



# Governor's Workforce Board Rhode Island ANNUAL REPORT FY 2013



**Learning Through Experience**

#### ON THE COVER

Homefront Healthcare CNA Elizabeth Towns is a graduate of the TeamHealth Training program, a GWB Innovative Partnership Grant recipient. The partnership grant lead employer, St. Antoine Residence, teamed with Homefront and other long-term care providers to offer certified nursing assistant and health care career training, in combination with career counseling, job readiness training and case management services. Other partners include CareLink, the Community College of Rhode Island, Family Resources Community Action, Haig and Associates, the Pathfinder Foundation, RIRAL and Stepping Up.

# 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 \$70-million worth of strategic investments to increase the education and skills of Rhode Island workers and address the workforce needs of Rhode Island employers.

In FY 2013, the GWB published its first-ever Biennial Employment & Training Plan for the state, which identified the following priorities for the state's workforce development system in FY 2014 and FY 2015: Employer Partnerships, Work Readiness, Career Pathways and Public Workforce System Integration.

The Biennial Plan was well-received by elected officials, policy-makers, workforce development professionals and employers alike, and it has already begun to sharpen the focus of workforce development policy and practice. Since the publication of the Biennial Plan, the GWB has implemented or expanded the following initiatives in support of the Biennial Plan priorities:

### **Employer Partnerships**

- Incumbent Worker Training Grants
- Express Incumbent Worker Training Grants
- Export Assistance Training
- Industry Partnerships
- Jobs Initiatives
- Innovative Partnership Grants
- On-the-Job Training
- Employer Advisory Group

### **Work Readiness**

- Summer Youth Employment
- YouthWorks411
- Adult Education
- Work Readiness Credential
- Internship Promotion

### **Career Pathways**

- Workforce On-Ramps
- Career Pathways System Taskforce
- Individual Training Accounts

### **Public Workforce System Integration**

- Unified Workforce Development Expenditure & Program Report
- Rhode Map RI Collaboration
- Stakeholder Outreach

This annual report describes each of the above initiatives undertaken in FY 2013 and establishes a clear direction for the year ahead.

# GWB Biennial Plan

## Fiscal Years 2014 and 2015

### ABOUT THE GWB BIENNIAL PLAN

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In 2011, the Rhode Island General Assembly directed the Governor's Workforce Board to develop a biennial employment and training plan that would provide an analysis of current workforce funding, an analysis of gaps in meeting worker and employer needs, and a plan for workforce spending in Rhode Island. The Governor's Workforce Board, in conjunction with an advisory group of relevant state agencies and other stakeholders, conducted an intensive planning and analysis process to prepare a report and recommendations for the Governor and General Assembly.

The Biennial Plan considers current and emerging needs of industry and employers, the ability of the workforce to meet those needs, and the capacity of the workforce system to provide services and programs to meet both of those needs. The plan also recommends major priorities for the public workforce system over the next two fiscal years and offers action steps and funding strategies to accomplish these priorities. The complete Biennial Plan can be viewed at [www.gwb.ri.gov](http://www.gwb.ri.gov).

### Employer Partnerships

The public workforce system must engage employers as full partners to ensure that training and education are responsive to, and aligned with, employer needs.

#### Action steps

1. Market the EmployRI website, and solicit feedback to improve usability and increase participation by employers and job seekers. ^ +
2. Analyze the requirements of current job vacancies and the skills of job seekers in order to accelerate hiring, identify skills gaps and prioritize skills training. ^
3. Exempt the Job Development Fund (JDF) from the State's 10 percent cost recovery in order to increase available funds to address employer workforce needs. ^ \$
4. Leverage employer support for internships, on-the-job training, summer youth employment and other experiential learning opportunities through the use of grants, tax credits and/or other incentives. ^ +
5. Enlist a team of private sector champions to promote, challenge and engage business leaders to participate actively in the workforce system to ensure that workforce development efforts are informed by, and responsive to, employer workforce needs. \*

## Work Readiness

All youth and adults must have the opportunity to acquire core literacy, numeracy and work-readiness skills necessary to succeed in the workplace.

### Action Steps

1. Expand resources for target populations with low skills and additional employment barriers (e.g., veterans, ex-offenders, out-of-school and at-risk youth, TANF recipients, long-term unemployed, homeless and disabled individuals).  
^ + \$
2. Expand access to career pathways through contextualized adult education, work-readiness, career exploration, internships, case management and job placement. ^ \$
3. Establish a statewide, employer-recognized work-readiness credential to be incorporated into workforce education and training programs. \*
4. Expand subsidized summer youth employment opportunities. + \$

\* Can be accomplished with existing resources

^ Requires reallocation of existing resources

+ Requires leveraging of private sector resources

\$ Requires additional public and/or private funds

# GWB Biennial Plan, continued

## Career Pathways

The public workforce system, in partnership with employers, must provide youth and adults with a continuum of training, education, work experience and supportive services that lead to good jobs and careers in high-growth, high-demand, strategically important sectors of the Rhode Island economy.

### Action Steps

1. Promote dual enrollment academic programs (i.e., secondary / post-secondary) linked to growth sectors of the economy. ^ + \$
2. Expand the use of Career and Technical High School facilities to train adults and out-of-school youth for career pathways. ^ + \$
3. Promote a statewide internship campaign to identify and develop talent for employers, and provide work experience and connections to employers for high school students, college students, recent graduates, out-of-school youth and unemployed adults. ^ + \$
4. Expand the use of on-the-job training, pre-employment occupational skills training and targeted hiring subsidies to prepare the workforce for career pathways. + \$
5. Establish seamless career pathways linking K-12 to higher education, and higher education to employers. ^ + \$

## Public Workforce System

The public workforce system must be fully integrated in order to coordinate planning, funding, and services; evaluate and report the effectiveness and efficiency of services; and align with state economic development strategies.

### Action Steps

1. Improve the effectiveness and efficiency of the public workforce system by directing existing interagency teams to:
  - a. develop uniform performance measures and accountability structures to track progress on achievement of Biennial Plan priorities. ^
  - b. examine and upgrade current data and reporting systems. \* ^
  - c. identify opportunities to align and/or reallocate existing state and federal funds to address Biennial Plan priorities. \*
2. Appoint a representative of the Governor's Workforce Board to the board of the Economic Development Corporation, and appoint a representative of the Economic Development Corporation to the Governor's Workforce Board. \*
3. Expand interagency participation and resource support for netWORKri Career One-Stop Centers. ^
4. Increase the frequency of cabinet-level meetings on workforce development matters. \*

**\* Can be accomplished with existing resources**  
**^ Requires reallocation of existing resources**  
**+ Requires leveraging of private sector resources**  
**\$ Requires additional public and/or private funds**

# Employer Partnerships

## Incumbent Worker Training Grants

In FY 2013, the Governor's Workforce Board awarded \$1.25 million in Incumbent Worker Training Grants, which were able to train more than 3,500 people in the 80 companies listed below. These grants are awarded annually through a Request For Proposal process, and provide up to \$40,000 in matching grants to eligible businesses.

- ATW Companies, Inc.
- Abacus Management Technology
- AIPSO
- All About Home Care
- America Ecotech
- American Partners, Inc.
- Amos House
- AMS Imaging
- Andera, Inc.
- Automatic Temperature Bottling Group
- Bridge Technical Solutions
- Calise Bakery
- Center for Women & Enterprise
- Child Care Consultants and Facilities Management
- Clear Enterprises, Inc.
- Collette Vacations
- Covalence Specialty
- Dexter Credit Union
- Dimeo Construction
- Disanto, Priest & Co.
- Diversified Global Technologies
- Eagle Industries, Inc.
- EBS Econotel Business
- Edesia, Inc.
- Electro Standards Labs
- Elizabeth Buffum Chace Center
- Fielding Manufacturing
- Gem Management Co.
- General Dynamics
- Grande Masonry
- Graphic Solutions for Business
- Guill Tool & Engineering
- Herrick & White Ltd.
- Hire Image
- Home Instead Senior Care
- HRM, Inc.
- Interplex Engineered Products
- IQL Independent Quality Labs
- Jade Engineered Plastics
- Jammatt Housing
- Kahn, Litwin, Renza & Company
- LDC, Inc.
- Lumetta, Inc.
- Magnetic Seal Corp.
- Maxson Automatic Machinery Co.
- McLaughlin Research Corp.
- Mearthane Products Corp.
- Mereco Technologies Group
- Modine Manufacturing
- Moran Shipping Agencies
- Multi-State Restoration
- Murdock Webbing
- Nalari Health
- National Marker
- Navigant Credit Union
- NGC Inc.  
dba The Town Dock
- Paramount Restaurant Supply Corp.
- Pet Food Experts, Inc.
- Precision Turned Components
- Printmakers, Inc.
- Rhodes Pharmaceuticals
- Rhodes Technologies
- RI Marine Trades Association
- RI Rock Gym
- Rolling Frito-Lay
- SEACORP
- Steere Engineering
- Stephen Turner, Inc.
- Stolberger, Inc.  
dba Wardwell Braiding
- Swissline Precision Manufacturing
- Taco, Inc.
- Technic, Inc.
- The Children's Workshop
- The Talaria Company
- Thielsch Engineering
- Toray Plastics
- VR Industries
- Whittet-Wiggins Co.
- Yushin America, Inc.

## Express Training Grants

New in FY 2013, Express Training Grants provide up to \$5,000 in matching funds for eligible businesses. Unlike the Incumbent Worker Training Grants which are reviewed and awarded annually, Express Grant applications are accepted on a rolling basis. All training grants are evaluated by a committee of workforce development experts and prior grant recipients. The GWB awarded \$276,000 in Express Training Grants, which were able to train more than 1,036 people in the 71 companies listed below.

- addVentures
- Admirals Bank
- Ahler's Designs
- American Partners
- Amtrol, Inc.
- Arrowhead Dental Associates
- AVTECH Software, Inc.
- Bank Newport
- Bardon Industries
- BEGO USA
- Bel Air Finishing Supply
- Blue Cross & Blue Shield of RI
- Breezy Knoll Child Care Center
- Central Tool, Inc.
- Coastal Medical
- Cox Communications
- Crossroads Rhode Island
- CVS Caremark
- Davitt Design Build, Inc.
- DiPrete Engineering
- Dominion Diagnostics
- Durkee, Brown, Viveiros & Werenfels Architects
- Embolden Design Inc.
- Envisions Technology
- F.A.F., Inc.
- Family Health Care Ltd. Hall, Inc.
- Herff Jones, Inc.
- Hodges Badge Company
- Horton Interpreting
- Infusion Resources
- In-Sight
- International Packaging Company
- Island Moving Company
- Karen's Hair Design
- Lighthouse Financial Services
- Lincoln Energy Mechanical Services
- LLB Architects
- LOPCO Contracting, Inc.
- Lumetta, Inc.
- Mojo Tech
- Morris & Broms
- MotoRing Technical Training (MTTI)
- Mt. Pleasant Hardware
- MWV Slatersville
- Nalari Health
- Oberon Technologies
- Precision Turned Components
- Professional Facilities Management, Inc.
- R3 Technologies dba Netsense
- Resnevic Dental LLC
- RI Hospitality & Tourism Association
- Saint-Gobain Performance Plastics
- Sansiveri, Kimball & Co.
- Senesco Marine
- Sixteen on Center, Inc.
- Something Fishy, Inc.
- South County Artificial Limb & Brace
- South Kingstown Nursing & Rehab Center
- SyNet, Inc.
- Taco, Inc.
- The Capital Good Fund
- The Jewelers Board of Trade
- Trico Specialty Films
- Verve, Inc.
- Village House
- W.R. Cobb
- Warren Rogers Associates, Inc.
- Waterson Terminal Services
- Wolverine Joining Technologies
- Woodlawn Community Development Corp.

# Employer Partnerships

## 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 engaging employers, identifying skill gaps, promoting relevant training and creating career pathways for their industries. FY 2013 highlights include:

**Industry: MARINE TRADES**

**Partner: RI Marine Trades Association**

**FY 2013 Funding: \$147,080**

- Developed a pre-apprenticeship and apprenticeship program that brings 11 educational providers and employers together in a 205-hour hands-on training which will graduate 20 unemployed or underemployed individuals.
- Placed 62 youth ages 14-24 in industry-related jobs.
- Piloted a new marketing summer youth program that exposed 11 youth to careers in the marine industry and public relations while increasing their knowledge of social issues and environmental sustainability.
- Provided training to 72 incumbent workers in the marine industry.
- Cultivated and secured over 100 new members and increased attendance at member meetings and events by more than 50 percent.

**Industry: HEALTH CARE / HOSPITALS**

**Partner: Hospital Association of Rhode Island**

**FY 2013 Funding: \$151,923**

- Developed a Career Pathways informational component to its monthly one-stop industry awareness training sessions.
- Presented Healthcare Career Pathways to 65 high school students from across the state at the RI Healthcare Careers Expo at the New England Institute of Technology.
- Created and maintained the Common Orientation Project which streamlined nearly 10,000 nursing students through mandatory training in preparation for their clinical rotations.
- Conducted 60 industry awareness workshops at netWORKri for more than 500 displaced workers.
- Secured \$200K from private funders to support scholarships to recruit and retain more than 20 RI nursing school faculty.

**Industry: HEALTH CARE / LONG-TERM CARE**

**Partner: Healthcentric Advisors (Formerly Quality Partners of RI)**

**FY 2013 Funding: \$119,527**

- Collaborated with the New England Institute of Technology to bring free electronic health records training to incumbent healthcare workers.
- Helped fund 25 CNAs to advance their careers through certified medication technician training.
- Graduated 24 participants from the Fundamentals of Healthcare pre-CNA program.
- Provided training to over 50 nursing homes on staff stability.
- Provided Pre-CNA training classes for adults with ESOL and ABE needs to assist them in meeting entry-level criteria for participating in a CNA training course.

**Industry: HEALTH CARE / STUDENTS**

**Partner: UNAP/RI Hospital Health Care Education Trust (Stepping Up)**

**FY 2013 Funding: \$186,816**

- Produced the report, *Realigning the Medical Assistant Career Ladder: Recommendations to Meet Healthcare Industry Needs*, to the Career Pathways Task Force. CCRI now uses the report in their career services office.
- Provided workforce readiness and entry-level health care internships to 101 community participants.
- Placed 67 unemployed/underemployed community residents into entry-level jobs and on a career pathway to high-growth, high-demand careers.
- Assisted in the enrollment of 171 healthcare employees and community residents into 21 CCRI health care pre-college and pre-requisite courses.
- Partnered with 39 organizations, including healthcare employers, labor unions, adult education providers, career and technical education, higher education and the public workforce system.

**Industry: HOSPITALITY**

**Partner: RI Hospitality Education Foundation**

**FY 2013 Funding: \$171,987**

- Finalized career pathway information for the restaurant, lodging and tourism sectors.
- In partnership with netWORKri, the RI Department of Labor & Training and Workforce Solutions of Providence Cranston, co-hosted a Hospitality and Tourism Job Fair.
- Trained over 600 incumbent employees in ServSafe Food Safety Training.
- Trained nearly 500 youth, adults, and incumbent workers in core skills training including First Impressions: Exceptional Customer Service™, Lasting Impressions: The Core of Communication™, and Hospitality: The Third Language™.
- Awarded over \$8,000 to Rhode Island college students through the Representative Paul Crowley and Stephen P. Marra Memorial Scholarships.

# Employer Partnerships

## Industry Partnerships, continued

### Industry: CONSTRUCTION

Partners: Building Futures/Providence Plan

FY 2013 Funding: \$142,342

- Created a Partnership Development Committee to assist in the development of apprenticeship programs that are closely aligned with but not in the commercial/industrial construction sector.
- Provided a hands-on exploration day for 10 waitlisted women candidates and escorted them to the URI Transportation Center's Construction Career Days, designed to engage and inform high school students about the wide variety of careers paths in the construction sector.
- Trained and placed 80 pre-apprenticeship program graduates into one of 12 different building trades' apprenticeship programs with an average starting wage of \$16 per hour.
- Developed welding certification training program at the Building Futures training facility to increase graduate employability and trained 18 participants.
- Created a Graduate Service Learning program in partnership with Olneyville Housing Corporation to provide advanced construction training to our graduates while building affordable housing units in Olneyville; the first cohort of five trainees completed a 10-week training, and two are already employed in the construction field.
- Increased contractor use of apprenticeship as a workforce development strategy in the construction industry through the Apprenticeship Utilization Program; published *Ahead of the Curve: Increasing Apprentice Utilization in Rhode Island's Construction Industry* and *New Directions for Registered Apprenticeship in Rhode Island*.

### Industry: MANUFACTURING

Partner: RI Manufacturing Extension Services, Inc.

FY 2013 Funding: \$85,771

- Formed the Manufacturing Industry Partnership Advisory Board.
- Conducted a skills gap assessment through investigation of secondary industry LMI and through four manufacturer focus groups.
- Piloted "Goodness of Fit" study initiated with New England Institute of Technology, and continued planning a curriculum alignment "Goodness of Fit" study with Davies Career and Technical High School.
- Held a successful Manufacturing Workforce Summit attended by major RI manufacturers, government representatives and education and training providers.

**Industry: DEFENSE**

**Partners: Newport County Development Council/Mayforth Group**

**FY 2013 Funding: \$97,000**

- Continued providing assistance to Electric Boat in their workforce training program, serving 12 youth and 12 veterans and offering 20 full-time positions within the company.
- Organized a Defense Day at Quonset Point with the Governor, Department of Labor and Training Director, Education Commissioner and EDC Director.
- Mapped and presented defense career pathways to job seekers and students.
- Designed a technical writing and communications certificate program.
- Hosted a luncheon and jobs/industry information session with Cranston Area Career & Technical Center students and teachers.

**Industry: INFORMATION TECHNOLOGY**

**Partner: Tech Collective**

**FY 2013 Funding: \$245,948**

- Created an entry-level IT Boot Camp for unemployed workers, which trained 15 participants.
- Coordinated industry speaking programs for 584 students and industry tours for 535 students.
- Invested in development/launch of "Jobzle," an online tool that assisted college students in connecting with internships, jobs, and RI businesses.
- Coordinated a fellowship program to place recent college graduates with local IT employers; six graduates were enrolled and five completed and obtained jobs in the industry.

**Industry: BIOSCIENCE**

**Partner: Tech Collective**

**FY 2013 Funding: \$245,948**

- Conceived and held 20 BioTuesday events, drawing 515 participants.
- Coordinated industry speaking programs for 460 students and field trips for 147 students.
- Created an industry training program and collateral materials for netWORKri staff.
- Developed and conducted an online bioscience industry awareness campaign for the general public.

# Employer Partnerships

## EXPORT ASSISTANCE

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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 2013, the GWB allocated \$40,000 in funding for this program, which was able to train 69 people in the following companies:

- **Advanced Chemicals**
- **Advanced Inter-connections**
- **Alex & Ani**
- **Amtrol**
- **Astro Med, Inc.**
- **Bill's Auto Parts**
- **Bliss Manufacturing**
- **Cooley Engineered Membranes**
- **Electro Standards Labs**
- **GTECH**
- **Iontera, dba Bio Bliss**
- **Primary Flow**
- **Prometheus**
- **Purvis Systems, Inc.**
- **TPI Composites**
- **Trico Specialty Films**
- **Ultra Scientific**
- **Waterson Terminal**

## Jobs Initiatives

The Governor's Workforce Board Jobs Initiatives provide funding to support short-term training and/or hiring incentives that result in employment for unemployed Rhode Islanders. Short-term training may include occupational skills, work-readiness, experiential learning, career coaching, and supportive services. Hiring incentives are paid to employers that hire and retain unemployed Rhode Islanders who have received training, education, and/or other pre-employment services from a public workforce system partner. Hiring incentives typically involve payment of a 50-percent wage subsidy, not to exceed \$3,600 per employee, upon completion of at least 12 weeks of employment.

In FY 2013, the GWB expanded its Jobs Initiatives funding and activities to include:

- Building Futures, in partnership with the Olneyville Housing Corporation;
- Tech Collective, in partnership with Atrion Networking Corporation, netsense, CVS Caremark and the Rhode Island Foundation;
- Electric Boat, in partnership with the Southern New England Defense Industry Alliance and the YouthWorks411 System; and
- Tunstall, Inc., in partnership with the CCRI PACE program.

## Innovative Partnership Grants

The Governor's Workforce Board RI awarded \$1.9 million dollars in Innovative Partnership grants, which bring employers and educational providers together to develop career opportunities for students, out-of-school youth and unemployed or under-employed adults. Ten grants, ranging in size from \$130,000 to \$250,000, were awarded to three community-based organizations, three employers, three GWB industry partners and one educational institution. These include:

- Amos House
- Connecting for Children and Families
- New England Institute of Technology
- OpenDoors
- Rhode Island Hospital
- RI Marine Trades Association
- St. Antoine Residence
- Stepping Up
- Tech Collective
- J. Arthur Trudeau Memorial Center

Collectively, the grants plan to serve more than 540 participants in such industries as hospitality, health care, information technology, marine trades and green technology. Funding for the innovative partnerships comes from the employer-financed Job Development Fund. Of the participants, 420 are expected to gain work experience and/or internship opportunities through the training programs. The Governor's Workforce Board projects that more than half of the participants – approximately 300 – will find permanent employment related to their training. While three employers served as lead applicants for awarded partnerships, the actual number of Rhode Island employers participating in the Innovative Partnership grants number more than 50. These partnerships will continue to operate into FY 2014.

# Employer Partnerships

## Job Training Tax Credits

Another way that the **GWB** 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. **Job Training Tax Credits** are available only to **C Corporations** and may not be claimed on **RI personal income tax returns**.

In **FY 2013**, the following companies listed below were approved to receive nearly **\$3 million** in tax credits in order to train more than **4,100 RI workers**:

- **AAA Southern New England**
- **Alexion Pharmaceuticals**
- **Applied Radar**
- **CVS Pharmacy**
- **CVS Rx Services**
- **Raytheon**
- **RI CVS Pharmacy**

## On-the-Job Training

Funded through the **Workforce Investment Act** and administered by the local workforce investment boards, **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 2013**, 90 new hires from 31 companies were trained, using a total of nearly **\$685,000** in federal matching funds.

- **ABM, Inc. dba Innovex**
- **A-Ten Energy Conservation**
- **Atrion Networking Corp. Central Rhode Island Chamber of Commerce**
- **Chronomatic, Inc.**
- **Contempo Card Company**
- **Electro Standards Laboratory**
- **Event Resource Group**
- **Greystone of Lincoln**
- **Hi-Tech Molds**
- **The Hinckley Company**
- **Hope Global**
- **HTP-Meds**
- **Institute for the Study & Practice of Non-Violence**
- **International Packaging**
- **Interplex Engineered Products**
- **J. Goodison Company**
- **James V. Aukerman & Associates**
- **Morgan Mill Metals**
- **National Maintenance Systems, Inc.**
- **Phoenix Optix, Inc.**
- **Porter Machine, Inc.**
- **ProgBen Insurance Agency**
- **Senesco Marine**
- **Serec Corporation**
- **Technology Advisory Group**
- **Tiyoda-Serec Corp.**
- **Top Line Systems**
- **WRIK Entertainment**
- **The Window Shoppe**
- **Yushin America**

## Employer Advisory Group

In keeping with the Biennial Plan priority to expand employer partnerships, the GWB Employer Committee launched a separate, larger Employer Advisory Group in order to further the Board's aim of increasing private sector input into the public workforce development system. The goal of the group is to serve as a bridge between the system and employers in Rhode Island, particularly those that are not part of established communication vehicles such as Industry Partnerships. The group serves as a feedback mechanism for information on the success of the public workforce system and for on-the-ground information on hiring and training needs. Members include representatives from the following companies:

- Atrion Networking Corp.
- The Brickle Group
- Butler & Messier Insurance
- CCRS
- Chronomatic, Inc.
- Dimeo Construction
- Fidelity
- General Dynamics-Electric Boat
- Groov-Pin Corporation
- Johnson & Wales University
- Netsense
- Providence Granola Project
- Psychological Centers
- St. Clare Home
- TCP Learning
- TC Kinnaman Welding Solutions
- Taco, Inc.
- Technic, Inc.
- Thielsch Engineering
- West View Nursing
- Yardney Technical Products

In FY 2013, the GWB Employer Committee visited and/or contacted all local Chambers of Commerce and all current and former recipients of Incumbent Worker Training grants to explain the purpose of the Employer Advisory Group and to solicit membership. In turn, the Employer Advisory Group held two meetings in order to consider the mission of the group, its role in the Public Workforce System, opportunities for business assistance and current issues in employment and education.

# Work Readiness

## YouthWorks411

The YouthWorks411 network of youth workforce centers combine Workforce Investment Act (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 2013, the Governor's Workforce Board distributed \$480,000 in Job Development Fund dollars and \$1.97 million in WIA funding through the local workforce investment boards to operate 14 YouthWorks411 centers, through which 3,000 youth were served. Vendors and locations are listed below:

### **Comprehensive Community Action Program**

- Cranston
- Pawtucket
- 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 Work 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 \$1 million to provide Rhode Islanders ages 14-24 with subsidized summer work experience. This funding was matched with federal TANF funding from the RI Department of Human Services, bringing the total investment to \$2 million to serve more than 1,300 youth. 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
- Blackstone Valley Community Action Program
- Boys and Girls Club of Newport County
- Boys and Girls Club of Providence
- Comprehensive Community Action Program
- East Bay Community Action Program
- Family Resources Community Action Program
- Goodwill Industries
- Institute for the Study and Practice of Non-Violence
- Lifespan/Rhode Island Hospital
- Living History
- Metropolitan Regional Center Tech (MET)
- New England Laborers Academy
- Rhode Island Marine Trades/Save the Bay
- Rhode Island Parent Information Network
- SER Jobs for Progress
- Seven Hills Rhode Island
- Tri-Town Community Action
- Woodlawn Community Development Corp.

## Bonuses for Youth Work Experiences

As an incentive to provide more work experiences for Rhode Island youth, the GWB offered up to \$10,000 in bonus funding through its Incumbent Worker Training Grants to businesses that provided school-year or summer internships. Participating businesses included:

- **ATW Company**
- **All About Home Care**
- **Center for Women & Enterprise**
- **Dimeo Construction**
- **Interplex Engineered Products**
- **Jammat Housing and Community Development Corp.**
- **Mearthane Products Corp.**
- **Multi-State Restoration**
- **NGC, Inc. dba The Town Dock**
- **National Marker**

# Work Readiness

## Internship Promotion

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In his introduction to the **GWB Biennial Plan**, Governor Lincoln D. Chafee highlighted several action steps to make positive change for Rhode Island business and workers, including:

*Promote a statewide internship campaign to provide work experience and connect high school students, college students, recent graduates, out-of-school youth and unemployed adults with Rhode Island employers.*

In response to this charge, the **GWB** convened representatives from more than 30 businesses, colleges, high schools, public workforce agencies, and community-based organizations that utilize internships and other work-based learning to prepare students, out-of-school youth and unemployed adults for the workplace. Together, these diverse organizations resolved to developing a statewide campaign to promote internships and other work-based learning through education and outreach to businesses.

## Work Readiness Credential

Businesses locally and nationally cite literacy and math skills as essential elements of work readiness. In surveys of **GWB Industry Partners**, 50 percent mentioned mathematics and 44 percent reading skills as high priorities for incoming workers. Among **GWB Incumbent Worker Training** grantees, 46 percent highlighted English language skills.

As part of multi-year federal Workforce Innovation Fund grant, the RI workforce development system will launch a pilot program in two one-stop career centers in the next fiscal year. The grant, known as **Workforce On-Ramps**, includes a work readiness credential that measures the following skills:

- applied mathematics;
- applied reading;
- applied research;
- work discipline;
- teamwork;
- customer service; and
- managerial potential.

The work readiness credential also includes employer-verified work experience in paid or unpaid employment or on-the-job training.

In FY 2013, the **GWB** held employer focus groups to evaluate the usefulness of such a credential. The focus groups revealed that businesses saw the credential as a valuable component of a full package of services the public workforce system could offer; including training, assessment, screening, and placing new hires. Nearly all businesses already used some form of literacy, math, and “fit” pre-test for their potential hires and believed that a Rhode Island credential could save them valuable time and resources by pre-screening applicants.

## 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 in order to compete in the 21st century economy.

In FY 2013, GWB provided \$3.5 million to the RI Adult Education Initiative to support programs that integrated education and workforce development for adult learners; this investment represented 42 percent of the initiative's total funding. Of the nearly 2,600 participants, more than 50 percent achieved educational gains, 260 gained employment and 400 earned a GED or other high school credential. Participating programs in FY 2013 are listed below:

- Amos House
- Aquidneck Island Adult Learning
- Blackstone Valley Community Action Program
- Central Falls Family Literacy
- Community College of Rhode Island
- Comprehensive Community Action Program
- Cranston Alternate Education Programs
- Crossroads Rhode Island
- Dorcas Place
- Education Exchange
- English for Action
- Genesis Center
- Goodwill Industries
- International Institute of Rhode Island
- Literacy Volunteers of East Bay
- Literacy Volunteers of Washington County
- Mentor, Inc.
- Newport Family Literacy
- Newport Skills Alliance
- Pawtucket School Dept.
- Progreso Latino
- Project Learn
- Providence Community Action
- Providence Housing Authority
- Rhode Island College
- RI Dept. of Corrections
- RI Family Literacy Initiative
- RI Indian Council
- RI Institute for Labor Studies & Research
- South County Community Action
- Year Up

# Career Pathways

## Workforce On-Ramps Pilot

Funded by a multi-year \$2.7 Workforce Innovation Grant from the U.S. Dept. of Labor, the Workforce On-Ramps pilot will test different ways to inform and serve job seekers about four different career pathways in Rhode Island's high-growth industries: Health Care, Hospitality, Information Technology and Manufacturing.

A leadership group - including representatives from the RI Department of Labor and Training, the State Workforce Investment Office, the Governor's Workforce Board, the RI Department of Education, the RI Department of Human Services, the Community College of Rhode Island, Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater Rhode Island - oversees the implementation of the Workforce On-Ramps pilot.

Braided and blended funding streams involved in the pilot currently include Workforce Investment Act Title I and II, TANF and Wagner Peyser. Both CCRI and the Governor's Workforce Board are offering in-kind training funds.

Because of its ongoing work in career pathways, the Governor's Workforce Board is a key player in this pilot program, and has been a valuable player in the first year's research. In FY2014, the pilot is expected to operationalize in two netWORKri one-stop centers.

## Career Pathways Task Force

Since its inception in February 2011, the GWB Career Pathways System Task Force has focused on developing an effective career pathways system to better align workforce skills with employer needs.

The task force defines a career pathway 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 Career Pathways System Task Force accomplished the following in FY 2013:

- Transitioned to a leadership and oversight role by assisting with career pathways work within partner state agencies, primarily through the Workforce On-Ramps pilot;
- Integrated the work of the CCRI PACE program, which provides free training and stackable credentials for unemployed and dislocated workers;
- Worked with a consultant to integrate the six key elements of career pathways designated by the U.S. Department of Labor into its efforts;
- Worked with the RI Department of Education’s Office of Multiple Pathways to integrate career pathways efforts;
- As part of the Workforce On-Ramps pilot, collaborated with GWB Industry Partners to add hospitality and manufacturing to its original high-growth, high-demand fields of health care and information technology;
- Produced an interim report on the progress of the task force; and
- Reviewed suggestions from *Make It Happen RI*, *GWB’s Biennial Employment and Training Plan*, and *Public Occurrences*.

# Career Pathways

## 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. 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.

In FY 2013, 206 RI job seekers requiring short-term skill upgrades received over \$776,000 in subsidized training in areas such as health care, information technology, construction and manufacturing. Approved vendors are listed by career pathway below.

### Eligible Training Providers

#### Business

- Agora Career Academy
- Bishop Keough High School
- Boston University
- Bryant University
- Coastal Career Academy
- CCRI
- Consolidated Consulting & Recruiting Services
- Family Resources Community Action
- Genesis Center
- Goodwill Industries
- Health Care Training Services
- L S Coding & Education
- New England Business Educational Systems
- New England Institute of Technology
- New Horizons
- Providence Skills Center
- Quality & Productivity Solutions
- Rhode Island College
- Ridley-Lowell Business & Technical Institute
- Roger Williams University
- Sawyer School
- Tailor-Made Training
- TCP Learning
- URI Continuing Education

#### Construction

- Bay State School of Technology
- Clean Edison
- CCRI
- Fab Tek Technology
- Heavy Construction Academy
- MTTI (MotoRing Technical Training Institute)
- Nationwide Diesel Technologies
- New England Institute of Technology
- Newport Community School
- Ocean State Technical Services
- Opportunities Industrialization Center (OIC)
- Rhode Island Construction Training Academy
- Ridley-Lowell Business & Technical Institute
- Southeast Lineman Training Center
- Thielsch Welding School

#### Green Technology

- Bryant University
- Clean Edison
- CCRI
- Crossroads Rhode Island
- New England Business Educational Systems
- Opportunities Industrialization Center (OIC)
- Roger Williams University

**Healthcare**

- 911Programs, Inc.
- Access Point RI
- American Safety Programs and Training
- Bancroft School of Massage Therapy
- Bastien Academy
- Coastal Career Academy
- CCRI
- Comprehensive Education Services
- Connecting for Children and Families
- Crossroads Rhode Island
- East Providence Career and Technical Center
- Family Resources Community Action
- Genesis Center
- Health Care Connections
- Health Care Training Services
- Health Training Center
- HiTEP-Hispanic Technology & Education Programs
- International School for Health Careers
- L S Coding & Education
- Lincoln Technical Institute
- MedCerts
- MTTI
- New England Institute of Technology
- Newport Community School
- Northeast Maritime Institute
- RI Allied Health Institute
- Rhode Island College
- RI Community Training Center
- Ridley-Lowell Business & Technical Institute
- Roger Williams University
- Saint Antoine Residence
- Salter School - Fall River
- Tailor-Made Training
- University of Massachusetts Dartmouth

**Hospitality**

- Amos House
- Chef Walter's Cooking School
- CCRI
- Cookie Place, Inc.
- RI Hospitality & Tourism Association
- The Genesis Center

**Information Technology**

- Bay State School of Technology
- Bryant University
- CCRI
- Dorcas Place Adult & Family Learning Center
- Goodwill Industries
- Lincoln Technical Institute
- MTTI
- New England Institute of Technology
- New Horizons of Rhode Island
- Northeast Maritime Institute
- Quality & Productivity Solutions
- Rhode Island College
- Ridley-Lowell Business & Technical Institute
- TCP Learning
- URI Continuing Education
- Year Up

**Manufacturing**

- Bryant University
- CCRI
- MTTI
- Quality & Productivity Solutions
- TCP Learning
- URI/ASFCCE
- Worcester Polytechnic Institute

**Marine Trades**

- Confident Captain/Ocean Pros
- International Yacht Restoration School
- MTTI (MotoRing Technical Training Institute)
- New England Institute of Technology
- Northeast Maritime Institute

**Other/Personal Services**

- Aveda Institute RI
- Bancroft School of Massage Therapy
- Bristol Community College
- Catherine Hinds Institute
- CCRI
- Consolidated Consulting & Recruiting Services
- Crossroads Rhode Island
- DogPatch
- Empire Beauty School
- Family Resources Community Actions
- Fine Mortuary College
- International School for Health Careers
- Lincoln Technical Institute
- Look Image Academy
- MTTI
- New England Casino Dealer Academy
- Newport School of Hair-dressing
- Paul Mitchell the School
- Ridley-Lowell Business & Technical Institute
- Rob Roy Academy
- Roger Williams University
- Salter School - Fall River
- The Genesis Center
- Toni & Guy Hairdressing Academy

**Transportation**

- Construction Training
- International CDL
- International Yacht Restoration School
- MTTI
- Nationwide Diesel Technologies
- New England Institute of Technology
- New England Tractor Trailer Training School
- Northeast Maritime Institute
- Teamsters Local 251 Driver Training

# Public Workforce System Integration

## LEGISLATIVE UPDATE

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Since 2010, the GWB has convened a multi-agency plan management team to review all publicly-financed workforce development programs in Rhode Island and produce an annual report known as the Unified Workforce Development Expenditure and Program Report (UEP). The UEP is available for viewing on the GWB web site at [www.gwb.ri.gov](http://www.gwb.ri.gov).

In FY2013, the RI General Assembly amended the reporting requirements for the UEP and the Biennial Plan to provide that the UEP would be published on November 15 of each year and the Biennial Plan would be incorporated into the UEP every other year, beginning in November 2014.

## Unified Workforce Expenditure and Program Report

The Unified Workforce Expenditure and Program Report (UEP) is a compendium of all state and federal dollars devoted to workforce development activities across state agencies in RI and the activities and outcomes that result from those investments. It also serves as a resource for decision making about future resource allocation. An interagency team contributes to the publication of the UEP, including all state agencies designated in Title 42-102-9 and the state college system. These include:

RI Department of Labor and Training

- State Workforce Investment Office
- Business Workforce Center

RI Department of Corrections

Governor's Workforce Board

Executive Office of Health and Human Services

- RI Department of Behavioral Health, Developmental Disabilities and Hospitals
- RI Department of Children, Youth, and Families
- RI Department of Human Services

RI Department of Education

- Career and Technical Education
- Adult Education

RI Board of Governors of Higher Education

- Community College of Rhode Island
- Rhode Island College
- University of Rhode Island

Going forward, the UEP will be published on November 15<sup>th</sup> to coincide with future publications of the Biennial Plan.

## Stakeholder Outreach

In addition to working closely with board members, grant recipients, individual businesses and public workforce system partners, the activities and staff of the GWB intersect with a diverse cross-section of Rhode Island organizations that have included the following organizations during FY 2013:

- Apeiron Institute
- AS220
- Association of Independent Colleges & Universities of RI
- Big Picture Learning
- Blackstone Valley Tourism Council
- BroadbandRI
- Brown University
- Bryant University Chafee Center
- CCRI
- City of Newport
- Crossroads RI
- Davies Career & Tech Academy
- Dorcas International Institute of RI
- East Greenwich Chamber of Commerce
- Greater Providence Chamber of Commerce
- HealthyRI
- Hispanic Chamber of Commerce
- I-195 Commission
- Institute for the Study and Practice of Non-Violence
- Johnson & Wales University
- Local Initiatives Support Corporation
- Manufacturing 1000
- Met School
- Nellie Mae Foundation
- New England Institute of Technology
- Northern RI Chamber of Commerce
- Opportunities Industrialization Center (OIC)
- Office of Congressman David Cicilline
- Office of Congressman James Langevin
- Office of Senator Jack Reed
- Office of Senator Sheldon Whitehouse
- Providence After School Alliance
- Providence College
- Providence Journal Publick Occurrences
- Providence Plan
- Rhode Island College
- RIC STEM Center
- RI Commodores
- RI Department of Health
- RI Division of Planning
- Rhode Island Foundation
- RI House of Representatives
- RI Institute for Labor Studies & Research
- RI Public Expenditure Council
- Rhode Island School of Design
- RI Senate
- RI Student Loan Authority
- Riverzedge Arts
- Roger Williams University
- Salve Regina College
- Science and Technology Advisory Council
- SER Jobs for Progress
- ServeRI
- Social Venture Partners
- United Way of RI
- URI
- Veterans Administration
- Year Up

# 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 FY 2013 are listed on the following page.

WIN	DATE	SUBJECT
12-01	8/27/12	<b>Adult and Dislocated Worker Allocations for PY 2012</b> This issuance provides information concerning the PY 2012/FY 2013 split for Adult and Dislocated Worker Programs.
12-02	10/2/12	<b>Notice of Public Comment Period – Integrated Workforce Plan</b> This issuance communicates to Workforce Investment Areas and all interested parties that the State Workforce Investment Office of the RI Department of Labor and Training will hold a public comment period and solicit comments from interested parties regarding the State of Rhode Island’s Integrated Workforce Plan.
12-03	1/2/13	<b>Workforce Innovation Fund Grant Allocations</b> This issuance provides Local Areas with Workforce Innovation Fund Grant allocations and also details oversight and reporting requirements.
12-04	1/2/13	<b>PY 2011 Data Element Validation</b> This issuance provides guidance concerning policy and procedures regarding the State’s PY 2011 data element validation process.
12-05	1/28/13	<b>Program Year 2012 Performance Measures Established</b> This issuance provides notification of the negotiated Workforce Investment Act (WIA) performance measures for Program Year (PY) 2012.
12-06	1/28/13	<b>Local Planning Guidance</b> This issuance provides guidance to local areas regarding the submission of their Workforce Investment Act (WIA) local plans.
change 1	1/30/13	<b>Local Planning Guidance</b> This issuance corrects the date by which Local Plans must be submitted to the State Workforce Investment Office.
12-07	4/10/13	<b>Lower Living Standard Income Level (LLSIL) &amp; Self-Sufficiency Guidelines for 2013</b> This issuance transmits the 2013 Lower Living Standard Income Level (LLSIL) and Self-Sufficiency Guidelines.
12-08	6/28/13	<b>Allocation Percentages for Adult and Youth Programs for PY 2013 per TEGL 21-12</b> This issuance provides information regarding the allocation of funds for WIA Title 1, Adult and Youth Program allotments for PY 2013 per TEGL 21-12.
12-09	6/28/13	<b>Allocation Percentages for Dislocated Worker Program for PY 2013 per TEGL 21-12</b> This issuance provides information concerning the weights the Governor has assigned for PY 2013 Dislocated Worker allocations.
12-10	6/28/13	<b>Allocations for Adult and Youth Programs for PY 2013</b> This issuance provides Locals with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2013 and additional information.
12-11	6/28/13	<b>Dislocated Worker Allocations for PY 2013</b> This issuance provides information concerning the allocation for PY 2013 Dislocated Worker funds.
12-12	6/28/13	<b>Temporary Aid to Needy Families (TANF) Funding Allocations for the Summer Employment Opportunities for Youth Program for Program Year (PY) 2013</b> This issuance will provide Local Areas with TANF allocations for the PY 2013 Summer Employment Opportunities for Youth Program.
12-13	6/28/13	<b>Adult and Dislocated Worker Allocations for PY 2013</b> This issuance provides information concerning the PY 2013/FY 2014 split for Adult and Dislocated Worker Programs.

# Financials

By Executive Order, 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 (JDF) 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.

<b>JDF/GWB ACTUAL STATE FY 2013</b>	
<b>Fund Availability</b>	
Cash Carry-In	\$ 3,777,146
Anticipated Collections	11,911,243
Interest Earnings	110
<b>Total Availability</b>	<b>\$ 15,688,499</b>
<b>Less:</b>	
Indirect Cost Recovery	\$ 1,187,525
DOR/Employer Tax Unit	771,711
DOA Centralizations	148,579
Facilities	56,752
Administrative and Overhead Costs	894,348
Grants and Awards	7,025,872
<b>Subtotal</b>	<b>\$5,603,712</b>
<b>Less:</b>	
Contractually Obligated Carry-Over (FY 2014)	4,281,960
Board Allocated Carry-Over (FY 2014)	891,728
<b>Balance</b>	<b>\$430,024</b>

<b>WIA ACTUAL STATE FY 2013</b>	
<b>Disbursed Funding</b>	<b>\$10,915,637</b>
Rapid Response	\$ 1,073,668
Local WIB Funding	9,144,249
SWIO Set-Aside	
Disbursals	477,168
Administration and Overhead	220,552
<b>Disbursements/ Expenditures by Program Type</b>	<b>\$ 10,915,637</b>
Adult	\$ 2,846,423
Youth	3,342,147
Dislocated Worker	4,727,067

# Looking Ahead

## **RI Work Immersion Program**

Following through with his call to expand work experience for students and adults, Governor Chafee proposed to establish a RI Work Immersion Program with general revenue funding to provide partial wage subsidies to businesses that offer a temporary work experience to a college student or unemployed adult. Businesses that permanently hire the student or unemployed adult upon completion of the temporary work experience would receive additional funding. The Governor's proposal was adopted by the RI General Assembly, and the Governor's Workforce Board will develop guidelines for the implementation of the Work Immersion Program in FY 2014.

## **Non-Trade Apprenticeships**

In addition to the Work Immersion Program, the General Assembly also adopted Governor Chafee's proposal to expand non-trade registered apprenticeship programs in Rhode Island. Non-trade registered apprenticeship programs must:

- be sponsored by an employer or employers (with or without union partners);
- provide classroom instruction as well as paid on-the-job learning;
- prepare individuals for non-construction trades; and
- be approved by the State Apprenticeship Council.

The Governor's Workforce Board has been charged with the responsibility to solicit proposals from GWB Industry Partners to develop up to two non-trade apprenticeship programs in FY 2014.

## **RhodeMap RI**

In FY 2013, the State of Rhode Island launched RhodeMap RI, an extensive planning process led by the RI Division of Planning to develop a new place-based economic development vision for Rhode Island that builds on the state's existing assets to position it for future growth. It will identify the industries in which the state should make investments as well as the regulatory, marketing and financial strategies it should implement in order to achieve the vision. In FY 2014, the Governor's Workforce Board and GWB Industry Partnerships will collaborate with the Division of Planning to participate in the adoption of an economic development vision for the state.

# Governance

The membership of the Governor's Workforce Board encompasses stakeholders from business, labor, education and government. 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 (*through 4/13*)

## **MEMBERSHIP**

- Mario Bueno, Executive Director, Progreso Latino
- Timothy L. Byrne, Business Manager, Local 51, United Association of Plumbers and Pipefitters (*appointed 5/13*)
- Robin M. Coia, Assistant Administrator, New England Laborers' Labor-Management Cooperation Trust
- Ray M. Di Pasquale, 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
- Cheryl Merchant, President/CEO, Hope Global (*appointed 5/13*)
- Sharon O. Moylan, Realtor/Associate, Coldwell Banker
- Robert Nangle, President, Meridian Printing
- George H. Nee, President, Rhode Island AFL-CIO
- Manuela Raposo, Director, RI Welcome Back Center (*appointed 4/13*)
- 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 (*through 4/13*)

## 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  
*(through 4/13)*  
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  
*(through 4/13)*

### **ADULT EDUCATION AND LITERACY COMMITTEE**

Ray M. Di Pasquale, 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  
Andrea Castenada  
Ray M. Di Pasquale  
Charles J. Fogarty  
Deborah A. Gist  
Jill Holloway  
Kevin L. McDevitt  
*(through 2/13)*  
William C. McGowan  
*(through 4/13)*  
Michael Sabitoni  
Jeffrey Senese  
Kathie Shields  
Robin Smith  
Marcel Valois  
*(appointed 5/13)*  
Bill Weedon

# Contact Information

## BOARD MEETINGS

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During Fiscal Year 2013, the Governor's Workforce Board held 10 Board of Directors meetings. Minutes of board meetings are linked to the Governor's Workforce Board website, [www.gwb.ri.gov](http://www.gwb.ri.gov). The website also includes a current schedule of board meetings.

## Governor's Workforce Board Rhode Island

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### STAFF

Rick Brooks  
Executive Director

Elizabeth Jardine  
Chief, Operations and Development

Sherri Carello  
Senior E&T Monitoring Specialist

Dan Brown  
Chief Implementation Aide

Maureen Mooney  
Office Manager (*through 6/13*)

Amelia Roberts  
Office Manager (*appointed 6/13*)





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

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