

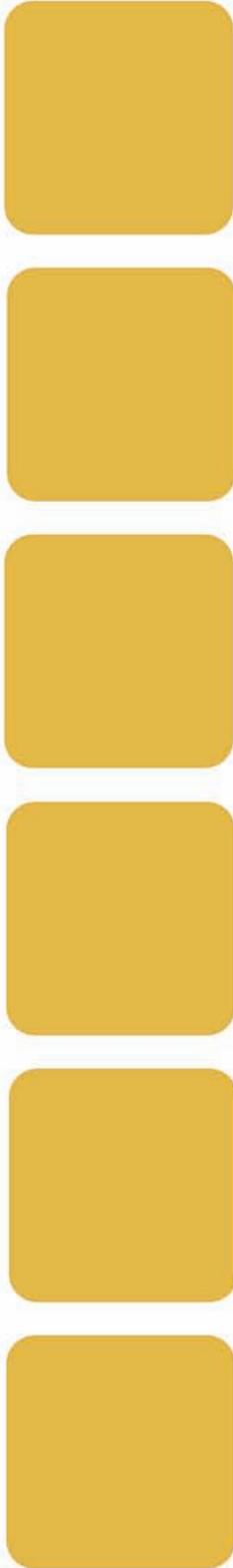
# Governor's Workforce Board Rhode Island



# Annual Update 2009



# The Governor's Workforce Board Rhode Island



**T**he Governor's Workforce Board RI combines the scope and resources of the State Workforce Investment Board and the Human Resource Investment Council to provide unified and impactful policy-making decisions focused on our state's greatest asset: its workforce.

Since Governor Donald L. Carcieri established the Governor's Workforce Board in September 2005, the 17-member board has supported \$42 million in strategic investments designed to improve the skill base of RI workers, to foster the work readiness of the emerging workforce and to anticipate the needs of new and existing businesses.

The board's activities are financed by two funding streams—the state's Job Development Fund and the federal Workforce Investment Act.

The Job Development Fund supports business growth and job creation in Rhode Island and is financed by a 0.21 percent of annual employer payments to the Unemployment Insurance Fund. In actuality, the board receives 0.19 percent of these payments, while the remaining 0.02 percent funds core services at the Rhode Island Department of Labor and Training.

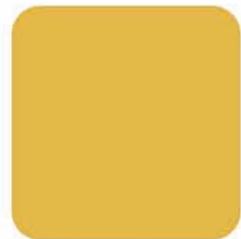
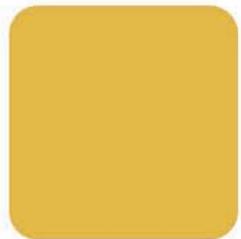
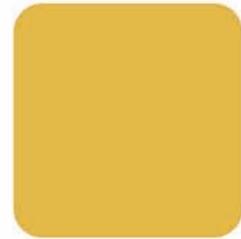
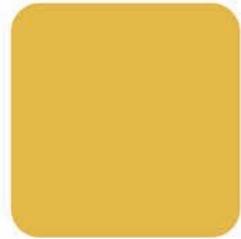
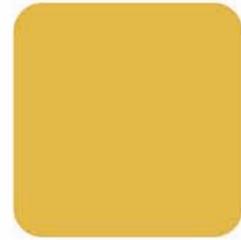
The Workforce Investment Act finances employment, training, literacy and vocational opportunities for those most in need. Each state's allocation is determined on a federal level and takes into consideration a number of local and national employment indicators.

# STRATEGY IN ACTION

In 2009, the Governor's Workforce Board Rhode Island made the following investments that supported its strategic goals:

- **\$1 million in Industry Partnerships** that systematically work to eliminate workforce skill gaps in high-growth, high-wage areas.
- **\$2.3 million** to expand the **Industry Skills Development Initiative**, an offshoot of Industry Partnerships and designed to grow industry-related skills and future employee interest.
- **\$2.4 million in Comprehensive Worker Training Grants**, an investment that has been doubled by private industry funds to train approximately 7,200 Rhode Island workers.
- **\$320,000 in Workforce Expansion Grants**, jointly awarded by the RI Economic Development Corporation and offering up to 50 percent reimbursement for new employee training.
- **\$4.6 million in Adult Education and Literacy Grants** that, when leveraged with funds from other public and private partners, has provided more than \$11 million in adult education initiatives.
- **\$3 million in Youth Strategy Grants** that, when leveraged with an additional \$9.9 million in federal funding, has created a model workforce development system for the next generation.

Such investments are helping to fulfill Governor Carcieri's vision for a highly-skilled workforce that enhances our state's ability to compete in a global marketplace.





### **Partnership Building**

Industry Sector Partnerships are designed to foster collaboration among representatives of companies within high-growth, high-demand industries. By conducting industry specific skill gap analyses, and other related activities, these partnerships will drive services that respond to industry needs and meet industry standards. In 2009, the board committed \$1 million to continue funding eight multi-year partnerships representing high-growth, high-demand industries and to fund its newest partnership in green technologies:

- Building Futures / Providence Plan
- The Hospital Association of Rhode Island
- Quality Partners of Rhode Island
- Rhode Island Green Technology Consortium
- Rhode Island Hospitality Education Foundation
- Rhode Island Manufacturing Extension Services
- Rhode Island Marine Trades Association / IYRS
- Tech Collective (Bioscience partnership)
- Tech Collective (Information Technology partnership)

### **Industry Skill Development Initiative**

In conjunction with the Industry Partnerships, the Governor's Workforce Board invested \$2.3 million to implement the Industry Skills Development Initiative (ISDI), which builds awareness, removes barriers and enable training for those interested in Rhode Island's high growth industries.

### **Comprehensive Workforce Training Grants**

The competitive nature of the global and regional economy requires that companies continually develop the skills and knowledge of their workforce so they may increase employee productivity and build operational capacity. Matching training grants for existing workers allow companies to co-fund training that addresses individualized needs. In 2009, \$2.4 million was awarded to 94 organizations, training 7,272 incumbent workers. Sixty-three of these organizations belong to high-wage sectors, according to current labor market information.

### **Workforce Expansion**

Increasing existing jobs and opening new business opportunities is a key component in developing the workforce. Assisting in the state's economic development process, the board was able to co-fund employee training for both new and existing businesses thus opening opportunities to expand the workforce and increase the number of high wage jobs in the state. In 2009, eight companies were awarded grants totaling \$319,318 and serving 115 new Rhode Island hires.



### **Youth Strategies**

In 2009, the board awarded \$2 million to the Department of Labor and Training to continue the delivery of youth services through the statewide YouthWORKS411 system and in collaboration with the local workforce investment boards. This investment, when leveraged with federal funding streams, provided work exploration and experience to approximately 10,000 youth ages 14 to 24 over the year. Also in 2009, GWB invested \$975,000 to replicate the successful World of Work school-based work preparedness program into three other school districts.

### **Adult Education Committee**

The Board's continued support of adult education and literacy is integral to its broader policy agenda. In order for Rhode Island to successfully continue as a world-class competitor in the 21st century, the Board's funding in Program Year 2009 is \$4.6 million. The investment allows adult education to maintain the capacity of the provider system.

### **Rhode Island Jobs Training Tax Credit**

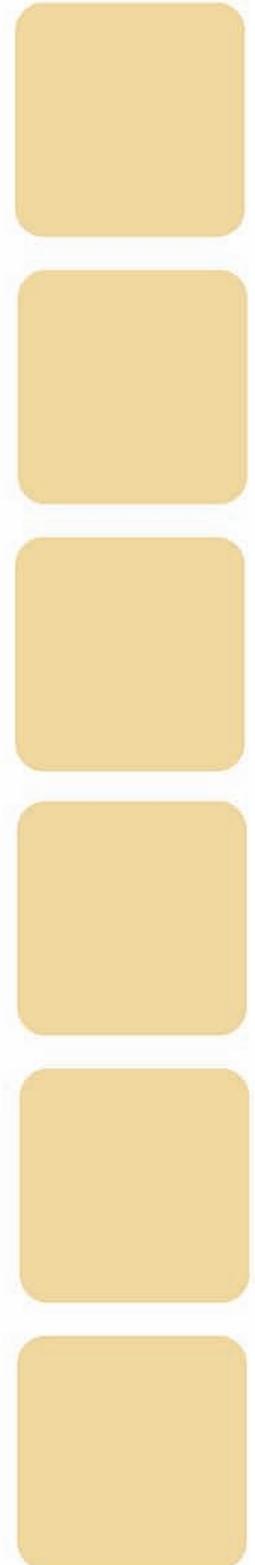
In concert with its mission to support Rhode Island businesses, the Board continued to support the tax incentives offered through the Rhode Island Jobs Training Tax Credit Act. Enacted by the General Assembly in August 1996, the Act provides for employer tax credits of 50% of qualified expenses, limited to a \$5,000 credit per employee over a three-year period. Only \$1,000 of qualified expenses may be wages earned in training. Forty-one (41) companies invested in excess of \$4.4 million to train approximately 7,834 employees.

### **Economic Development Corporation Export Assistance**

In the past year this program assisted 40 companies through training. There was a broad range of training including but not limited to the export control training, international website development, country specific training and trade mission training.

### **PK-16 STEM Education Internship**

In 2009, the board provided \$25,000 in funding to assist the Economic Development Corporation's STEM project, Making the Grade, which places STEM teachers in summer work assignments with leading RI firms. Companies and organizations that sponsor externships provide significant value to teachers through the mentored work experience that the teachers bring back to the classroom.



# STRATEGIC WORKFORCE PLAN FOR RHODE ISLAND, 2009-2014



**M**ore than 100 community leaders from the public and private sectors collaborated for 18 months to identify Rhode Island's greatest workforce needs and suggest strategies for meeting those needs. The result, *The Strategic Workforce Plan for Rhode Island, 2009-2014*, offers clear goals and guidance as Rhode Island positions itself for future success. The plan, approved by the board in March 2009, is particularly relevant in the context of the recent economic downturn and the preparation for future economic recovery.

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

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

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

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

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

- Objective 2.1: Increase Employer Investments in Training
- Objective 2.2: Increase the Number of Self-Sustaining Jobs



- Objective 2.3: Increase Employer Involvement in Apprenticeships
- Objective 2.4: Expand Skill Partnerships
- Objective 2.5: Increase Credentials
- Objective 2.6: Increase Fill Rate of High Wage Jobs

**GOAL 3: THE ADULT WORKFORCE IS SKILLED AND AGILE.**

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

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

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

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

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



# WORKFORCE INVESTMENT ACT POLICY ISSUANCES

## WIA POLICY ISSUANCES

The U.S. Department of Labor Employment and Training Administration (USDOL, ETA) requires that the WIA Statute and Regulations be implemented by the issuance of State Policy by the governor. USDOL, ETA, from time to time, issues changes in policy impacting the administration of the Workforce Investment Act in Rhode Island. These issuances are called Training and Employment Guidance Letters (TEGLs) and require that changes in state policy be implemented to conform to changes in federal policy and be communicated to the workforce development system. In addition, these communications now include policy issuances for initiatives funded by the Governor's Workforce Board's Job Development Fund when appropriate. Workforce Investment Notices (WIN) for Fiscal Year 2009 are listed below.



WIN	DATE	SUBJECT
08-06	1/29/09	<p><b>Notice of Public Hearing - Strategic Workforce Plan for Rhode Island, 2009-2014</b></p> <p>This issuance provides information concerning a public hearing for the Governor's Workforce Board Rhode Island five-year strategic plan.</p>
08-07	1/30/09	<p><b>Local Planning Guidance Year Five (PY 2009)</b></p> <p>The purpose of this local planning guide is to provide a better understanding of the planning requirements under the Workforce Investment Act of 1998.</p>
08-08	2/4/09	<p><b>Notice of Public Hearing - Title 1B WIA/Wagner Peyser State Plan Extension for PY 2009</b></p> <p>This issuance provides information concerning a public hearing for the extension to the One-Year Title 1B WIA/Wagner Peyser State Workforce Plan for the period July 1, 2009 through June 30, 2010.</p>
08-09	3/9/09	<p><b>Changes in Dislocated Worker Allocations for PY 2008/FY 2009</b></p> <p>This issuance provides guidance on the State Workforce Investment Office plan to distribute additional Dislocated Worker monies to the Workforce Solutions of Providence/Cranston (WSPC), from the State Set-Aside Dislocated Worker funding stream.</p>
08-10	3/11/09	<p><b>Initial plans for Implementing Workforce Investment Act Employment and Training Programs under the American Recovery and Reinvestment Act (ARRA) of 2009</b></p> <p>This issuance provides initial guidance regarding stimulus allotments and implementation of the ARRA.</p>
08-11	3/25/09	<p><b>Allocation Percentages for Adult and Youth Programs for PY 2009, and Recovery Act Stimulus funds for Adult and Youth Programs issued under PY2008 funding, but using PY 2009 allocation percentages</b></p> <p>This issuance provides Allocation Percentages for Adult and Youth Programs for PY 2009 and Recovery Act stimulus funds for Adult and Youth Programs under PY 2008</p>
08-11 change 1	3/30/09	<p><b>Revision to Allocation Percentages for Adult and Youth Programs for PY 2009, and Recovery Act Stimulus funds for Adult and Youth Programs issued under PY 2008 funding, but using PY 2009 allocation percentages</b></p> <p>This issuance is a revision to the Allocation Percentages for Adult and Youth Programs for PY 2009 and Recovery Act stimulus funds for Adult and Youth Programs under PY 2008.</p>





WIN	DATE	SUBJECT
08-12	3/30/09	<p><b>Allocations for Industry Skills Development Initiative funds from the Job Development Fund for PY 2008/FY 2009</b></p> <p>This issuance provides locals with JDF Industry Skills Development Initiative training allocations for FY 2009 based on budgeted amounts from the Governor's Workforce Board RI (GWBRI) as they pertain to the Local Workforce Boards (LWIBs) training contracts, and to reflect the extended time period of Grant Agreement #G439, Mod #1, between GWBRI and DLT to July 1, 2008 through June 30, 2010.</p>
08-13	3/30/09	<p><b>Allocation Percentages for Dislocated Worker Program for PY2009, and Recovery Act stimulus funds issued under PY2008 funding, but using PY2009 allocation percentages per TEGL 13-08</b></p> <p>Section 133(b)(2)(B) of the WIA requires the Governor to prescribe the formula to be used in issuing allocations to sub-state grantees.</p>
08-14	4/14/09	<p><b>American Recovery and Reinvestment Act (Recovery Act) stimulus allocations for Adult, Youth, and Dislocated Worker Programs for Program Year 2008</b></p> <p>This issuance provides Locals with the Workforce Investment Act (WIA) Adult, Youth, and Dislocated Worker (DW) Recovery Act stimulus allocations for PY 2008.</p>
08-15	4/20/09	<p><b>Lower Living Standard Income Level (LLSIL) &amp; Self-Sufficiency Guidelines for 2009</b></p> <p>The purpose of this issuance is to transmit the 2009 Lower Living Standard Income Level (LLSIL) and Self-Sufficiency Guidelines.</p>
08-16	4/20/09	<p><b>American Recovery and Reinvestment Act of 2009</b></p> <p>The purpose of this issuance is to transmit guidance regarding the American Recovery and Reinvestment Act (Recovery Act) of 2009 funding for activities authorized under the Workforce Investment Act (WIA) of 1998 and Wagner-Peyser (WP) Act.</p>
04-09 change 1	4/27/09	<p><b>Priority of Service for Veterans</b></p> <p>This issuance transmits guidance regarding the Priority of Service for Veterans and Eligible Spouses.</p>
08-17	5/11/09	<p><b>Local Plan Modification Guidance</b></p> <p>This issuance provides guidance to local areas regarding modification procedures relative to the receipt of additional funding through the American Recovery and Reinvestment Act (ARRA) of 2009 and PY 2009 Workforce Investment Act Formula funds.</p>
01-02 change 7	5/19/09	<p><b>Subsequent Eligibility Certification Process of Eligible Training Programs/Providers</b></p> <p>This issuance provides ongoing information and guidance to local Workforce Investment Areas, training providers and other netWORKri partners regarding the Eligible Training Provider Performance Requirements for Subsequent Eligibility.</p>

WIN	DATE	SUBJECT
08-18	5/21/09	<p><b>Workforce Investment Act Title I/ Wagner Peyser Act</b></p> <p>This issuance provides notice that the State Workforce Investment Office of the RI Department of Labor and Training will hold a public hearing on Monday, June 15, 2009 to solicit comments regarding the required modification to the One-Year Title 1B WIA/Wagner Peyser State Workforce Plan relative to the receipt of additional funding through the American Recovery and Reinvestment Act of 2009 .</p>
08-19	5/22/09	<p><b>Dislocated Worker Allocations for PY 2009</b></p> <p>This issuance provides Dislocated Worker Allocations for PY 2009.</p>
08-20	5/22/09	<p><b>Allocations for Adult and Youth Programs for PY 2009</b></p> <p>This issuance provides locals with the Workforce Investment Act (WIA) Adult and Youth allocations for PY 2009.</p>
08-21	5/22/09	<p><b>Confidentiality Agreement for Youth Providers</b></p> <p>This issuance provides the local workforce investment area with the "Individual Access and Confidentiality Agreement" and ensures individual employee compliance for utilization of the Geographic Solutions Virtual One-Stop system.</p>
08-22	5/22/09	<p><b>Workforce Investment Act and Wagner-Peyser Performance Accountability Reporting for the American Recovery and Reinvestment Act of 2009</b></p> <p>This issuance transmits guidance regarding the American Recovery and Reinvestment Act (ARRA) of 2009 performance accountability reporting procedures for activities authorized under the Workforce Investment Act (WIA) of 1998 and Wagner-Peyser (WP) Act. Also to announce changes to the reporting requirements for the Workforce Investment Act Standardized Record Data (WIASRD).</p>
08-23	5/24/09	<p><b>Needs Related Payments</b></p> <p>This issuance transmits guidance regarding the implementation of needs related payments (NRP) under the Workforce Investment Act (WIA) and the American Reinvestment and Recovery Act of 2009.</p>
08-24	6/30/09	<p><b>The American Recovery and Reinvestment Act – ARRA (Recovery Act) and WIA Administrative and Fiscal Requirements; Sanctions (Section 184 WIA)</b></p> <p>This issuance provides advice that Section 184 of the WIA Act requires that each state establish such fiscal control and fund accounting procedures as necessary to assure the proper disbursement of, and accounting for, federal funds allocated to local areas. Such procedures shall ensure that all financial transactions carried out under Subtitle B of the WIA Act are conducted and records maintained in accordance with generally accepted accounting principles applicable to each state. All of these requirements are applicable to the Recovery Act in addition to any specific ARRA requirements identified in this policy.</p>
09-01	7/10/09	<p><b>Adult and Dislocated Worker Allocations for PY2008</b></p> <p>This issuance transmits the PY2008/FY2009 split for Adult and Dislocated Worker Programs.</p>





WIN	DATE	SUBJECT
09-02	7/10/09	<b>Incident Reporting - WIA/ARRA Summer Youth Participants</b> This issuance provides local areas with guidance in reporting incidences involving youth participating in the WIA/ARRA Summer Employment Opportunities for Youth program.
09-03	7/10/09	<b>Allocations for Industry Skill Development Initiative funds from the Job Development Fund for PY2009/FY2010</b> This issuance provides local WIBs with the Job Development Fund (JDF) Industry Skill Development Initiative allocations for FY 2010 based on budgeted amounts from the Governor's Workforce Board (GWBRI).
05-06 change 2	10/13/09	<b>Common Measures Policy for the WIA Title I-B Programs and Related Performance Issues, Change 2</b> This issuance notifies the Workforce Investment System of TEGL 17-05, Change 2. The intent of this guidance is to further clarify the application of the literacy/numeracy measure, initially provided in Attachment C, Educational Functional Level (EFL) Descriptors, in TEGL 17-05, issued February 17, 2006, and to rescind TEGL 17-05, Change 1 issued August 13, 2007.
09-04	10/13/09	<b>Reporting Requirements under Section 1512 of the American Recovery and Reinvestment Act of 2009</b> This issuance provides initial guidance and clarifications on the information necessary to effectively implement the reporting requirements included in Section 1512 of the American Recovery and Reinvestment Act of 2009 (Recovery Act).
09-05	10/27/09	<b>Adult and Dislocated Worker Allocations for PY 2009</b> This issuance transmits the PY2009/FY 2010 split for Adult and Dislocated Worker Programs.
09-06	11/20/09	<b>Changes in Adult/Dislocated Worker Funds for PY 2009</b> This issuance provides guidance on ETA plans to distribute additional PY2009 WIA Section 173(3) funds to supplement the Adult and Dislocated Worker Program. The additional funds are part of the Harkin Amendment.
09-07	11/24/09	<b>PY 2008 Data Element Validation Procedures</b> This issuance provides policy and procedures regarding the State's PY2008 data element validation process.
09-08	11/24/09	<b>PY 2008 Incentive Awards for Performance and Sanctions</b> This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY2008 and sanctions.

# GOVERNANCE

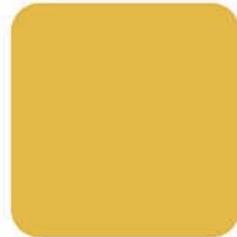
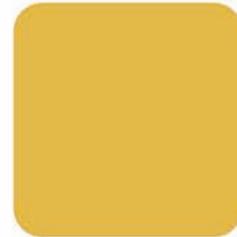
The membership of the Governor's Workforce Board Rhode Island encompasses stakeholders from the state's economic development, employment and education arenas. This diverse representation ensures that the board's workforce development policies are multi-layered in strategy and comprehensive in scope.

**CHAIR:** Joseph J. MarcAurele,  
President and COO, The Washington Trust

**VICE CHAIR:** William McGowan,  
Business Manager, IBEW Local 2323

**MEMBERSHIP:**

- **Mario Bueno**, Adult Education Director, Progreso Latino
- **Mia Caetano-Johnson**, Partner, Johnson Law Associates
- **Robin Coia**, Marketing Representative, New England Laborers Labor Management Cooperative Trust
- **Paul MacDonald**, President, Providence Central Federated Council
- **Steve Maurano**, Interim Commissioner, Rhode Island Office of Higher Education,
- **Brandon Melton**, Senior Vice President of Human Resources, Lifespan
- **Sharon Moylan**, Executive Director, Options for Working Families
- **Robert Nangle**, President, Meridian Printing
- **George Nee**, President, Rhode Island AFL-CIO
- **Sandra M. Powell**, Director, RI Department of Labor and Training
- **Cathy Streker**, Vice President of Human Resources and Benefits, Textron
- **Martin Trueb**, Senior Vice President and Treasurer, Hasbro
- **Pheamo Witcher**, President and Executive Director, The Genesis Center



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Acting Chief, Operations and Development

Dan Brown

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Maureen Mooney

Office Manager

### **MEETINGS**

During Fiscal Year 2009, the Governor's Workforce Board held eight Board of Directors meetings.

Meeting minutes are available through the Governor's Workforce Board Rhode Island web site. The web site also posts a current schedule of Governor's Workforce Board meetings.





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