

# INDUSTRY SKILLS DEVELOPMENT

## A Rhode Island-Wide Initiative

# Industry Partners

Through the Industry Skills Development Initiative, four high-profile industry partners have entered into contracts with the local workforce investment boards, Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater Rhode Island, to address such workforce issues as retention, skill building and career awareness.

A compelling feature of the Industry Skill Development Initiative is that the workforce challenges it addresses have been identified by the affected industries themselves through skill gap studies, also financed by the Governor's Workforce Board. Furthermore, the partners are designing and implementing action steps customized to their own industry's workforce needs.

### CONSTRUCTION

### HOSPITALITY

### INFORMATION TECHNOLOGY

### MARINE TRADES

**Industry Partner:**  
Providence Plan/  
Building Futures

**Industry Partner:**  
RI Hospitality As-  
sociation Education  
Foundation

**Industry Partner:**  
Tech Collective

**Industry Partner:**  
RI Marine Trades  
Association

**Workforce Challenges:**

- Lack of work-readiness among labor pool
- Aging workforce
- Negative perception of construction industry career ladder

**Workforce Challenges:**

- Need for soft skills and ESL training
- Negative perception of career opportunities
- Limited opportunities for supervisory skill training

**Workforce Challenges:**

- Lack of skilled labor pool
- Negative perception of career opportunities
- Lack of youth pursuing IT career paths

**Workforce Challenges:**

- Lack of skilled labor pool
- Aging workforce
- Limited availability of appropriate training

**Industry Skill  
Development Action  
Steps:**

- Expanding programs to include hands-on career exploration and work readiness training
- Offering information sessions and one-on-one career counseling in the netWORKri one-stops
- Building public awareness of apprenticeship opportunities

**Industry Skill  
Development Action  
Steps:**

- Developing customer service and language training
- Embedding guest HR managers in one-stop centers for recruitment and informational interviews
- Hiring a youth coordinator to connect to the statewide Youth Workforce System

**Industry Skill  
Development Action  
Steps:**

- Launching IT "boot camp" for netWORKri one-stop clients
- Embedding an industry liaison in one-stop centers for recruitment and informational interviews
- Partnering with Junior Achievement to offer soft skills training for youth

**Industry Skill  
Development Action  
Steps:**

- Marketing the marine industry as a year-round employment source
- Building youth career awareness through My Turn outreach programs
- Partnering with International Yacht Restoration School and New England Tech on training opportunities

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