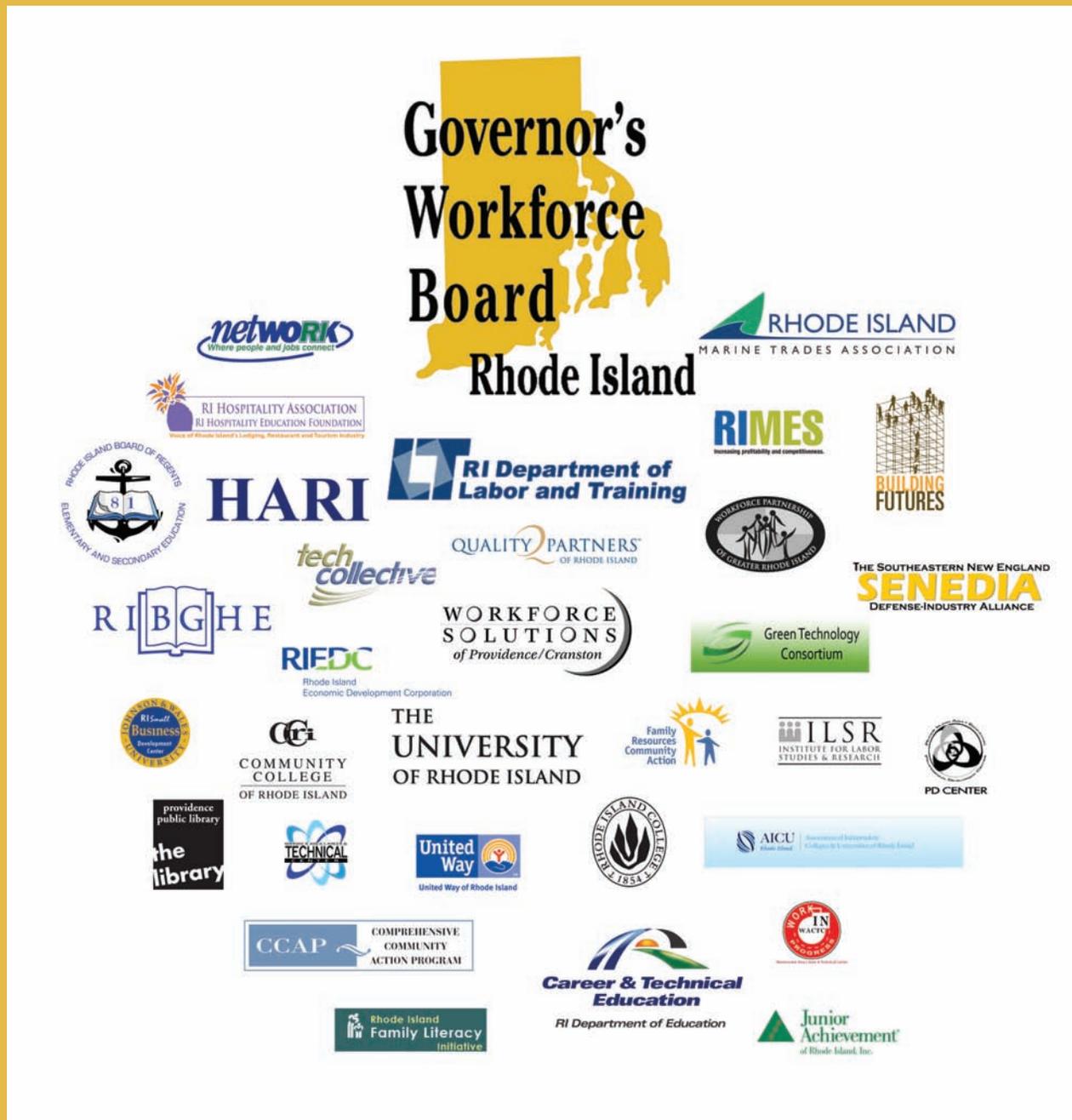


The Power of Partnerships



**Governor's Workforce Board Rhode Island
Annual Report FY 2011**

Governor's Workforce Board

Rhode Island

The 17-member Governor's Workforce Board (GWB) is the primary workforce development policy maker in Rhode Island.

Since its inception in 2005, the GWB has convened workforce development stakeholders throughout the state with the goals of improving the existing skill base of the Rhode Island workforce and meeting the future needs of growing and emerging businesses. Over the past five years, the GWB has made more than \$56 million in strategic investments in industry partnerships, business ventures, adult education and youth programs that reward collaboration among the state's employment, education and economic development entities.

Collaboration is critical to the GWB mission, because no lone organization can single-handedly spearhead a movement toward workforce improvement in Rhode Island.

But together, the GWB and its network of advisors and providers may be able, for example, to convince a traditional manufacturer to adapt to Lean principles because they will make his business more productive.

And together, GWB and its stakeholders may be able to sway an employer to train her people in the latest technology because these new skills will ultimately improve her bottom line.

Together, the GWB and its partners may be able to encourage a worker to enroll in a particular skill-building program because that training and that education will lead to a better job, a better salary and a better quality of life.

Appropriately, "The Power of Partnerships" is the theme for the FY 2011 Annual Report, and it represents the collective ability of the Governor's Workforce Board and its stakeholders to enact strategic policies and make targeted investments that promote skill development and encourage participation among all Rhode Islanders in the workforce system.

Strategic Workforce Plan 2009-2014

ABOUT THE STRATEGIC WORKFORCE PLAN

More than 100 community leaders and workforce development stakeholders collaborated on the *Governor's Workforce Board Strategic Workforce Plan for Rhode Island, 2009-2014*. The plan offers clear and well-researched strategies as the state positions itself for future success, and it continues to serve as a guide for assigning funding priorities.

PLAN MANAGEMENT

In response to FY 2010 legislation requiring the creation of an annual Unified Workforce Development Expenditure and Program Report, GWB convened a multi-agency plan management team to review all publicly financed skill-building programs in Rhode Island. The team has also been at work in identifying successful strategies and tactics to support the goals and objectives of the five-year plan.

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

NEW REPORTING REQUIREMENTS

New legislation passed by the RI General Assembly, H 5894 , requires that the **GWB/Human Resource Investment Council (HRIC)** produce a biennial employment and training plan articulating priorities and identifying anticipated funding sources. The first iteration of this plan is due **March 15, 2012.**

In advance of the biennial plan, the **GWB/HRIC** must also empower an advisory group to conduct a scan and analysis of all workforce development activities, including key populations, funding sources and benefits. The first iteration of this analysis is due **December 1, 2011.**

Due to its record of successful collaboration and its extensive knowledge of the workforce development system, the existing plan management team will be tasked with creating the biennial reports.

Industry Partnerships

THE POWER OF PARTNERSHIPS: THE VIDEO

A showcase of the 2011 Governor's Workforce Board Annual Meeting was the premiere of the video, "The Power of Partnerships," which highlighted training success stories from four of the board's current industry partnerships—Marine Trades, Hospitality, Information Technology and Health Care.

One segment showed how a collaboration between the RI Hospitality Education Foundation and Dorcas Place provided entry-level workers with the literacy skills and workplace knowledge needed to prepare them for internship placements. The featured student then interned as a prep cook at Pranzi Catering, whose owner offered the following on-camera praise, "Each week, she's gaining a little more speed."

The RI Marine Trades Association segment featured a young graduate of the Confident Captain program, which included

Over the last five years, the Governor's Workforce Board has invested nearly \$8 million million in Industry Partnerships in order 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 partnerships are charged with identifying skill gaps, promoting relevant training and creating career pathways for their industries.

In FY 2011, newer partnerships engaged in information gathering, while more seasoned partnerships focused on training and career-related activities. Also in FY 2011, those partnerships that had been funded previously through the Industry Skill Development Initiative completed their work in developing new and incumbent worker training, youth career exploration and industry awareness programs.

Highlights of Industry Partnership accomplishments for FY 2011 are listed below:

Bioscience: Tech Collective

FY 2011 funding: \$114,500

FY 2011 highlights:

- Partnered with GoLocalProv.com to launch an awareness campaign on bioscience career opportunities in Rhode Island.
- Produced annual GRRL Tech event at Roger Williams University, drawing more than 500 female high school students and 90 educators.
- Highlighted local companies in four BioTuesdays networking events.
- Published Bioscience Industry Guide and distributed copies to netWORKri One-Stop Career Centers.
- Held monthly career awareness sessions for job seekers at various netWORKri centers.

THE POWER OF PARTNERSHIPS

CONTINUED

Information Technology: Tech Collective

FY 2011 funding: \$107,500

FY 2011 highlights:

- Collaborated with private industry to design and launch the first IT Boot Camp for unemployed and underemployed RI workers.
- Partnered with Greater Providence Chamber of Commerce to support the launch of Jobzle, an on-line tool to connect college students to internships and jobs.
- Connected with data resources from national organizations TechAmerica, CompTIA, National Workforce Center for Emerging Technologies and Technology Councils of North America.
- Developed a web-based management system for membership activity.

Health Care/Long-Term Care: Quality Partners of Rhode Island

FY 2011 funding: \$76,800

FY 2011 highlights:

- Trained 36 students in FUNdamentals of Health Care pre-CNA program.
- Partnered with HARI to provide incumbent worker training to more than 150 health care workers.
- Hosted half-day workshop to provide literacy partners with health care sector tools and resources.
- Supported Woonsocket Health Care Workforce Initiatives, connecting low-income community members with training and jobs.
- Mined data from the American Health Care Association and PHI to supplement Quality Partner's previous skill gap study.

CONTINUED ON PAGE 6

field work at New England Boatworks. The featured student, who went on to land his first summer job at Boatworks, reflected on the training program, "At New England Boatworks, they'll teach you hands on or they'll show you an example, so you really get the point."

Also featured in the video was a new pre-CNA program launched by Quality Partners of Rhode Island in association with the RI Family Literacy Initiative and held at the Providence Public Library. Based on the results of Quality Partners skill gap study, this program provided remediation to those adults seeking entry-level jobs in health care.

The program leader explained how the program builds basic literacy and math proficiencies while reviewing essential job-related information on aging, nutrition and medical procedures this way: "We cover from soup to nuts."

CONTINUED ON NEXT PAGE

Industry Partnerships

THE POWER OF PARTNERSHIPS

CONTINUED

The Information Technology segment followed a participant from the Tech Collective's IT BootCamp, in which job seekers were given technical training along with the soft skills desired by the industry. Because local companies were involved in the design and implementation of the curriculum, many students moved quickly from classroom to internship to job placement.

One such success story recently landed a job at Brave River Technologies, where he says, "I don't have to worry about waking up every morning and saying, 'Oh, I have to go into work.' Now it's, 'Oh, I'm doing something that I like.'"

To view "The Power of Partnerships" video, visit www.rihric.com.

Health Care/Hospitals: Hospital Association of Rhode Island (HARI)

FY 2011 funding: \$36,800

FY 2011 highlights:

- Enrolled 2,500 students in centralized Clinical Placement Registry.
- Provided online training to more than 2,000 nursing students.
- Hosted 24 recruitment and training workshops.

Hospitality: RI Hospitality Education Foundation

FY2011 funding: \$128,600

FY 2011 highlights:

- Partnered with Junior Achievement of Rhode Island to host Job Shadow Days for youth in Providence and Northern Rhode Island.
- Piloted a one-week hospitality program at Providence Skills Center through which students earned industry certifications.
- Completed a career awareness video.
- Signed an articulation agreement with CCRI to provide college credits to graduates of the Foundation's contextualized training program.

Marine Trades: RI Marine Trades Association and International Yacht Restoration School

FY 2011 funding: \$89,700

FY 2011 highlights:

- Held third annual Industry Roundtable at Providence Boat Show.
- Drew 150 attendees to sixth annual Marine Trades Career Day at IYRS.
- Graduated 33 youth from Confident Captain summer work-and-learn program.
- Hosted fourth Marine Industry Open House in East Bay.

Green Technologies: RI Green Technologies Consortium and New England Institute of Technology

FY2011 funding: \$143,600

FY 2011 highlights:

- Completed occupational review and skill gap study with Northeastern University.
- Developed web site for Green consortium.
- Launched Green career awareness marketing campaign.
- Hosted Green tours for more than 400 students and citizens.

Construction: Providence Plan/Building Futures

FY 2011 funding: \$91,000

FY 2011 highlights:

- Continued pre-apprenticeship program, serving 30 low-income urban residents.
- Expanded apprenticeship utilization program to increase employer engagement.
- Implemented U.S. Department of Labor Energy Training Partnership grant, bringing Green building practices to eight apprenticeship and journey-level upgrade programs.
- Worked on developing new industry trend and forecast analysis for Green building, skilled trades, and public sector markets.

Defense: Southeastern New England Defense-Industry Alliance (SENEDIA) and Newport County Developmental Council

FY 2011 funding: \$30,000

FY 2011 highlights:

- Commissioned a skill gap study for the defense industry.
- Expanded stakeholder outreach, including hosting two business workshops.
- Incorporated collaborative workforce development opportunities into SENEDIA strategy.

Business Investments

2011 Innovation Award Winner

Ximedica

Every year at its annual meeting, The Governor's Workforce Board presents its Innovation Award to a grant recipient that represents best practices in workplace training.

The 2011 winner, Ximedica, is a Providence-based health care product company that is fully integrated from research to design, development to delivery. In 2009, this company applied for a Comprehensive Worker Training matching grant in the areas of quality and regulatory affairs, clinical services and employee skill building.

Part one of the training was designed to improve safety compliance and risk management techniques in an industry for which quality control is paramount. Part two of the training was intended to help Ximedica expand into the area of clinical studies. And part three was focused on building employee skills that would improve productivity and retention.

The variety of training was as impressive as the variety of delivery systems Ximedica used to implement its curricula. Training was on-site and off-site, classroom-based and web-based, traditionally delivered and self-paced, ensuring that employees with different strengths, schedules and learning styles could benefit.

As a result of this training, Ximedica reported that it now has 100-percent compliance with federal and international standards and regulations. Its regulatory and clinical affairs department has become its own service offering. Its employee billability increased 21 percent over the year. And its employee turnover dropped to less than five percent.

Comprehensive Worker Training Grants

Incumbent worker training allows companies to increase employee productivity, build capacity and stay competitive in a changing marketplace. In FY 2011, the Governor's Workforce Board awarded \$937,000 in matching grants to 43 companies to train more than 3,100 incumbent workers. Participating companies provided a match of at least 50 percent, bringing the total public/private investment to more than \$1.8 million. The grant recipients are listed below:

| | | |
|-----------------------------------|---|---|
| A.B. Munroe Dairy | The Genesis Center | New England Construction Company |
| Acropolis Studios | Gregg's Restaurants and Pubs | Overhead Door Company of Providence |
| Atlantic Paper & Twine | Honeywell Sensing and Control | Propel LLC |
| Atrion Networking Corporation | House of Hope Community Development Corporation | Psychological Centers |
| BankNewport | I.B.E.W. Local 99 | Ralco Industries (dba Plastics Group) |
| Benefit Concepts | Industrial Pump Sales & Service | RI Community Food Bank |
| Blackstone Academy Charter School | International Packaging Corporation | RI Credit Union |
| Carousel Industries | Judd Brown Designs | Rite-Solutions |
| Central Tools | Lefkowicz, Garfinkel, Champi & DeRienzo | Sansiveri, Kimball & Company |
| CompUtopia | Lighthouse Computer Services | Senesco Marine LLC |
| DiPrete Engineering Associates | Lighthouse Security Group | Technical Materials |
| Envision Technology Advisors | Meridian Printing | Vishay Sprague (dba Vishay Electro-Films) |
| EPAC Software Technologies | Michigan Special LLC (dba William H. Harris) | Vision 3 Architects |
| Gem Mechanical Services | Neighborhood Health Plan of Rhode Island | The Washington Trust |
| Gem Plumbing & Heating Services | | |

Business Investments

On-the-Job Training Grants

Funded through the Workforce Investment Act, On-the-Job Training matching grants subsidize up to six months of training curricula for new hires. This program offers businesses the cash flow to build workforce capacity quickly and allows businesses to train and hire locally. Rhode Island is one of 34 states that have received a federal waiver on the program's credentialing component, making it easier for local workforce investment boards to tailor a training curricula to the unique needs of an employer. In FY 2011, 125 new hires from 63 companies were trained, using a total of \$738,000 in federal matching funds.

| | | |
|--------------------------------|--------------------------------------|--|
| Abram's Agency | Dennis Moffit Painting | New England Appliance Repair |
| Active Ventures Unlimited LLC | East Bay Manufacturers | New England Security |
| Admirals Bank | Econotel Business Systems | Ocean State Technical Services LLC |
| Advanced Business Machines | Excel Tech | PC Troubleshooters |
| American Partners | Express Employment Professionals | Peace of Mind Property Management |
| Aristocrat Dental Laboratory | Fitzwater Engineering Corporation | Philip Sawyer Designs & Associates LLC |
| Aspen Aerogels | Fuller Box | Phoenix Optix |
| Assisted Daily Living | George Patten Associates | Primary Flow Signal |
| A-Stone/Green Lawn LLC | Greystone of Lincoln | Reconstructure, LLC |
| Bacon Construction | HB Alarms Systems | RI Sheet Metal |
| Barlow Heating | HTP Meds LLC | Salk's Hardware & Marine |
| Bouckaert Industrial Textiles | Infusion Resources | Serec Corporation |
| Brave River Solutions | Interplex Industries | The Singleton Group |
| Brewster & Schuster Associates | L.K. Goodwin Company | Technology Advisory Group |
| Chase Machine & Engineering | Law Office of Karen Auclair Oliveira | Vogue Communications Systems |
| Clean the Bay | Life Raft - Survival Equipment | VR Industries |
| Completely Custom, LLC | Lincoln Energy Mechanical Services | Walco Electric Company |
| Cook Hammer | LSI/New England Tool | William H. Harris |
| Custom Craft | Maxson Automatic Machinery | Windustrial |
| Custom Molded Products | Merluzzo Dental Lab | Yushin America |
| CVS/Caremark | Multistate Restoration | |
| Décor Craft | | |

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 2011, more than \$4.4 million in tax credits were awarded to the 26 companies listed below. Collectively, they were able to train nearly 5,200 RI workers. The tax credit recipients are listed below:

| | |
|---------------------------------------|-------------------------------------|
| AAA Southern New England | Griggs & Browne |
| AVID Airline Products of Rhode Island | International Packaging Corporation |
| Addiction Recovery Institute | K&M Associates |
| Applied Radar | Masters & Servant |
| CVS Pharmacy | Ocean State Jobbers |
| A Caring Experience Nursing Services | Preventure |
| The Chemical Company | PURVIS Systems |
| Décor Craft Inc | Raytheon Company |
| Eagles Industries | TD Bank North America |
| Electric Boat Corporation | Technic |
| Gem Management Company | Urologic Specialist of New England |
| Gem Mechanical Services | Vanguard Cleaning Systems |
| Gem Plumbing & Heating Services | Woonsocket Glass & Mirror |

LEVERAGED GRANT: BETASPRING START-UP ACCELERATOR

For the past two years, the Governor's Workforce Board has counted itself among the funders for Betaspring Start-Up Accelerator, a consortium that combines mentoring, funding and networking opportunities for entrepreneurial projects. During these two years, the program has nurtured 50 entrepreneurs and launched 16 viable companies.

The \$180,000 in FY 2011 funding from the Governor's Workforce Board helped Betaspring to increase its capacity, training 40 entrepreneurs in 12 teams. Some teams were Rhode Island based, while others traveled from as far away as Germany and Singapore to participate. Over 90 percent of the teams had succeeded in launching a product by the end of the 12-week program.

Adult Education

LEVERAGED GRANTS: WELCOME BACK CENTER

June 2011 represented the third anniversary of the RI Welcome Back Center, an initiative of the Dorcas Place Adult and Family Learning Center that connects highly trained international health professionals with the RI health care workforce. Currently, more than 300 participants are receiving Welcome Back Center services, which include educational case management, career planning, licensing and credentialing orientations, employer networking, English health care training and TOEFL English language exam-preparation.

In FY 2011, \$145,900 in funding from the Governor's Workforce Board was combined with funding from partner agency the RI Department of Education to help the center continue to build capacity, resulting in new partnerships with Lifespan/Miriam Hospital and Clinical Esperanza.

Adult Basic Education

Since 2007, the Governor's Workforce Board has collaborated with the RI Department of 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 2011, 19 service providers received \$3.5 million from the Job Development Fund to help raise the literacy and basic skill levels of the RI workforce. More than 1,600 adults enrolled in funded, community-based programming, with each participant receiving an average of more than 100 hours of instruction. The service providers are listed below:

| | |
|---|---|
| Amos House | Pawtucket Public Schools |
| Community College of Rhode Island | Project Learn |
| Comprehensive Community Action Program | Providence Housing Authority |
| Cranston Alternate Education Program | Providence Plan |
| Dorcas Place Adult and Family Literacy Center | Rhode Island College Outreach |
| East Bay Community Action Program | RI Institute for Labor Studies and Research |
| Education Exchange | Tri-Town Community Action Agency |
| Genesis Center | West Bay Community Action Program |
| International Institute of Rhode Island | Year Up |
| Mentor, Inc. (RIRAL) | |

Contextualized Training Initiative

In FY2011, the Governor's Workforce Board launched a contextualized learning initiative in conjunction with the two local workforce investment boards—The Workforce Partnership of Greater Rhode Island and Workforce Solutions of Providence/Cranston. By offering literacy education simultaneously with occupational skills training, this non-traditional format allowed adults with low literacy levels or limited English-speaking skills to become work-ready more quickly than through a traditional ESL delivery system. Financed with more than \$1 million in Workforce Investment Act funding, the contextualized training initiative enabled 11 community-based organizations to serve 225 adult learners through the programs listed below:

Boys & Girls Club of Providence: Maintenance Training

Child & Family Services of Newport County: Health Care/Homemaker Training

Cranston Alternate Education Program: Certified Nursing Assistant Training

Cranston ARC/People in Partnerships: Certified Nursing Assistant Training

Dorcas Place Adult & Family Learning Center: Health Care Training

The Genesis Center: Green Janitorial Training

The Genesis Center: Homemaker Training

Pawtucket School Department Adult Education Program: Health Care/Human Services Training

Progreso Latino: Residential Carpentry Training

Quality Partners of Rhode Island: Health Care/CNA or Homemaker Training

RI Hospitality Education Foundation: Hospitality Training

RI College Outreach Program: Finance/Bookkeeping & Accounting Training

RI College Outreach Program: Health Care/Medical Assistant Training

LEVERAGED GRANT: OPENDOORS

The 501(c)3 organization **OpenDoors** strives to increase employment rates for previously incarcerated individuals. In FY 2011, the Governor's Workforce Board provided **OpenDoors** with \$18,300 to assist in the financing of an employer outreach campaign. This funding leveraged awards from **United Way** and the **Federal Second Chance Act** to create educational materials and employment resources for RI employers who might benefit from hiring ex-offenders, particularly those already trained in weatherization and other green job opportunities anticipated to become available in the near future.

Adult Training

CAREER PATHWAYS LEGISLATION

In order to better align workforce skills with employer needs, in FY 2010 the General Assembly passed legislation that empowered the Human Resource Investment Council to organize a 15-member task force charged with creating a State Career Pathways System. The task force is comprised of the commissioner of higher education, the commissioner of elementary and secondary education, the director of the Department of Labor and Training, the executive director of the RI Economic Development Corporation, and the director of the Community College of Rhode Island Center for Workforce & Community Education, as well as two representatives of existing Industry Partnerships, two adult education representatives, three Rhode Island-based employers and two Rhode Island-based employees.

Individual Training Accounts

The federal Workforce Investment Act (WIA) allows eligible job seekers access to up to \$5,500 in free short-term training if that training corresponds with the occupational skills desired by area employers. Therefore, each year, the State Workforce Investment Office creates a list of approved programs in areas proven, through labor market projections and business community intelligence, to address RI workforce needs.

In FY 2011, 1,174 RI job seekers requiring short-term skill upgrades received a total of more than \$5 million in subsidized training in areas such as health care, technology, construction, Green technologies, business, manufacturing and biotechnology. These programs were provided by more than 80 approved vendors (see right).

Potential enrollees in Individual Training Accounts are referred through the netWORKri one-stop career system. The actual accounts are overseen by Rhode Island's two local workforce investment boards.

Eligible Training Providers

| | | |
|---|--|---|
| 911Programs, Inc. | Education Exchange | Providence Skills Center |
| Agora Career Academy | Emergency Medical & Rescue Institute | Quality & Productivity Solutions |
| Apeiron Institute for Sustainable Living | Empire Beauty School | Rhode Island College |
| Amos House | Everblue Training Institute | RI Community Training Center |
| Aquidneck Island Learning Center-Newport Community School | Family Resources Community Action | RI Construction Training Academy |
| Associated Training Services of New Hampshire | Genesis Center | RI Hospital |
| Bancroft | Georgia School of Construction | RI Hospitality Education Foundation |
| Bastien | Green Education Services | Ridley Lowell Business & Technical Institute |
| Bay State School of Technology | Headhunter II School of Hair Design (dba) Spa Tech Institute | Rob Roy Academy |
| Bishop Keough Regional High School | Health Care Training Services | St. Antoine Residence |
| Boston University | Health Training Center | Salter School |
| Bristol Community College | Hemingway English Institute | Salve Regina University |
| Bryant University Executive Development Center | Hispanic Tech and Education Programs | Sanford Brown Institute |
| Catherine Hinds Institute of Esthetics | International CDL | South Coast Center for Professional Development |
| Center to Advance Minority Participation in the Construction Industry | International Yacht Restoration School | Tailor-Made Training |
| Center for Film Study | Kaplan Continuing Education | Teamsters Local 251 |
| CleanEdison | Lincoln Technical Institute | TechComm Partners |
| Coastal Career Academy | Machine Safety Assessment | Thielsch Engineering Welding School |
| Community College of Rhode Island | MTTI | Toni & Guy Hairdressing Academy |
| Confident Captain/Ocean Pros | Nationwide Diesel Technologies | Trades Training Center of Rhode Island |
| Construction Training LLC (dba) Northeast Heavy Construction Academy | New England Business Educational Systems | Train Rite Services |
| Cookie Place | New England Institute of Technology | University of Massachusetts Dartmouth |
| Cranston Alternate Education Programs | New England Tractor Trailer Training School | Unitek Education |
| Cranston ARC | New Horizons | University of Rhode Island |
| Crossroads | Newport School of Hairdressing | University of Rhode Island/ ASFCCE |
| Dorcas Place | Northeast Maritime Institute | William George and Associates |
| D-Rex Dental Training | Ocean State Technical Services | Worcester Polytechnic Institute |
| | Paul Mitchell | York Technical College |

Youth Initiatives

SHARED YOUTH VISION

In 2009, Rhode Island became one of 16 states to implement a Shared Youth Vision federal 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 and 2011, Rhode Island embarked on a two-year Shared Youth Vision Replication Project, through which the pilot was expanded to five regions across the state. Through this replication project, regional collaborative case management teams meet bi-monthly to review their most difficult cases. With more than 45 case managers and 60 agencies participating, the group is able to make and implement cross-divisional decisions that help at-risk youth overcome education, employment and independent living barriers.

YouthWorks411

In keeping with the all-youth agenda of Shared Youth Vision, the YouthWorks411 network of youth workforce centers combine WIA dollars with less-restrictive Job Development Fund dollars to serve all RI youth ages 14-24. Services include interest inventories, academic assessments and services, contextual learning, leadership development, job readiness and work experience. In FY 2011, the Governor's Workforce Board distributed \$2.9 million through the local workforce investment boards to operate 16 YouthWorks411 centers, through which 3,000 youth were served. Vendors and locations are listed below:

East Bay Community Action Program

YouthWorks411 Centers:

- Bristol
- Newport
- East Providence

South County Community Action Program

YouthWorks411 Centers:

- Charlestown
- Johnston
- North Providence
- Wakefield
- Westerly

Comprehensive Community Action Program

YouthWorks411 Centers:

- Cranston
- Pawtucket (2 sites)
- Warwick
- West Warwick

Goodwill Industries of Rhode Island

YouthWorks411 Centers:

- Providence (2 sites)

Family Resources Community Action

YouthWorks411 Centers:

- Woonsocket

Summer Youth Career Exploration

Over six weeks during the summer of 2010, more than 400 RI students—mostly junior high school-age—received hands-on career exploration in such areas as construction, finance, computer repair, automotive repair and aquaculture through a \$1 million WIA-funded youth career exploration program at area career and technical schools. The six-week program, which took place at schools in Cranston, Lincoln (Davies), Newport, Providence, Warwick and Woonsocket, provided students with stipends as they employed workplace-based applications for mathematics and reading. It also offered at-risk students an alternative educational pathway early enough in their secondary school experience to be an effective drop-out prevention tool. Participating career and technical schools were located in communities with high drop-out rates. Participating youth were low-income with an additional barrier to success, as defined by the Workforce Investment Act.

Career and Technical Afterschool Program

More than \$300,000 in WIA resources funded the Career and Technical Afterschool Program at schools in East Providence, Cranston, Warwick, Woonsocket. The program, which combined hands-on career exploration with work-readiness training four days a week, served more than 150 middle and high schoolers in FY 2011.

YEAR-ROUND GRANTS

In FY 2011, the two local workforce investment boards—Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater RI—issued a joint Request for Proposals to fund programs that lead disconnected youth and young adults to high school credentials, post-secondary education and training, and employment. WIA funding totaling \$2.2 million was allotted for this program.

As a result of this RFP, eight non-profit organizations offered year-round skill-building programs to 520 youth ages 14-21. These vendors included Blackstone Valley Community Action Program, Boys and Girls Club of East Providence, Boys and Girls Club of Providence, Comprehensive Community Action Program, CCAP/Providence Skills Center, Institute for Labor Studies and Research, Riverzedge Arts Project and Urban League of Rhode Island.

Workforce Investment Notices

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 2011 are listed on the following pages.

| WIN | DATE | SUBJECT |
|--------------------|----------|--|
| 10-01 | 8/11/10 | Jobs Now RI Hiring Process This issuance provides guidance on the process for hiring a qualified job seeker through the Jobs Now Rhode Island program. |
| 10-02 | 8/11/10 | Changes in the Allocation of Dislocated Worker Funds for PY09/ FY10 This issuance provides guidance on the State Workforce Investment Office's distribution of additional Dislocated Worker monies to the Workforce Solutions of Providence/Cranston. |
| 10-03 | 9/17/10 | Notice of Public Hearing This issuance announces a public hearing to be conducted at the Department of Labor and Training on October 6, 2010 to solicit comments from interested parties regarding the request to waive certain requirements of WIA regulations. |
| 10-04 | 9/17/10 | Documentation required for all individuals born in Puerto Rico This issuance provides guidance regarding a legal requirement for new birth certificates for all individuals born in Puerto Rico. |
| 10-04, change 1 | 10/19/10 | Change in the Effective Date for Documentation required for all individuals born in Puerto Rico This issuance provides guidance regarding a change in the effective date of the requirement for new birth certificates for all individuals born in Puerto Rico. |
| 10-05 | 9/28/10 | Local Area PY 2010 Budget and Service Level Plans This issuance provides guidance to local areas in the preparation of the PY 2010 / FY 2010 budget and service level plans. |
| 10-06 | 10/20/10 | Funds Allocated for Contextualized Training This issuance provides guidance regarding the allocation of funds for contextualized training based on responses to the RFP issued by the Local Workforce Investment Areas. |
| 10-07 | 1/4/11 | Adult and Dislocated Worker Allocations for PY 2010 This issuance transmits the PY 2010/FY 2011 split for Adult and Dislocated Worker Programs |
| 10-08 | 1/26/11 | On-the-Job Training Reimbursement Waiver This issuance provides information concerning the Department of Labor, Employment and Training Administration's (ETA) approval of a waiver regarding employer reimbursement for On-the-Job Training (OJT). |
| 10-09 | 1/31/11 | On-the-Job Training Credential Waiver This issuance provides information concerning the Department of Labor, Employment and Training Administration's (ETA) approval of a waiver to exempt the credential attainment outcomes for participants enrolled in On-the-Job Training (OJT) in the credential performance measure calculations. |
| 10-10 | 2/9/11 | PY 2009 Incentive Awards and Sanctions This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2009 and sanctions. |
| 10-11 | 2/16/11 | ARRA Dislocation Worker Fund Allocation This issuance provides guidance regarding the allocation of additional ARRA Dislocated Worker funds to the Workforce Solutions of Providence/Cranston (WSPC) from the State Set-Aside Dislocated Worker funding stream. |
| 10-12 | 2/16/11 | Incumbent Worker Training Using Rapid Response Funds This issuance provides guidance concerning the process and procedures to be followed for contracting with employers for incumbent worker training using rapid response funds for layoff aversion. |
| 10-13 | 2/16/11 | Disposition of Equipment This issuance provides guidance on the disposition of equipment purchased with WIA funds. |

| WIN | DATE | SUBJECT |
|-------------------|----------|---|
| 10-14 | 3/9/11 | Notice of Public Hearing This issuance announces a public hearing to be conducted at the Department of Labor and Training on March 24, 2011 to solicit comments from interested parties regarding state's request to extend the current Workforce Investment Act (WIA) and Wagner-Peyser (WP) Act State Plan for an additional year, through PY 2011 (July 1, 2011 through June 30, 2012). |
| 10-15 | 3/11/11 | Allocation of JDF for Youth Centers This issuance provides Local Workforce Investment Areas with allocations for PY 2010/FY 2011 Youth Center Services from the Job Development Fund (JDF) to be evenly distributed among all Youth Centers. |
| 10-16 | 4/19/11 | Local Workforce Investment Act Plans This issuance provides guidance regarding options for local workforce investment areas to ensure that approved Workforce Investment Act (WIA) local plans for PY 2011 are in place. |
| 10-17 | 4/19/11 | Notice of Public Hearing This issuance announces a public hearing to be conducted at the Department of Labor and Training on May 6, 2011 to solicit comments from interested parties regarding the State's request to renegotiate WIA and Wagner Peyser PY 2010 performance measures and to negotiate PY 2011 performance measures. |
| 10-18 | 4/19/11 | Allocation Percentages This issuance provides allocation percentages for Adult and Youth Programs for PY 2011 per Training and Employment Notice 28-10. |
| 10-19 | 4/19/11 | Allocation Percentages This issuance provides allocation percentages for the Dislocated Worker Program for PY 2011 per Training and Employment Notice 28-10. |
| 10-20 | 4/19/11 | Lower Living Standard Income Level This issuance transmits the 2011 Lower Living Standard Income Level (LLSIL) and Self-Sufficiency Guidelines. The LLSIL guidelines are used to determine WIA eligibility based on family income for youth and for "priority of service" for adults. The Self-Sufficiency Guidelines are used to determine eligibility based on a lack of a self-sufficient wage for employed individuals. |
| 10-21 | 4/19/11 | Credential Attainment This issuance provides guidance regarding the Workforce Development System's role in increasing the percentage of Americans attaining postsecondary degrees and/or industry-recognized certificates and credentials by the year 2020. |
| 10-22 | 4/19/211 | Additional Dislocated Worker Funds Allocation This issuance provides guidance on the distribution of additional Dislocated Worker funds to the Workforce Partnership of Greater Rhode Island (WPGRI). |
| 10-22 Change 1 | 4/20/11 | Additional Dislocated Worker Funds Allocation This issuance provides guidance on the specific use of the additional Dislocated Worker funds allocated to WPGRI in WIN 10-22. |
| 10-23 | 4/19/11 | Allocation of JDF for Youth Centers This issuance provides Local Workforce Investment Areas with allocations for PY 2011/FY 2012 Youth Center Services from the Job Development Fund (JDF) to be evenly distributed among all Youth Centers. |
| 10-24 | 4/25/11 | Allocation of JDF for Industry Skill Development Initiative This issuance provides Local Workforce Investment Areas with allocations from the Job Development Fund for PY 2010/FY 2011 for the Industry Skill Development Initiative program. |
| 10-25 | 5/3/11 | Eligible Training Provider List This issuance provides guidance regarding policy updates and changes made to the Eligible Training Provider List. |

Financials

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

The Job Development Fund supports business growth and job creation in Rhode Island and is financed by a 0.51 percent of annual employer payments to the Unemployment Insurance Fund. In actuality, the board receives 0.19 percent of these payments, while 0.3 percent is used to pay interest and repay principal on federal loans made to the Employment Security Trust Fund; the remaining 0.02 percent pays for core services at the RI Department of Labor and Training.

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.

BUDGETARY IMPACT TO JOB DEVELOPMENT FUND

Article 1 of the FY 2012 State Budget includes an allocation of \$5.8 million in Job Development Fund dollars to support adult education. Prior to this legislation, GWB/HRIC had budgeted \$3.5 million to support adult education programs in FY 2012. The budget article allocated \$2.3 million in addition to the board’s existing commitment to adult education to replace \$2.3 million in general revenue funding for which the RI Department of Education had originally budgeted, but was not awarded, in FY 2012.

| JDF/GWB ACTUAL STATE FY 2011 | |
|---|----------------------|
| Fund Availability | |
| Cash Carry-In | \$ 1,244,196 |
| Anticipated Collections | 11,739,223 |
| Interest Earnings | 4,662 |
| Total Availability | \$ 12,988,081 |
| Less: | |
| Indirect Cost Recovery | \$ 1,100,139 |
| DOR/Employer Tax Unit | 672,141 |
| DOA Centralizations | 147,881 |
| Facilities | 53,973 |
| Administrative and Overhead Costs | 554,115 |
| Grants and Awards | 8,104,537 |
| Balance | \$2,355,295 |

| WIA ACTUAL STATE FY 2011 | |
|--|----------------------|
| Disbursed Funding | \$ 21,897,095 |
| Rapid Response | \$ 2,160,150 |
| Local WIB Funding | 17,256,149 |
| SWIO Set-Aside | |
| Disbursals | 2,101,074 |
| Administration and Overhead | 379,722 |
| Disbursements/ Expenditures by Program Type | \$ 21,897,095 |
| Adult | \$ 4,520,800 |
| Youth | 6,263,002 |
| Dislocated Worker | 11,113,293 |

Governance

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, Commissioner of Higher Education, RI Board of Governors
for Higher Education; President, Community College of Rhode Island
- Charles J. Fogarty, Director, RI Department of Labor and Training
(January 2011-present)
- Deborah A. Gist, Commissioner, RI Department of Education
- Paul A. MacDonald, President, Providence Central Federated Council
- Brandon Melton, Senior Vice President of Human Resources, Lifespan
- Sharon O. Moylan, Realtor/Associate, Coldwell Banker
- Robert Nangle, President, Meridian Printing
- George H. Nee, President, Rhode Island AFL-CIO
- Sandra M. Powell, Director, RI Department of Labor and Training
(June-December 2010)
- 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, The Genesis Center

Standing Committees

In addition to the board structure, the Governor's Workforce Board 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
Charles J. Fogarty
(January 2011-present)
Paul MacDonald
Sandra M. Powell
(July-December 2010)
Pheamo R. Witcher

YOUTH DEVELOPMENT COMMITTEE

Brandon Melton, Chair
Robin M. Coia
Ray M. Di Pasquale
Sharon O. Moylan
Sandra M. Powell
(July-December 2010)
Martin R. Trueb

ADULT EDUCATION AND LITERACY COMMITTEE

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

BOARD DEVELOPMENT COMMITTEE

Sharon O. Moylan, Chair
Robert Nangle
Sandra M. Powell
(July-December 2010)
Pheamo R. Witcher

CAREER PATHWAYS SYSTEM TASK FORCE

Brandon Melton, Chair
Marc Amato
Rick Brooks
Andrea Castenada
Ray M. Di Pasquale
Charles J. Fogarty
Deborah A. Gist
Jill Holloway
Kevin L. McDevitt
William C. McGowan
Dr. Jeffrey Senese
Kathie Shields
Robin Smith
Keith W. Stokes
Bill Weedon

EMPLOYMENT SECURITY ADVISORY COUNCIL

William C. McGowan, Chair
Roland Benjamin
Charles J. Fogarty
(January 2011-present)
The Honorable Paul W. Fogarty
Paul A. MacDonald
Sandra M. Powell
(July-December 2010)
Nancy Roderick
Keth W. Stokes
The Honorable Anastasia Williams

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BOARD MEETINGS

During Fiscal Year 2011, the Governor's Workforce Board held eight Board of Directors meetings. Minutes of board meetings are available on the Governor's Workforce Board web site, www.rihric.com. The web site also includes a current schedule of board meetings.



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Published September 30, 2011