

Meeting the Challenge: Skilling up in a Difficult Economy



**Governor's Workforce Board Rhode Island
Annual Report FY 2012**

Governor's Workforce Board

Rhode Island

The 17-member Governor's Workforce Board (GWB) is the primary workforce development policy-making body for the state of Rhode Island, with statutory responsibility and authority to plan, coordinate, fund, and evaluate workforce development activities throughout the State. Since its inception in 2005, the GWB has made more than \$63-million worth of strategic investments to increase the education and skills of Rhode Island workers and address the workforce needs of Rhode Island employers.

Under the leadership of new GWB Board Chair Constance A. Howes and new Executive Director Rick Brooks, the GWB launched several initiatives in FY 2012 to skill up the workforce in a difficult economy.

- The GWB held a half-day Board retreat at which it adopted short-term priorities to guide its investments through FY2013, including:
 - Increase employer investments in training.
 - Increase the number of self-sustaining jobs.
 - Increase attainment of skills and credentials.
 - Increase access to work-readiness activities.
- The GWB formed an Employer Committee to expand GWB outreach to businesses and increase the responsiveness of the public workforce system to employers' workforce needs.
- The GWB renewed its commitment to Rhode Island's manufacturing sector by soliciting proposals for a new GWB Manufacturing Industry Partner that will promote and support education and training programs to meet the workforce challenges of RI manufacturers.
- The GWB launched a Jobs Initiative to pilot several strategies to assist unemployed Rhode Islanders and recent college graduates obtain employment through the use of short-term training, hiring incentives, and/or post graduation fellowships.
- The GWB Career Pathways System Task Force significantly expanded its efforts to promote and establish career pathways in high-growth, high-demand industries and occupations.
- The GWB committed to restoring support for incumbent worker training by allocating \$1.3 million in matching grants for companies to upgrade the skills of their employees and increase the competitiveness of their business in FY2013. The GWB also developed plans to offer bonus funding to companies that provide a subsidized summer job and/or school-year internship to a youth.

Despite the challenges of a struggling economy, the GWB has continued to develop innovative strategies and partnerships that have increased the effectiveness and efficiency of workforce education and training in Rhode Island.

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.

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

RELATED REPORTING

Each year, **GWB convenes a multi-agency plan management team to review all publicly financed skill-building programs in Rhode Island. The resulting report, known as the Unified Workforce Development Expenditure and Program Report, is available for viewing on the **GWB** web site, www.gwb.ri.gov.**

Legislation also requires that the **GWB/Human Resource Investment Council (HRIC) produce a biennial employment and training plan articulating priorities and identifying anticipated funding sources. The release of the first iteration of this plan, originally slated for March 2012, has now been scheduled for October.**

Industry Partnerships

The Governor's Workforce Board has invested 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. FY 2012 highlights include:

Bioscience and IT: Tech Collective

FY 2012 funding: \$297,293

- Held three bioscience teacher roundtable forums, where educators could share best practices.
- Hosted signature GRRL Tech event at the University of Rhode Island to introduce high school girls to technology-related careers.
- Partnered with Rhode Island College and URI in a pilot program for middle-school girls interested in biotechnology, computer repair, forensics, mathematics, electronics and multimedia.
- Developed a professional development employer forum for IT and bioscience employers.

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

FY 2012 funding: \$117,394

- Held the 4th annual Industry Roundtable at Providence Boat Show.
- Offered career seminar series in conjunction with America's Cup World Series Host Committee.
- Graduated 21 youth from seven-week work-and-learn summer program.
- Provided OSHA training and pollutant discharge programs for incumbent workers.
- Secured separate two-year Enhanced Marina Worker Grant for \$50,000.
- Increased membership by 10 percent and held first annual meeting in seven years.

Construction: Providence Plan/Building Futures

FY 2012 funding: \$96,362

- Increased employer participation through the Apprenticeship Utilization Program.
- Developed pilot project to audit six municipal buildings for energy conservation interventions as part of the Emerald Cities Providence initiative.
- Trained nearly 1,200 pre-apprentices, apprentices and journeypersons through a U.S. Department of Labor Energy Training Partnership grant.
- Continued to prepare lower-income urban residents for the construction trades through its pre-apprenticeship program.
- Collaborated with a national alliance to improve the three-to-five year construction-demand forecasting model.

Hospitality: RI Hospitality Education Foundation

FY 2012 funding: \$133,987

- Graduated 24 adult learners from the Skills Tasks and Results Training Program, providing five stackable certifications, three CCRI credits, an internship opportunity and job placement assistance.
- Began developing a business plan with the Small Business Development Center to launch a Hospitality Training Academy.
- Participated in a Performance Management Learning collaborative with New Roots Providence and a Leadership Development collaborative with the RI Foundation.
- Hosted the first annual ProStart Culinary Competition with 28 student participants; each member of the winning team earned \$27,000 in scholarship opportunities.

CONTINUED ON PAGE 6

EMPLOYER BENEFITS WORKSHOP

The Tech-Collective, the RI Marine Trades Association and the RI Hospitality Education Foundation partnered in the spring to offer an employer benefits workshop for high-growth industries. The workshop, attended by 45 people, connected the business community to the many resources made available by the Industry Partnerships, the Governor's Workforce Board and the RI Department of Labor and Training.

Industry Partnerships

Health Care:

Healthcentric Advisors

Hospital Association of Rhode Island

Stepping Up Rhode Island

FY 2012 funding: \$379,138

- Collaborated with health care institutions to provide more than 7,000 experiential learning opportunities for nursing students
- Utilized online learning to train 2,400 nursing students in health and safety compliance.
- Trained 33 unemployed students in the FUNdamentals of Health Care pre-CNA program.
- Initiated discussions regarding future health care apprenticeship programs.
- Provided incumbent worker training in wound care certification, Alzheimer's care and staff stability.
- Established career links on WAY TO GO RI education portal.
- Provided 44 entry-level health care internships.
- Trained 25 school-based coordinators on career opportunities in health care.
- Offered 12 CCRI healthcare pre-college and pre-requisite courses to more than 200 incumbent workers.

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

FY 2012 funding: \$81,585

- Completed a skills gap study, which was announced as part of a SENEDIA industry conference.
- Served as a conduit with employer Electric Boat in assessing workforce and training needs, including recruiting for upcoming summer internship program.
- Began partnering with RI STEM Center at Rhode Island College to address education and training gaps.
- Increased membership from 28 to 51 companies.

Career Pathways

The Career Pathways System Task Force (CPSTF) has been led by the Governor's Workforce Board since its inception in February 2011, with the focus of developing an effective career pathways system to better align workforce skills with employer needs. Career pathways are defined by the CPSTF as:

“A series of connected education and training programs and support services that enable individuals to secure employment within a specific industry or occupational sector, and to advance over time to successively higher levels of education and employment in that sector....”

With that goal in mind, the CPSTF accomplished the following in FY 2012:

- Facilitated a multi-stakeholder task-force of business, labor, education, and government to align and coordinate career pathways efforts in Rhode Island;
- Identified career pathways for high-growth, high-demand occupations in health care and information technology;
- Worked with GWB Industry Partners to initiate career pathways development in several other strategically important industries;
- Supported the establishment of the CCRI PACE grant to expand training and education resources in health care and information technology occupations for dislocated workers and others;
- Supported the research and development of a work-readiness credential by the RI Department of Education;
- Worked with Johnson and Wales University to develop a preliminary draft of a graphic representation of Rhode Island's career pathways system, with the capability of transforming this into a digital, on-line resource; and
- Supported the successful \$2.7 million proposal by the RI Department of Labor & Training for a Workforce Innovations Fund Grant entitled “On-Ramps to Career Pathways,” which will expand the capacity of the DLT's netWORKri offices to support unemployed workers in pursuing career pathways.

Business Investments

NEW EMPLOYER COMMITTEE

Recognizing the value of the business community in its policy-making and vetting, the Governor's Workforce Board launched a new Employer Committee in FY12. Led by Board Member Martin Trueb, the committee is actively seeking input from individual employers and business organizations, such as chambers of commerce, in order to increase private sector input into the public workforce development system.

NEW: Jobs Initiative Pilot Programs

As a proactive step in improving current opportunities for the Rhode Island workforce, this spring the Governor's Workforce Board announced a jobs initiative to provide short-term training and hiring incentives for unemployed and underemployed Rhode Islanders this spring and summer. The pilot programs include:

- An electronic health records training pre-employment program with hiring incentives for Rhode Island employers.
- A hospitality training program with hiring incentives.
- Subsidized fellowships for graduating college seniors to work in the information technology (IT) field.
- Subsidized trainee positions for youth interested in the defense industry.
- Post-employment IT and bioscience training for previously unemployed Rhode Islanders.

RI Governor Lincoln D. Chafee stated, "The Governor's Workforce Board understands that in this economy, its top priorities are helping business find skilled workers and helping business grow new job opportunities. By combining pre-employment training with either hiring incentives or post-employment training subsidies, each of the pilot programs will help newly skilled job seekers find employment in the Rhode Island workforce."

Results of these pilot programs will be evaluated and the most promising programs may be expanded for FY2013.

Export Assistance

The Export Management Training Grant Program, in collaboration with the RI Economic Development Corporation, offers Rhode Island businesses customized international business training to improve global competitiveness. In FY 2012, the Governor's Workforce Board allocated \$80,000 in funding for this program, which was able to train 335 people in nine companies:

- Alex & Ani
- Aidance Skincare
- A.T. Wall
- Banneker Industries
- Biomedical Structures
- Electro Standards Laboratories
- Jewelers Board of Trade
- Pilgrim Screw
- Spectrum Coatings

Topics included export control, North American Free Trade Agreement, trade mission, European Conformity certification and country-specific training.

APPRENTICESHIP

In June 2012, the Governor's Workforce Board and the RI Department of Labor and Training co-hosted "Collaborate for Success," a RI Apprenticeship Action Clinic at the New England Institute of Technology in East Greenwich. The 25 participants included representatives from DLT, the local Workforce Investment Boards, several industry partners, the Community College of RI and employers.

The half-day clinic included a panel discussion on "The Importance of Collaboration to Build the RI Workforce" as well as a session on the "Registered Apprenticeship Return on Investment". Jaime Boughman, Apprenticeship Manager at Atrion Networking Corporation led this discussion to provide information and lessons learned by Atrion through their recent approval by the State Apprenticeship Council for the first non-traditional apprentice in the state for Information Technology.

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. In FY 2012, 182 new hires from 73 companies were trained, using a total of nearly \$1.5 million in federal matching funds.

Advanced Business Machines	Electro Standards Laboratories	Porter Machine, Inc.
Alcor Scientific	Genesis Center	Psychological Services
American Partners Inc	Greystone of Lincoln	RI Sheet Metal
Amos House	HB Alarm Systems	RI Telephone
Amtrol, Inc	HTP Meds	SD Concept Engineering
Ananke, Inc	Image Printing and Copying, Inc.	Seacon Phoenix
Atrion Networking Corp.	Insight Health Solutions	Senesco Marine
Bardon Industires Inc dba Bardons Water Services	International Packaging	Shanix
Bottaro Law, LLC	Interplex Engineered Products	Sherry Ferdinandi, CPA
Brown Center for Excellence in Vision	Interplex Metal Logic, Inc.	Singleton Group
Chase Machine	James V. Aukerman & Associates, LLC	Sustainable Energy Solutions
Chronomatic, Inc	J. Goodison Co.	SwissOrtho, LLC
Cinderella Bridal	Junior Achievement	Taylor Box Company
Coldmaster Temperature Control	Local Hooker Rods, Inc	TCL, Inc
Completely Custom	MCM Technologies	TechComm Partners Inc.
CompuClaim, Inc	Mel-Co-Ed	Technology Advisory Group, LLC
Cook Hammer Co. Inc.	Mentor, Inc. aka RIRAL	Thielsch Engineering
Corporate Marketplace	Mojo Tech, LLC	The Talaria Company dba The Hinckley Company
Dean Machine	Multi-State Restoration	Trans-Tex, LLC
Décor Craft	Northeast Distributors	Univar USA
East Bay Manufacturers Inc.	Ocean State Technical Services	Vogue Communications Systems, Inc.
Economy Cab Co., Inc.	Palmer Spring	VR Industries Inc.
Econotel Business Systems	Philip Sawyer Designs	WRIK Entertainment
E's Divine Pet Salon	Phoenix Optix	Yushin America
	Polyworks, Inc.	

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 type of training varies widely, from academic remediation and ESL to technology applications and management skills. In FY 2012, the 20 companies listed below were approved to receive tax credits in order to train approximately 9,500 RI workers.

AAA Southern New England	Gem Mechanical Services
Addiction Recovery, South	Gem Plumbing & Heating Services
Addiction Recovery, North	International Packaging
Advanced Pharmacy	Ocean State Jobbers
Applied Radar, Inc	Purvis Systems Inc
CVS Pharmacy	Raytheon Company
CVS Rx Services, Inc	RI CVS Pharmacy, LLC
Dama Jewelry	RI Pharmacy, LLC
Davitt Design Build	Yushin America, Inc
Electric Boat	
Gem Management	

LEVERAGED GRANT: BETASPRING START-UP ACCELERATOR

For the past three 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. The \$110,000 in FY 2012 funding from the Governor's Workforce Board helped Betaspring enroll and train 16 entrepreneurs through its 12-week program.

Adult Education

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 2012, 35 service providers received \$3.5 million from the Job Development Fund to help raise the literacy and basic skill levels of the RI workforce. Nearly 2,500 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	International Institute of Rhode Island	Rhode Island Department of Corrections
Blackstone Valley Community Action Program	John Spellman Deaf Literacy	Rhode Island Family Literacy Initiative
Central Falls Even Start	Literacy Volunteers of East Bay	Rhode Island Indian Council
Community College of Rhode Island	Literacy Volunteers of Washington County	Rhode Island Institute for Labor Studies & Research
Comprehensive Community Action Program	Mentor Inc.	South County Community Action (Even Start)
Cranston Alternate Education Programs	Newport Public Schools (Aquidneck Island Adult Learning)	Tri-Town Community Action Agency
Crossroads Rhode Island	Progreso Latino	Westbay Community Action Program
Dorcas Place Adult & Family Literacy Center	Project Learn	Westerly Even Start
East Bay Community Action	Providence Community Action	Woonsocket Even Start
Education Exchange	Providence Housing Authority	Year Up
English for Action	Providence Plan	
Genesis Center	Rhode Island College Outreach Program	
Goodwill Industries		

2012 Innovation Award Winner: Welcome Back Center at Dorcas Place

At its annual meeting on May 17, the Governor's Workforce Board presented the Welcome Back Center at Dorcas Place with its 2012 Innovation Award not only for its ability to address a labor market shortage in health care professionals, but also for its ability to leverage the board's initial investment through community investment.

The Welcome Back Center helps internationally trained professionals in the health care field—the number one industry sector in Rhode Island—overcome barriers to higher level employment. These barriers may include such issues as English as a Second Language, licensure and test-taking requirements, and unfamiliarity with the U.S. health care system.

Over the past three years, the center has enrolled 268 health care professionals, including 40 physicians, 42 nurses, 21 dentist and 24 psychologists. Through robust fundraising efforts, the center has been able to nearly double the Governor's Workforce Board's initial investment of \$300,000.

Adult Training

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 2012, 547 RI job seekers requiring short-term skill upgrades received a total of nearly \$2.4 million in subsidized training in areas such as health care, information technology, construction, Green technologies, business, manufacturing and biotechnology. These programs were provided by nearly 80 approved vendors (see next page).

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

911 Programs	D-Rex Dental Training	Opportunities
Agora Career Academy	Empire Beauty School	Industrialization Center
American Safety Programs and Training	Family Resources Community Action	Paul Mitchell
Amos House	Fine Mortuary College	Providence Skills Center
Annamae's Pet Salon	Genesis Center	Quality & Productivity Solutions
Bancroft School of Massage Therapy	Goodwill Industries	Rhode Island Allied Health Institute
Bastien Academy	Health Care Connections Nursing Services	Rhode Island College
Bay State School of Technology	Health Care Training Services	Rhode Island Community Training Center
Bishop Keough Regional High School	Health Training Center	Rhode Island Construction Training Academy
Boston University	Heavy Construction Academy	RI Hospitality Education Foundation
Bristol Community College	Hispanic Tech and Education Programs	Ridley-Lowell Business & Technical Institute
Bryant University Executive Development Center	International CDL	Rob Roy Academy
Catherine Hinds Institute of Esthetics	International Yacht Restoration School	Saint Antoine Residence
Certified Welding	Lincoln Technical Institute	Salter School
Chef Walter's Cooking School	Look Image Academy	Sanford-Brown Institute
CleanEdison	LS Coding and Education	Sawyer School
Coastal Career Academy	MedCerts	Southeast Lineman Training Center
Community College of Rhode Island	MTTI	Tailor-Made Training
Comprehensive Education Services	Nationwide Diesel Technologies	Teamsters Local 251
Confident Captain/Ocean pros	New England Business Educational Systems	TechComm Partners
Connecting for Children and Families	New England Institute of Technology	Thielsch Engineering Welding School
Consolidated Consulting and Recruiting Services	New England Tractor Trailer Trailer Training School	Toni & Guy Hairdressing Academy
Cookie Place	New Horizons	University of Massachusetts Dartmouth
Cranston ARC	Newport Community School	University of Rhode Island Continuing Education
Crossroads	Newport School of Hairdressing	Worcester Polytechnic Institute
Dogpatch	Northeast Maritime Institute	
Dorcas Place	Ocean State Technical Services	

Youth Initiatives

YouthWorks411

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 2012, the Governor's Workforce Board distributed \$583,000 in Job Development Fund dollars and \$2.11 million in WIA funding through the local workforce investment boards to operate 15 YouthWorks411 centers, through which 3,000 youth were served. Vendors and locations are listed below:

Comprehensive Community Action Program

- Cranston
- Pawtucket
- Warwick
- West Warwick

East Bay Community Action Program

- Bristol
- Newport
- East Providence

Family Resources Community Action

- Woonsocket

Goodwill Industries of Rhode Island

- Providence

South County Community Action Program

- Charlestown
- Johnston
- North Kingstown
- North Providence
- Wakefield
- Westerly

Summer Youth Experience

As part of an ongoing effort to help the state's youth explore careers and gain work readiness skills, the Governor's Workforce Board allocated \$944,000 to provide 676 Rhode Islanders, ages 14-24, with subsidized summer work experience. In addition to arranging for summer job opportunities, the following agencies provided a bundle of services, including leadership training, financial literacy and academic remediation:

AS220	Metropolitan Regional Center Tech (MET)
Blackstone Valley Community Action Program	New England Laborers Academy
Boys and Girls Club of Newport County	Providence After School Alliance (PASA)
Central Falls Self-Sufficiency	Rhode Island Marine Trades/ Save the Bay
East Bay Community Action Program	SER Jobs for Progress
Family Resources Community Action Program	Tri-Town Community Action
Goodwill Industries	United Nurses and Allied Professionals (UNAP)
The Homestead Group	Woodlawn Community Development Corp.
Institute for the Study and Practice of Non-Violence	
Lifespan	
Living History	

YEAR-ROUND GRANTS

In FY 2012, the Governor's Workforce Board allocated \$1.22 million in WIA funding to its local workforce investment boards in order to offer year-round skill-building programs for 275 at-risk youth ages 14-21. Vendors funded by this initiative included Blackstone Valley Community Action Program, Boys and Girls Club of Providence County, Comprehensive Community Action Program, 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 2012 are listed on the following pages.

WIN	DATE	SUBJECT
11-01	9/19/11	Changes in Adult and Dislocated Worker Funds for PY2010 This issuance provides guidance on ETA plans to adjust FY11 portion of PY10 allocations for Adult and Dislocated Worker regarding the 0.2 percent rescission, recapture and \$1,300,000 of Dislocated Worker funds to Workforce Partnership of Greater Rhode Island (WPGRI).
11-02	9/19/11	Dislocated Worker Allocations for PY 2011 This issuance provides information concerning the weights the Governor has assigned for PY2011 Dislocated Worker allocations.
11-03	9/19/11	Allocations for Adult and Youth Programs for PY 2011 This issuance provides the Local Workforce Investment Boards with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2011 and additional information.
11-04	9/19/11	Transparency and Integrity in Workforce Investment Board Decisions This issuance communicates expectations and transparency in decisions made by state and local workforce investment boards and officials, and requirements regarding conflict of interest.
11-05	9/19/11	Program Year 2010 Renegotiated Performance Measures This issuance provides notification of re-negotiated Workforce Investment Act (WIA) performance measures for Program Year (PY) 2010.
11-06	9/19/11	Program Year 2011 Performance Measures Established This issuance provides notification of the negotiated Workforce Investment Act (WIA) performance measures for Program Year (PY) 2011.
11-07	9/19/11	Local Plan Modification This issuance provides guidance to the Local Areas in the preparation of the Program Year 2011 / Fiscal Year 2012 Budget and Service Level Plans
11-08	9/19/11	PY 2010 Data Element Validation This issuance provides guidance concerning policy and procedures regarding the State's PY 2010 data element validation process.
11-09	1/23/12	Changes in Adult and Dislocated Worker Funds for PY2011 This issuance provides guidance on ETA plans to adjust FY12 portion of PY11 allocations for Adult and Dislocated Worker funds regarding the 1.503 percent rescission.
11-10	1/23/12	Eligible Training Provider Outcome Data This issuance provides information and guidance to Local Workforce Investment Areas, training providers, other netWORKri partners and customers that certain outcomes of training programs are available on the Department of Labor and Training website.
11-11	1/23/12	Gold Card Initiative This issuance provides information on the new Gold Card Initiative for Post-9/11 Era Veterans.
11-12	1/23/12	Adult and Dislocated Worker Allocations for PY 2011 This issuance provides information concerning the PY 2011/ FY 2012 split for Adult and Dislocated Worker Programs.
11-13	3/17/12	Allocations for Youth Programs for PY 2011 from the Job Development Fund. This issuance provides Locals with allocations for PY 2011 (FY 2012) Youth Center Services from the Job Development Fund (JDF) to be evenly distributed among all Youth Centers.
11-14	3/19/12	Changes in Adult and Dislocated Worker Funds for PY2011 This issuance provides guidance on ETA plans to adjust FY12 portion of PY11 allocations for Adult and Dislocated Worker funds regarding the .189 percent rescission.
11-15	4/18/12	Selective Service Requirements for ETA-Funded Programs This issuance provides information on Selective Service registration requirements for Workforce Investment Act-funded services established by the Workforce Investment Act (WIA), and to clarify that only programs or services funded or authorized by Title I of WIA, not those funded or authorized by the Wagner-Peyser Act, must comply with the Selective Service registration requirements.

WIN	DATE	SUBJECT
11-16	4/18/12	Lower Living Standard Income Level (LLSIL) & Self-Sufficiency Guidelines for 2012 This issuance transmits the 2012 Lower Living Standard Income Level (LLSIL) and Self-Sufficiency Guidelines.
11-17	6/29/12	Record Retention Policy for Participant Files This issuance communicates to Local Areas the record retention policy and procedures for participant files and programmatic reports under the Workforce Investment Act (WIA).
11-18	6/15/12	Allocations for Youth Programs for PY 2012 from the Job Development Fund This issuance provides Locals with the Job Development Fund (JDF) Summer Youth Program allocations for PY2012 (FY2013) using the WIA formula and Youth Center allocations to be evenly distributed among all Youth Centers.
11-19	6/29/12	Temporary Aid to Needy Families (TANF) Funding Allocations for the Summer Employment Opportunities for Youth Program for Program Year (PY) 2012 This issuance will provide Local Areas with TANF allocations for the PY 2012 Summer Employment Opportunities for Youth Program.
11-20	6/29/12	Re-allotment of Workforce Investment Act (WIA) Title I Formula-Allotted Funds for Dislocated Worker Activities This issuance provide information regarding the adjusted funding levels for Program Year (PY) 2011 allotments for the Dislocated Worker program under WIA Title I Section 132(c) on recapture and re-allotment.
11-21	6/29/12	PY 2010 Incentive Awards for Performance and Sanctions This issuance provides information concerning the distribution of Workforce Investment Act (WIA) incentive funds for achieving negotiated levels of performance for PY 2010 and sanctions for failing to meet negotiated levels.
11-22	6/29/12	Program Year 2012 Workforce Investment Act (WIA) Local Plans This issuance notifies Local Areas of the Program Year 2012 planning process.
11-23	6/29/12	Allocation Percentages for Dislocated Worker Program for PY 2012 per TEGL 19-11 This issuance provides information concerning the weights the Governor has assigned for PY2012 Dislocated Worker allocations.
11-24	6/29/12	Allocation Percentages for Adult and Youth Programs for PY 2012 per TEGL 19-11 This issuance provides information regarding the allocation of funds for WIA Title 1, Dislocated Worker and Youth Program allotments for PY2012 per TEGL 19-11.
11-25	6/29/12	Allocations for Adult and Youth Programs for PY 2012 This issuance provides Locals with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2012 and additional information.
11-26	6/29/12	Dislocated Worker Allocations for PY 2012 This issuance provides information concerning the allocation for PY 2012 Dislocated Worker funds.

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.

STATE BUDGET ALLOCATION OF JOB DEVELOPMENT FUNDS

Article 1 of the FY 2012 State Budget allocated a total of \$5.8 million in Job Development Funds to the RI Department of Education support adult education. This amount represented the \$3.5 million that the GWB/HRIC had budgeted to support adult education programs in FY2012, plus an additional \$2.3 million to replace general revenue funds for adult education. In June 2012, the General Assembly restored the \$2.3 million to the Job Development Fund in its FY 2012 Supplemental Budget.

JDF/GWB ACTUAL STATE FY 2012	
Fund Availability	
Cash Carry-In	\$ 1,998,258
Anticipated Collections	11,445,301
Interest Earnings	16,297
Total Availability	\$ 13,459,856
Less:	
Indirect Cost Recovery	\$ 1,074,314
DOR/Employer Tax Unit	776,649
DOA Centralizations	137,899
Facilities	47,992
Administrative and Overhead Costs	717,609
Grants and Awards	6,928,247
Balance	\$3,777,146

WIA ACTUAL STATE FY 2012	
Disbursed Funding	\$16,552,795
Rapid Response	\$ 1,475,665
Local WIB Funding	12,568,948
SWIO Set-Aside	
Disbursals	2,033,272
Administration and Overhead	474,910
Disbursements/ Expenditures by Program Type	\$ 16,552,795
Adult	\$ 4,272,229
Youth	5,025,756
Dislocated Worker	7,254,810

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

- Constance A. Howes, JD, FACHE, President and CEO, Women & Infants Hospital

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
- Deborah A. Gist, Commissioner, RI Department of Elementary and Secondary Education
- Mike Grey, Vice President of Operations, North East Region, Sodexo School Services
- Juana Horton, President & CEO, Horton Interpreting Services, Inc
- 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
- Keith Stokes, Executive Director, RI Economic Development Corp. (*through 5/12*)
- Cathy A. Streker, Vice President, Human Resources and Benefits, Textron, Inc.
- Martin R. Trueb, Senior Vice President and Treasurer, Hasbro, Inc.
- 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

Constance A. Howes, Chair
Robin M. Coia
Ray M. Di Pasquale
William C. McGowan
Brandon Melton
Martin R. Trueb

STRATEGIC INVESTMENTS & EVALUATION COMMITTEE

William C. McGowan, Chair
Mario Bueno
Constance A. Howes
Brandon Melton
George H. Nee
Martin R. Trueb

YOUTH DEVELOPMENT COMMITTEE

Robin M. Coia, Chair
Ray M. Di Pasquale
Brandon Melton
Sharon O. Moylan
Pheamo R. Witcher

ADULT EDUCATION AND LITERACY COMMITTEE

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

EMPLOYER COMMITTEE

Martin R. Trueb, Chair
Mike Grey
Juana Horton
Constance A. Howes
Brandon Melton
Sharon O. Moylan
Robert Nangle
Cathy Streker

CAREER PATHWAYS SYSTEM TASK FORCE

Brandon Melton, Chair
Marc Amato
Rick Brooks (*through 10/11*)
Andrea Castenada
Ray M. Di Pasquale
Charles J. Fogarty
Deborah A. Gist
Jill Holloway
Kevin L. McDevitt
William C. McGowan
Michael Sabitoni (*appointed 3/12*)
Jeffrey Senese
Kathie Shields
Robin Smith
Keith W. Stokes (*through 5/12*)
Bill Weedon

Contact Information

Governor's Workforce Board Rhode Island

CENTER GENERAL COMPLEX

1511 PONTIAC AVE.

CRANSTON, RI 02920

ph: (401) 462-8860

fx: (401) 462-8865

www.gwb.ri.gov

STAFF

Rick Brooks

Executive Director (*appointed 11/11*)

Lisa C. D'Agostino

Acting Executive Director (*through 10/11*)

Nancy J. Olson

Chief, Operations and Development

Angelo DaFonseca

Senior E&T Monitoring Specialist

Dan Brown

Chief Implementation Aide

Maureen Mooney

Office Manager

BOARD MEETINGS

During Fiscal Year 2012, 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.gwb.ri.gov. The web site also includes a current schedule of board meetings.



Governor's Workforce Board RI
1511 Pontiac Ave.
Cranston, RI 02920-4407
(401) 462-8860 / TTY Relay available through 711
www.gwb.ri.gov

Auxiliary aids and services are available upon request to individuals with disabilities.

An Equal Opportunity Employer