

# Governor's Workforce Board RI Annual Report Addendum Update FY2008

Today's Vision...  
Tomorrow's  
Opportunity



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# Governor's Workforce Board RI



## 2008 Update

**G**overnor Donald Carcieri established the Governor's Workforce Board Rhode Island by Executive Order on September 22, 2005. The board is charged with assessing the state's workforce, education and economic development systems.

Governed by the federal Workforce Investment Act (WIA), Executive Order (05-18) and State Human Resource Investment Council (HRIC) legislation (RIGL 42-102), the Governor's Workforce Board Rhode Island is comprised of 17 members led by a business majority including public agency directors and officials as well as labor and education representatives. The diversity of the membership requirements maintains the board's focus on key business interests while ensuring systems are strategically aligned and demand driven.

In its role as the state's workforce investment board, the Governor's Workforce Board oversees WIA programming, the majority of which is administered by Rhode Island's two local workforce investment boards. State HRIC legislation provides funding from the Job Development Fund (JDF), derived from a 0.21 percent assessment of the employer's payroll tax. Reducing the regular unemployment payroll tax liability by

the same amount offsets the cost to the taxpayer. Consequently, the JDF is revenue neutral, providing more than \$10 million annually to finance and leverage an array of workforce-related initiatives to meet RI's business, education, and economic development needs.

Work continued in Fiscal Year 2008 on the development of a State Strategic Workforce Plan. Under the guidance of the Corporation for a Skilled Workforce, hired to assist in this initiative, the board continued to convene partners and stakeholders throughout the year to review data, collaborate on potential strategies and develop overarching goals and objectives. State agencies also contributed to the development of the State Strategic Workforce Plan through the efforts of the Workforce Cabinet and its plan task force. Realizing that no single board, agency or sector of government can create a competitive Rhode Island alone, the group expects to continue to work collaboratively in Fiscal Year 2009, providing ongoing reflection and input as the state's strategic vision for workforce, education and economic development evolves.

With the development of the State Strategic Workforce Plan as a backdrop, the board's executive and five standing committees continued their work, summarized on the following pages.

# GWBRI 2008 Update



**Joseph MarcAurele,**  
**Strategic Investments**  
**Chair**

**Armeather Gibbs**  
**William McGowan**  
**Brandon Melton**  
**George Nee**  
**Lorna Ricci**  
**Martin Trueb**

## STRATEGIC INVESTMENTS COMMITTEE

The Strategic Investments Committee implements the board's annual demand-driven agenda and focuses on addressing the board's priorities regarding budgets, grants and investments in key initiatives and growth sectors that impact the state's economy. Priority areas include comprehensive workforce training, workforce expansion, partnerships, youth strategies, adult education, and business retention, as well as a job training tax credit.

### COMPREHENSIVE WORKFORCE TRAINING GRANTS

The competitive nature of operating in a global and regional economy requires that companies continually develop the skills and knowledge base of their workforce. Improving systemic and operational capacities help companies maintain the needed edge to grow and prosper while increasing employee productivity. Funds in this category help companies provide and co-fund training to address individualized needs. Request for Proposals issued in June and October 2007 resulted in the following awards:

- \$2,046,841 awarded to 105 companies
- 4,419 incumbent workers selected by their employers to participate in the training;
- 70 awards made to organizations representative of sectors identified by RI Labor Market Information as high-wage industries;
- 75 awards made to small employers (less than 100 employees); and
- 87 awards to for-profit companies; 18 to non-profits.

## PARTNERSHIP GRANTS

### WORKFORCE EXPANSION

Increasing existing jobs and opening new business opportunities are key components in developing the workforce. Assisting in the state's economic development process enabled the board to co-fund employee training for both new and existing businesses.

To support the effort to grow employment and increase the number of high-wage jobs in the state, the board awarded 11 grants totaling \$710,000 to hire and train 481 Rhode Islanders. Participating companies provided a match of at least 50 percent, bringing the total investment to more than \$1.42 million.

This category of funding provides the board with opportunities to collaborate with key system stakeholders on various initiatives, most notably the Industry Partnership program.

In Fiscal Year 2008, the Governor's Workforce Board continued its support by awarding \$600,000 of second-year funding to the original industry organizations as they began to address workforce issues identified in the first year, such as advancing the demand-driven workforce development agenda and engaging the existing and emerging workforce.

Accomplishments included identification of existing and future skill gaps, inventories of current curricula and training programs aligned to industry demand and potential areas of collaboration among state and local workforce agencies for continued partnership development and long-term sustainability.

In response to the board's strong support of Rhode Island's one-stop system, netWORKri, \$1 million was awarded to upgrade the outmoded technology in use since 2000. The board recognized that the technology used by job seekers and businesses alike had changed considerably since it was included in the initial design of the career centers. Plans for this new technology include quicker access to career information, labor market data, and software tools to facilitate job search activities.

This investment represents the first year of support for a planned three year Industry Skills Development Initiative (ISDI). The ISDI is a collaborative approach that connects job seekers with several of Rhode Island's high-growth industries, to improve the skills of new and existing workers in those industries and to build interest and awareness among the next generation of workers.

Targeted industries include marine trades, hospitality, construction and information technology. This innovative collaboration includes the two local Workforce Investment Boards, the RI Department of Labor and Training and the Industry Partnerships representing the targeted growth sectors.

# GWBRI 2008 Update



## STRATEGIC INVESTMENTS COMMITTEE, continued

### YOUTH STRATEGIES

**Joseph MarcAurele,  
Strategic Investments  
Chair**

**Armeather Gibbs  
William McGowan  
Brandon Melton  
George Nee  
Lorna Ricci  
Martin Trueb**

Recognizing that RI youth represent the future workforce, the board allocated \$3 million of state dollars to augment the \$2.9 million in federal WIA youth funding. The additional state support provided both the flexibility and the opportunity to expand WIA-modeled services to greater numbers of youth over longer periods of time. This effort is consistent with the board's all-youth agenda and required unified strategies.

Keeping with the all youth vision, the board also allocated \$120,000 in funding to the RI Department of Labor and Training's youth provider statewide training plan, which addresses the training and development needs of youth-serving agencies, youth workers and local workforce investment board grant recipients.

This pilot training program for Fiscal Years 2008-2010 is designed to further develop youth workers' skills and abilities, achieve their expected outcomes, align them with the state's strategic direction and result in a successful "all youth" service delivery system model that is effective and efficient for all youth.

## ADULT EDUCATION/ LITERACY

The board's continued support of adult education and literacy is integral to its broader policy agenda. To support Rhode Island in its effort to be a world-class competitor in the 21st century, the board increased adult education funding in Fiscal Year 2008 to \$4.5 million dollars. The added investment continued to increase not only the capacity of the provider system, but the standards of quality, professional development and technological enhancements.

## RI JOBS TRAINING TAX CREDIT

In concert with its mission to support RI businesses, the board continued to support the tax incentives offered through the RI Jobs Training Tax Credit Act. Enacted by the General Assembly in August 1996, the act provides for employer tax credits of 50 percent for 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. In Program Year 2007, 34 companies invested in excess of \$3.6 million to train approximately 4,774 employees, thus resulting in tax credits of over \$700,000.

## BUSINESS RETENTION

Business retention funds are part of a proactive approach to assist companies that may be facing worker shortages and/or skill deficiencies which could result in layoffs, downsizing, closure or relocation. Funds can be used collaboratively among agencies to provide training that may be necessary to sustain the company's workforce, competitiveness and viability through innovative business practices, new products and markets.

In Fiscal Year 2008, the Governor's Workforce Board provided a \$50,000 matching grant to Hope Global, Inc. The grant assisted this long-standing RI-based company in realigning its business plan, developing new product lines and redefining and seeking new markets. As a result, the company is succeeding by growing its workforce and remaining economically viable and profitable.

# GWBRI 2008 Update



## ADULT EDUCATION COMMITTEE

**Dr. Jack Warner,**  
**Adult Education Chair**

**Mario Bueno**  
**Armeather Gibbs**  
**Paul MacDonald**  
**Joseph MarcAurele**  
**Robert Nangle**  
**George Nee**  
**Robert Paniccia**

In Fiscal Year 2008, the board's continued guidance and direction to the adult education community resulted in the development and implementation of content/learning standards for adult education; the establishment of a web-based, student-level information system; and the opening of a professional development center at Rhode Island College to train teachers and staff in new methodologies, best practices and outcome standards. The agreements executed as a result of the consolidated Request for Proposals for adult education have had a profound effect on raising the quality and consistency among adult education providers. These multi-year, performance-driven agreements also included leveraged funding from various state and federal sources. The result was an unprecedented investment in adult education for activities beginning July 1, 2007; nearly \$9 million awarded with an estimated impact on 6,000 to 8,000 Rhode Island residents.

# YOUTH DEVELOPMENT COMMITTEE

**Brandon Melton,  
Youth Development  
Chair**

**Sharon Moylan  
Bob Paniccia  
Sandra Powell  
Lorna Ricci  
Martin Trueb  
Dr. Jack Warner**

The Youth Development Committee of the Governor's Workforce Board continued its charge to Rhode Island's two local workforce investment boards to work collaboratively on a state-wide Youth Vision serving all youth in the most effective and efficient manner. Through its early vision and success in creating a summer work pilot project in 2006, the committee further grew their investment in RI youth by leveraging the local workforce investment board's federal youth allocation with an additional \$2 million. In return, the local workforce investment boards aligned with the youth vision as well as implemented a joint RFP for Fiscal Year 2008.

The combined RFP and leveraged youth dollars for Fiscal Year 2008 resulted in a newly formed Youth Workforce System that fosters a collaborative approach among state agencies to create a single point of entry into the system. The new Youth Workforce System allows the youth to be active participants throughout the process, making choices about their employment and training possibilities along the way. Fiscal Year 2008 served approximately 2,240 youth with an age range from 14 to 24, 36.5 percent of whom have self-reported as being at risk.

The committee furthered its commitment to the Youth Workforce System by allocating \$3 million in leveraged funds to support the two local workforce investment board's combined RFP for Fiscal Year 2009. As a result, 73 agencies responded to the RFP for Fiscal Year 2009, a 14 percent increase from Fiscal Year 2008 and a 900 percent increase from Fiscal Year 2007, demonstrating an increased capacity. It is expected that upwards of 3,500 youth will be served in Fiscal Year 2009.

# GWBRI 2008 Update



## PLANNING AND EVALUATION COMMITTEE

**William McGowan,  
Planning and  
Evaluation Chair**

**Mario Bueno  
Mia Caetano-Johnson  
Saul Kaplan  
Paul MacDonald  
Sandra Powell**

The Planning and Evaluation Committee assumed the oversight of the board's efforts to develop a State Strategic Workforce Plan. Progress reports on the efforts and work of the plan steering groups were brought before the committee for comment and endorsement throughout the ongoing development process.

In addition, the committee focused on plans to incorporate RI's Senior Community Service Program into the RI Department of Labor and Training. This process included reviewing and approving the planned transfer of authority and its impact on the service and funding level of this federal initiative.

The committee is also the first step in the board's approval process for those state agencies with workforce, education and economic development plans. As a result, the RI Department of Education presented the committee an overview of the state's Carl D. Perkins Plan.

Of notable importance in Fiscal Year 2008, the committee spearheaded the first Workforce Development Day at the Rhode Island State House. Collaborating with the Department of Labor and Training and a number of other agencies, businesses and industry sector groups, the effort resulted in a successful event that showcased best practices and raised the awareness of workforce development within the legislature. It is expected that event will continue on an annual basis.

# BOARD DEVELOPMENT COMMITTEE

**Sharon Moylan,  
Board Development  
Chair**

**Mia Caetano-Johnson  
Robert Nangle  
Sandra Powell**

The Board Development Committee is charged with the recruitment of potential members and the education of existing members. Responding to the research conducted by the board in its strategic plan development, the committee focused on planning as a key part of the annual meeting.

On June 26, 2008, board members, along with over 200 invited dignitaries and guests, celebrated the board's accomplishments at the annual meeting, entitled "Embracing A Skill-Based Economy." The Governor's address to the audience highlighted the need for Rhode Island to be competitive in the 21st century through developing a skilled and educated workforce. He stressed the importance of the board's efforts in aligning the state's workforce-related programs and assisting businesses to raise the skills of their workforce.

Ed Barlow, a nationally renowned futurist and president of Creating the Future, delivered the keynote address. Barlow explored the current state of Rhode Island's economy, contrasting it with national trends and forecasting future scenarios. His approach included actively engaging the audience in his presentation. Barlow stressed the need to develop 21st-century competencies in order for businesses to innovate and create wealth and prosperity. He concluded his presentation by congratulating the board on its efforts to drive systemic change and encouraged them to prepare Rhode Islanders for a very different future by aligning resources and creating opportunities for all citizens. Barlow also met with the board later in the day to debrief and provide board development strategies designed to facilitate the board's work.

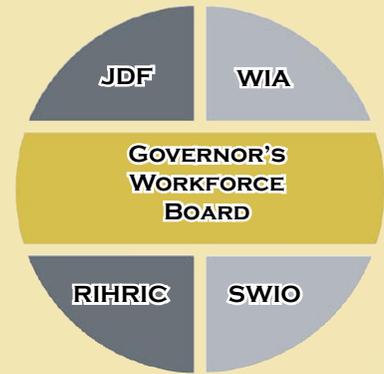
Lastly, Chairman MarcAurele introduced VIBCO as the 2008 Workforce Innovation Award recipient. The award, given annually to a business or other organization that has invested GWBRI funding to improve operational systems, training, new technologies or customer service, was accepted by VIBCO CEO Karl Wadensten.

## FINANCIALS

By definition, the Governor’s Workforce Board RI encompasses both the RI Human Resource Investment Council and the State Workforce Investment Office. Therefore, GWB 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 GWB receives 0.19 percent of these payments, while the remaining 0.02 percent funds core services at the RI Dept. 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.



JDF/GWB ACTUAL SFY08	
<b>Fund Availability</b>	
Cash Carry-In	\$ 12,207,185
Anticipated Collections	9,872,682
Interest Earnings	323,987
<b>Total Availability</b>	<b>\$ 22,403,854</b>
<b>Less:</b>	
Indirect Cost Recovery	\$ 485,891
DOR/Employer Tax Unit	789,667
DOA Centralizations	84,804
Facilities	46,259
Administrative and Overhead Costs	848,868
Grants and Awards	10,601,736
<b>Balance</b>	<b>\$ 9,546,629</b>

WIA ACTUAL SFY08	
<b>RI Funding</b>	<b>\$8,691,721</b>
Rapid Response	1,226,513
LWIB Funding	5,765,451
SWIO Set-Aside	
Disbursals	1,501,641
Administration and Overhead	198,116
<b>Disbursements/ Expenditures by Program Type</b>	<b>\$8,691,721</b>
Adult	2,259,847
Youth	2,781,351
Dislocated Worker	3,650,523

# GWB Committees

## EXECUTIVE COMMITTEE

This committee is responsible for the overall management and oversight of the board and its program of work.

- Joseph MarcAurele, CHAIR
- William McGowan
- Brandon Melton
- Sharon Moylan
- Commissioner Jack Warner

## STRATEGIC INVESTMENTS COMMITTEE

This committee sets priorities to ensure that financial resources are invested in high-growth, high-demand industries and occupations.

- Joseph MarcAurele, CHAIR
- Armeather Gibbs
- William McGowan
- Brandon Melton
- George Nee
- Lorna Ricci
- Martin Trueb

## PLANNING AND EVALUATION COMMITTEE

This committee is responsible for the overall planning and development of the board's program of work.

- William McGowan, CHAIR
- Mario Bueno
- Mia Caetano-Johnson
- Saul Kaplan
- Paul MacDonald
- Sandra Powell

## YOUTH DEVELOPMENT COMMITTEE

This committee recommends ways to build and connect a system for the improvement of academic standards, career choices and workforce readiness for all students.

- Brandon Melton, CHAIR
- Sharon Moylan
- Bob Paniccia
- Sandra Powell
- Lorna Ricci
- Martin Trueb
- Commissioner Jack Warner

## ADULT EDUCATION AND LITERACY COMMITTEE

This committee develops and sets priorities for the improvement of adult education and literacy services. It also ensures a connection to workplace literacy skills.

- Commissioner Jack Warner, CHAIR
- Mario Bueno
- Armeather Gibbs
- Paul MacDonald
- Joseph MarcAurele
- Robert Nangle
- George Nee
- Robert Paniccia

## BOARD DEVELOPMENT COMMITTEE

This committee is responsible for the recruitment of potential members, as well as the retention and education of existing members.

- Sharon Moylan, CHAIR
- Mia Caetano-Johnson
- Robert Nangle
- Sandra Powell

# GWB Contact Information

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# Staff

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David Francis,  
Coordinator of Operations  
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Maureen Mooney,  
Office Manager

# Meetings

During Fiscal Year 2008,  
the Governor's Workforce  
Board held nine Board of  
Directors meetings.  
Meeting minutes are avail-  
able through the GWB web  
site at [www.rihric.com](http://www.rihric.com). The  
web site also posts a cur-  
rent schedule of Governor's  
Workforce Board RI meet-  
ings.

## Governor's Workforce Board RI Members FY 2008

<b>Chairman</b> Joseph MarcAurele	President and CEO Citizens Bank of RI
Mario Bueno	Adult Education Director, Progreso Latino
Mia Caetano-Johnson	Attorney, Johnson Law Associates
Armeather Gibbs	Chief Operating Officer, United Way of RI
Saul Kaplan	Director, RI Economic Development Corporation
Paul MacDonald	President, Providence Central Federated Council
William McGowan	Business Manager, IBEW Local 2323
Brandon Melton	Senior Vice President of Human Resources, Lifespan
Sharon Moylan	Executive Director, Options for Working Families
Robert Nangle	President, Meridian Printing
George Nee	Secretary-Treasurer, RI AFL-CIO
Sandra Powell	Director, RI Department of Labor and Training
Sgt. Robert Paniccia	President, Providence Fraternal Order of Police
Lorna Ricci	Executive Director, Ocean State Center for Independent Living
Cathy Streker	Vice President, Human Resources and Benefits, Textron
Martin Trueb	Senior Vice President and Treasurer, Hasbro
Dr. Jack Warner	Commissioner, RI Office of Higher Education

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