

**Governor's  
Workforce  
Board  
Rhode Island**



# ***Fiscal Year 2014 Annual Report***

***• July 1, 2013 – June 30, 2014 •***

***(Including WIA-related information and outcomes)***



## ***Learning Through Experience***

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### Cover Photo

Connecting for Children and Families' (CCF) Fall 2014 Culinary Arts students Regina Guerra, Lisa Duquette, and Crystal Beauchemin prepping fried ravioli as part of their hands-on learning in the kitchen. As a GWB Innovative Partnership Grant recipient, CCF teamed with the RI Hospitality Education Foundation and various employer partners to offer job readiness and occupational skills training, industry recognized credentials, and internships. Additionally, participants receive case management services, financial literacy education, career coaching, and job development. Employer partners include Uno Chicago Grill, Twin River Casino, Twin Oaks, Pawtucket Country Club, Brick Alley Pub, Capital Grille, The Lodge Pub and Eatery, Marriott Courtyard, The Burrito Company, Woonsocket Head Start Child Development Association, Community Care Alliance, and Saint Antoine Residence.



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## Introduction

The 19-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 \$80-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 2014, the GWB made important strides in supporting and expanding initiatives that aligned with the four priorities established in the GWB Biennial Employment and Training Plan for RI: Employer Partnerships, Work Readiness, Career Pathways, and Public Workforce System Integration. Of particular note, the GWB launched the new RI Work Immersion program, supported the development of new, non-trade apprenticeship programs, expanded work readiness efforts, developed on-line career pathways resources, and increased collaboration with statewide economic development efforts.

This Annual Report incorporates all FY2014 activities of the Governor's Workforce Board in its capacity as both the Human Resource Investment Council and the State Workforce Investment Board. This report is again organized in accordance with the four statewide priorities outlined in the GWB Biennial Employment and Training Plan for RI – and includes information and reports related to Workforce Investment Act-funded activities. Finally, this report includes information regarding important legislative developments and previews important workforce development activities for the coming fiscal year.

## Biennial Employment and Training Plan

In 2011, the RI 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 Board, in conjunction with an advisory group comprised of state agency representatives and other stakeholders, conducted an intensive planning and analysis process and submitted the plan to the Governor and General Assembly. The initial Biennial Plan covers FY 2014 and FY 2015. In FY 2014, the Board began the development of their second Biennial Plan covering FY 2016 and FY 2017 to be submitted on November 15, 2014.

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 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 those priorities. The Biennial Plan can be viewed at [www.gwb.ri.gov](http://www.gwb.ri.gov).

Priorities include:

- **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.
- **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.
- **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.
- **Workforce System Integration:** 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.



## Employer Partnerships

In FY2014, GWB and WIA-funded programs enlisted more than 1,000 employer partners in various workforce development activities. See Appendix A for a complete list of employer partners, arranged by program.

### Incumbent Worker Training Grants

Incumbent Worker Training Grants are awarded annually through a Request for Proposal process and provide up to \$40,000 in matching grants to eligible businesses to upgrade the skills of their current workforce and increase the competitiveness and productivity of the company and its employees. In FY2014, the Governor's Workforce Board awarded a total of \$863,213 to 48 companies in its initial round of grants that started July 1, 2013, and an additional \$659,184 to 34 companies in a second round of grants that started on April 1, 2014. A total of 4,517 people were trained through the first round of grants and approximately 2,992 individuals are anticipated to be trained at the end of the second round of grants in March 2015.

### Express Training Grants

In FY2014, Express Training Grants provided matching funds to eligible businesses to increase the skills of current employees and increase the overall competitiveness and productivity of RI businesses and workers. Unlike the Incumbent Worker Training Grants, which are reviewed and awarded annually, Express Grant applications are accepted on a rolling basis. Businesses may apply more than once in a fiscal year, however, the maximum amount awarded to an individual business or organization is \$5,000 per fiscal year. The GWB awarded \$236,143 in Express Training Grants, which trained 711 employees of the 75 companies who received grants.

### Export Assistance

The Export Management Training Grant Program, in collaboration with CommerceRI, offers customized international business training to Rhode Island businesses to improve global competitiveness. In FY 2014, the GWB allocated \$51,902 for this program, which enabled 13 companies to train 47 employees.

### Industry Partnerships

GWB Industry Partnerships are trade associations and non-profit organizations that work to align the state's training and education resources with the workforce needs of vital sectors of the RI economy. Industry partnerships actively engage employers and labor organizations

to identify skills gaps, provide labor market projections, identify training and education resources, promote career opportunities, develop career pathways, and train current and future workers. In FY2014, the GWB supported industry partnerships in the following sectors: Health Care, Construction, Hospitality, Marine Trades, Defense, Information Technology, Bio Science, and Manufacturing. FY 2014 highlights include:

#### Industry: MARINE TRADES

##### Partner: RI Marine Trades Association

##### FY 2014 Funding: \$191,718

- Completed a skills gap study update
- Completed a second cycle of the pre-apprenticeship training with 12 students graduating and 11 securing full time jobs
- Coordinated the development of the RI Composites Alliance
- Partnered with Tech Collective (IT Industry Partner) in providing 70 students with a field trip to Raytheon for Job Shadow Day
- Provided training to 31 incumbent workers in the marine industry

#### Industry: HEALTH CARE

##### Partner: Hospital Association of Rhode Island

##### FY 2014 Funding: \$115,023

- Successfully signed on an additional 12 long-term care/rehab facilities to the CCPR Advisory Board
- Successfully brought National Youth Leadership Forum for Medicine to RI and exposed 200 students to this information
- Collaborated with Healthcentric and UNAP/RI Hospital Health Care Education Trust (Stepping Up) to complete a comprehensive skill gap study released in May 2014
- Presented Healthcare Career Pathways to 120 high school students from across the state at the RI Healthcare Careers Expo at the New England Institute of Technology
- Conducted 13 industry awareness workshops at net-WORKri for more than 72 displaced workers

#### Industry: HEALTH CARE

##### Partner: Healthcentric Advisors

##### FY 2014 Funding: \$146,511

- Collaborated with the Hospital Association of RI and UNAP/RI Hospital Health Care Education Trust (Stepping Up) to complete a comprehensive skills gap study released in May 2014



- Worked with ACE Academy (charter high school in Providence) to provide a Pre-CNA class for junior and senior students
- Graduated 25 participants from the Fundamentals of Healthcare pre-CNA program
- Placed 15 students in the CNA training program at CCRI
- Provided Pre-CNA training classes for 7 adults at Crossroads; 3 students completed the program and were placed in a formal CNA training program

#### Industry: HEALTH CARE

##### Partner: Stepping Up

##### FY 2014 Funding: \$146,717

- Partnered with 46 organizations, including healthcare employers, labor unions, adult education providers, career and technical education, higher education and the public workforce system
- Collaborated with Healthcentric and Hospital Association of RI to complete a comprehensive skill gap study released in May 2014
- Completed three career pathway maps for healthcare careers (technical, patient care, and administrative)
- Provided workforce readiness and entry-level health care internships to 26 community participants
- Placed 29 unemployed/underemployed community residents into entry-level jobs and on a career pathway to high-growth, high-demand careers

#### Industry: HOSPITALITY

##### Partner: RI Hospitality Education Foundation

##### FY 2014 Funding: \$206,987

- Made 284 unique engagements with employers regarding certification training, wage and hour, affordable healthcare, hosting internships, and job openings
- Hosted 45 students from Chariho Career and Technical Center for Job Shadow Day in partnership with RI Marine Trades Association, Tech Collective, and Junior Achievement of Rhode Island
- Trained 236 employees in food safety and 63 adults in work-readiness and occupational skills
- Partnered with Connecting for Children and Families, Dorcas Place, The Genesis Center, Flatbread Company, Institute for Non Violence, The Met School, and the Newport Skills Alliance to offer hospitality training for their clients on site
- Provided ProStart Certification and Competition presentations to 4 schools including: Cranston Career and Technical Center, Chariho Regional Career and Technical Center, Exeter Job Corps Academy, and William M. Davies Jr. Career and Technical High School

#### Industry: CONSTRUCTION

##### Partner: Building Futures/Providence Plan

##### FY 2014 Funding: \$162,937

- Provided hands-on pre-orientation and field trips to Construction Career Days for 11 women interested in construction
- Provided introductory 4-day hands on construction activities in a simulated work environment for 67 low-income men and women; activities were designed to assess the participants' interest in and capacity to work in construction
- Refined three career pathway maps for construction focused on the trades, design positions and management positions
- Presented to ACE Academy in Cranston for adjudicated young men followed by an informational tour of our training facility for their staff
- 5 trade apprenticeship program partners participated in mock interviews to help prepare our Graduate Service Learning program graduates for apprenticeship entrance requirements

#### Industry: MANUFACTURING

##### Partner: Polaris MEP (Formerly RI Manufacturing Extension Services, Inc.)

##### FY 2014 Funding: \$149,675

- Hired a Career Advisor in January 2014
- Successfully developed a new, non-trade apprenticeship program for CNC Machinists in partnership with the RI Manufacturers Association and CCRI
- Completed a career pathway map for CNC Machinist
- Provided training to 78 incumbent workers in the manufacturing industry
- Placed 92 un/under employed adults in Experiential Learning Opportunities

#### Industry: DEFENSE

##### Partner: Southeastern New England Defense Industry Alliance (SENEDIA)

##### FY 2014 Funding: \$144,650

- 14 interns from the University of Rhode Island, Roger Williams University, New England Tech, Community College of Rhode Island and Salve Regina University, successfully completed the Cybersecurity Internship Program and each have been placed with a member company, including Raytheon, HCH Enterprises, Rite Solutions, MIKEL, McLaughlin Research and A2B Tracking
- Supported mentors for high school students in the Undersea Technology and Apprenticeship Program

**SENEDIA, cont.**

- Working in collaboration with Bryant University, Newport Chamber and RI Defense Economy Planning Commission, DIP helped to launch a comprehensive assessment of the RI Defense Industry. Study will be used as an important planning guide for future state infrastructure, career training, and business development investments for defense economy
- Sponsored RI Defense Innovation Days at the local netWORKri offices
- Developing an education and training collaboration with RI National Guard and Electric Boat via the Met School

**Industry: INFORMATION TECHNOLOGY****Partner: Tech Collective****FY 2014 Funding: \$203,448**

- Provided funding to 15 companies for Incumbent Worker Training activities
- Completed a comprehensive skill gap study for Information Technology
- Coordinated speaking engagements with 6 industry representatives for 100 students
- Held 6 tours of local IT companies for 99 students from local high schools
- GRRL (Girls Reaching Remarkable Levels) Tech event was held at URI where 470 female students and 40 educators from 26 local high schools participated in 23 STEM related workshops

**Industry: BIOSCIENCE****Partner: Tech Collective****FY 2014 Funding: \$203,448**

- Coordinated speaking engagements with 6 industry representatives for 147 students
- Held 11 tours of local bioscience companies for 245 students from local high schools
- Held the Skills USA Bio Competition at URI/Feinstein Campus; 36 students participated representing 4 high schools: Coventry, Davies, Warwick, and Woonsocket
- Completed a comprehensive skill gap study for Bioscience
- Provided funding to 5 companies for Incumbent Worker Training activities

**Industry Partnership Evaluation**

An industry sector-based approach to workforce development, as embodied in the GWB's use of Industry Partnerships, has been identified as a national best practice. To ensure the most efficient use of Board resources, and to ensure the Board is maximizing the potential impact of the Industry Partnership model, the GWB enlisted the 4Ward Planning consulting group in FY2014 to evaluate the GWB Industry Partnership (IP) program. This evaluation sought to determine the value of the IP program to businesses and the workforce system and to recommend ways of increasing the impact and value of the program. The evaluation found that while many find the IP model useful and valuable, there was need for better measurement of IP effectiveness, and for better outreach to employers, education, and training providers. The evaluation also highlighted opportunities for greater collaboration among Industry Partners to better leverage resources and provide innovative services.

The evaluation also helped bring to light the fact that while the IP program adequately reflects many of Rhode Island's largest and most important industry sectors, there may be emerging industry sectors or 'cross sector' opportunities that are not being captured in the current roster of Industry Partnerships. For this reason, in FY 2014, the Board entertained applications for a 'wildcard' industry sector that was not already represented in the IP program. While the process generated a good deal of interest and discussion, the Board chose not to designate a 'wildcard' Industry Partner at this time. Nevertheless, the process was very useful and the Board intends to continue to pursue new IP opportunities in the coming years. The Board is also strongly encouraging inter-Industry Partner collaboration, as recommended in the evaluation, and has made such collaboration a requirement in newly issued IP agreements.

**Jobs Initiatives**

GWB Jobs Initiatives funds support short-term pre-employment 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 FY2014, GWB Jobs Initiatives funds were used to provide pre-employment training to 148 individuals. In addition, Jobs Initiatives hiring incentives led to employment for 289 workers. A total of 19 employer partners were involved in Jobs Initiatives-supported activities.

**Innovative Partnerships**

GWB Innovative Partnership grants bring employers and educational providers together to provide work-readiness, experiential learning, and career opportunities for students, out-of-school youth and unemployed or underemployed adults.

The purpose of the Governor's Workforce Board Innovative Partnership grants is to increase the alignment between business needs and workforce development strategies so that businesses have access to appropriately skilled employees, and that job seekers have the skills, training and support they need to meet employer demand in vital sectors of the Rhode Island economy.

In FY2014, the GWB provided funds to ten Innovative Partnerships that began in April, 2013 and continued through June 30, 2014. A total of \$1,887,864 in Innovative Partnerships funds were awarded to three community-based organizations, three employers, three GWB Industry Partners, and one educational institution. Over the course of the 15-month contract period, Innovative Partnerships collectively served 459 unemployed adults, of which 366 participants graduated from their respective programs and 283 secured employment.

FY2014 Innovative Partnership grantees included the following programs:

**Amos House**

The Amos Culinary Education program is a 13-week course in which students are taught a National Restaurant Association approved curriculum which prepares them for entry level positions in the food service industry. The course provides students with multiple certifications, including ServSafe, First Aid and CPR. Additionally, it gives participants hands on training in a real culinary setting.

**Arthur Trudeau Center**

This pre-certification Direct Service program is an 8-week intensive training program that includes 60-hours of DSP training, 60-hours of work readiness training and a 102 hour internship. Upon successful completion of the program, participants gain credits toward an Associates Degree at CCRI.

**Connecting for Children and Families**

The CCF training collaborative focuses on the Culinary Arts, from entry to middle-level and into management positions. The training program includes four components with a full complement of supports, career exploration and planning, and guidance. Upon completion, participants receive four industry-recognized credentials: ServSafe™ Food Protection Manager Certification, First Impressions: Exceptional Customer Service™, Lasting Impressions: The Core of Communication™, Hospitality: The 3rd Language™ and each participant is matched with one of the employer partners to complete a 100-hour internship.

**Open Doors**

9 Yards is a prisoner reentry pilot program for high risk offenders that begins during incarceration and provides comprehensive education, case management, supportive services, employment placement, occupational skills training and housing support. Upon release, participants are placed in a 20-hour a week, six month subsidized entry-level positions with one of our employer partners. Participants also have the opportunity to progress academically and obtain employer-recognized credentials.

**New England Institute of Technology/SAMI**

The New England Institute of Technology Shipbuilding Marine Trades/Advanced Manufacturing Institute (SAMI) operates several occupational training programs in the areas of welding, pipefitting, ship-fitting, machinist and manufacturing skills. These occupational training activities within the shipbuilding and machine technology industries provide entry-level skills sought by the private sector partners to unemployed and under-employed Rhode Islanders.

**RI Hospital**

The Workforce STAT is a five-month accelerated program for unemployed Rhode Islanders that has expanded the existing charter school CNA program to include adults and out-of-school youth. It includes an extensive curriculum, structured work readiness with the opportunity to attain a CNA certificate, a 6-week internship at RI Hospital, and employment at a nursing home and hospital.

**RI Marine Trades Association**

The RIMTA pre-apprenticeship training program aims to enhance current marine industry pathways by combining and building out existing programming to create 205 hour pre-apprenticeship training program. The Pre-Apprenticeship Training Program serves un- or under-employed individuals ages 18 and up and features expanded curricula and training components that enable the successful completer to be a valuable, billable employee their first day on the job.

**Saint Antoine Residence**

The Teamhealth program expands on existing CNA programs to include training for homecare CNAs through classroom and hands-on training and a two-week intensive clinical rotation. The program builds a CNA II pathway and expands incumbent worker support to include financial literacy.

**Tech Collective**

The IT On Demand program provides targeted, in-demand training to current unemployed and underemployed IT professionals and assists participants in placement with partner employers.

**Stepping UP**

The Passport to Practice program is an RN residency program for un- and underemployed newly licensed RNs. All participants must be currently accepted into BSN programs. The program increases the clinical skills and employability of newly licensed RNs (primarily Associate's

Degree nurses) in partnership with the schools of nursing, the public workforce system, chief nursing officers, and health care human resources professionals.

**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 2014, 90 new hires from 31 companies were trained, using a total of nearly \$685,000 in federal matching funds.

**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 2014, the following companies were approved to receive nearly \$4.5 million in tax credits in order to train more than 4,500 RI workers:

- AAA Southern New England
- Collette Vacations
- General Dynamics Electric Boat
- United Parcel Service

**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.



In FY 2014, more than 30 GWB Employer Advisory Group members heard presentations and provided feedback on the following topics:

- New workforce training opportunities (including Work Immersion, Express Grants, and Back-to-Work RI)
- Internship opportunities and resources for businesses
- Strategies for finding and retaining talented employees

**Employer Outreach and Engagement**

In addition to the GWB Employer Advisory Group and direct outreach to businesses at conferences and workshops, the GWB has also developed a variety of digital communication tools to raise awareness of workforce development funding and services for businesses to better understand and respond to their needs. Among these communication tools are the GWB website, the GWB monthly electronic newsletter, a GWB Industry Partnership Facebook page, a GWB blog, and a GWB YouTube site. The GWB also works closely with the DLT's Business Workforce Center to further expand its connections to RI businesses.



## 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 2014, the Governor's Workforce Board distributed \$500,000 in Job Development Fund dollars and \$3.7 million in WIA funding through the local workforce investment boards to operate 14 YouthWorks411 centers, through which 2,613 youth were served. Vendors and locations are listed below:

#### Comprehensive Community Action Program

- Cranston
- Pawtucket
- Warwick
- Providence Skill Center (WIA only)

#### East Bay Community Action Program

- Bristol
- Newport
- East Providence

#### Community Care Alliance

- Woonsocket

#### Goodwill Industries of Rhode Island

- Providence

#### Boys and Girls Club

- Providence (WIA only)

#### South County Community Action Program

- Charlestown
- Johnston
- North Kingstown
- North Providence
- Wakefield
- Westerly

### Bonuses for Youth Work Experiences

As an incentive to provide more work experiences for Rhode Island youth, the GWB offered bonus funding of up to \$10,000 through its Incumbent Worker Training Grants and up to \$5,000 through its Express Grants to a total of 40 businesses that provided a school-year or summer internship to a youth.

### 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 \$1.5 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 1,495 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 Study and Practice of Non-Violence
- Lifespan/Rhode Island Hospital
- Metropolitan Regional Center Tech (MET)
- New England Laborers Academy
- Riverzedge Arts Project
- Rhode Island Marine Trades
- Rhode Island Parent Information Network
- Seven Hills Rhode Island
- SER Jobs for Progress
- Tri-Town Community Action Program
- West Bay Community Action Program
- Young Voices



### 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 identified mathematics and 44 percent identified reading skills as high priorities for incoming workers. Among GWB Incumbent Worker Training grantees, 46 percent highlighted English language skills as a high priority.

As part of multi-year federal Workforce Innovation Fund grant, the RI workforce development system launched the Workforce On-Ramps pilot program in two net-WORKri one-stop centers. The grant includes the National Career Readiness Certificate Plus, developed by ACT, which measures the following skills and competencies:

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

In addition to the work readiness certificate, Workforce

On Ramps is also piloting an employer-verified work experience certificate in paid or unpaid employment or on-the-job training. To date, over 300 NCRPlus certificates and 90 work experience certificates have been issued to pilot participants. Over the next year, Workforce On-Ramps partners will be working to build awareness and the infrastructure to support expanded use of the credential by Rhode Island employers.

### Work Immersion

In FY2014, the GWB launched the new Work Immersion program, which was proposed by Governor Chafee and enacted into law by the RI General Assembly in FY2013. The Work Immersion program offers 50% wage reimbursement to any RI business that provides a temporary paid work experience (a.k.a., internship) of up to 200 hours to a RI college student or unemployed adult. An additional 25% reimbursement is paid to the employer if the participant is permanently hired upon completion of the program.

The GWB developed user-friendly guidelines and online application forms for the Work Immersion program,

### Work Immersion Activity FY14

	Individuals	Businesses	Wage Subsidy
Work Immersion for college students	218	80	\$271,333
Work Immersion for unemployed	77	24	\$92,445

and conducted extensive outreach and promotion to businesses, colleges and universities, and pre-employment and training service providers. Work Immersion for college students began in the first half of FY2014, while Work Immersion for unemployed adults began in the second half of the fiscal year.

### Internship Promotion

The FY 2014 – 2015 Biennial Plan stresses the importance of internships as a way to provide work experiences and career connections to high school students, college students, recent graduates, out-of-school youth, and unemployed adults. FY 2014 saw the development of two initiatives which put this priority into action. The state Work Immersion program supports the expansion of paid internships for college students and unemployed adults by providing a 50% wage subsidy to participating eligible businesses that sponsor an intern, along with bonus funds for companies that hire interns. Since its launch, the program has experienced robust support and participation from businesses, students, and unemployed adults.

The second program, known as bRidge.jobs is a web-based portal operated by the Rhode Island Student Loan Authority (RISLA) that helps thousands of college students find internships at participating local companies (and helps local companies find interns). Development of bRidge.jobs included a series of employer surveys and seminars regarding the importance and advantages of internships, as well as a statewide promotion and advertising effort to raise the visibility and awareness of internship opportunities among Rhode Island businesses and job seekers. The bRidge.jobs internship promotion initiative is a partnership between RISLA, the Association of Independent Colleges and Universities of Rhode Island, the Governor's Workforce Board, the Greater Providence Chamber of Commerce and the RI Partnership Project, with funding provided by the Rhode Island Foundation.



## 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 2014, GWB provided \$3.8 million to the RI Adult Education Initiative to support programs that integrated education and workforce development for adult learners. Adult Education providers served a total of 2,736 participants, of which 53 percent achieved educational gains of two or more grade levels, 548 gained employment, and 289 earned a GED credential or other high school credential.

Participating programs in FY 2014 are listed below:

- Amos House
- Aquidneck Island Adult Learning Center
- Blackstone Valley Community Action Program
- Community College of Rhode Island
- Comprehensive Community Action Program
- Dorcas International Institute of Rhode Island
- Education Exchange
- Genesis Center
- Institute for Labor Studies and Research
- Mentor
- Newport Skills Alliance
- Pawtucket School Department
- Progreso Latino
- Project Learn
- Providence Housing Authority
- Providence Plan – Youth Build
- South County Community Action Program
- Tri-Town Community Action Agency
- Westbay Community Action Program

## Career Pathways

### Workforce On-Ramps Pilot

Funded by a multi-year \$2.7 million Workforce Innovation Grant from the U.S. Dept. of Labor, the Workforce On-Ramps pilot is testing different ways to inform and connect job seekers to 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, 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, Carl Perkins, and Wagner Peyser. The Governor's Workforce Board is providing in-kind training and coaching funds through its Industry Partners. On-Ramps has been working with federal agencies to secure approval to pool funds based on anticipated outcomes, which would increase efficiencies and enable agencies to collaborate more effectively.

New system-wide tools are currently being tested through a pilot program that operates at the state's netWORKri offices, as well as at community-based GWB Innovative Partnership programs and others. New tools include targeted work readiness training, assessments for the National Career Readiness Certificate, a new Work Experience Certificate, the development of on-line career maps, career coaching, and work experience placements. To date, almost 400 Rhode Islanders have participated in the pilot.

Because of its ongoing leadership in career pathways development, the GWB is a key player in the Workforce On-Ramps pilot program.



## Career Pathways Task Force

In FY 2014 the Governor's Workforce Board's Career Pathways System Task Force continued its work to develop an effective career pathways system in Rhode Island that will better align workforce skills with employer needs. Building on work completed in FY 2013, the Task Force provided guidance and direction to the Workforce On-Ramps program, which, in turn, engaged the Board's various Industry Partners in creating career maps and online tools to help job seekers understand and explore career opportunities in many of the state's most important industry sectors. With advice and oversight from the Task Force, Workforce On-Ramps has operationalized many of the initial steps needed to develop an effective career pathways system in Rhode Island, and the rollout of that system is now underway.

In response to this evolving role of the Task Force, the General Assembly passed legislation in FY2014 to shift the focus of the Task Force away from career pathways policy development towards implementation. The legislation converted the Task Force to an Advisory Committee, with a wider and more diverse range of partners who are directly engaged in the development of career pathways in RI.

### Non-Trade Apprenticeships

In FY2013, the GWB was allocated RI general revenue funds to support the development of apprenticeship programs in non-traditional occupations and industries. In accordance with statutory requirements, the GWB solicited proposals from GWB Industry Partnerships in FY2014, and awarded a total of \$136,798 to Polaris MEP and Building Futures to enlist employer sponsors and training partners, develop curriculum, and seek approval from the State Apprenticeship Council for new, non-trade apprenticeship programs.

Polaris MEP (in partnership with the RI Manufacturers Association and CCRI) was successful in obtaining state approval of a new apprenticeship program for CNC Machinists. Building Futures (in partnership with Gilbane) was successful in obtaining approval of new apprenticeship programs for cost estimators and project managers.

## Individual Training Accounts

The federally funded Workforce Investment Act provides tuition assistance to unemployed Rhode Islanders in order to accelerate their transition into good-paying jobs. Area training providers design and deliver occupational skills training that address the hiring needs of local employers. Participants can access the training funds at netWORKri offices.

In FY 2014, 310 RI job seekers requiring short-term skill upgrades received over \$1,340,000 in subsidized training in areas such as health care, information technology, construction and manufacturing. Approved training providers are listed below:

### WIA Eligible Training Provider List

- 911 Programs, Inc.
- Access Point RI
- Agora Career Academy
- American Safety Programs and Training, Inc.
- Amos House
- Aveda Institute Rhode Island
- Bancroft School of Massage Therapy
- Bastien Academy, Inc.
- Bishop Keough Regional High School
- Blue Angel Education, Inc.
- Boston University
- Bristol Community College
- Bryant University Executive Development Center
- Catherine Hinds Institute of Esthetics
- Chef Walter's Cooking School
- Clean Edison, Inc.
- Coastal Career Academy, Inc.
- Community Care Alliance FKA Family Resources
- Community College of Rhode Island
- Comprehensive Educational Services
- Confident Captain/Ocean Pros
- Connecting for Children and Families, Inc.
- Consolidated Consulting and Recruiting Services, LLC
- Cookie Place Café
- Crossroads Rhode Island
- Diver's Academy of the Eastern Seaboard
- Dogpatch
- Dorcas Place
- East Providence Career and Technical Center

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- EEG, Inc. dba Empire Beauty School
- Fab Tek Technology
- Fine Mortuary College, LLC
- Generations Comprehensive Rehabilitative Services
- Genesis Center
- Goodwill Industries of Rhode Island
- Health Care Connections Nursing Services, Inc.
- Health Care Training Services, Inc.
- Health Training Center
- Heavy Construction Academy
- Hispanic Technology and Education Programs (HITEP)
- International CDL, LLC
- International School for Health Careers
- International Yacht Restoration School
- Lincoln Technical Institute
- Look Image Academy
- LS Coding and Education, LLC
- MEdCerts, LLC
- Motoring Technical Services, Inc.
- Nationwide Diesel Technologies, Inc.
- New England Business Educational Systems
- New England Casino Dealer Academy
- New England Emergency Medical Training
- New England Institute of Technology
- New England Tractor Trailer Training School
- New Horizons Computer Learning Center
- Newport Community School
- Newport School of Hairdressing
- Northeast Maritime Institute, Inc.
- Ocean State Technical Services, LLC
- Opportunities Industrial Center of Rhode Island (OIC)
- Paul Mitchell The School
- Providence Skills Center
- Quality and Productivity Solutions, Inc.
- Rhode Island Allied Health Institute
- Rhode Island College (Outreach Programs)
- Rhode Island Community Training Center
- Rhode Island Construction Training Academy
- Rhode Island Hospitality Association
- Ridley-Lowell Business and Technical Institute
- Rob Roy Academy, Inc.
- Roger Williams University
- Saint Antoine Residence
- Salter School
- Southeast Lineman Training Center
- Saint Jude Home Care, Inc.
- Tailor-Made Training
- Teamsters Local 251 Driver Academy
- Thielsch Engineering, Inc.
- Toni and Guy Hairdressing Academy
- UNAP / RIH Education Fund
- University of Rhode Island College of Continuing Education
- Viridis Learning, Inc.
- Woodlawn Community Development Corporation
- Worcester Polytechnic Institute
- Workforce Performance Solutions (Jackson Whyte, LLC)
- Year Up



## Workforce System Integration

### 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
  - Workforce Development Services
- 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

In FY2014, the UEP was expanded to include information from the RI Exeter Job Corps program, which is directly funded by the US Department of Labor.

The UEP is submitted annually to the Governor, Senate President, and Speaker of the House on or before November 15.

### Legislative Update

FY2014 was a very active year legislatively as it relates to workforce development. The General Assembly passed, and the Governor signed, a number of items designed to strengthen and support the Rhode Island workforce system. Among other important initiatives, legislation was passed exempting the Job Development Fund (JDF) from a 10 percent assessment known as the Indirect Cost Recovery. Exempting the JDF from this assessment has been a GWB priority for a number of years and will return

over one million dollars annually back to JDF-funded programs.

The General Assembly also passed comprehensive legislation codifying the GWB into statute (it has operated under Executive Order since 2005), merging the roles and responsibilities of the State Workforce Investment Board with the Human Resource Investment Council, and giving the GWB the responsibility for statewide workforce development strategic planning, coordination, and management. Central to this responsibility will be the completion of a Comprehensive System Improvement Plan designed to facilitate the seamless and coordinated delivery of workforce services in Rhode Island.

In addition to these items, FY2014 saw the passage of a range of other legislation designed to improve Career and Technical Education, increase the number of internships and apprenticeships in Rhode Island, better coordinate workforce and economic development strategies, and expand training and educational opportunities for specific populations.

### Coordination of Economic and Workforce Development Policy

The RI Division of Planning's RhodeMap RI planning process, which was mentioned in the FY 2013 Annual Report, continued its work in FY 2014 and has released a comprehensive statewide plan containing policies, strategies, implementation actions, and performance measures to guide the state's economic development over the next twenty years. The first stated goal of that plan is to "Provide educational and training opportunities to activate a 21st century workforce," demonstrating the importance of workforce development to the state's economic competitiveness. The Governor's Workforce Board worked closely with the RhodeMap RI facilitators on drafting elements of the plan and will continue, in FY 2015 and beyond, to work with our partners in achieving the priorities set out in the RhodeMap RI document.

One such priority is the closer collaboration and coordination between economic and workforce development planning in Rhode Island. The foundation for such collaboration is already partly in place as the Governor's Workforce Board is represented on the CommerceRI Board, and the reverse will be the case as of February 2015. In addition, legislation passed during FY 2014 establishing a Governor's Commerce and Workforce Coordination Cabinet with the goal of integrating and coordinating the



activities of various agencies and departments involved in the state's economy and its workforce and ensuring consistent implementation of economic development policies and plans (a priority of the Governor's Workforce Board). The legislation also establishes a Secretary of Commerce position to be created in January of 2015. Among other duties and responsibilities, the Secretary of Commerce will serve as vice-chair of the Governor's Commerce and Workforce Cabinet alongside the director of the Department of Labor and Training, as well as the vice-chair of the Governor's Workforce Board.

### 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 included the following in FY 2014:

- Academy for Career Exploration (ACE)
- AS220
- Association of Independent Colleges and Universities of RI
- Big Picture Learning
- bRidge.jobs
- BroadbandRI
- Brown University
- Bryant University
- Center for Dynamic Learning
- Central RI Chamber of Commerce
- Certiport / IC3 Global Digital Literacy
- City of Newport
- CommerceRI
- Community College of RI
- CCRI PACE program
- Community Health Innovations of RI
- Division of Statewide Planning
- Dr. Daycare
- Fed Cap
- Greater Providence Chamber of Commerce
- HealthyRI
- Housing Works
- I-195 Commission
- Jewish Alliance
- Job Club RI
- Johnson and Wales University

- National Governor's Association
- National Association of Workforce Boards
- 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 Management and Budget
- Office of Senator Jack Reed
- Office of Senator Sheldon Whitehouse
- Providence Anchors
- Providence College
- Quonset Development Center
- RI College
- RIC Chief Executive Club
- RIC STEM Center
- RI Foundation
- RI House of Representatives
- RI Institute for Labor Studies and Research
- RI Manufacturing and Design Center planning team
- RI Nursery and Landscape Association
- RI Office of Higher Education
- RI Public Expenditure Council
- RI School of Design
- RI Senate
- RI Science and Technology Advisory Council
- RI Student Loan Authority
- Roger Williams University
- Salve Regina College
- SER Jobs for Progress
- ServeRI
- Small Business Administration
- Social Enterprise Greenhouse
- Students Taking Action Now in Determination (STAND)
- Tango RI
- The Apiary
- The Collaborative
- United Way of RI
- University of RI
- URI Business Engagement Center
- URI Office of Experiential Learning
- URI Transportation Center
- Veterans Administration



## Looking Ahead to FY 2015

### Biennial Employment and Training Plan FY 2016-2017

FY 2015 will see the completion of the Governor's Workforce Board's second Biennial Employment and Training Plan. This document, covering FY 2016 and 2017, will seek to maintain and build upon the momentum created by the Board's first plan and will include an in-depth analysis of Rhode Island's current workforce supply and demand, as well as available workforce development funding and services. With the help of a range of strategic partners, the plan identifies four major priorities for the next two fiscal years as required by statute. These priorities are: Employer Partnerships, Work Readiness, Career Pathways, and Workforce System Integration. A series of goals and action steps follow each of these four priorities and will help direct and guide the workforce system in Rhode Island in the coming years.

### Career Pathways

In FY2015, the Governor's Workforce Board will continue its work in transforming the statewide workforce development system around the career pathways model, a national best practice that encompasses a continuum of training, education, work experience, and support services that lead to good jobs and careers in high-growth, high-demand sectors of the Rhode Island economy. Effective career pathways require partnerships and participation across the workforce education and training system, including: Businesses and Industry Partnerships who help establish and map career pathways, education and training providers who collaborate with industry to design needed curriculum, and workforce staff who provide wrap-around supports. The Board will continue to facilitate the work between these groups and promote the use and development of career pathways throughout the statewide workforce system.

### Comprehensive System Improvement Plan

The Governor's Workforce Board is required by statute (RIGL §42-102-9) to develop a comprehensive system improvement plan to facilitate the seamless and coordinated delivery of workforce services in Rhode Island, consistent with the goals and objectives of the Board's Biennial Employment and Training Plan. Work on this comprehensive system improvement plan will take place in FY 2015 and is to be included in the Unified Workforce Development System Report to be submitted to the Governor and the General Assembly on or before November 15, 2015.

### From WIA to WIOA

The Workforce Investment Act (WIA) - the 1998 federal law under which a great deal of workforce programs and services are funded and operated- is set to be replaced by the Workforce Investment and Opportunity Act (WIOA) beginning in FY2016. Throughout FY2015, GWB and SWIO staff will be carefully reviewing the implications of WIOA and working with our federal partners on what impact the new law will have on Rhode Island programs and policies.



## Workforce Investment Act Waiver Process

The Workforce Investment Act allows states to request waivers of certain sections of the law and/or regulations in order to improve services to participants and employers. The following waivers were in place for Program Year 2013:

### 1. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

Rationale: This waiver addresses the data collection barriers related to meeting training provider requirements and has increased the number of programs submitted by the community college and other entities that are available to deliver training to Adult and Dislocated Worker participants. This waiver has maximized customer choice, an integral part of WIA. By providing more options to participants, they are able to select appropriate training programs leading to higher entered employment and retention rates and average earnings. This training activity does advance the President's Job-Driven elements due to the close collaboration that the State of Rhode Island's public workforce system is fostering between training providers and Industry Partnerships.

### 2. Waiver of the required 50 percent employer contribution for customized training at WIA Section 101 (8) (C).

Rationale: This waiver has not been utilized as no employers have taken advantage of customized training. Hopefully this will change as the economy improves and hiring expands. The anticipated performance outcome is an increase in employer participation, an increase in participation rates for job seekers and a greater benefit to employers by having a labor pool with the marketable skills they require. Entered employment rates, retention and average earning should all increase due to the explicit involvement of the employer. This activity would advance the President's Job Driven elements.

### 3. Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITA) for older and out-of-school youth.

Rationale: This waiver allows the use of ITAs for youth in which an assessment has determined that an ITA is the appropriate and best strategy. Being allowed to charge the ITA cost to the Youth program instead of the Adult or Dislocated Worker programs, would reduce the dependence on limited adult funds and would contribute to the ability of LWIBs to meet their 30 percent out-of-school expenditure requirement. This waiver was utilized on a

limited basis, but with good success, in PY13. IT increased the opportunity for youth to receive credentials and to find employment. It has resulted in more flexibility in delivering services based on the individual needs of participants as is the intention under WIA and since all training is geared toward the needs of Rhode Island employers, it does advance the President's Job-Driven elements. It has also allowed older youth to pursue occupational goals without the additional barrier of having to meet adult or dislocated worker eligibility requirements.

### 4. Waiver of the State Workforce Investment Board (SWIB) membership requirements at WAI Section 111(b).

Rationale: This waiver allows the Governor to appoint fewer members to the SWIB while still maintaining a business majority and the appropriate mix of labor representatives. This configuration allows the Board to focus on strategic issues more effectively and averts difficulties in achieving a quorum as is often the case with a larger group.

### 5. Waiver to use Rapid Response Funds for Incumbent Worker Training at 20 CFR 661.420 (c).

Rationale: This waiver, to allow 20 percent of Rapid Response funds to be used to support Incumbent Worker Training, provides Rhode Island with the flexibility it needs to meet the growing need of employers who are experiencing difficulty during the economic recession and slow recovery. The purpose of the program is to help established Rhode Island businesses provide training and education for current workers, resulting in layoff aversion and reduced employee turnover. Although utilized in the past, it was not used during PY 13. As the recovery continues hopefully it will be a valuable tool for Rhode Island businesses. This activity would advance the President's Job Driven elements.

### 6. Waiver of the collection of seven of the Data Elements of the WIA Standard Record Data for Incumbent Workers (20 CFR 666 and 667.300(a)).

Rationale: This waiver reduces the data collection burden for businesses served under WIA-funded incumbent worker training programs. Under the waiver, the State does not collect the following WIASRD elements: single parent (704), unemployment compensation eligible status (401), low income (702), TANF (600), other public assistance (602), homeless individual and/or runaway youth (700), and offender (701). This waiver was utilized once during PY11 to assist a small business that was facing economic difficulties. Because of the waiver, the



data collection was reduced, thereby making the program more attractive to the business owner. The training allowed the workers to avoid being laid off. The waiver was not utilized in PY 13. This activity would advance the President's Job Driven elements.

### 7. Waiver to allow the State of Rhode Island to Waive Credential / Certificate Attainment for Participants in the On-the-Job Training Program (20 CFR 666.100).

Rationale: This waiver allows the training program design to be more responsive to employer and employee needs as the training outline can be created for a specific industry, business or worksite. Eliminating the credential/certificate reporting requirement for those participating in the OJT program encourages its use and has had a positive impact on performance. This activity is directly related to the President's Job Driven agenda since employers determine the skills an individual position requires and actually deliver the training themselves.

### 8. Waiver to Allow the State of Rhode Island to Increase Employer Reimbursement for the On-the-Job Training Program (WIA Section 101 (31)(B))

Rationale: This waiver allows for the implementation of a sliding reimbursement scale, based on company size, for employers participating in the On-the-Job Training program. Small businesses are more willing to participate in the program due to the increased reimbursement. This activity does advance the President's Job Driven elements.

### 9. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the State from the Requirement to Conduct Evaluations.

Rationale: Because of the reduction to 5 percent in the Governor's Reserve Fund, it has become impossible to carry out all required activities. By eliminating the need to conduct evaluations, the state is able to use the funds to carry out those activities that are most directly related to the strategic implementation of the state's workforce development activities.

### 10. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) to exempt the State from the Requirement to Provide Local Workforce Investment Areas with Incentive Grants.

Rationale: Because of the reduction to 50% in the Governor's Reserve Fund, it has become impossible to carry out all required activities. By eliminating the need to provide incentive grants, the state is able to use the funds to carry out those activities that are most directly related

to the strategic implementation of the state's workforce development activities.

### 11. Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.

Rationale: This waiver was not utilized during PY13 due to the availability of state funding for this purpose. This activity would advance the President's Job Driven elements.

## Customer Satisfaction Measures

Rhode Island does not have an approved Common Measure waiver; therefore we continue to report against all 17 statutory measures, including Employer and Participant Customer Satisfaction.

In Program Year 2013, telephone surveys were used for data collection. The questions asked were designed to inquire as to how the participant or employer first learned about the services provided, the level of satisfaction and to determine if the services could be improved.

A total of 305 Participants completed the surveys, resulting in a response rate of 50.2% and an overall satisfaction rate of 79.1%.

A total of 596 Participants completed the surveys, resulting in a response rate of 49.4% and an overall satisfaction rate of 67.5%.

The results will be shared with the State's workforce development system in an effort to improve service quality. In addition, any suggestions made for improvement will be investigated for feasibility and possible implementation.



## 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 is financed by a 0.51 percent assessment of employers' taxable payroll. The GWB receives 0.19 percent of these payments. JDF funds support pre-employment training, incumbent worker training, youth development programs, adult education, and other workforce development activities.

Federal WIA funds provide 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.

In FY2014, the GWB also received General Revenue funds to support two new programs – Work Immersion (to provide temporary paid work experiences for college students and unemployed adults) and Non-Trade Apprenticeships (to establish new apprenticeship programs for in-demand occupations and industries). These funds are included in the GWB financial statement.

<b>JDF/GWB Actual State FY14</b>	
<b>Total Fund Availability</b>	<b>\$18,232,939</b>
Cash Carry-In	\$5,603,722
Anticipated Collections	\$12,629,217
<b>Less:</b>	
Indirect Cost Recovery	\$1,246,629
DOR/Employer Tax Unit	\$753,408
DOA Centralizations	\$71,948
Facilities	\$49,792
Administrative and Overhead Costs	\$764,074
Grants and Awards	\$10,974,160
<b>Balance</b>	<b>\$4,372,928</b>
<b>Less:</b>	
Contractually Obligated Carry-Over (FY15)	\$3,635,751
Board Allocated Carry-Over (FY15)	\$181,027
<b>Balance</b>	<b>\$556,150</b>

<b>WIA Actual State FY14</b>	
<b>Disbursed Funding</b>	<b>\$10,270,697</b>
Rapid Response	\$968,662
Local WIB Funding	\$8,727,403
SWIO Set-Aside	
<i>Disbursals</i>	\$432,230
<i>Administration and Overhead</i>	\$142,402
<b>Disbursements/Expenditures by Program Type</b>	<b>\$10,270,697</b>
Adult	\$3,097,125
Youth	\$2,828,518
Dislocated Worker	\$4,345,054



## Governance

### **Governor's Workforce Board RI Members FY2014 (as of 6/30/14)**

<b>Chair</b> Constance A. Howes, JD, FACHE	Executive Vice President for Women's Health, Care New England Health System
<b>Vice Chair</b> Robin M. Coia	Assistant Administrator, New England Laborers' Labor-Management Cooperation Trust
Mario Bueno	Executive Director, Progreso Latino
Timothy L. Byrne	Business Manager, Local 51, United Association of Plumbers and Pipefitters
Channavy Chhay	Executive Director, Center for Southeast Asians
Monica Dzialo, M.Ed., CRC, QRC	Business Relations Supervisor, RI Department of Human Services/Office of Rehabilitation Services
Charles J. Fogarty	Director, RI Department of Labor and Training
Deborah A. Gist	Commissioner, RI Department of Secondary and Elementary Education
John C. Gregory	President and CEO, Northern RI Chamber of Commerce
Mike Grey	Vice President of Operations, North East Region, Sodexo School Services
Juana Horton	President and CEO, Horton Interpreting Services, Inc.
Paul A. MacDonald	President, Providence Central Federated Council
Cheryl Merchant	President and Chief Executive Officer, Hope Global
Sharon O. Moylan	Realtor/Associate, Coldwell Banker
Robert Nangle	President, Meridian Printing
George H. Nee	President, RI AFL-CIO
Jim Purcell	Commissioner, RI Department of Postsecondary Education
Bahjat Shariff	Vice President of Operations, Howley Bread Group
Martin R. Trueb	Senior Vice President and Treasurer, Hasbro

#### **BOARD MEETINGS**

During Fiscal Year 2014, the Governor's Workforce Board held nine Board of Directors meetings. Minutes of board meetings are available on the Governor's Workforce Board web site, [www.gwb.ri.gov](http://www.gwb.ri.gov). The web site also includes a current schedule of board meetings.

**Governor's Workforce Board  
Standing Committees****Executive Committee**

- Constance A. Howes, Chair
- Robin M. Coia
- Monica Dzialo
- Mike Grey
- Robert Nangle
- Martin R. Trueb

**Strategic Investments and Evaluation Committee**

- Mike Grey, Chair
- Mario Bueno
- Channavy Chhay
- Constance A. Howes
- Cheryl Merchant
- George H. Nee
- Martin R. Trueb

**Youth Development Committee**

- Robin M. Coia, Chair
- Timothy L. Byrne
- Sharon O. Moylan
- Bahjat Shariff

**Adult Education and Literacy Committee**

- Robert Nangle, Chair
- Mario Bueno
- Robin M. Coia
- Paul A. MacDonald
- George H. Nee
- Jim Purcell

**Employer Committee**

- Martin R. Trueb, Chair
- Monica Dzialo
- John Gregory
- Mike Grey
- Juana Horton
- Constance A. Howes
- Sharon O. Moylan
- Robert Nangle

**Career Pathways System Task Force**

- Manuela Raposo, Chair
- Marc Amato
- Andrea Castenada
- Charles J. Fogarty

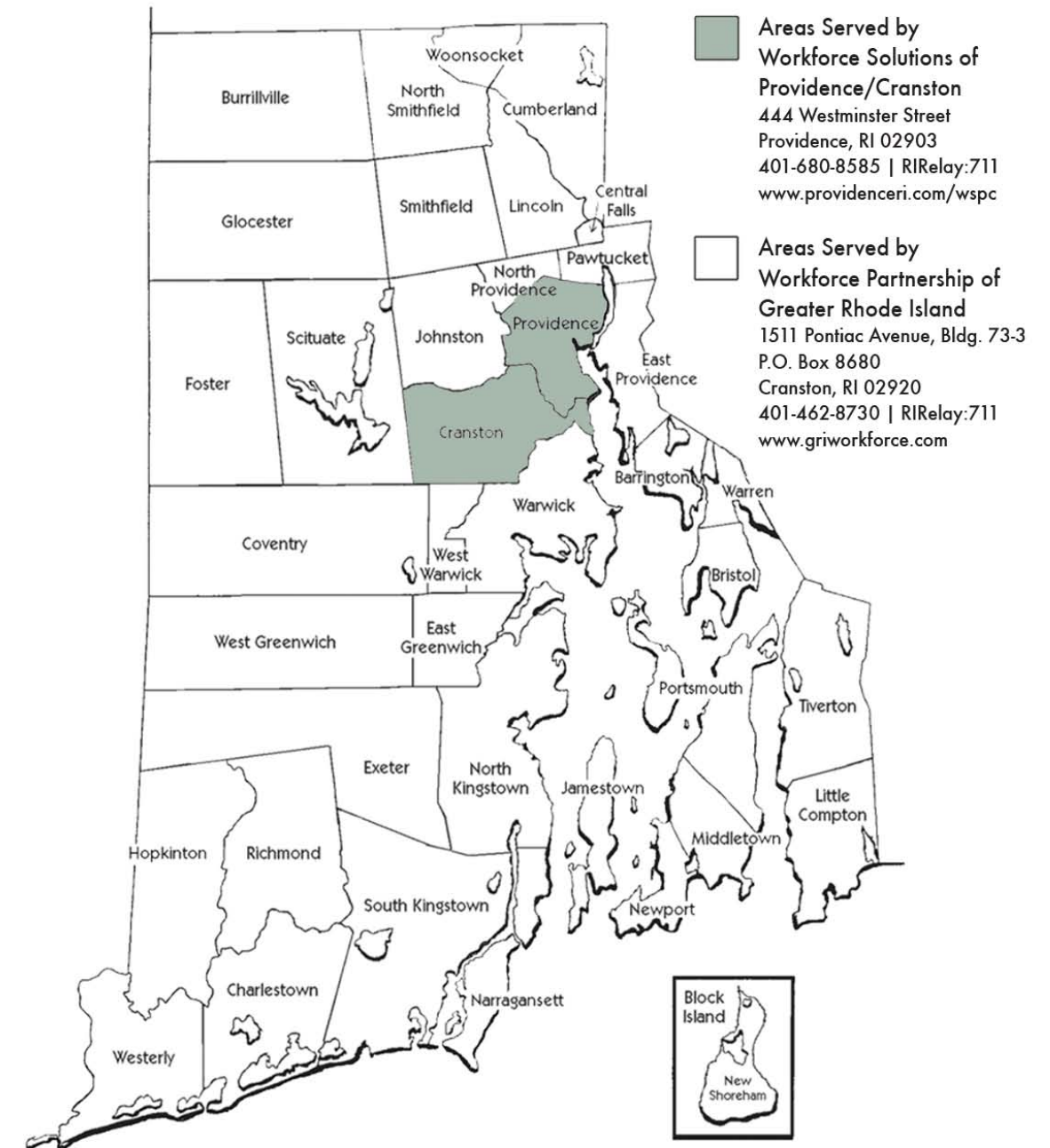
**Workforce Partnership of Greater RI  
Board Members PY2013**

<b>Chair</b> Steven H. Kitchin	Vice President, Corporate Education and Training, New England Institute of Technology
<b>Vice Chair</b> Paul Ouellette	Senior Vice President, Community Development and Workforce Training, Northern RI Chamber of Commerce
<b>Treasurer</b> Lauren Slocum	President/CEO, Central RI Chamber of Commerce
<b>Secretary</b> Robin Ann Smith	Associate Vice President, Center for Workforce and Community Education, Community College of RI
Kevin Bettencourt	Manager, Human Resources, Interplex Engineered Products
Ernest "Gip" Cabral	President, Cabco Engineering Co.
Diane Cook, MA	Administrator, RI Works, RI Department of Human Services
Vanessa Cooley	Administrator, Statewide Career and Technical Education, RI Department of Education
Bob Cooper	Executive Secretary, Governor's Commission on Disabilities
Joseph DeSantis	Chief Executive Officer, South County Community Action Chief Executive Officer, Tri-Town Community Action
Thomas Fay, Esq.	Kirshenbaum and Kirshenbaum
Victoria Galliard-Garrick	Director, Davies Career and Technical High School
Scott Greco	Chief, Employment and Training Programs, RI Department of Labor and Training
Kathleen Grygiel	Deputy Administrator, RI Office of Rehabilitative Services
Paul Harden	Business and Workforce Development Manager, RI Economic Development Corporation
Karen Jedson	Director, Warwick Department of Tourism, Culture and Development
Wendy E. Kagan	Senior Vice President of Human Resources, Bank Newport
Peter Koch	Chief Executive Officer, Koch Eye Associates
Roger LaFlamme	President, PWE LLC
Robert Langlais	Assistant Director of Income Support, RI Department Labor and Training
Dr. Sharon Lee	Director of Office of Multiple Pathways, RI Department of Education
Mark A. Mancinho	Political and Legislative Director, RI AFL-CIO
Dorothy Mattiello	Vice President of Human Resources, Hope Global
Jason Menard	Director, Exeter Job Corp
Joseph W. Oakes, Jr.	President, VR Industries, Inc.
Gail Patry	Senior Director of Quality Programs, Healthcentric Advisors
Dean Patterson	Vice President of Information Technology, AAA Southern New England
Raymond Pingitore	Director of Members Assistance Program, Teamsters Local 251
Jennifer Rossi-Stephens	Director, Income and Community Grants Management/Community Investments, United Way of RI
Scott Seaback	President, RI Temps, Inc.
Jay Visnjic	General Manager, Hampton Inn & Suites
Jason Vlaun	Manager, Human Resources, General Dynamics/Electric Boat
Darrell Waldron	Executive Director, RI Indian Council
James White	Veteran's Services Coordinator, RI Department of Labor and Training
Paul G. Wielgus	Executive Vice President and Chief Credit Officer, Coastway Community Bank

**Workforce Solutions of Providence/Cranston Board Members PY2013**

<b>Chair</b> Janet Raymond	Senior Vice President, Greater Providence Chamber of Commerce
<b>Vice Chair</b> Michael Paruta	Director, Workforce Development/Human Resources Care New England
<b>Secretary</b> Robin Ann Smith	Associate Vice President, Center for Workforce and Community Education, Community College of RI
Dr. Guy Alba	Assistant Principal, Providence School Department
Marc Amato	Chief Operating Officer, WALCO
Victor Barros	Urban Development Manager, RI Economic Development Corporation
Steven Boyle	President, Greater Cranston Chamber of Commerce
Robert Cagnetta	President, Heritage Restoration, Inc.
Vanessa Cooley	Coordinator, Career and Technical Education, RI Department of Education
Kimberly Cordeiro	Human Resources Manager, Cadence, Inc.
Robert Delaney	Executive Director, Institute for Labor and Studies Research
Alexis Devine	Youth Development Coordinator, Lifespan
Sorrel Devine	Director of Resident Services, Providence Housing Authority
Carmen R. Diaz-Jusino	Program Director, Center for Women and Enterprise
Lawrence DiBoni	Director of Economic Development, City of Cranston
Steve Duvel	RI Operations Manager, Gilbane Building
Monica Dzialo	Workforce Development Supervisor, RI Office of Rehabilitation Services
Sherry E. Ferdinandi, CPA	Sherry Ferdinandi, CPA
Kenneth J. Filarski	Principal and Founder, FILARSKI/Architecture, Planning and Research
Hy Goldman	Manager, Greylawn Food, Inc.
Ann Gooding	Director of Communications, Economic Development, City of Providence
Lisa Johnson	Director of Human Resources, Marriott Providence
Tim Kinnaman	Owner, TC Kinnaman Welding Solutions
Rick Laferriere	Manager, Workforce Initiatives, CVS/Caremark
Robert Langlais	Assistant Director of Income Support, RI Department of Labor and Training
Dr. Philip Less	Director, Adult Basic Education, RI Department of Education
Jeffery Machado	Chief Executive Officer, Goodwill Industries
Joanne McGunagle	Executive Director, Comprehensive Community Action
Jason Menard	Center Director, Exeter Job Corps Academy
Karen L. Paolucci	Human Resources Manager, Yushin America, Inc.
Debra Quinn	State Workforce Readiness Director, Society of Human Resource Management
Hector Rivera	Chief, Employment and Training Programs, RI Department of Labor and Training
Hillary Salmons	Executive Director, Providence After School Alliance
Raymond B. Sepe	President, Electro Standards Laboratory, Inc.
Heather Singleton	Senior Vice President of Education, RI Hospitality Education Foundation
Craig R. Sipe	Manager of Human Resources, General Dynamics/Electric Boat
Peter Stipe	Director, Training and Development, AAA Southern New England
Michael Traficante	Director of Governmental Affairs, New England Laborers Union
Darrell Waldron	Executive Director, Rhode Island Indian Council
James White	Veteran's Services Coordinator, RI Department of Labor and Training

**Workforce Investment Areas**



Both workforce boards are led by the Governor's Workforce Board RI  
1511 Pontiac Avenue, Bldg. 72-2  
Cranston, RI 02920  
401-462-8714 | RIRelay:711  
www.gwb.ri.gov

Oversight, monitoring and policy are provided by the State Workforce Investment Office  
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## Contact Information

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**Rick Brooks**  
Executive Director

**David Tremblay**  
Administrator, State Workforce Investment Office

**Robert Kalaskowski**  
Chief of Program Development

**Mavis McGetrick**  
Chief of Labor and Training Operations, State Workforce Investment Office

**Sherri Carello**  
Coordinator of Employment and Training Programs

**Angelo DaFonseca**  
Senior Employment and Training Monitor, State Workforce Investment Office

**Paul Genovesi**  
Program Services Officer, State Workforce Investment Office

**Dan Brown**  
Chief Implementation Aide

**Pat Leduc**  
Chief Implementation Aide, State Workforce Investment Office

**Amelia Roberts**  
Office Manager



## SWIO Performance Charts for PY2013

### WIA Financial Statement PY2013

Total Funds All Sources	Available	Expended	Balance Remaining
Total Funds All Sources	\$15,446,122	\$10,270,697	\$5,175,425
Adult Program Funds PY13/FY14	\$2,733,290	\$1,541,719	\$1,191,571
<i>Carry-in Monies</i>	\$1,164,765	\$1,164,765	\$0
Dislocated Worker Program Funds PY13/FY14	\$3,195,155	\$1,843,547	\$1,351,608
<i>Carry-in Monies</i>	\$879,087	\$879,087	\$0
Youth Program Funds PY13	\$3,143,723	\$2,105,285	\$1,038,438
<i>Carry-in Monies</i>	\$324,926	\$324,926	\$0
Local Administration Funds PY13/FY14	\$1,008,018	\$137,214	\$870,804
<i>Carry-in Monies</i>	\$730,860	\$730,860	\$0
Rapid Response Funds PY13/FY14	\$1,267,824	\$792,970	\$474,854
<i>Carry-in Monies</i>	\$175,692	\$175,692	\$0
Statewide Activity Funds PY13/FY14	\$597,250	\$349,100	\$248,150
<i>Carry-in Monies</i>	\$225,532	\$225,532	\$0
<b>Cost-Effectiveness</b>			
Average Cost Per Participant, All Programs		\$3,231.63	
Adult Programs (per participant)		\$2,706,484	
Dislocated Worker Programs (per participant)		\$2,722,634	
Youth Programs (per participant)		\$2,430,211	

### Time Periods Reported PY 2013

Reporting Item	Dates
Total Participants	July 1, 2013 to June 30, 2014
Total Exiters	April 1, 2013 to March 31, 2014
Customer Satisfaction	January 1, 2013 to December 31, 2013
Entered Employment and Credential Rates	October 1, 2012 to September 30, 2013
Retention and Earnings Rates	April 1, 2012 to March 31, 2013
Diploma/Equivalent and Skill Attainment Rates	April 1, 2013 to March 31, 2014

All required elements are reported uniformly so that a state-by-state comparison can be made.

**Table A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level: American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	77.0%	79.1%	305	607	607	50.2%
Employers	80.0%	67.5%	596	1,525	1,207	49.4%

**Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72.0%	84.0%	258
			307
Employment Retention Rate	87.0%	88.7%	344
			388
Six-Months Average Earnings Rate	\$11,667	\$12,409	\$3,846,776
			310
Employment and Credential Rate	68.0%	75.2%	97
			129

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services	Veterans		Individuals with Disabilities		Older Individuals			
Entered Employment Rate	77.5%	55	13	2	39	92.9%	66.7%	84.8%	39
		71	14	3	46				
Employment Retention Rate	83.5%	86	11	0	29	91.7%	0.0%	82.9%	29
		103	12	0	35				
Six-Months Average Earnings Rate	\$9,546	\$735,022	\$142,117	\$0	\$348,089	\$12,920	\$0	\$12,432	\$0
		77	11	0	28				
Employment and Credential Rate	61.7%	37	5	2	9	55.6%	100.0%	45.0%	9
		60	9	2	20				

**Table D - Outcome Information by Service Level for the Adult Program**

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	91.1%	51	80.0%	81	84.0%	126
		56		101		150
Employment Retention Rate	88.6%	62	85.1%	57	89.6%	225
		70		67		251
Six-Months Average Earnings Rate	\$13,766	\$784,660	\$10,961	\$537,076	\$12,378	\$2,525,041
		57		49		204

**Table E - Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.0%	82.8%	538
			650
Employment Retention Rate	89.0%	92.5%	606
			655
Six-Months Average Earnings Rate	\$16,519	\$15,565	\$8,809,558
			566
Employment and Credential Rate	72.0%	72.6%	212
			292

**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans	Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	83.3%	30	4	77	76.2%	0.0%	0
		36	5	101			
Employment Retention Rate	90.3%	28	5	73	86.9%	0.0%	0
		31	5	84			
Six-Months Average Earnings Rate	\$20,851	\$542,121	\$51,967	\$1,171,971	\$16,985	\$0	\$0
		26	5	69			
Employment and Credential Rate	37.5%	9	2	25	64.1%	0.0%	0
		24	3	39			



**Table G - Outcome Information by Service Level for the Dislocated Worker Program**

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	87.5%	56	77.6%	180	85.3%	302
		64		232		354
Employment Retention Rate	88.5%	54	92.4%	145	93.1%	407
		61		157		437
Six-Months Average Earnings Rate	\$13,721	\$658,615	\$12,674	\$1,749,002	\$16,847	\$6,401,942
		48		138		380

**Table H.1 - Youth (aged 14-21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0%	44.9%	160
			356
Attainment of Degree or Certificate	0.0%	43.9%	155
			353
Literacy and Numeracy Gains	0.0%	56.6%	125
			221

**Table H.1.A - Outcomes for Youth (aged 14-21) Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Placement in Employment or Education	42.2%	111	0.0%	0	66.7%	6	60.5%	118
		263		0		9		195
Attainment of Degree or Certificate	40.7%	103	0.0%	0	66.7%	2	69.8%	132
		253		0		3		189
Literacy and Numeracy Gains	56.7%	93	0.0%	0	0	0	56.6%	125
		164		0		6		221

**Table H.2 - Older Youth (aged 19-21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72.1%	75.0%	66
			88
Employment Retention Rate	53.4%	85.5%	71
			83
Six-Months Average Earnings Rate	\$2,321	\$4,174	\$292,208
			70
Employment and Credential Rate	75.1%	44.7%	51
			114

**Table I - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients	Veterans		Individuals with Disabilities		Out-of-School Youth		
Entered Employment Rate	77.8%	35	0.0%	0	0.0%	0	75.0%	66
		45		0		2		88
Employment Retention Rate	86.5%	45	0.0%	0	0.0%	0	86.6%	71
		52		0		0		82
Six-Months Average Earnings Rate	\$4,057	\$178,522	\$0	\$0	\$0	0	\$4,236	\$292,284
		44		0		0		69
Employment and Credential Rate	36.7%	22	0.0%	0	0.0%	0	45.5%	51
		60		0		5		112

**Table J - Younger Youth (aged 14-18) Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	96.8%	97.2%	421
			433
Youth Diploma or Equivalent Rate	64.1%	70.4%	88
			125
Retention Rate	72.4%	65.6%	80
			122

**Table K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients	Individuals with Disabilities		Out-of-School Youth	
		Count	Percentage	Count	Percentage
Skill Attainment Rate	97.4%	330	100.0%	14	96.4%
		339		14	
Youth Diploma or Equivalent	67.4%	66	66.7%	2	69.5%
		98		3	
Retention Rate	69.7%	62	33.3%	2	65.2%
		89		6	

**Table L - Other Reported Information**

Reported Information	12-Month Employment Retention Rate	12-Month Earning Increase (Adults and Older Youth) or 12-Month Earning Replacement (Dislocated Workers)		Placement in Non-Traditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to Training Received by Those Who Completed Training Services	
		Count	Amount	Percentage	Count	Amount	Percentage	Count	Percentage
Adults	90.9%	390	\$6,379	7.4%	19	\$5,516	\$1,334,968	61.9%	78
		429		376	258		242		126
Dislocated Workers	92.4%	635	\$119	6.7%	36	\$7,152	\$3,661,773	52.7%	159
		687		\$8,175,859	538		512		302
Older Youths	76.8%	73	\$3,699	7.6%	5	\$2,888	\$173,308		
		95		82	66		60		

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exitters
<b>Total Adult Customers</b>	9,843	8,799
Total Adult, Self-Service Only	8,047	7,733
WIA Adult	8,847	8,185
WIA Dislocated Worker	955	552
<b>Total Youth (14-21)</b>	677	434
Younger Youth (14-18)	438	315
Older Youth (19-21)	239	119
Out-of-School Youth	453	267
In-School Youth	224	167

**Table N - Cost of Program Activities**

Program Activity	Total Federal Spending	
Local Adults	\$2,706,484	
Local Dislocated Workers	\$2,722,634	
Local Youth	\$2,430,211	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$968,662	
Statewide Required Activities (up to 5%) WIA Section 134(a)(2)(B)	\$574,632	
Statewide Allowable Activities WIA Section 134(a)(3)	<b>Program Activity Description</b>	
	RKM Associates	\$58,271 (non-add)
	Miscellaneous	\$516,362 (non-add)
	Total Statewide Allowable Activities	\$574,633 (non-add)
<b>Total of All Federal Spending Listed Above</b>	<b>\$9,402,623</b>	

**Table O - Local Performance**

Local Area Name:	Total Participants Served	Adults	8,588
		Workforce Partnership of Greater Rhode Island	Dislocated Workers
		Older Youth (19-21)	158
		Younger Youth (14-18)	281
ETA Assigned #:	Total Exitters	Adults	8,041
		44020	Dislocated Workers
		Older Youth (19-21)	66
		Younger Youth (14-18)	183

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.0%	80.0%
	Employers	80.0%	68.0%
Entered Employment Rates	Adults	72.0%	81.0%
	Dislocated Workers	78.0%	82.0%
	Older Youth	72.1%	67.0%
Retention Rates	Adults	87.0%	86.0%
	Dislocated Workers	89.0%	93.0%
	Older Youth	53.4%	85.0%
	Younger Youth	72.4%	63.0%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,667	\$12,285
	Dislocated Workers	\$16,519	\$16,693
	Older Youth	\$2,321	\$4,331
Credential/Diploma Rates	Adults	68.0%	69.1%
	Dislocated Workers	72.0%	70.7%
	Older Youth	75.1%	40.0%
	Younger Youth	64.1%	68.0%
Skill Attainment Rate	Younger Youth	96.8%	97.0%
Placement in Employment or Education	Youth (14-21)	0.0%	41.0%
Attainment of Degree or Certificate	Youth (14-21)	0.0%	39.0%
Literacy or Numeracy Gains	Youth (14-21)	0.0%	61.0%

**Table O - Local Performance**

Local Area Name:	Total Participants Served	Adults	259
		Workforce Solutions of Providence/Cranston	Dislocated Workers
		Older Youth (19-21)	81
		Younger Youth (14-18)	157
ETA Assigned #:	Total Exitters	Adults	144
		44005	Dislocated Workers
		Older Youth (19-21)	53
		Younger Youth (14-18)	132

*\*The Total Adult Participants Served and Total Adult Exitters for Workforce Investment Area #44005 appear to be inaccurate. It is possible that these cohorts were under-reported due to a management information system data migration issue. The matter is being researched.*

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.0%	77.0%
	Employers	80.0%	37.0%
Entered Employment Rates	Adults	72.0%	89.0%
	Dislocated Workers	78.0%	89.0%
	Older Youth	72.1%	85.0%
Retention Rates	Adults	87.0%	91.0%
	Dislocated Workers	89.0%	91.0%
	Older Youth	53.4%	86.0%
	Younger Youth	72.4%	71.0%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,667	\$12,498
	Dislocated Workers	\$16,519	\$14,496
	Older Youth	\$2,321	\$3,966
Credential/Diploma Rates	Adults	68.0%	91.4%
	Dislocated Workers	72.0%	82.6%
	Older Youth	75.1%	50.0%
	Younger Youth	64.1%	76.0%
Skill Attainment Rate	Younger Youth	96.8%	97.0%
Placement in Employment or Education	Youth (14-21)	0.0%	51.0%
Attainment of Degree or Certificate	Youth (14-21)	0.0%	50.0%
Literacy or Numeracy Gains	Youth (14-21)	0.0%	48.0%

**Table P - Veteran Priority of Service Program Results**

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	390	N/A
Covered Entrants Who Received a Service During Entry Period	390	100.0%
Covered Entrants Who Received Staff-Assisted Service During Entry Period	54	13.9%

**Table Q - Veteran's Outcomes by Special Populations**

Reported Information	Post 9/11 Era Veterans	Post 9/11 Era Veterans Who Received Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	66.7%	2	66.7%	2	0.0%
		3		3	
Employment Retention Rate	0.0%	0	0.0%	0	0.0%
		0		0	
Six-Months Average Earnings Rate	\$0	\$0	\$0	\$0	\$0
		0		0	

## Appendix A: Employer Partners FY2014

### Employer Advisory Group

AAA Southern New England  
AGI Construction  
Atrion Networking Corp.  
ATW Companies  
Bristol Marine  
Butler & Messier  
CCRS  
Chronomatic, Inc.  
Dimeo Construction  
Fidelity  
Gem Mechanical Services, Inc.  
General Dynamics-Electric Boat  
Groov-Pin Corporation  
Guill Tool & Engineering Company  
Hayward  
Interplex Industries, Inc.  
Netsense  
Providence Granola Project  
Psychological Centers  
Siena Restaurant  
St. Clare Home  
Taco, Inc.  
TC Kinnman Welding Solutions  
TCP Learning  
Technic, Inc.  
The Brickle Group  
Thielsch Engineering  
Toray Plastics (America), Inc.  
West View Nursing  
Whittet-Higgins  
Yardney Technical Products  
Yushin America, Inc.

### Express Grants

Allied Consulting Engineering Services  
AMTROL, Inc.  
Ahler's Designs\*  
Anchor Fuel  
Arnold Lumber Company  
Atlantic Animal Hospital  
Aten Energy Conservation  
Belcour Corp.  
Blue Cross & Blue Shield of RI  
Coastal Medical, Inc.

Collette Travel Service, Inc.  
Coto Technology  
Squadlocker  
Dorcas International Institute  
Driver's Plumbing & Mechanical  
EBS Econotel Business Systems  
Embolden  
FAF, Inc.  
Farm Fresh Rhode Island  
Foundry Orthopedics  
Gilbane Building Company  
Global View Communications  
Globex Industries, Inc.  
Hampton Inn & Suites\*  
Heroicas Painting  
Herrick & White Ltd.  
Hyman Brickle & Son, Inc.  
High Purity New England  
Hope Valley Industries  
Integration, Inc.  
Interplex Engineered Products  
IQL Independent Quality Labs  
Island Moving Company\*  
Kenneth Richardson Jr. CPA  
Kristy K. Armstrong, CPA, Inc.  
Leadership RI  
LFI, Inc.  
Lighthouse Financial Services\*  
Massage Envy Spa\*  
Mearthane Products Corp.  
Meister Abrasives USA, Inc.  
Mojo Tech LLC  
Morgan Mill Metals  
National Laminating, Inc.  
NESCTC Security Agency LLC\*  
New Directions  
North Star Marketing  
Parmelee Poirier & Associates  
Polyurethane Molding Industries  
PURVIS Systems, Inc.  
R&D Manufacturing Company\*  
Rhode Island Quality Institute\*  
RI Hospitality Association  
RI Mentoring Partnership, Inc.  
Seamens Church Institute of Newport  
Singleton Group LLC\*  
Sixteen on Center\*  
St. Clare Home  
Superior Insulation LLC  
SyNet, Inc.  
Taylor Box Company

The Chemical Company  
The Journey to Hope  
The Inско Group  
The Smithfield Coffee Company  
Toray Plastics (America), Inc.  
University Medicine Foundation, Inc.  
VP Fitness LLC  
WaterFire Providence\*  
Well Tended Garden\*

### Incumbent Worker Training Grants

(add) Ventures  
A.G.I. Construction  
AAA Southern New England\*  
Admiral Packaging, Inc.  
Ahlers Design\*  
Aidance Skincare & Tropical Solutions  
American Ecotech  
American Systems Corporation  
Amos House  
AMS Imaging LLC  
Astro-Med, Inc.\*  
Atrion Networking Corporation  
Bank Newport  
Banneker Industries, Inc.  
Barrington Print & Copy  
Bego USA, Inc.  
Bottling Group LLC  
Bouckaert Industrial Textiles  
Bridge Technical Talent\*  
Calise & Sons Bakery, Inc.  
Capital Good Food  
Carjon AC & Heating, Inc.  
Carousel Industries  
Center for Southeast Asians  
Center for Women & Enterprise\*  
Child & Family Services of Newport  
Child Care Consultants & Facilities\*  
Concordia Manufacturing LLC  
Crossroads Rhode Island\*  
Dama Jewelry Technology  
Decor Craft, Inc.  
Dimeo Construction Company\*  
DiPrete Engineering\*  
DiSanto, Priest & Co.  
Dominion Diagnostics LLC  
Edesia  
Electro Standards Laboratories  
Envision Technology  
Epoch Sleep Centers  
Eye Care for Rhode Island

\*Provided summer or school-year internships to youth in FY2014



FAF, Inc.  
Family Service of RI\*  
Federal Electronics  
Fielding Manufacturing  
Flock Tex, Inc.  
Gem Mechanical Services, Inc.  
Gem Plumbing & Heating Services  
General Dynamics: Electric Boat  
Global View Communications\*  
GTECH Corporation  
Guill Tool & Engineering Co.  
Hampton Inn & Suites\*  
Hayward Industries  
Healthcentric Advisors  
Herrick & White Ltd.  
Highlander Charter School\*  
Hodges Badge Company  
Home Instead Senior Care of RI  
Hope Global\*  
Hyman Brickle & Son\*  
Infusion Resource LLC  
International Packaging Corp.  
Interplex Engineered Products\*  
LGC & D  
Liberty Cedar, Inc.  
LOPCO Contracting, Inc.  
Lumetta  
Materion Technical Materials  
Maxson Automatic Machinery  
Medport LLC  
Narragansett Bay Insurance\*  
National Marker Company  
Neighborhood Health Plan of RI  
NetCenergy LLC  
Ocean State Jobbers, Inc.  
Overhead Door Company of Providence  
PACE Organization of RI  
Pezzuco Construction, Inc.  
Precision Engineered Products  
Precision Turned Components\*  
Preventure  
Professional Facilities Mgmt  
Quick Fitting  
Raytheon Systems Company\*  
Rhodes Pharmaceuticals L.P.  
RI Carbide Tool Co.  
RI Community Food Bank  
Rite-Solutions, Inc.  
Rolling Frito-Lay Sales, LP  
Saccoccio & Associates\*  
Sansiveri, Kimball & Co.  
SEA CORP

Senesco Marine\*  
Siena Restaurant Group  
South County Artificial Limb & Brace\*  
Stephen Turner, Inc.  
Swissline Precision MFG  
Taco, Inc.  
TechComm Partners, Inc.  
Technic, Inc.  
The Children's Workshop, Inc.  
The Town Dock\*  
Toray Plastics (America), Inc.  
TribalVision LLC  
Tunstall\*  
Twin River Casino  
Umicore Thin Film Products  
United Methodist Elder Care- Linn  
Health Care  
VIBCO, Inc.\*  
Vishay Electro Films  
VR Industries\*  
Whittet-Higgins Company

#### Industry Partnerships

Building Futures  
- Associate General Contractors of  
America, RI Chapter  
- BuildRI  
- Cardi Corporation  
- Equality Construction  
- Gilbane Building Company  
- H. Carr and Sons  
- New England Electrical Contractors  
Association  
- New England Mechanical Contractors  
Association  
- Shawmut Design and Construction

#### Defense

- A2B Tracking  
- AAA Alarms and Fire Protection  
- Alion  
- American Systems  
- Applied Radar  
- BAE  
- Balfour Beatty  
- Banneker  
- Baystate Financial  
- Booz Allen Hamilton  
- Bridge Technical Talent  
- BTP Systems  
- CACI  
- Capewell

- CBIZ Tofias  
- DDL Omni  
- Eagle Electric  
- Electro Standards Laboratories  
- Engineering Services Network  
- Federal Electric  
- Gateway Ventures  
- GD - Electric Boat  
- GD-IT  
- Guill  
- HCH Enterprises  
- ICI Services  
- Integrity Applications  
- KLR  
- L-3  
- Lockheed  
- McLaughlin Research  
- Meller Optics  
- Mikel  
- Navatek  
- NGG Services International  
- Northrup  
- P3I  
- Paratronix  
- Progeny  
- Prometheus  
- Propel  
- Purvis  
- Quantech  
- Raytheon  
- RDSI  
- Rite Solutions  
- RPS ASA  
- SAIC  
- SEA Corp  
- Sonalyst  
- Systems Resource Management  
- URS  
- Veterans Assembled Electronics  
- VR Industries  
- Yardeny

#### HARI

- Apponaug Adult Day Care  
- Butler Hospital  
- Carriage House  
- Cedar Crest  
- Cornerstone Adult Day Care  
- Coventry Senior Center  
- Cranston Senior Center  
- Elmhurst  
- Forest Farms



- Grand Islander  
- Hebert Nursing  
- Home and Hospice Care of NE  
- Kent Hospital  
- Landmark Medical Center  
- Meeting Street School  
- Memorial Hospital  
- Newport Hospital  
- Newport Mental Health Center  
- Odyssey  
- Our Lady of Fatima Hospital  
- Pilgrim Senior Center  
- Providence Veterans Administration  
Medical Center  
- RI College  
- RI Veterans Home  
- RI/HASBRO Hospital  
- Riverview Healthcare  
- Roger Williams Medical Center  
- Sakonnet Bay Manor  
- Scallop Shell  
- Silver Creek Nursing  
- South County Hospital  
- South County Senior Center  
- South Shore Mental Health Center  
- SSTAR  
- St Elizabeth's  
- Summit  
- The Elms  
- The Miriam Hospital  
- The Providence Center  
- Village House  
- VNS - Bristol/Newport  
- VNS - Greater RI  
- West Shore Health Care  
- West View Nursing and Rehabilitation  
- Westerly Hospital  
- Westerly Senior Center  
- Women and Infants Hospital

#### RI Hospitality

- Angelo's Palace Pizza  
- Belle's Café, Newport Shipyard  
- Billy's Restaurant  
- Block Island Tourism Council  
- Blum Shapiro  
- Cap'n Jack's  
- Castle Hill Inn- NHC  
- Chanler at Cliff Walk, The  
- Chelo's Hometown Bar and Grille  
- Chomp Kitchen and Drink  
- Chow Fun Food Group

- Christopher and Regan Insurance  
- Coast to Coast Promotional Products  
- Coastal Extreme Brewing Co.  
- Collette Vacations  
- Company Picnic Company  
- Courtyard Marriott Providence /  
Warwick  
- Courtyard Marriott Lincoln  
- Cowesett Inn  
- D. Carlo Trattoria  
- DeWolf Tavern  
- Dick Lupino Music  
- Discover Newport  
- ECOLAB  
- Ernie's Old Harbor Restaurant  
- Forty 1 Degrees North  
- Gator's Pub  
- George's of Galilee Waterfront Seafood  
Restaurant  
- Goldman and Co, CPA  
- Greater Providence Chamber of  
Commerce  
- Gregg's Restaurants and Pubs  
- Hampton Inn and Suites, Middletown  
- Hilton Garden Inn Providence Airport/  
Warwick  
- Hotel Viking Newport  
- HVS/American Hotel Management Co.  
- Hyatt Regency Newport  
- Judd Brown Designs and Jefferson  
Group Architects  
- Kahn, Litwin, Renza and Co., Ltd.  
- Kay's Restaurant- Lahousse  
- Kizirian Photography  
- Lobster Pot  
- Lodge Pub and Eatery  
- Marra Restaurant Group- Grille on Main  
- Marriott - Newport Hotels  
- Marriott Providence Downtown  
- Martiesian and Associates  
- Matunuck Oyster Bar  
- Mill Street Inn  
- MS Walker of Rhode Island  
- Nara  
- National Hotel  
- Newport Biodiesel  
- Newport Grand  
- Newport Harbor Corporation  
- Newport Harbor Hotel and Marina/  
Shaner  
- Newport Hospitality, Inc.  
- Ocean Mist

- Pamfilio's Ristorante and Catering  
- Pane E Vino Ristorante and Enoteca  
- Panera Bread  
- Plantation Catering of Newport  
- Point Street Dueling Pianos  
- Preservation Society of Newport  
- Providence Marriott Downtown  
- Providence Warwick CVB  
- Quito's Restaurant and Bar  
- Radisson Hotel Prov. Airport  
- Red Parrot Restaurant  
- Regan Communications Group  
- Renaissance Providence Downtown  
Hotel  
- Residence Inn by Marriott Middletown  
- Residence Inn by Marriott Warwick  
- Rhode Island Division of Tourism  
- RI Airport Corp/TF Green  
- Richard's Pub and Restaurant-  
Miganelli  
- Russell Morin Fine Catering  
- Sandwich Hut  
- Scales and Shells Restaurant and Raw  
Bar  
- Sheraton Providence Airport Hotel-  
Proccacanti  
- Siena, Inc.  
- Souppizza  
- Spring House Hotel  
- Sushi-Go!  
- Sysco Boston LLC  
- Tallulah on Thames  
- The 1661 Inn and Hotel Manisses  
- T's Restaurant  
- Twelve Acres  
- Twin River Casino  
- US Foods  
- Vanderbilt Grace  
- Viking Tours of Newport  
- Villa Restaurant and Banquet Facility  
- Village Inn Hotel and Conference  
Center  
- Wing-N-It  
- Wyndham Hotels and Resorts,  
Newport

#### RIMES

- Blount Fine Foods  
- Bullard Abrasives  
- ChemArt  
- Guill Tool  
- Hope Global



- RIMA
- RIMI
- Walco
- Yushin America

## RI Marine Trades Association

- Hinckley Yachts
- New England Boatworks
- Maritime Solutions
- Freedom Boat Club
- Bristol Marine
- Pirate Cove Marina

## Stepping Up

- Access Point RI
- Adult Day Center
- Arbor Hill Assisted Living
- Bradley Hospital
- Butler Hospital
- Care NE Health System
- Clinica Esperanza
- Coastal Medical Group
- Coventry Skilled Nursing and Rehab
- Emerald Bay Retirement Living
- EPOCH Senior Living Center
- Frank Olean Center, Homefront Health Care
- J. Arthur Trudeau Center
- Kent Hospital
- Landmark Medical Center
- Lifespan
- Living Rite Center of Seven Hills
- Living Rite Center of Access Point RI
- Memorial Hospital Volunteer Office
- Newport County Community Mental Health Center
- Providence Community Health Centers
- Rehabilitation Hospital of Rhode Island
- Saint Antoine Residence
- The Miriam Hospital
- Newport Hospital
- The Westerly Hospital
- Thundermist Health Centers
- University Medicine
- VNA of Care New England
- Women and Infants Hospital

## Tech Collective

- AAA Southern New England
- Absolute Commerce

- Ahlers Design
- AIPSO
- Alert Solutions
- Alexion Pharmaceuticals
- Amgen
- Amica
- Andera
- Atrion Networking Corporation
- Atrion SMB
- Biomedical Structures
- Bioprocess Algae
- BioprocessH2O
- Brain Gate
- Brave River Solutions
- Calista Therapeutics
- Carousel Industries
- Claflin Medical
- Constellation Energy
- Constellation Energy
- Custom CPU View
- CVS Caremark
- Cytosolve
- Dassault Systemes -Simulia
- Davol, Inc./C.R. Bard
- Dominion Diagnostics
- Electric Boat
- Embolden
- Envision Technology Advisors
- Epivax
- FM Global
- GTECH
- Hasbro
- IBM
- InCyTu
- Innovex
- Lifespan Technology Recycling
- Lighthouse Computer Services
- Lucidex
- Nabsys
- NAIL
- Naval Undersea Warfare Center
- NetCenergy
- Neurotech USA
- OSHEAN
- Project Evolution
- ProThera Biologics
- R and B IT Solutions
- Raytheon
- Rhodes Pharma
- Rhodes Technologies
- RI Foundation
- RI Quality Institute

- Rite Solutions
- Secure Tech Solutions
- TCP Learning
- Tedor Pharma
- Veterans Medical Center
- Warwick Sewer Authority
- Ximedica

**Innovative Partnership Grants**

## Amos House/ACE

- Blount Fine Foods
- Friendship Café
- RISD
- White Glove Service

## Trudeau Center/DSP Pre-Certification

- Cranston ARC CPNRI
- Access Point

## CCF/Culinary Arts Collaborative of Northern RI

- RI Hospitality, NeighborWorks
- Blackstone Rivervalley
- The Lodge Pub,
- Twin River Casino

RI Marines Trades Association/  
Pre-Apprenticeship Training

- Hinkley Yachts
- LaserPerformance
- Newport Shipyard
- Freedom Boat Club
- Bristol Marine
- IYRS
- NEIT

## NEIT/SAMI

- General Dynamics/Electric Boat
- SENESCO Marine
- Swissline Precision
- Guill Tool and Engineering
- Jade Engineered Plastics
- FedCap
- RIMES
- RIMTA

## OpenDoors/9 Yards

- Office Recycling Solutions,
- Providence Computer Resources
- DOC



## Rhode Island Hospital/STAT

- Rhode Island Hospital
- Miriam Hospital
- Summit Commons
- RI Nurse Institute Middle College

## Saint Antoine Residence/TEAMhealth

- Homefront Healthcare
- Friendly Home
- Overlook Nursing Home
- Family Resources
- CCRI
- Stepping Up

## Tech Collective/IT OnDemand

- New Horizons Computer Training
- Bryant University
- GTECH
- CVS
- Netsense

## UNAP (Stepping Up)/Passport to Practice

- RI Action Coalition
- AccessPoint RI
- Butler Hosp
- Emerald Bay Retirement Living

**Jobs Initiatives**

- Carousel Industries
- Ciro's Tavern
- Electric Boat
- Homefront Health Care
- Innovex
- PC Troubleshooters
- Tunstall

**Work Immersion**

- A&D Lighthouse Financial Services, Inc.
- A.T. Cross Company
- Accounting Concepts Co., Inc.
- Advanced Business Machines dba Innovex
- Advanced Remarketing Services, Inc.
- Ahlers Design
- American Medical Alert Corp dba Tunstall
- American Surplus, Inc.
- Amica Mutual Insurance Company
- Amtrol, Inc.
- Bank Newport
- Barba and Associates LLC
- Batchelor, Frechette, McCroy, Michael and Co.

## Biological Coprocessors, Inc.

- Blue Cross and Blue Shield of Rhode Island
- Blue Kangaroo Café
- Blue Moon Industries, Inc.
- Bristol County Water Authority
- Brown Broadcasting Service, Inc.
- Cadence Science
- Capital Good Fund
- Carl Weinberg and Co., LLP
- Children's Shelter of Blackstone Valley, Inc.
- Chris Poulos, Inc.
- Coggeshall Farm Museum
- Contempo Card Company
- Cultural Society of East Bay
- CVS Pharmacy, Inc.
- Décor Craft, Inc.
- Dimeo Construction Company
- East Coast Embroidery, Inc.
- Electric Boat Corporation
- Electro Standards Laboratories
- Exeter-West Greenwich Regional School District
- First Student, Inc.
- Fitness Fusion LLC
- Flatwaves LLC
- Fusionworks, Inc.
- GeoTech, Inc.
- Global View Communications
- Guill Tool and Engineering Co, Inc.
- Happy Paws, LLC dba The Barking Lot
- Hasbro Managerial Services LLC
- Hasbro, Inc.
- Hope Valley Industries
- International Education Partners LLC
- Interplex Engineered Products
- Kahn, Litwin, Renza and Co., Ltd.
- KITE Architects, Inc.
- LJM Packaging Company, Inc.
- Lumetta
- Mahr Federal, Inc.
- Management Search of Rhode Island, Inc.
- Marguerite Concrete Contractors, Inc.
- Maro Display, Inc.
- Matter Communications, Inc.
- McGuire Construction
- Modine Manufacturing Company
- Moran Transportation Ind., Inc.
- Multi-State Restoration, Inc.
- N.E. Conference of the United Methodist Church
- Navigant Credit Union

## NESCTC Security Agency LLC

- NFA Corp.
- NMG Warwick LLC dba Hampton Inn and Suites
- Nordson EFD
- Northeast Behavioral Associates
- Office Recycling Solutions LLC
- Palio, Inc.
- Perreault and Company Ltd.
- Piccerelli, Gilstein and Company, LLP
- Pilgrim Screw Corp.
- Plan International USA, Inc.
- PMC Lighting
- Porter Machine, Inc.
- Progreso Latino, Inc.
- Quick Fitting, Inc.
- RandD Technologies, Inc.
- Rhode Island Coalition Against Domestic Violence
- RI Black Business Association (RIBBA)
- RI Carbide Tool Co.
- RI Commission for National and Community Service
- Riley Kitchen and Bath Co.
- Saint Antoine Residence
- Sakonnet Tax Preparation DBA Liberty Tax
- Sansiveri, Kimball and Company, LLP
- Save the Bay, Inc.
- SES America, Inc.
- Siena, Inc.
- Smart Choice LLC dba Great Harvet Bread Co.
- Sojourner House
- Soul Food, Inc. dba Siena Cucina-Enoteca
- Spurwink RI
- Stop and Save Insurance LLC
- Swissline Precision MFG
- Taco, Inc.
- Tai-O Associates LP
- Textron, Inc.
- The Washington Trust Company
- Toray Plastics (America), Inc.
- TPG Companies, Inc.
- UNAP RIH Education Fund Stepping Up RI
- United Way of Rhode Island, Inc.
- University Emergency Medicine Foundation
- Utilidata, Inc.
- Verve, Inc.
- Warren Rogers Associates, Inc.
- West Bay Orthopedics and Neurosurgery, Inc.
- West View Nursing Home, Inc.



Westerly Hospital  
Work-Shop LLC  
YMCA of Greater Providence

**Youth**

A Sweet Creation  
ACE Greenville Hardware  
Advance Catering  
Advantage Home Improvement  
All About Home Care LLC  
Amos House  
Aramark Education  
Arcadia YMCA  
AS220 Youth  
Balise Toyota  
Bannister House  
Beacon High School  
Bella Vita Hair Salon  
Big Brothers Big Sisters of RI  
Books are Wings  
Boys and Girls Club - Camp Crosby  
Boys and Girls Clubs of Providence  
Bristol Recreation Center  
Bumble Bikes  
Burrillville Town Hall  
Camp Grosvenor  
Cane Day Care  
Carl Lauro School  
Castle Entertainment Group  
Catarina's Restaurant  
CCRI  
Center for Dynamic Learning  
Center for Women and Enterprise  
Central Falls Housing Authority  
Central Falls School Department  
Central Falls Self Sufficiency  
Charlie O's Restaurant  
Child Inc. Day Care  
City Kitty  
City of Cranston Animal Shelter  
Cranston Board of Canvassers  
Office of Mayor Fung, Cranston  
Office of the Clerk, Cranston  
Classic Café  
Clean Care of New England  
Clean the Bay  
Coast Guard House  
Community Boating Center  
Connecting for Children and Families  
Coventry Skilled Nursing and Rehab  
Cranston Chamber of Commerce  
Cranston Dept. of Inspections

Cranston Fire Department  
Cranston Head Start  
Cranston High School East  
Cranston High School West  
Cranston Public Library  
Cranston Public Schools  
Cranston Senior Center  
Cranston YMCA  
Crayons and Lollipops Learning Center  
Crossroads  
CVS  
CVS Highlander Charter School  
Dimeo Construction  
Dino's Park and Shop  
Dune's Club (Narragansett)  
East Bay Community Action, East Providence  
East Bay Community Action, Newport  
E. Providence Parks and Rec.  
East Providence Senior Center  
Epoch Senior Living  
Exeter Animal Shelter  
Garden Program  
Family Resource Community  
Family Tree Daycare  
Feilding Nair International  
Flood Ford  
Flood Mazda  
Fruit Hill Day Care Services  
Gemma Foundation  
George's of Galilee  
Goat Island Marina  
Golden Crest Nursing Home  
Goodwill Industries of RI  
Goodwill RI Dell Reconnect  
Greenville Public Library  
Groundworks Providence  
Habitat for Humanity  
Hammerhead Grill  
Hampton Inn  
Harvest Kitchen  
Headstart and Underwood School  
Herbwise Naturals  
Historical Cemetery, Pawtucket  
Holy Ghost School  
Hope St. Daycare  
Howdy's Auto  
Inspiring Minds (VIPS) /Carl Lauro  
International Institute of RI  
Italian Village  
Its Hair Barbershop  
International Yacht Restoration School,  
Mt. Hope High School

Jamestown Recreation Center  
Jamat Housing and Community Development  
Jerry's Paint and Hardware  
John Hope Settlement House  
Johnny Rockets Restaurant  
Johnston Housing Authority  
Johnston Parks and Recreation  
Johnston Public Library  
Johnston Senior Center  
Joyful Learning  
JR Electronics  
Junior Counselor  
Khadarlis for Sierra Leone  
Knight Memorial Library  
Learning Express  
Lifespan-Corporate Services  
Lifespan-Rhode Island Hospital  
Lifespan-The Miriam Hospital  
Little Red Hen  
Living History  
Loose Ends Hair Salon  
Love 4 All Learning Center  
M and M Clothing  
Madelin Rogers-Selin Recreation Center  
Manville Motors  
Met Earn While You Learn Summer Program  
Met E-Center  
Met Extended School Year  
Met Recruitment Office  
Met Summer Camp  
MIDASMiriam Hospital  
Mt. Hope Farm  
Multi State Restoration  
Museum of Natural History  
N. E. Laborer's Academy/Cranston Schools  
Nana's Ice Cream  
Narragansett Driving Range  
Narragansett Grill  
New England Boatworks  
New Horizon Senior Center  
Newport Boys and Girls Club - Camp Grosvenor  
Newport Housing Authority  
NGC Inc. dba the Down Duck  
Nickerson House  
Norman Bird Sanctuary  
North Providence Union Free Public Library  
Ocean Tides School  
Olly's Pizza  
Olneyville Redux Apartments  
Olyneyville Housing Corporation



Over The Rainbow L.C.  
Park View Nursing Home  
Pawtucket Boys and Girls Club  
Pawtucket Citizens Development Corp.  
Pawtucket City Hall  
Pawtucket Red Sox  
Pawtucket YMCA  
PC Troubleshooters  
Pets PLUS  
Pine Grove Health Center  
Pirate Cove Marina  
Point Judith Marina  
Progresso Latino  
Project Night Vision, Rogers Recreation Center  
Pro-Met  
Providence Children's Museum  
Providence Community Action Program  
Providence Housing Authority  
Providence Parks Department  
Providence Preservation Society  
Providence Public Works Department  
Providence Rescue Mission  
Providence Skills Center  
Providence YouthWorks411  
Pure Paradise Pets  
Ray Willis Toys and Bikes  
RI Department of Health  
Rhode Island Hospital  
RI Philharmonic Music School  
Rising Sun Mill  
Roger Williams Botanical Center  
Roger Williams Carousel  
Roger Williams National Memorial  
Salvatore Mancini Activities  
Sawyer School  
Scotts Kennels  
Segway Charter School  
Selim Madelin Rogers Recreation Center  
Shelter Cove Maria  
Slater Mill  
Smith Hill Community Development Corp.  
South County Collision Center  
South Providence Library  
South Providence Neighborhood Ministries  
South Providence Recreation Center  
Spring Lake Beach  
St Thomas Church  
St. Martin De Porres Senior Center  
St. Michael's Parish  
Sunset Farm

**On-The-Job Training**

American Partners  
Aten Energy  
Air Synergy  
Atrion Networking Corporation  
Big Blue Bug  
Contempo Card Company  
Contractors Network, Inc.  
Custom Molded Products, Inc.  
Dancin Feeling  
Desmark Ind.  
Double D Locks, Inc.  
Electro Standards  
Eva Ruth's Foods, Inc.  
Flock Tex, Inc.  
Heavy Metal Corp.  
Impulse Packaging, Inc.  
International Packaging  
Interplex  
Linear Title and Closing Ltd.  
M and J Supply Co.  
Mel-Co-Ed  
Morgan Mill Metals  
Multi State Restoration  
Nordic Technology Group, Inc.  
Porter Machine, Inc.  
Rhode Island Telephone  
RIRAL  
RILSR  
Serec Corp.  
Stolberger, Inc. dba Wardwell  
Taylor Box Company  
Technology Advisory Group  
The Brown Center  
Top Line Systems  
Trico Specialty Films  
Tunstall  
Walco  
Yushin

**Export Assistance Training**

Advanced Chemical  
Advanced Interconnections  
Alcor Scientific  
Alex and Ani  
Amtrol  
Astro-med, Inc.  
Bill's Auto Parts  
Bio Tree  
BioMedical  
Cooley Group  
Electro Standards

GTECH  
Iontera, Inc.  
Lindon Group, Inc.  
Primary Flow  
Polyworks  
Prometheus  
Purvis  
Resolute Racing  
TPI Composites  
Trico Specialty Film  
Ultra Scientific  
Utilidata  
Waterson Terminal







**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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request to individuals with disabilities.**

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