

Real Pathways RI is a new workforce development initiative that supports partnerships between and among public, private, and nonprofit agencies that focus on serving populations with traditional barriers to employment (ex. veterans, homeless, long-term unemployed) or regions of the state with above average concentrations of poverty or unemployment. Lead by a lead convener, these partners will collaborate to provide workforce development services that are demand-driven, linked to the larger workforce development network, and designed to maximize the opportunities for middle class employment.

Real Pathways is an associate program to Real Jobs RI, which launched in 2016 and is focused on the workforce needs of specific industries. Real Jobs RI recently (June 2017) surpassed 700 job placements and 400 current workers upskilled.

In June 2017, the **Governor's Workforce Board** awarded fourteen (14) Real Pathways RI awards to partnerships serving a number of target populations and regions. Unemployment and earnings among many of the populations being targeted (long term unemployed, veterans, non-English speakers, homeless, individuals without a high school degree, and others) far exceed the state average for all workers. Partnerships will work together to provide career services, support services, training, and job placement to help place these individuals into employment.

Please see below for the complete list of grantees by area of focus.

ADULT LEARNERS



Rhode Island Core Skills Partnership

Lead Applicant: RI Adult Education Professional Development Center (at West Bay Collaborative)

Employers Partners: Blow Molded Specialties, Hyman Brickle & Sons, Murdock Webbing, RI Hospitality Association, We Make RI

Strategic Partners: Blackstone Valley Community Action Program, Genesis Center, RI Family Literacy Initiative, RI Regional Adult Learning, Westbay Community Adult Education Academy, United Way of RI

Abstract: The Rhode Island Core Skills Partnership will develop a first-of-its-kind "one stop shop" for employers to access core skills training such as adult basic education and English language training for their current employees. Onsite educational services, which can be contextualized to the needs of employer and employee, will be available at an affordable rate. Such flexible training will enhance the value of the employee to the employer while increasing their academic attainment, employability, and earning potential.

DISABLED INDIVIDUALS



RISE 2 Work Partnership

Lead Applicant: Perspectives Corporation

Employers Partners: CVS, Home Depot

Strategic Partners: Accesspoint RI, Looking Upwards, Opportunities Unlimited

Abstract: The RISE 2 Work partnership brings together a number of agencies focused on the needs of intellectually and developmentally disabled (I/DD) individuals and is focused on overcoming the stigma faced by such job seekers. Funds will help secure a shared job developer and business outreach coordinator who will connect I/DD clients with job opportunities while working with the employer to understand the benefits and opportunities of such employment. Paid trial work experiences will be offered to employers and partner service providers would provide all necessary wrap-around and supportive services.

ENGLISH LANGUAGE LEARNERS

Pathways to Manufacturing for English Language Learners

Lead Applicant: Dorcas International Institute of RI

Employers Partners: Lumetta, Inc., Hook-Fast Inc.

Strategic Partners: Genesis Center

Abstract: The Pathways to Manufacturing for English Language Learners program will offer refugee and immigrant students contextualized ESL training that is specifically designed for refugee/immigrant success, along with preliminary manufacturing skills training which will feed into more advanced training or immediate employment opportunities. Job site visits, tours, and work experiences are core to the proposal as is a strong networks of training and manufacturing placement referrals that is able to take students to the next step on the path toward stable middle-class employment.

Progreso Hospitality Partnership

Lead Applicant: Progreso Latino

Employers Partners: Sodexo, California Taco Shop

Strategic Partners: ED Total, Multicultural Food Service and Hospitality Alliance

Abstract: While focusing on the unique training needs of non-English speakers the Progreso Hospitality Partnership will also focus on meeting the skill needs of the hospitality industry. The partnership will offer dual-language ServSafe training program alongside contextualized ESOL classes and job development services focused on food service careers. Wrap-around services including computer literacy, soft skills, and job coaching will be included. Program will include new hires as well as current workers looking to increase their earning potential.

Pathways to Apprenticeship

Lead Applicant: RI Institute for Labor Studies

Employers Partners: Laborers' International Union of North America (LIUNA), New England Regional Council of Carpenters (Local 94), International Brotherhood of Electrical Workers Local 99 (IBEW 99), International Union of Painters and Allied Trades District Council 11 (IUPAT), UA Local 51 Plumbers and Pipefitters (UA Local 51)

Strategic Partners: RI Family Literacy Initiative, Literacy Volunteers of East Bay, RI Committee on Occupational Safety and Health

Abstract: The Pathways to Apprenticeship program will offer an intensive 26-week workforce readiness and apprenticeship preparation program to help establish a level playing field into the apprenticeship programs offered by the skilled trades. Students who participate in the program will be better prepared and have increased likelihood of being accepted into an apprenticeship program. The program is structured in four modules, each with its own format, focus and length of time. Each unit will become progressively more demanding and competitive in order to ensure that the most time and cost intensive pieces are available to those English Language learners showing commitment and fortitude for placement into a skilled trade. Participants that successfully complete all three units will have a portfolio that includes several industry certificates.

FORMERLY INCARCERATED



Amos House / Open Doors Reentry Program

Lead Applicant: Amos House

Employers Partners: Rhode Island Hospitality Association, Building Futures, More than a Meal Catering, Hope & Main, Epicurean Feast at Blue Cross and Blue Shield of RI, Punta Cana Bistro, Amos House Builds, Preservation of Affordable Housing, Women's Development Corporation, St. Mary's

Strategic Partners: Open Doors

Abstract: The Amos House / Open Doors reentry programs unites two impactful community agencies to focus on help ex-offenders obtain employment and reenter society. The Open Doors program will provide discharge planning, enrollment, support, and intervention service (housing, case management, life skills, and career counseling) while Amos House will provide job training as well as financial planning and coaching through Financial Opportunity Center. The program is focused on employment outcomes as well as reduced recidivism among clients served.

HOMELESS INDIVIDUALS



Real Pathways for Homeless Adults

Lead Applicant: Crossroads RI

Employers Partners: Home and Hospice Care - Nursing Placement, Elmwood Nursing and Rehabilitation Center, Elmhurst Rehabilitation & Healthcare Center

Strategic Partners: Riverwood Mental Health Services

Abstract: The Real Pathways for Homeless Adults partnership will focus on building pathways into healthcare careers for families experiencing homelessness. The partnership will utilize an integrated program model which offers supportive housing and wraparound services as well as adult education, ESL, and job training. Participants will be expected to demonstrate commitment to the program and themselves and will pass a background check and assessments before entering employment.

LONG-TERM UNEMPLOYED



Platform to Employment in Manufacturing

Lead Applicant: The Workplace

Employers Partners: AA Thrifty Sign and Awning, National Marker Company

Strategic Partners: Career TEAM, Christopher Fragale, MSW

Abstract: Focusing on long-term unemployed individuals, the Platform to Employment in Manufacturing program (P2E-M) will conduct a five-week boot camp where participants will receive career coaching and guidance, resume-writing assistance, mock interviews and have access to behavioral health services and financial counseling to help address the issues that result from long term unemployment. Industry-specific training will be included followed by subsidized work experience. Training will be custom to the cutting edge need of manufacturing companies.

NEWPORT (AND SURROUNDING METRO)



Newport County Pathways to Employment

Lead Applicant: Newport Community School

Employers Partners: Heatherwood Nursing & Rehabilitation Center, St. Clare- Newport, Royal Middletown

Strategic Partners: URI-College of Pharmacy

Abstract: The Newport County Pathways to Employment program will provide DOH-approved CNA training and Med Tech training to low-income individuals in Newport county. The program will provide math and literacy remedial support as needed along with soft skills training, case management and employment planning. Training will be developed to address healthcare workforce needs on Aquidneck Island.

PROVIDENCE (AND SURROUNDING METRO)



Greater Providence Healthcare Career Pathways

Lead Applicant: Genesis Center

Employers Partners: CharterCare Health Partners, Cedar Crest Nursing and Rehabilitation, Providence Community Health Centers, East Bay Community Action Program, The Fogarty Center, Elmwood Adult Day Health Care Center, Elmwood Health Care Center, Groden Center

Strategic Partners: RI Family Literacy Initiative, Providence Housing Authority, City of Providence - First Source, City of Providence - Office of Economic Opportunity

Abstract: The Greater Providence Healthcare Career Pathways program will develop an employer-centered training program for medical assistants and food/environmental services workers, that includes instruction, industry-recognized credentials, work experience/internships, and job placement services focused on low-literacy and limited English speaking individuals within the Providence metropolitan area. Training will be augmented by basic skills education and support services.

VETERANS



Veterans Pathways to Prosperity

Lead Applicant: Operation Stand Down RI

Employers Partners: RI Urban Apprenticeship Program, Rhode Island Trucking Association, Rhode Island Manufacturing Association, Providence/Cranston Workforce Development Board

Strategic Partners: RI Office of Veterans Affairs, US Department of Veterans Affairs, Providence VA Hospital

Abstract: The Veterans Pathways to Prosperity program will focus on overcoming barriers to employment for veterans, homeless veterans, and their spouses. The partner programs have experience working with veterans and will leverage additional supports including housing assistance, food assistance, mental health and substance abuse counseling, and other supports. Participants will receive job coaching and planning, job search assistance, training, and referrals.

YOUTH (WITH BARRIERS TO EMPLOYMENT)



P.A.I.D (Pathways to Adulting, Independence, and Dignity)

Lead Applicant: Community Care Alliance

Employers Partners: Snap Chef, Panera Bread, Real Jobs Partnership of Northern RI, Healthy Jobs for RI

Strategic Partners: Harbour Youthworks411 Center, Project Learn, Workforce Partnership of Greater RI

Abstract: The PAID program will focus on skills deficient youth and young adults ages 18-29 living in Northern Rhode Island. Participants will receive intensive assessment, self-discovery, and work try-out activities to determine their interests and strengths, so that the best possible match can be made between worker and employer. The first phase of the program is designed to engage participants in learning about work, understanding specific occupations and making career choices. This is followed by rotation through three work try-outs in high demand occupations to determine interest and abilities with regard to that occupation. Once career interests are narrowed down based on hands on experience, PAID will provide academic and contextualized components that increase educational functioning levels and prepare participants for enrollment in industry-specific other training.

Rhode Island Works Wonders for Foster Youth

Lead Applicant: Foster Forward

Employers Partners: Rhode Island Marine Trades Association, Rhode Island Hospitality Association, Ocean State Job Lot, Burlington Coat Factory, Manpower, Children's Friend and Service

Strategic Partners: Crossroads RI, Roger Williams University- School of Continuing Services, Tri-County Community Action, DCYF, Voice Youth Leadership Board

Abstract: Works Wonders for Foster Youth will deliver workforce development skills and work-based learning opportunities to youth ages 16-21 who are in or have aged out of foster care. The program will utilize a proven cohort-based job training and individualized case management system alongside personal and employment coaching. Works Wonders includes portfolio development (resume, cover letter, job applications) as well as paid work experiences to prepare youth to obtain and retain employment.

Year Up IT Training Enhancement Program

Lead Applicant: Year Up Providence

Employers Partners: Amica Mutual Insurance, Citizens Bank

Strategic Partners: Community College of RI, Community Action Partnership of Providence, Community Care Alliance

Abstract: The Year Up IT Training Enhancement Program will enhance current IT training programs offered through Year Up Providence by incorporating customer service skills, soft skills, business writing, and an internship boot camp. The Enhancement Program will provide low-income at-risk young adults with comprehensive training to prepare them for their internships, career success, and to meet hiring needs of business partners.