a set of five formula factors.
07-24	6/30/08	Allocations for Youth Programs for PY 2008 from the Job Development Fund; oversight and reporting requirements. This issuance provides Locals with the Job Development Fund (JDF) Youth Allocations for PY 2008. It also details local oversight and reporting requirements.
08-01	8/7/08	Compliance with State of Rhode Island Executive Order #08-01. This issuance provides guidance to local workforce investment areas regarding the use of E-Verify.

WIN	DATE	SUBJECT
08-02	8/29/08	PY 2007 Data Element Validation Procedures This issuance provides policy guidance regarding procedures for the State's PY 2007 data element validation process.
08-01 change 1	9/5/08	This issuance amends WIN 08-01 by clarifying the start date for E-Verify is May 15, 2008 not July 1, 2008.
08-03	10/14/08	PY 2007 Incentive Awards for Performance and Sanctions This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2007 and sanctions.
08-04	10/22/08	Local Plan Modification To provide guidance to the local Areas in the preparation of the second year modification to the 2 year Local Plan.
08-05	11-19-08	Policy for Collection and Use of Workforce System Participant's Social Security Numbers This notice provides guidance on the protection of privacy rights relative to an individual's social security number. This notice further provides if an individual refuses to provide their social security number that they still be served but not counted in performance calculations of WIA.

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Governor's Workforce Board Rhode Island

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