

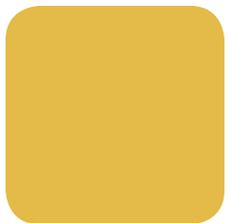
**Governor's Workforce Board
Rhode Island**

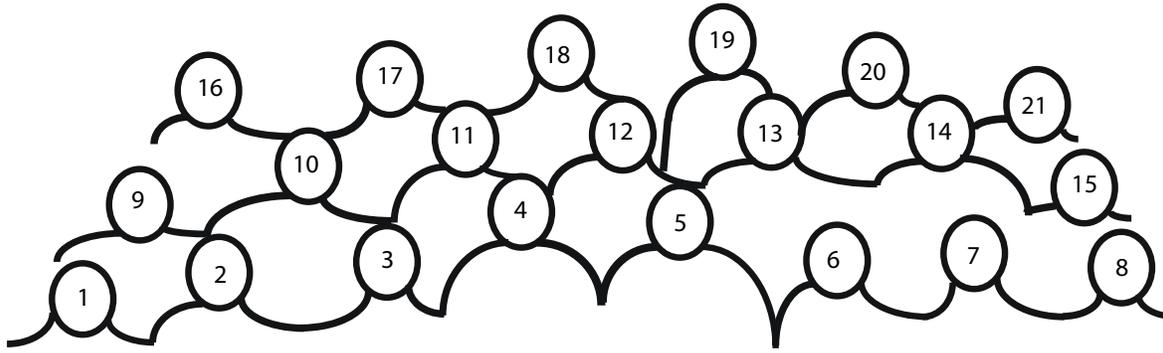


Annual Report 2010



Celebrating Employers





ABOUT OUR COVER:

The employers featured on the cover are all used matching GWB Comprehensive Worker Training Grants to improve the skills and productivity of their employees.

1 Joseph C. Cambio, M.D.
President/Partner, Urologic Specialists of New England
 36 employees trained in electronic medical records

2 Debra G. Corey, President,
Assisted Daily Living, Inc.
 50 employees trained in continuous improvement in nursing

3 Michael R. Calise, President,
Calise & Sons Bakery, Inc.
 31 employees trained in leadership, IT and/or food defense

4 Joseph J. MarcAurele, Chairman,
President and CEO, Washington Trust;
Chairman, Governor's Workforce Board

5 The Honorable Donald L. Carcieri,
Governor, State of Rhode Island and Providence Plantations

6 Raymond Sepe, Sr., President and CEO, Electro Standards Laboratories
 40 employees trained in project management, marketing and e-commerce

7 Scot Jones, President/CEO, Groov-Pin/Precision Turned Components
 50 employees trained in streamlining, 5S and/or continuous improvement

8 Janet Fielding Carroll, Principal, Fielding Manufacturing
 42 employees trained in diecasting, micromolding and/or organizational redesign

9 Richard Beaupre, CEO ChemArt Company
 37 employees trained in IT and/or hardware service

10 Ray Jorgensen, President/CEO, Priority Management Group
 40 employees trained in sales, leadership and/or medical coding

11 David P. DiSanto Managing Partner/CPA DiSanto Priest & Co.
 54 employees trained in recruitment and retention, management, auditing processes and/or strategic writing

12 Robert T. Burke, Owner, Pot Au Feu Restaurant
 24 employees trained in culinary and service skills, via customized video

13 George K. Loftus, President/CEO, OSHEAN, Inc.
 4 employees trained in virtualization software

14 Dan Shedd, President, Taylor Box Company
 23 employees trained in design and scheduling software, Lean principles and/or sales strategy

15 Kurt Harrington, CEO Something Fishy, Inc.
 14 employees trained in water quality, equipment maintenance and/or fish and coral health

16 Aidan Petrie, Cofounder, Ximedita
 48 employees trained in research and development and/or manufacturing practices

17 Thomas Alexander, President, The Lightship Group
 20 employees trained in safety procedures, testing and/or welding

18 Raymond A. Arsenault, Executive Director, Spurwink/RI
 111 employees trained in dual diagnosis, database development, etc.

19 Karl Wadensten, President, VIBCO
 70 employees trained in Six Sigma and Lean principles

20 Mark McPhillips, CEO, Software Quality Associates
 21 employees trained in sales, leadership, management and/or technical principles

21 Giana DiLeonardo, Principal, DiLeonardo International
 27 employees trained in architectural design software

Governor's Workforce Board

Rhode Island

The Governor's Workforce Board RI combines the scope and resources of the State Workforce Investment Board and the Human Resource Investment Council to provide unified and impactful policy-making decisions 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 \$46 million in strategic investments designed 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.

In Fiscal Year (FY) 2010, The Governor's Workforce Board focused its investments on the four key areas outlined in its long-range strategic plan: the workforce development system, the Rhode Island business community, the current workforce and the future workforce. Of particular importance in the current economic climate were Rhode Island employers and their efforts to build competitiveness through training—a workforce expansion strategy in prosperous times, and a business retention strategy during a recession.

Appropriately, this annual report begins with a celebration of Rhode Island employers, and an overview of the critically important business services and investments that the Governor's Workforce Board supports throughout the year.

Celebrating Employers

CELEBRATING EMPLOYERS: THE VIDEO

In keeping with its “Celebrating Employers” focus this year, the Governor’s Workforce Board premiered an original video of the same name at its 2010 Annual Meeting, held at Rhodes on the Pawtuxet. Five Comprehensive Worker Training Grant Recipients were featured in the video: Bob Burke of Pot Au Feu Restaurant, Giana DiLeonardo of DiLeonardo International, George Loftus of OSHEAN, Raymond Sepe, Sr. of Electro-Standards Laboratories and Dan Shedd of Taylor Box Company. To view the video, visit our website at www.rihric.com and click on the video link on the home page.

Comprehensive Worker Training Grants

Incumbent worker training allows companies to increase employee productivity, build capacity and stay competitive in a changing marketplace. In FY 2010, the Governor’s Workforce Board awarded \$349,000 in matching grants to 14 companies to train more than 800 incumbent workers. Of the 14 businesses funded, eight are considered high-wage industries. Participating companies provided a match of at least 50 percent, bringing the total public/private investment to nearly \$700,000. The grant recipients are listed below:

Aidance Skincare & Tropical Solutions
American Surplus
Bank Rhode Island
The Chemical Company
Hasbro, Inc.
LFI, Inc.
Living in Fulfilling Environments

Murdock Webbing Co., Inc.
New England Pest Control
North-Eastern Tree Service, Inc.
OSHEAN
Rhodes Pharmaceuticals
Something Fishy, Inc.
Urologic Specialists of New England



Director of Labor and Training Sandra Powell and GWB Vice Chair William McGowan present Autocrat’s Vice President Cindy Wall with the GWB 2010 Innovation Award.

Job Training Tax Credits

Another 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. Only \$1,000 of qualified expenses may be wages earned through training. The training may run the gamut, from academic remediation and ESL to technology applications and management skills. In FY 2010, more than \$1.92 million in tax credits were awarded to the 15 companies listed below. Collectively, they were able to train 3,759 Rhode Island workers.

A Caring Experience Nursing
Addiction Recovery Institute,
North
Addiction Recovery Institute,
South
ChemArt Co.
Electric Boat Corp.
Gem Management Co.
Gem Plumbing & Heating
Services, Inc.

International Packaging Corp.
Kenney Manufacturing Co.
Ocean State Jobbers, Inc.
Preventure, Inc.
PURVIS Systems Inc.
Raytheon Co.
Vanguard Cleaning Systems
Woonsocket Glass & Mirror

GWB 2010 Innovation Award: Autocrat

Lincoln-based Autocrat is a fourth-generation family-owned business, operating in Rhode Island for more than 100 years. This Comprehensive Worker Training grant recipient used its funding to launch a year-long leadership and mentoring program and to upgrade its employee's technology skills. The training is part of an aggressive company agenda to double its size over the next three years.

WORKFORCE EXPANSION GRANTS

Job growth in new and established businesses not only is an economic boon; it also helps the state grow the capacity and knowledge base of its workforce. In FY 2010, The Governor's Workforce board awarded four matching grants totaling approximately \$225,000 to hire and train 247 Rhode Island workers. Because participating companies provided a match of at least 50 percent, the public/private investment in workforce expansion training totaled at least \$450,000. Companies receiving FY 2010 Workforce Expansion Grants included Crimzon Rose International, House of Stainless/Scott Brass, International Trade and Pioneer Financial.

Strategic Workforce Plan for Rhode Island, 2009-2014

FUTURE PRIORITIES

Launched by the Governor's Workforce Board in Spring 2009, The Strategic Workforce Plan for Rhode Island, 2009-2014 offers clear and well-researched strategies for Rhode Island as the state positions itself for future success. The plan continues to serve as a guide for assigning funding priorities during the recent economic downturn and nascent recovery.

GOAL 1: THE PUBLIC SYSTEM GROWS, RETAINS AND ATTRACTS TALENT.

Rhode Island will maximize the capacity of the workforce development system to align, unite and flexibly address the skill demands of all employers and job seekers.

- Objective 1.1: Align Systems
- Objective 1.2: Eliminate Barriers
- Objective 1.3: Create a Value-Added Public System
- Objective 1.4: Increase Effectiveness
- Objective 1.5: Increase Efficiency
- Objective 1.6: Increase Capacity
- Objective 1.7: Support a Culture of Lifelong Learning

GOAL 2: EMPLOYERS ATTRACT AND RETAIN A HIGHLY SKILLED WORKFORCE.

Rhode Island employers will attract and employ a skilled and educated workforce committed to lifelong learning, thus ensuring growth and prosperity.

- Objective 2.1: Increase Employer Investments in Training
- Objective 2.2: Increase the Number of Self-Sustaining Jobs
- Objective 2.3: Increase Employer Involvement in Apprenticeships
- Objective 2.4: Expand Skill Partnerships
- Objective 2.5: Increase Credentials
- Objective 2.6: Increase Fill Rate of High-Wage Jobs

GOAL 3: THE ADULT WORKFORCE IS SKILLED AND AGILE.

Adults will have the knowledge and skills needed to meet changing economic demand – for their own and the state’s economic prosperity.

- Objective 3.1: Increase Employment Rates of Special Populations
- Objective 3.2: Increase Workforce Attachment
- Objective 3.3: Increase Workforce Mobility
- Objective 3.4: Increase Skill Attainment Rate
- Objective 3.5: Increase Credential Rate
- Objective 3.6: Increase Participation in Adult Education
- Objective 3.7: Integrate Basic Skills Training with Occupational Skills Training

GOAL 4: YOUTH ARE READY FOR WORK AND LIFELONG LEARNING.

Youth will take advantage of skill development opportunities that enable them to meet changing demand – for their own and the state’s future prosperity.

- Objective 4.1: Increase Access to Work-Preparedness Activities
- Objective 4.2: Decrease Postsecondary Remediation Rate
- Objective 4.3: Increase the Capacity of Youth-Serving Organizations
- Objective 4.4: Increase Youth Participation in Apprenticeships
- Objective 4.5: Increase Youth with Credentials
- Objective 4.6: Increase Educator Understanding of the Labor Market

Industry Partnerships

FY2010 FUNDING

In Fiscal Year 2010, the Governor's Workforce Board made investments in select industry partnerships that had not completed their third year of funding. These investments included:

Bioscience
\$150,000

Construction
\$182,048

Green Technologies
\$137,050

Hospitality
\$172,212

Information Technology
\$150,000

Marine Trades
\$108,272

Over the last four years, the Governor's Workforce Board Rhode Island has invested nearly \$7 million in Industry Partnerships to develop the workforce for the state's high-growth, high-wage industries. Powerful alliances among education and training institutions, community-based organizations and businesses, the nine existing partnerships are charged with identifying skill gaps, promoting relevant training and creating career pathways for their industries. Highlights of the Industry Partnership accomplishments to date are included in the next several pages.

Partnership: HEALTH CARE / LONG-TERM CARE **Quality Partners of Rhode Island**

- authored skill gap study for industry.
- created Pollination Education program, serving 100 individuals in nine nursing homes.
- created and distributed Staff Stability Toolkit to 98 nursing homes.
- designed LPN program to be implemented through Career & Technical schools.
- identified training and related career pathways for employee advancement.
- enrolled 26 incumbent workers in wound care and 20 in electronic records training.
- hosted 200 health care workers in *John Miller: QBQ for Health Care* event.

Partnership: HEALTH CARE / HOSPITALS **Hospital Association of Rhode Island**

- authored strategic plan to align training with workforce needs.
- built clinical placement registry for all acute care hospitals in RI, with 2,200 student placements to date.
- created online professional development training, with enrollment of 800.
- held 29 netWORKri workshops for 350 displaced workers, resulting in 197 job referrals and 168 training referrals.
- enrolled 20 faculty in externship opportunities.
- hosted Commitment to Collaborate Event for 60 stakeholders, resulting in 32 private employers agreeing to collaborate with the RI workforce development system.

Partnership: BIOSCIENCE

Tech Collective

- authored skill gap study for industry.
- enrolled 46 participants in Bioscience training programs.
- conceived and held 18 BioTuesday events, drawing 480 participants.
- conceived and held six BioEd events, drawing 246 participants.
- with IT partnership, held annual GRRL Tech event, drawing 1,166 attendees over three years.
- with IT partnership, coordinated industry speaking programs for 244 students.
- assisted with US First Robotics event, involving 224 youth.

Partnership: INFORMATION TECHNOLOGY

Tech Collective

- authored skill gap study for industry.
- enrolled 235 participants in incumbent worker training.
- with Bioscience partnership, coordinated industry speaking programs for 244 students.
- placed 47 youth in job shadow opportunities.
- with BioScience partnership, held annual GRRL Tech event, drawing 1,166 attendees over three years.
- held four netWORKri workshops for 89 displaced workers, resulting in 16 job referrals.
- conceived of displaced worker bootcamp, to launch in Fall 2010/ Winter 2011.
- created an industry training program and collateral materials for netWORKri staff.

Partnership: HOSPITALITY

RI Hospitality Education Foundation

- authored skill gap study for industry.
- held 13 netWORKri workshops for displaced workers.
- designed new training curricula; enrolled 30 in *Hospitality: The Third Language* and 1,200 in *First Impressions*.
- enrolled 850 in ServSafe training.
- coordinated career field trips for 171 students and job shadow opportunities for 77.
- collaborating with New England Institute of Technology on certified maintenance manager certificate.

CAREER PATHWAYS LEGISLATION

In the spring of 2010, the Community College of Rhode Island 21st Century Workforce Commission released a key report on education and workforce development. This report recommended that the Governor's Workforce Board help create specific career pathways to which Rhode Island higher education will link curricula in the future. This recommendation was then formalized through state legislation that established a state career pathways task force under the auspices of the Governor's Workforce Board.

Industry Partnerships

NEW PARTNERSHIP

The most recent Industry Partnership, known as the RI Green Technology Consortium, received its first year funding in FY 2010. The Green Technologies Industry Partnership is led by the New England Institute of Technology and is made up of 40 member organizations, including local energy producers, unions, green construction employers, recycling businesses and educational institutions.

Partnership: MARINE TRADES

International Yacht Restoration School / RI Marine Trades Association

- authored skill gap study for industry.
- created *Boats Work* special event, drawing over 700 attendees over two years.
- collaborated with Mt. Hope High School to create curriculum and enroll 22 in marine trades program.
- collaborated with New England Institute of Technology to create curriculum and enroll 20 in composite boat training.
- enrolled 12 displaced workers in nine-day *Intro to Marine Trades* course.
- oversaw summer work experience programs for 35 youth.
- held 19 netWORKri workshops for 190 displaced workers.

Partnership: CONSTRUCTION

Building Futures / Providence Plan

- authored skill gap study for industry.
- enrolled 199 youth in Building Futures pre-apprenticeship program; connected 68 graduates to existing apprenticeship programs.
- received \$3.72 million Energy Training Partnership ARRA grant from US DOL to prepare RI workers for green employment.

Partnership: ADVANCED MANUFACTURING

RI Manufacturing Extension Services/ RI Manufacturers' Association

- authored skill gap study for industry.
- actively expanding stakeholder reach and exploring collaboration opportunities.

Partnership: GREEN TECHNOLOGIES

RI Green Technology Consortium / New England Institute of Technology

- commissioned skill gap study.
- grew consortium from 15 to 40 members in less than a year.
- hosted green technology educational tour for 200 youth.
- currently collaborating with Hospitality to design a Hotel Engineer training program.

Industry Skills Development Initiative

Emerging from the work of the Industry Partnerships, the Industry Skills Development Initiative has served to advance the partnerships' work in training program design, youth outreach and career awareness. Administered through the local workforce investment boards, the Industry Skills Development Initiative has expanded on seven existing industry partnerships. In PY 2009, the Governor's Workforce Board awarded these partnerships \$2.2 million to develop and deliver training for incumbent workers in their industries; to establish "Industry Greenhouses" for youth; and to implement career awareness strategies. ISDI outcomes for PY 2009 include the following:

Partnership: **HOSPITALITY**

RI Hospitality Education Foundation

- 1,430 incumbent and unemployed workers enrolled in industry training.
- 1,029 youth participated in exploration activities.

Partnership: **CONSTRUCTION**

Building Futures / Providence Plan

- 26 unemployed workers enrolled in industry training.
- 101 youth participated in career exploration activities.

Partnership: **HEALTH CARE**

Hospital Association of RI/ Quality Partners of RI

- 3,146 incumbent and unemployed workers enrolled in industry training.
- 45 youth participated in career exploration activities.

Partnership: **INFORMATION TECHNOLOGY AND BIOSCIENCE**

Tech Collective

- 124 incumbent and unemployed workers enrolled in industry training.
- 279 youth participated in career exploration activities.
- 81 workshops held in netWORKri centers.

Partnership: **MARINE TRADES**

International Yacht Restoration School /

RI Marine Trades Association

- 70 incumbent and unemployed enrolled in industry training.
- 898 youth participated in exploration activities.
- 69 workshops held in netWORKri centers.

WORKFORCE DEVELOPMENT DAY

In May 2010, the Industry Partnerships joined forces for Workforce Development Day, an awareness-building event for elected officials which was held inside the Rhode Island State House. The event was well-attended by members of the General Assembly, and was capped off by a speaking program that included Governor Donald L. Carcieri, State Senator Joshua Miller and State Representative Peter Kilmartin.

Adult Education

NEWPORT SKILLS ALLIANCE

The brainchild of the Office of Higher Education, the Newport Skill Alliance includes more than 200 regional employers, educators, trainers, human service providers, government agency representatives and community partners focused on creating demand-driven workforce development solutions for Newport County. Directed by the East Bay Community Action Program, the Newport Skills Alliance is co-funded by the Governor's Workforce Board, the Community College of Rhode Island, the East Bay Community Action Program, the Rhode Island Department of Education and numerous private foundations. This past year, 30 students graduated from the Alliance's long-term health care on-ramp training programs. Twelve of these graduates have already become gainfully employed in the health care field.

Adult Basic Education

Since 2007, the Governor's Workforce Board has collaborated with the Rhode Island Office of Adult Education to target the segment of the workforce that lacks the necessary Adult Basic Education and work readiness skills to compete in the 21st century economy. In FY 2010, 18 service providers received \$4.7 million in grants to help raise the level of the Rhode Island workforce. To build capacity, the Rhode Island Department of Education wisely leveraged this funding with an additional \$6.7 million in funds from a variety of public sources. This year, more than 1,700 adults have enrolled in funded, community-based programming, with each participant receiving an average of more than 110 hours of instruction. The service providers are listed below:

Amos House	Progreso Latino
Community College of Rhode Island	Project Learn
Comprehensive Community Action Program	Providence Housing Authority
Coventry Public Schools	Providence Plan
Dorcas Place Adult and Family Literacy Center	Quality Partners of Rhode Island
Education Exchange	RI Institute for Labor Studies and Research
English for Action	Tri-Town Community Action Agency
Genesis Center	Visiting Nurse Services of Newport & Bristol Youth Success Year Up
International Institute of Rhode Island	

Contextualized Training Initiative

In FY2010, the Governor's Workforce Board funded a new contextualized learning initiative that offered literacy education simultaneously with occupational skills training. This non-traditional format allows adults with low literacy levels or limited English-speaking skills to become work-ready more quickly than a traditional ESL delivery system. Approximately 370 Rhode Islanders are anticipated to participate in contextualized training in one of the following occupations: health care, construction, hospitality and finance. The \$1.4 million in grants awarded to area non-profit organizations (see below) was financed by both WIA and ARRA funding.

Health Care Training

- Child & Family Services of Newport County
- Cranston Alternative Education Program
- Cranston ARC/People in Partnerships
- Dorcas Place
- The Genesis Center
- Pawtucket School Department
- Quality Partners of Rhode Island
- RI College Outreach Program

Construction/Green Training

- Amos House
- Boys & Girls Clubs of Providence
- Dorcas Place
- The Genesis Center
- Progreso Latino

Hospitality Training

- Amos House
- RI Hospitality Education Foundation

Finance and Insurance Training

- RI College Outreach Program

SKILLS TUTOR

The One-Stop Career Center Demonstration Project is a capacity-building collaboration among the RI Professional Development Council, Rhode Island Department of Education (RIDE), the Governor's Workforce Board Rhode Island, the Rhode Island Foundation, the United Way of Rhode Island, the Rhode Island College Foundation, the David E. Sweet Center for Public Policy at Rhode Island College, and Lifespan. Through its efforts at the Providence and Pawtucket netWORKri one-stop centers, the project has utilized the Skills Tutor Online Learning System to train 550 adult job seekers, who were able to build remedial literacy and mathematics skills.

Youth Outreach

SHARED YOUTH VISION

“All at-risk youth in Rhode Island will have the knowledge, skills, attitudes and experience to lead safe and stable lives and to progress along career or educational pathways so they can secure gainful and meaningful employment and thrive over time.”

In 2007, Rhode Island became one of 16 states to implement a Shared Youth Vision Federal Collaborative Partnership pilot program. The 50-participant pilot successfully demonstrated improved participation, retention and completion rates for the state’s at-risk youth, as well as increased access to services. In FY 2010, Rhode Island began to implement a Shared Youth Vision Replication Project, where the pilot will be expanded to five regions across the state. Moving forward, Rhode Island also plans to extend the reach of the pilot’s collaborative case management system.

YouthWorks411

The Governor’s Workforce Board funds Rhode Island’s Youth Works 411 system, which includes 13 centers around the state to help youth ages 14-24 gain work readiness and leadership skills and to explore careers and gaining work experience. In FY 2010, state, WIA and ARRA funds were leveraged to serve an unprecedented 10,000 youth. Year-round community-based programs funded through the YouthWorks 411 system in FY 2010 include:

Blackstone Valley Community Action Program	Moto-Ring Technical Training Institute
Boys & Girls Clubs of Newport	Mount Hope Neighborhood Association
Boys & Girls Clubs of Providence	My Turn
Central RI Area Health Education Center at St. Joseph’s Hospital	Northeast Region Laborers’ International Union of North America
Child & Family Services of Newport County	Providence After School Alliance
Comprehensive Community Action Program	Providence Community Action Program
Cranston Chamber of Commerce	Providence Housing Authority
Cranston School District	Riverzedge Arts Project
East Bay Community Action Program	RI Foster Parents Association
Education in Action	RI Hospital/Lifespan
Family Resources Community Action	Traveling Theatre
Gateway Healthcare	Tri-Town Community Action
Goodwill Industries of Rhode Island	UNAP/RI Hospital Health Care Education Trust
The Homestead Group	Urban League of Rhode Island
Institute for Labor Studies and Research	Volunteers in Providence Schools
Institute for the Study of Peace and Non-Violence	Whitmarsh House
The Met Center	Woodlawn Community Development Corporation
	Year Up
	Youth in Action

Summer Youth Employment

Approximately 1,700 youth were able to earn wages or stipends while gaining real-world work experience, career exploration and academic remediation through a \$4 million ARRA-funded Summer Youth Employment Opportunities program, jointly implemented by the two local workforce investment boards. The summer programs ranged from community gardening and community food bank projects to marine trades and green technology training; all offered work readiness, academic enrichment, career exploration and/or work experience. Eligible participants had to meet income eligibility standards and have one or more WIA-defined barriers. Each participant earned a stipend and/or wage and, by program's end, completed a work-related project or workplace portfolio. Organizations providing services to the Summer Youth Employment Opportunities program are listed below.

Blackstone Valley Community

Action Program
Blessing Way
Boys & Girls Clubs of East Providence
Boys & Girls Clubs of Providence
Career Pilot
Central Falls Self-Sufficiency Program
Center for Hispanic Policy and Advocacy
Comprehensive Community Action Program
DaVinci Center
Family Resources Community Action
Federal Hill House
Institute for Labor Studies and Research
Living History
The Met Center
Moto-Ring Technical Training Institute

Mount Hope Neighborhood Association
My Turn
Progreso Latino
Providence Community Action Program
Providence Housing Authority
Riverzedge Arts Project
RI Foster Parents Association
RI Hospital/Lifespan
RI Indian Council
SER Jobs for Progress
South Providence
Neighborhood Ministries
Tri-Town Community Action
Urban League of Rhode Island
Volunteers in Providence Schools
Warwick Area Career & Tech
West Bay Community Action
Whitmarsh House
Young Voices
YWCA of Greater Rhode Island

WORLD OF WORK

Also in FY2010, the World of Work (WOW) in-school youth program—originally developed by the New England Laborers Cranston Career Academy—was replicated in the Lincoln, Newport and Exeter/West Greenwich school districts. Through these three programs, 480 high school students were able to attend high school classes in work readiness skill development, career/college planning and job coaching. Additionally, 92 students gained employment through the program's job development component.

Work Investment Act Policy Issuances

The U.S. Department of Labor 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 Act 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 be 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. Workforce Investment Notices (WIN) for Fiscal Year 2009 are listed below.

WIN	DATE	SUBJECT
08-24	6/30/09	<p>The American Recovery and Reinvestment Act – ARRA (Recovery Act) and WIA Administrative and Fiscal Requirements; Sanctions (Section 184 WIA)</p> <p>This issuance provides advice that Section 184 of the WIA Act requires that each state establish such fiscal control and fund accounting procedures as necessary to assure the proper disbursement of, and accounting for, federal funds allocated to local areas. Such procedures shall ensure that all financial transactions carried out under Subtitle B of the WIA Act are conducted and records maintained in accordance with generally accepted accounting principles applicable to each state. All of these requirements are applicable to the Recovery Act in addition to any specific ARRA requirements identified in this policy.</p>
09-01	7/10/09	<p>Adult and Dislocated Worker Allocations for PY2008</p> <p>This issuance transmits the PY2008/FY2009 split for Adult and Dislocated Worker Programs.</p>
09-02	7/10/09	<p>Incident Reporting - WIA/ARRA Summer Youth Participants</p> <p>This issuance provides local areas with guidance in reporting incidences involving youth participating in the WIA/ARRA Summer Employment Opportunities for Youth program.</p>
09-03	7/10/09	<p>Allocations for Industry Skill Development Initiative funds from the Job Development Fund for PY2009/FY2010</p> <p>This issuance provides local WIBs with the Job Development Fund (JDF) Industry Skill Development Initiative allocations for FY 2010 based on budgeted amounts from the Governor's Workforce Board (GWBRI).</p>
05-06 change 2	10/13/09	<p>Common Measures Policy for the WIA Title I-B Programs and Related Performance Issues, Change 2</p> <p>This issuance notifies the Workforce Investment System of TEGL 17-05, Change 2. The intent of this guidance is to further clarify the application of the literacy/numeracy measure, initially provided in Attachment C, Educational Functional Level (EFL) Descriptors, in TEGL 17-05, issued February 17, 2006, and to rescind TEGL 17-05, Change 1 issued August 13, 2007.</p>
09-04	10/13/09	<p>Reporting Requirements under Section 1512 of the American Recovery and Reinvestment Act of 2009</p> <p>This issuance provides initial guidance and clarifications on the information necessary to effectively implement the reporting requirements included in Section 1512 of the American Recovery and Reinvestment Act of 2009 (Recovery Act).</p>
09-05	10/27/09	<p>Adult and Dislocated Worker Allocations for PY 2009</p> <p>This issuance transmits the PY2009/FY 2010 split for Adult and Dislocated Worker Programs.</p>
09-06	11/20/09	<p>Changes in Adult/Dislocated Worker Funds for PY 2009</p> <p>This issuance provides guidance on ETA plans to distribute additional PY2009 WIA Section 173(3) funds to supplement the Adult and Dislocated Worker Program. The additional funds are part of the Harkin Amendment.</p>

Work Investment Act Policy Issuances

WIN	DATE	SUBJECT
09-07	11/24/09	PY 2008 Data Element Validation Procedures This issuance provides policy and procedures regarding the State's PY2008 data element validation process.
09-08	11/24/09	PY 2008 Incentive Awards for Performance and Sanctions This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY2008 and sanctions.
09-09	01/07/10	De-obligation of Job Development Fund (JDF) Youth PY08 Allocation from Workforce Partnership of Greater Rhode Island This issuance de-obligates \$500,000 of the PY08 JDF Youth Allocation from Workforce Partnership of Greater RI (WPGRI).
09-10	2/22/10	Allocations for Contextualized Education and Training using Workforce Investment Act and/or American Recovery and Reinvestment Act State Set-Aside funds This issuance provides Locals with the authorization to issue a Request for Proposals (RFP) to obtain bids for Contextualized Education and Training tied to Career Pathways in High Demand Employment Sectors using up to \$1,500,000 of State Set-Aside funds from the Workforce Investment Act (WIA) and/or American Recovery and Reinvestment Act (ARRA) for the period May 21, 2010 through June 30, 2011.
09-11	03/01/10	Allocations for Youth Center Services for PY2009 from the Job Development Fund This issuance provides Locals with allocations for PY2009 (FY2010) Youth Center Services from the Job Development fund (JDF) using the same formula as WIA Youth allocations for PY2009.
09-12	3/22/10	Planning Guidance – ARRA TANF Subsidized Employment This issuance provides guidance to the Local Areas regarding the implementation of a Rhode Island subsidized employment program, referred to as Jobs Now Rhode Island, funded through the American Recovery and Reinvestment Act (ARRA) and Temporary Assistance to Need Families (TANF) Emergency Contingency Funds (ECF).
09-13	4/8/10	Allocation Percentages for Adult and Youth Programs for PY2010 This issuance provides allocation percentages for Adult and Youth Programs for PY 2010 per TEGL 19-09.
09-14	4/9/10	Allocation Percentages for Dislocated Worker Program for PY2010 This issuance provides allocation percentages for the Dislocated Worker Program for PY2010 per TEGL 19-09.
09-15	04/23/10	Notice of Public Comment Period – Title 1B WIA/Wagner-Peyser State Plan Extension for Program Year 2010 This issuance provides notice that the State Workforce Investment Office of the RI Department of Labor and Training is making available for public review and comment the documents associated with the Extension and Modification to the One-Year Title 1B WIA/Wagner Peyser State Workforce Plan for the period July 1, 2009 through June 30, 2010.

WIN	DATE	SUBJECT
09-16	4/28/10	Instructions for Submitting Workforce Investment Act Local Plans for Program Year 2010 This issuance provides information on options for local areas to have in place approved Workforce Investment Act (WIA) Local Plans for Program Year (PY) 2010 and when local plan modifications are required.
09-17	5/3/10	Allocations for Adult and Youth Programs for PY2010 This issuance provides locals with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2010.
09-18	5/10/10	Changes in American Recovery and Reinvestment Act (ARRA) Youth Allocations This issuance provides guidance on the State Workforce Investment Office plan to distribute additional ARRA Youth monies to the Workforce Solutions of Providence/Cranston (WSPC), from the State Set-Aside Youth funding stream.
09-19	5/17/10	Allocations for TANF ARRA This issuance provides estimated allocations for TANF ARRA Emergency Contingency Funds in conformity with Section 403© of the Social Security Act.
09-20	5/21/10	Changes in American Recovery and Reinvestment Act (ARRA) Youth Allocations This issuance provides guidance on the State Workforce Investment Office plan to rescind additional ARRA Youth monies to the Workforce Solutions of Providence/Cranston (WSPC), from the State Set-Aside Youth funding stream addressed in WIN 09-18, and redistribute the monies to the Workforce Partnership of Greater Rhode Island (WPGRI).
09-21	6-16-10	Lower Living Standard Income Level (LLSL) & Self-Sufficiency Guidelines for 2010 This issuance transmits the 2010 Lower Living Standard Income Level (LLSIL) and Self Sufficiency Guidelines. The LLSIL guidelines listed in this notice are used to determine eligibility based on family income for youth and for “priority of service” adults. The Self-Sufficiency Guidelines are used to determine eligibility based on a lack of self-sufficient wage for employed individuals.
09-22	06-16-10	Dislocated Worker Allocations for PY10 This issuance provides guidance and references Section 133(b)(2)(B) of the WIA which requires the Governor to prescribe the formula to be used in issuing allocations to the substate grantees.
09-23	06-22-10	Changes in American Recovery and Reinvestment Act (ARRA) Youth Allocations This issuance provides additional guidance on the State Workforce Investment Office plan to rescind a portion of the additional ARRA Youth funds previously distributed (from the State Set-Aside Youth funding stream addressed in WIN 09-20) to the Workforce Partnership of Greater Rhode Island (WPGRI), and redistribute this portion to Workforce Solutions of Providence/Cranston (WSPC).

Governance

BOARD MEETINGS

During Fiscal Year 2010, the Governor's Workforce Board held eight Board of Directors meetings. Meeting minutes are available through the Governor's Workforce Board web site, at www.rihric.com. The web site also includes a current schedule of board meetings.

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.

CHAIR: Joseph J. MarcAurele, Chairman, President and Chief Executive Officer, The Washington Trust

VICE CHAIR: William C. McGowan, Business Manager, IBEW Local 2323

MEMBERSHIP:

- Mario Bueno, Executive Director, Progreso Latino
- Robin M. Coia, Marketing Representative, New England Laborers' Labor Management Cooperation Trust
- Ray M. Di Pasquale, Acting Commissioner of Higher Education, RI Board of Governors for Higher Education; President, Community College of Rhode Island
- Deborah A. Gist, Commissioner of Elementary and Secondary Education, Rhode Island Department of Education
- Paul MacDonald, President, Providence Central Federated Council
- Brandon Melton, Senior Vice President of Human Resources, Lifespan
- Sharon O. Moylan, Executive Director, Options for Working Families
- Robert Nangle, President, Meridian Printing
- George H. Nee, President, Rhode Island AFL-CIO
- Sandra M. Powell, Director, RI Department of Labor and Training
- Keith W. Stokes, Executive Director, RI Economic Development Corporation
- Cathy A. Streker, Vice President of Human Resources and Benefits, Textron
- Martin R. Trueb, Senior Vice President and Treasurer, Hasbro
- Pheamo R. Witcher, President/Executive Director, Genesis Center

Standing Committees

In addition to the board structure, the Governor's Workforce Board Rhode Island has formed several committees to delve more deeply into governance and workforce development issues. These committees include:

EXECUTIVE COMMITTEE

Joseph J. MarcAurele, Chair
Ray M. Di Pasquale
William C. McGowan
Brandon Melton
Sharon O. Moylan

STRATEGIC INVESTMENTS COMMITTEE

Joseph J. MarcAurele, Chair
William C. McGowan
Brandon Melton
George H. Nee
Martin R. Trueb

PLANNING AND EVALUATION COMMITTEE

William C. McGowan, Chair
Mario Bueno
Paul MacDonald
Sandra M. Powell
Pheamo R. Witcher

YOUTH DEVELOPMENT COMMITTEE

Brandon Melton, Chair
Robin M. Coia
Ray M. Di Pasquale
Deborah A. Gist
Sharon O. Moylan
Sandra M. Powell
Cathy A. Streker
Martin R. Trueb

ADULT EDUCATION AND LITERACY COMMITTEE

Ray M. DiPasquale, Chair
Mario Bueno
Robin M. Coia
Paul MacDonald
Joseph J. MarcAurele
Robert Nangle
George H.Nee

BOARD DEVELOPMENT COMMITTEE

Sharon O. Moylan, Chair
Robert Nangle
Sandra M. Powell
Pheamo R.Witcher

EMPLOYMENT SECURITY ADVISORY COUNCIL

Revived in FY2010, the **GWB Employment Security Advisory Council** is charged to advise on issues relating to the unemployment insurance trust fund and program. By statute, the council must be comprised of two labor representatives, two business representatives, the chairs of House and Senate Labor Committees, the Economic Policy Director and the Director of Labor and Training. Chaired by William McGowan, the council also includes **GWB** members Paul MacDonald, Sandra M. Powell and Keith W. Stokes. In FY 2010, the council recommended changes to Unemployment Insurance eligibility rules so that Rhode Island could qualify for \$15.2 million in Unemployment Insurance Modernization funds available through the American Recovery and Reinvestment Act. The council continues to consider other recommendations for long-term solvency of the Employment Security Trust Fund.

Financial Information

A NOTE ABOUT THE JOB DEVELOPMENT FUND

In light of the economic downturn, the Governor's Workforce Board felt compelled to distribute Job Development Fund dollars as expeditiously as possible in order to provide critical support when Rhode Island's businesses needed it most. Consequently, increased spending over the past three years has reduced the amount of Job Development Fund carry-in dollars remaining from previous fiscal years.

The economic downturn also impacted revenues, thereby adversely affecting Job Development Fund availability. This drop in revenue projections, coupled with limited carry-in, makes for a cautious spending environment in the future, where Job Development Fund expenditures must be clearly prioritized and aligned to reflect the articulated goals of the GWB strategic plan.

By definition, the Governor's Workforce Board RI encompasses both the RI Human Resource Investment Council and the State Workforce Investment Office. Therefore, the board's 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 board receives 0.19 percent of these payments, while the remaining 0.02 percent funds core services at the Rhode Island Department of Labor and Training.

The Workforce Investment Act (WIA) 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. It is important to note that the WIA allotment in FY 2010 increased significantly due to the addition of American Recovery and Reinvestment Act funding to WIA formula funding.

JDF/GWB ACTUAL STATE FY10	
Fund Availability	
Cash Carry-In	\$ 5,779,394
Anticipated Collections	10,516,387
Interest Earnings	28,802
Total Availability	\$ 16,324,583
Less:	
Indirect Cost Recovery	\$ 1,054,519
DOR/Employer Tax Unit	699,978
DOA Centralizations	156,408
Facilities	65,051
Administrative and Overhead Costs	633,799
Grants and Awards	12,503,602
Balance	\$1,211,226

WIA ACTUAL STATE FY09	
Disbursed Funding	\$ 16,407,975
Rapid Response	\$ 838,801
Local WIB Funding	14,263,260
SWIO Set-Aside	
Disbursals	1,043,442
Administration and Overhead	262,472
Disbursements/ Expenditures by Program Type	\$ 16,407,975
Adult	\$ 4,000,772
Youth	3,843,946
Dislocated Worker	8,563,257

Contact Information

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Maureen Mooney
Office Manager

BOARD REPORTING REQUIREMENTS

In FY 2010, the General Assembly approved an amendment removing the requirement that the Human Resource Investment Council prepare a separate annual report on April 1st of each year. Prior to this amendment, the Governor's Workforce Board was required to submit two annual reports—one 90 days after the close of the fiscal year and one 90 days after the end of the calendar year. This amendment consolidates the annual reporting into one document, due October 1st of each year. This same amended included a new requirement that the Governor's Workforce Board produce a Unified Workforce Development Expenditure and Program Report to be submitted beginning January 1, 2011.



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