



# Governor's Workforce Board

RHODE ISLAND

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## Unified Workforce Development System Report & Biennial Plan

FY2022-23 Biennial Employment and Training Plan and FY2020 Workforce Development System Report  
Incorporated pursuant to Rhode Island General Laws § 42-102-6



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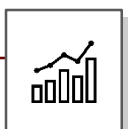
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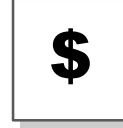
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## Responding to the Challenge

On behalf of the members and staff of the Governor's Workforce Board, I am pleased to submit our FY 2020 Annual Report and FY2022-2023 Biennial Plan as required by RI General Law § 42-102-6.

Rhode Island's workforce development network witnessed unprecedented challenges in FY2020 as a result of the COVID-19 pandemic; yet we also witnessed an unprecedented response by our community. Recruitment, training, business engagement and support service coordination rapidly shifted to virtual platforms to prioritize safety, while still ensuring high quality, accessible services for jobseekers and employers alike.

As recently as February 2020, Rhode Island's unemployment rate was 3.4%. As of September 2020, Rhode Island's unemployment rate stood at 10.5%. In response to the economic impact of the pandemic, Rhode Island launched *Back to Work RI*, a public-private partnership between the state and business community to reconnect thousands of talented Rhode Islanders to in-demand, resilient jobs. Industry leaders, training providers and community-based organizations immediately got to work recruiting and training Rhode Islanders who had lost their jobs due to COVID-19.

There is critical work ahead to ensure economic stability and security for Rhode Island's businesses and our workforce, and I am grateful to all of the state's workforce development partners, as well as the General Assembly, for the expertise and tireless effort put into our collective response to the pandemic. We look forward to our continued collaboration in responding to the challenges ahead.

Nora Crowley  
Executive Director, GWB



The **Governor's Workforce Board (GWB)** is formally established under RI General Law 42-102 as the state's primary policy-making body on workforce development matters. In this role, the GWB oversees and coordinates both federal workforce development policy (through implementation of the Workforce Investment and Opportunity Act (WIOA)) and state workforce development policy (through allocation of the Job Development Fund (JDF)). The Board consists of 23 members representing business, labor, education, community, and government with the statutory responsibility and authority to plan, coordinate, fund and evaluate nearly all statewide workforce development activities.

2020 GWB BOARD MEMBERS

**Mike Grey, Chairperson**

Vice President of Operations, North East Region, Sodexo School Services

**Jordan Boslego,**  
Sydney Providence and Quay

**Maureen Boudreau,**  
Johnson and Johnson

**Stephanie Preston,**  
Citizens Bank

**Janet Raymond,**  
Providence Chamber of Commerce

**Karsten Hart,**  
Newport Restaurant Group

**Steve Kitchin,**  
New England Institute of Technology

**David Chenevert,**  
RI Manufacturers Association

**John Gregory,**  
Northern RI Chamber of Commerce

**Katelyn Pisano,**  
Kenzan

**Debbie Proffitt,**  
Purvis Defense Systems

**Susan Rittscher,**  
Center for Women and Enterprise

**Stefan Pryor,**  
Rhode Island Commerce Corporation

**Scott Jensen,**  
Department of Labor and Training

**Julian Alssid,**  
Community College of Rhode Island

**Angelica Infante-Green,**  
Department of Elementary and Secondary Education

**Courtney Hawkins,**  
Department of Human Services

**George Nee,**  
RI AFL-CIO

**Paul Alvarez,**  
UA Local 51

**Paul MacDonald,**  
Providence Central Federated Council

**Robin Coia,**  
New England Laborers Labor-Management Coop. Trust

**Mario Bueno,**  
Progreso Latino

**Cathy Doyle,**  
Year Up



Integrated across state and federal workforce programs, the GWB's Strategic Vision provides a unified direction for Rhode Island's comprehensive workforce development system. This vision, as described in the Board's Biennial Strategic Plan, includes four key strategic priorities: demand-driven investments, career pathways, aligned policy and networked government, and data and performance. These priorities cohesively drive the investments and operations of GWB. They support each other throughout the course of an individual's or employer's specific need, and are implemented as cohesive components throughout the state's workforce network:



**Demand-Driven Investments**

**Demand-Driven and Strategic Investments**

- 1. Sustain state investments in the demand-driven Real Jobs RI program, maintaining its statewide reach and focus on growing industries.
- 2. More widely promote the availability and enrollment requirements of Real Jobs RI training activities.
- 3. Provide continued oversight of the Real Jobs RI program to ensure that a focus on job quality and acuity of employer demand remain the highest priority



**Career Pathways for Youth & Adults**

**Career Pathways for Youth and Adults**

- 1. Increase state investments in the community-based Real Pathways RI program, enhancing its statewide reach and focus on populations with barriers to employment.
- 2. Provide continued oversight of the Real Pathways RI program to ensure that a focus on job quality and meeting the diverse and specific needs of subpopulations with barriers to employment remain the highest priorities.
- 3. Continue to develop and expand the use of integrated education and occupation skills training models such as apprenticeships and the Integrated Basic Education and Skills Training Program (I-BEST).
- 4. Increase state investments in the PrepareRI initiative, with a particular focus on underserved populations; increasing the total number of youth and employer participants.



**Aligned Policy & Networked Governance**

**Aligned Policy and “Networked Government”**

- 1. Develop a uniform definition of ‘credentials of value’ that align with industry demands and promote economic opportunity
- 2. Develop and implement a uniform standard of high quality career counseling to be adopted throughout the workforce network
- 3. Increase and improve the level of service provided to non-English speakers across the workforce network.
- 4. Increase the presence and awareness of the workforce system through a strategic and cross-platform marketing campaign



**Data & Performance**

**Data and Performance**

- 1. Continue to build up the data and performance tracking capabilities of the workforce network in a comprehensive and uniform way.
- 2. Develop and publicize public-facing tools such as the ‘P20W’ performance dashboard to help stakeholders quickly and easily access information about the public workforce development network.
- 3. Continue to integrate state workforce outcomes for non-GWB programs (Adult Education, DHS, etc.) into regular Strategic Investment Committee meetings for performance review and analysis to determine gaps, duplication, etc.
- 4. Continue the development of common performance measures.





## Demand-Driven Investments

### FY2020 Performance\*



317

New Hires Placed



3013

Incumbent Workers  
Upskilled



220

New Occupational Training  
Programs



619

Employers Served

**REAL  
JOBS**  
Rhode Island

\*Several Real Jobs RI training and employment programs were delayed or outright cancelled as a result of the pandemic and related health and safety measures. A number of these programs, and related job placement outcomes, restarted in the summer and early fall, after the close of the 2020 Fiscal Year.

More information about **Real Jobs Rhode Island** can be found here:

<https://dlt.ri.gov/realjobsri/>.

Opinion

## Our Turn: Dave Chenevert and Timothy J. DelGiudice: Thousands in R.I. matched to great jobs

By Dave Chenevert and Timothy J. DelGiudice

Posted Jan 13, 2020 at 6:08 PM

Updated Jan 13, 2020 at 6:08 PM



The biggest challenge Rhode Island companies face is finding skilled workers to hire. We'd know. Together, we represent some of the biggest industries in our state and businesses that employ more than 40,000 Rhode Islanders. And while our member companies and business models are very different, we've shared an experience for the last few decades: in times of both high and low unemployment, through economic booms and recessions, we have struggled to fill open positions that require specialized skillsets.

Fifty years ago, people could graduate from high school, immediately enter the workforce and earn a family-supporting income. But our economy has changed. Today, many companies — including those we represent — offer exciting, good-paying jobs with paths for career growth, but they demand particular skills beyond what students learn in high school or even in some college programs.

## Real Jobs RI to create commercial construction training program

By PBN Staff - July 15, 2019 1:18 pm





## Demand-Driven Investments

### Non-Trade Apprenticeship Development Program

The Non-Trade Apprenticeship Development Program provides 'start up' funding to help develop new and innovative apprenticeship training models in high-growth, high-demand fields that extend beyond the traditional trades. Apprenticeship is a tried-and-true training model that is increasingly getting a 'second look' in today's economy. The 'learn and earn' structure is mutually beneficial to employer and employee, particularly low-income workers who are able to support themselves and their families as they learn the skills their employer needs. Employers can develop a tiered pay structure that grows as the individual's value to the company grows. In FY2020, the Governor's Workforce Board issued four Non-Trade Apprenticeship Development Grants to the following organizations:

**Recipient:** Service Employees International Union - Education and Support Fund

**Total Award:** \$24,955.00

**Apprenticeship Model:** Family Childcare Provider

**Recipient:** Southside Community Land Trust

**Total Award:** \$19,242.00

**Apprenticeship Model:** Sustainable Agriculture/Farmworker

**Recipient:** Tides Family Services

**Total Award:** \$25,000

**Apprenticeship Model:** Caseworker

**Recipient:** RI Institute for Labor Studies

**Total Award:** \$25,000

**Apprenticeship Model:** Hospitality Occupations

### FY2020 Performance\*



New Non-Trade Apprenticeship Models Approved

- Caseworker

\*Contracts for the Apprenticeship Development Program were extended due to Covid-19 related delays. Final Submission of Apprenticeship Standards are not due until Q4 2020



## Demand-Driven Investments

### Non-Trade Apprenticeship Incentive Program

The Governor's Workforce Board Non-Trade Apprenticeship Incentive Program provides incentive grants of \$1,000 per non-trade apprentice registered subsequent to January 1, 2016, after the completion of the required probationary period. Employers are eligible for up to \$5,000 in monetary incentive within any 12 month period. The following thirty organizations received grants in FY2020:

- AAA
- American Cord and Webbing
- Antaya Technologies Corporation
- AstroNova
- Brown Medicine
- CAS America
- Central Nurseries
- Cimini & Associates
- Claflin Medical Equipment
- Clark Farms Inc.
- Community Care Alliance
- Community Music Works
- Composite Energy Technologies (DBA Goetz)
- CVS Health
- DaPontes Landscaping Services
- ETCO Incorporated
- Genesis Center
- Gregg's Restaurant
- GSM Metals
- Kaiser Tree Preservation
- Largess Forestry
- Laura Willson (DBA Garden Endeavours)
- LenMarine (DBA Bristol Marine)
- ONE Neighborhood Builders
- Premier Landscape LLC
- Providence Community Health Center
- PSNRI
- Seascape Lawn Care
- Vertikal6
- Walrus and Carpenter Oysters

### FY2020 Performance

  
**34**

Grants Issued

  
**\$80,000**

Total Awarded





## Demand-Driven Investments

### Incumbent Worker Training Grants

To remain competitive, organizations increasingly need to train and re-train existing members of their workforce. Incumbent Worker Training grants are matching grants of up to \$35,000 available to Rhode Island companies to help grow and maintain competitiveness by investing in training of their *existing* workforce. During FY 2020, the following 61 companies applied for and received Incumbent Worker Training grants:

Affinity Salon LLC  
 Alphabet Soup, Inc  
 American Ecotech LC  
 Amica Mutual Insurance Company  
 Anchor Insulation  
 Apogee Precision Parts  
 Atlantis Comfort Systems Corp  
 Awe, LLC  
 Beacon Shipping Logistics Inc.  
 Bridge to Fitness  
 Child Care Consultants & Facilities Mgt  
 Compuclaim, Inc.  
 Dimeo Construction Company  
 East Bay Manufacturers, Inc.  
 Edesia  
 Electro Standards Laboratories  
 Elite Physical Therapy, Inc.  
 Envision Technology Advisors LLC  
 Excellent Coffee Co.  
 Falvey Insurance Group LTD  
 Farm Fresh Rhode Island  
 Goodwin-Bradley, Inc.  
 Graphic Application Technology  
 Harkins Wealth Management, LLC  
 Herrick & White Ltd.

Hot Yoga RI LLC  
 Hwang Bishop Designs, Ltd  
 International Packaging Corp  
 L.K. Goodwin Co.  
 Lawrence Air Systems  
 Leadership Rhode Island  
 Lucas Milhaupt Warwick, LLC  
 Morgan Mills Metals  
 Nail Communications, Inc.  
 National Marker Company  
 New England Syrup Company  
 Newport County Driving School  
 NFA Corp.  
 NGC, Inc dba: The Town Dock  
 Northeast Public Relations, Inc  
 Ocean State Jobbers, Inc. dba Ocean State Job Lot  
 Pariseault Builders Inc  
 Pawtucket Credit Union  
 Playground Prep, LLC  
 Portsmouth Veterinary Clinic  
 Propel LLC  
 Providence CityArts for Youth, Inc.  
 Providence Yarn Company, Inc  
 Rhode Island Council for the Humanities  
 Rhode Island Telephone, Inc.

SAGE Environmental, Inc.  
 Sansiveri, Kimball & Company, LLP  
 Taylor Box Company  
 Technic, Inc.  
 The Cookie Countess Inc  
 Toray Plastics (America), Inc.  
 Viessmann Manufacturing  
 Warwick Center for the Arts  
 SKWealth Management, LLC  
 SEA CORP  
 Katie Schibler & Associates LLC

### FY2020 Performance\*



# 158

Incumbent Workers  
Upskilled

\*Several incumbent worker training programs were delayed or outright cancelled as a result of the pandemic and related health and safety measures. A number of these programs restarted in the summer and early fall, after the close of the 2020 Fiscal Year.



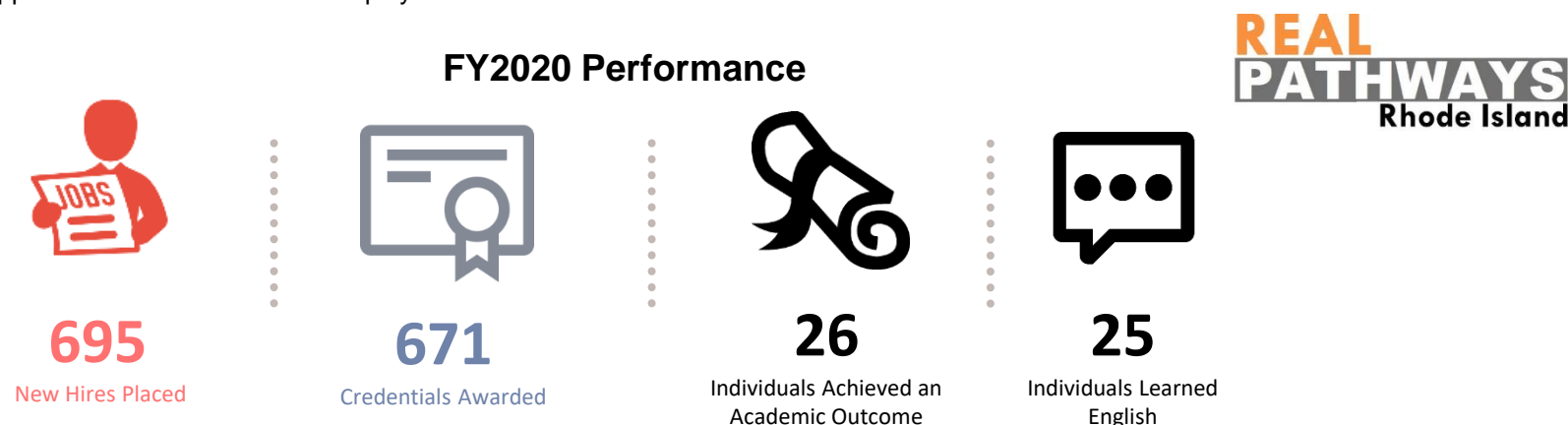
## Career Pathways for Youth & Adults

### Career Pathways

Rhode Island's middle class job market has experienced a shift away from low-skilled jobs toward more middle and high-skilled occupations. Because today's workplace needs are more defined, today's job seeker cannot rely on a generalist approach to his or her future career. Individuals seeking gainful employment, specifically those from traditionally underserved populations, need a high level of career knowledge, skill training, and experience so they can make informed decisions and compete in an increasingly competitive labor market. For this reason, the Governor's Workforce Board invests in a number of programs designed to provide career pathways for youth and adults.

#### Targeted Workforce Preparation through **Real Pathways RI**

Real Pathways RI promotes and supports partnerships between and among nonprofits, education and training providers, community partners, and others, within a specific geographic region or who focus on a similar population (ex. veterans, non-English speakers). These partners collaborate and strategize how to best serve clients through comprehensive and cooperative workforce development programming that is demand-driven, linked to the larger workforce development network, and designed to maximize the opportunities for middle class employment



#### Work Immersion – Subsidized Paid Work Experiences for Students and Unemployed Adults

Work Immersion provides subsidized, temporary work experiences for college students, recent college graduates, unemployed adults, and Career and Technical Education high school students. Employers are able to receive up to a 50% wage reimbursement for hosting such individuals in a paid work experience up to 400 hours.

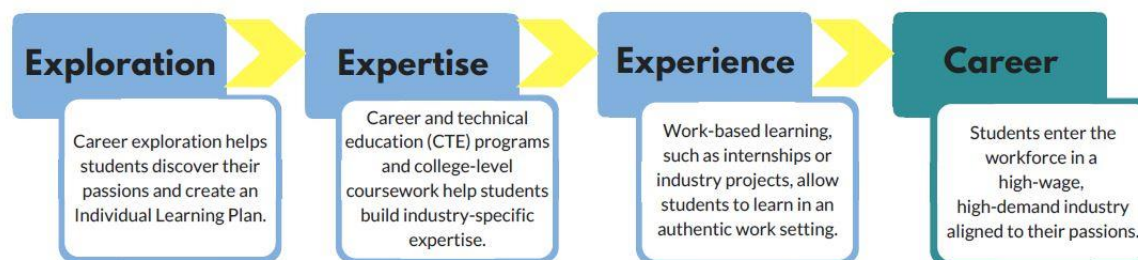
#### FY2020 Performance





## RI's Three Year Action Plan to Ensure All High School Students are College and Career Ready

- A statewide strategy to prepare all Rhode Island youth for success in college and career
- A strategic partnership between government, private industry leaders, K-12 education, higher education, and non-profits across Rhode Island
- An initiative funded, in part, by the New Skills for Youth Grant from JPMorgan Chase and the Council of Chief State School Officers (CCSSO)



## PROGRAMS & INVESTMENTS

Career pathway activities allow youth to explore career options, gain career-focused technical expertise, and engage in work-based learning experiences like internships. The GWB funded the following programs for youth during the summer and academic year FY19-FY20:

The GWB completed its second year for the Real Skills for Youth program, enhancing and scaling work-based learning opportunities for youth, and more tightly connecting work-based learning to year-round career readiness programming, by supporting partnerships among schools, youth-serving organizations, industry, and others. The Real Skills for Youth program granted \$2.5 million to 16 partnerships led by the following organizations:

AS220  
Blackstone Valley Community Action Program  
Center for Dynamic Learning  
City of Providence, Office of Economic Opportunity  
Comprehensive Community Action Program  
Connecting Children and Families  
DownCity Design  
East Bay Community Action Program  
Inspiring Minds  
Nowell Leadership Academy  
RI Nurses Institute of Rhode Island  
Skills for RI's Future  
Southside Community Land Trust  
Tri-County Community Action Agency  
Youth Build Preparatory Academy

With a recent 3-year commitment from American Student Assistance of \$1.5 million, the Prepare RI Internship Program expanded during its second year of programming. Rhode Island high school juniors participated in paid summer internships with the state's top employers in a range of industries. Over 1,100 students applied for over 300 internship slots. A total of 362 students were placed in high-quality internships earning over \$730,000 in direct student benefits.

Over 8,000 8th graders participated in the third JA Inspire Career Fair in November 2019 at the Rhode Island Convention Center, double last year's turn out. Students engaged with 119 exhibitors to explore careers and industries, CTE programs, and postsecondary options through hands-on activities. JA Inspire was supported by American Student Assistance from CCSSO and JP Morgan Chase.

In total, GWB youth-focused investments in Real Skills for Youth, Real Jobs RI, Real Pathways RI, and the PrepareRI Internship Program served 843 youth in paid experiences for Summer 2019 and 2,920 youth in career exploration and work-based learning programming in academic year 2019-2020.





## Career Pathways for Youth & Adults

### Youth

The Governor's Workforce Board funds two major initiatives to support youth career readiness. The PrepareRI Internship Program places Rhode Island high school juniors in paid summer internships with the state's top employers in a range of industries - benefiting both students and business. The Real Skills for Youth program funds strategic partnerships among schools, youth-serving organizations, industry, and others to develop and implement high-quality paid work-based learning activities and college and career readiness programming for youth. The total performance across both programs is provided below.

### FY2020 Performance



### Adult 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. These funds support programs that integrated education and workforce development for adult learners.

### FY2020 Performance





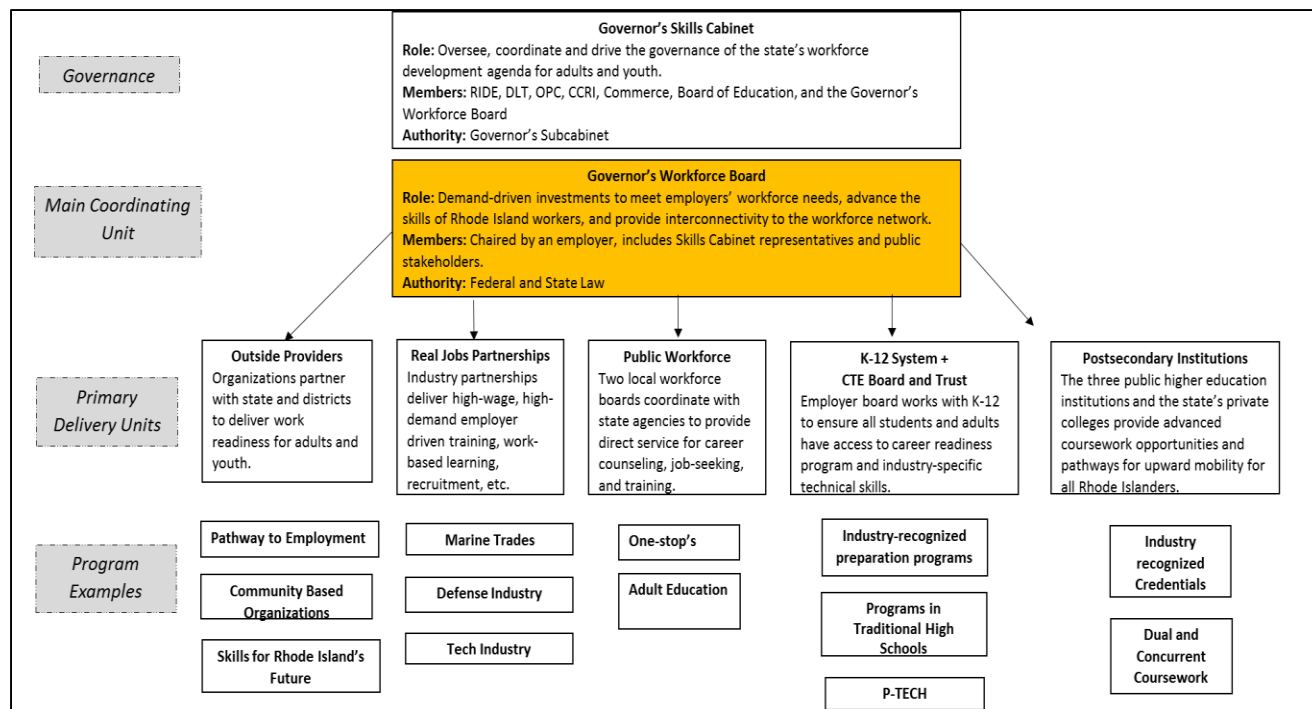
## Aligned Policy and Networked Governance

A number of significant reforms and evolutions are concurrently taking place throughout the Rhode Island workforce development network. The reforms and rethinking required by the federal WIOA act, the continued development of a demand-driven system to engage more employers, and enhanced connections to K-12 and other external partners (among other changes) represent an exciting opportunity for the network. Investments in more effective marketing, alignment of policies and planning efforts, and greater uniformity and consistent quality throughout the workforce network will better serve employer and job seeker customers.

### Aligned Policy & Networked Governance

#### Adult Education Task Force

Last spring's Senate Commission on Adult Education highlighted the importance of adult education for Rhode Island, surfaced key opportunities to strengthen the state's system, and served as a catalyst for expanded cross-departmental collaboration. Since the Commission met and published its report, an interagency team (Adult Education Core Team) has convened to act upon the recommendations. This group includes senior staff from the Rhode Island Department of Elementary and Secondary Education (RIDE), Governor's Workforce Board (GWB), Department of Labor & Training (DLT), Department of Human Services (DHS), Community College of Rhode Island (CCRI), Office of the Postsecondary Commissioner (OPC) and Governor's Office.



#### Completion of 2020 State WIOA Plan

Under the federal Workforce Innovation and Opportunity Act (WIOA), states must submit a plan to the U.S. Department of Labor that outlines a strategy for the State's workforce development system every four years. The plan was informed by, and written in alignment with, Rhode Island's economic development strategy as prescribed by the Executive Office of Commerce. Board sought robust stakeholder feedback and input into the development of the plan including two Client-centered Focus Group sessions, two stakeholder listening sessions focused on the needs of job seekers, and one stakeholder session focused on the needs of employers. The plan is now complete and is viewable at: [https://gwb.ri.gov/wp-content/uploads/2020/09/2020-WIOA-Plan\\_Rhode-Island.pdf?c50124](https://gwb.ri.gov/wp-content/uploads/2020/09/2020-WIOA-Plan_Rhode-Island.pdf?c50124)



## Data and Performance

Performance monitoring and data measurement help to guide GWB investments and policy decisions. The GWB allocates both staff time and resources which enable it to better collect, analyze, and utilize data to improve upon or design new initiatives to meet on-going and future workforce needs. Data analysis measures not only the return on taxpayer investments, but also provides access to real-time information on the value and impact for those that the workforce system serves - individuals, employers, and Rhode Islanders at large.

### Data & Performance

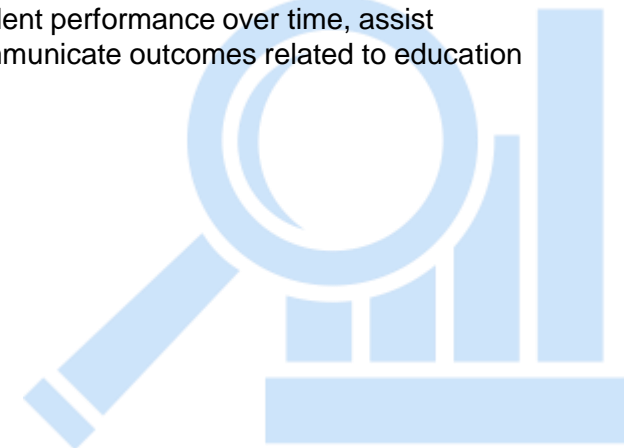
#### DLTStat and Active Contract Management

DLTStat was uniquely positioned to help manage performance during the COVID-19 pandemic. Starting in April 2020, the Department has had weekly Stat meetings specifically for the Income Support division which oversees unemployment insurance. This initiative focused on troubleshooting issues with all internal stakeholders to more efficiently deliver unemployment benefits to claimants. In July, the Department has had weekly Stat meetings to manage the Governor's \$45 million Back to Work initiative. Starting at the project management phase, the weekly meetings served as an opportunity to problem-solve and keep everyone in the loop on the constantly changing statuses of external employer partners. The weekly Back to Work Stats have morphed into the more classic performance management program. This weekly format has been incredibly useful to keep program staff attuned to the big-picture issues that Back to Work aims to address – including, but not limited to, providing comprehensive support services to participants, ensuring gender and racial equity, and providing quality job placements.

#### RI Talent Dashboard

With support from the U.S. Department of Labor (USDOL) Workforce Data Quality Initiative (WDQI), Rhode Island Department of Labor and Training and the Governor's Workforce Board have developed an interactive site that demonstrates, through dashboards and stories, linkages between K-12, Postsecondary Education, and the Workforce programs. Leveraging Rhode Island's Statewide Longitudinal Data System (DataHUB) maintained by DataSpark, one of the largest data warehouses in the state consisting of datasets from several state agencies including the Department of Education, the Department of Labor and Training, and the Office of the Postsecondary Commissioner, the RI Talent Dashboard site allows policymakers and stakeholders to track student performance over time, assist agencies in evaluating program performance, answer questions across systems; and better communicate outcomes related to education and workforce programs.

To access the RI Talent Dashboard, visit <http://ritalentdashboard.org/>







## Implementation of the Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal law governing employment, education, training, and support services for job seekers. WIOA was passed by bipartisan majorities in both houses of Congress and signed into law on July 22, 2014. The law supersedes the previous Workforce Investment Act (WIA) and looks to more fully integrate states' workforce and talent development systems to better serve employers and job seekers.

Rhode Island is currently in a phased implementation of WIOA. As the state's federally-designated workforce agency, the Governor's Workforce Board is tasked with implementation of the law which includes developing a strategic plan for the state, issuing policy and directives, allocating resources, and working with the state's local workforce boards on the coordinated delivery of high quality workforce development services.

Rhode Island's vision for WIOA is to develop a responsive demand-driven system that prepares unemployed and underemployed individuals (particularly those with barriers to employment) for occupations in high wage/demand fields. The full State WIOA plan, can be viewed [here](#).

These activities of WIOA occur throughout two designated services areas in Rhode Island:

- Providence and Cranston (overseen by the Workforce Solutions of Providence/Cranston Board)
- Greater Rhode Island (overseen by the Governor's Workforce Board, see below)



### Summary of Major Activities

- In response to a directive from the USDOL Regional Office, the responsibilities of the Local Board overseeing the Greater Rhode Island workforce development area were absorbed by the State Board (Governor's Workforce Board). This was done with the approval of the chief local elected officials in the Greater Rhode Island area. The Board created a Local Area Advisory Committee to help ensure continued input and feedback from the Greater Rhode Island community.
- WIOA grants the US Secretary of Labor the authority to waive some regulatory requirements as a tool to promote workforce system innovation and focus on outcomes. In FY2020, Rhode Island requests seven waivers, mostly seeking greater flexibility in service design in response to COVID-19. The state has not received a response on the waiver request as of the writing of this report.
- The Governor's Workforce Board, in partnership with the United Way 211 program, continued to issue the One Stop Career Center 'Comprehensive Support Service Directory'. The service directory is tool for the workforce development network to locate and connect with support services and service providers throughout Rhode Island. The directory is designed to help staff locate a particular service or support based on a customer's need.
- Under the federal Workforce Innovation and Opportunity Act (WIOA), states must submit a plan to the U.S. Department of Labor that outlines a strategy for the State's workforce development system every four years. The State Plan was completed and submitted.



## Implementation of the Workforce Innovation and Opportunity Act



### WORKFORCE INNOVATION NOTICES ISSUED

Workforce Innovation Notices are the formal process through which the Governor's Workforce Board sets statewide policies, guidance, and information for WIOA, which are delivered to the local workforce development boards as well as system partners. In FY2020, the Governor's Workforce Board issued the following WIN notices:

WIN #	Description
<a href="#"><u>19-02</u></a>	The USDOL provides WIOA funding to states through three 'categories' – Adult, Dislocated Worker, and Youth. These allocations are determined based on a formula that takes into account, among other factors: unemployment, poverty, plant closures, and population. WIN 19-02 describes how the state will allocate the funds to our local workforce areas for the upcoming program year.
<a href="#"><u>19-03</u></a>	The Lower Living Standard Income Level (LLSIL) is a USDOL-defined metric which is used to determine income eligibility for many WIOA programs. WIN 19-03 disseminates the Lower Living Standard Income Level guidelines to local workforce areas for 2020.



## Workforce Innovation and Opportunity Act

Rhode Island is required to annual submit comprehensive performance reports to the USDOL for operations funded under the Workforce Innovation and Opportunity Act (WIOA).

### Title I Programming ('Workforce Development Services'):

WIOA funded programming designed to provide job search, education, and training activities for individuals seeking to gain or improve their employment prospects. Services include: Basic career services, Individualized career services and Training services and serves Adults, Dislocated Workers, and Youth.

#### FY2020 Performance



### Title III Programming ('Wagner Peyser'):

WIOA funded programming offering universally accessible career services to job seekers and employers. Services include free online job boards, recruitment and technical services for employers; referral to other federal workforce development resources

#### FY2020 Performance



### ★ Title III Programming ('Jobs for Veterans State Grant'):

The Jobs for Veterans State Grant program provides federal funding to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans

#### PY2020 Performance





## Administration of the Job Training Tax Credit

Pursuant to the FY2019 State Budget; the Job Training Tax Credit is no longer available for tax years beginning on or after January 1, 2018

The Governor's Workforce Board was previously statutorily charged with approving letters of request for the state Job Training Tax Credit.





No external reports were  
commissioned and/or received in  
FY2020.



**Governor's Workforce Board**  
RHODE ISLAND  
*train for success · connect for growth*

# FY2022-23 Biennial Employment and Training Plan







## Executive Summary

When the last Biennial Plan was issued two years ago, Rhode Island's economy was on the upswing. The state unemployment rate was under 4% and many employers struggled to find and retain the talent they needed to keep up with unprecedented growth amid a tight labor market. The Workforce Board's priority at that time was to respond to that demand while building pathways to opportunity for all Rhode Islanders.

Since the outbreak of COVID-19 and its impact on the state, national, and global economy; the context of our work has changed dramatically. As of the writing of this plan, Rhode Island's unemployment rate stands at 10.5% and hundreds of small businesses have temporarily, or permanently reduced staff or closed their doors outright. This new context only reinforces the importance of having a responsive, resilient state workforce development network that is able to quickly and effectively locate employment opportunities and return Rhode Islanders to work as fast as possible.

The COVID-19 pandemic has forced the workforce development network to adapt service delivery models and try new and innovative training methods. It also brought to light the substantial 'digital divide' that exists throughout the community. To avoid major long-term displacements, Rhode Island will need to focus on closing this technological skills gap for current and future workers, while quickly retraining and redeploying displaced workers. At the same time, the state needs to continue to partner with employers on identifying their evolving talent needs and executing bold strategies to employ, train and transition new and existing workers to meet this demand. Lastly, we need to be mindful of the legacy opportunity gaps that existed pre-COVID which have only been exacerbated by the pandemic. Any workforce development efforts must prioritize these underrepresented communities and help close these long-term inequalities.

Established by Executive Order in 2005 and in statute in 2014 the Governor's Workforce Board is charged with the development of strategic, statewide employment-and-training plan for all state and federal workforce development programs. We hope this plan provides a blueprint for how the workforce development network can meet and overcome the economic challenges of COVID-19.



## Key Facts – Economic Trends

- **Emerging Demand.** To assess the emerging demand industry sectors, the Labor Market Information division of the Department of Labor and Training provides 10-year projection (2016-2026) of the highest expected growth sectors. The five sectors with the largest gains in total projected employment are:
  - Accommodation and Food Services
  - Health Care and Social Assistance
  - Professional, Scientific, and Technical Services
  - Retail Trade
  - Administrative & Support & Waste Management & Remediation Services
- **Economic Opportunity.** The state's economic development strategy ("Rhode Island Innovates") identified specific subsectors which reflect Rhode Island's native strengths, project high grow, and are likely to offer good paying jobs in specialized occupations. These subsectors and concentrations include:
  - Biomedical Innovation
  - IT / Software, Cyber-Physical Systems, and Data Analytics
  - Defense Shipbuilding and Maritime
  - Advanced Business Services
  - Design, Food, and Custom Manufacturing
  - Transportation, Distribution, and Logistics
  - Arts, Education, Hospitality, and Tourism
  - The Blue Economy
  - Offshore Wind
  - 'Back Office' Operations



## Key Facts – Economic Trends (cont'd)

- **Increased Skill Needs.** A 2014 Georgetown University Study found that as much as 70% of new jobs in Rhode Island would require some form of education past high school. Yet according to analysis by the Lumina foundation, in 2018 only 46.4% of Rhode Islanders held some form a post-secondary credential. Nearly half of all job openings over the next ten years attributable to growth alone require education above a high school.
- **Accelerated Adoption of Technology.** COVID-19 saw the rapid adoption of technology-enabled tele/distance-work and virtual conferencing; innovations that may last long after the pandemic subsides. At the same time, past experience tells us that recessions often result in the accelerated use of automation and related technologies. In nearly all industries and occupations, digital literacy is now as essential a skill as basic literacy and numeracy.
- **Note:** Much of the economic analysis that informed this Biennial Plan was completed prior to the COVID-19 pandemic. As the long-term economic impact of the pandemic remains to be seen, the Workforce Board believes it is appropriate to use the most recently available economic data to guide our efforts while keeping our strategy fluid and flexible to adapt to changes in the market, and take advantage of opportunities as they arise.



## Key Facts – Labor Market Trends

- **Increasing Diversity.** In 2018, the share of the state population identifying as ‘white non-Hispanic’ was 72.5%, down from 76.4% in 2010, and 81.9% in 2000. The share of state’s population identifying as Black or African American was 8.2% in 2018, up from 5.7% in 2010 and 4.5% in 2000. Some of the state’s largest growth has been in its Hispanic or Latino population which represented 15.5% of the state’s population in 2018, as compared to 12.4% in 2010 and 8.7% in 2000.
- **An Aging Population.** When it comes to working age citizens, in 2019 Rhode Islander’s aged 15-59 constituted 60% of Rhode Island’s population; down from 62% in 2010 and 2000. Persons aged 60 and older made up 25% of the state’s population in 2019, up from 20% in 2010 and 18.2% in 2000. Children 14 years of younger represent 16% of the state’s population in 2019, down from 17.3% in 2010 and nearly 20% in 2000. The continued aging of the state’s population, and related shrinking of the working age population, is a critical factor influencing the labor market for the foreseeable future.
- **Unequal Educational Attainment.** According to 2017 US Census estimates, 33% of Rhode Islanders held a bachelor’s degree, with 13.1% holding a degree beyond a Bachelors; ranking 13<sup>th</sup> and 10<sup>th</sup> on these respective measures. Yet, despite this comparatively high attainment of advanced degrees; the state workforce remains somewhat bifurcated; with Rhode Island ranking 34<sup>th</sup> in the nation for the percent of the population with a high school degree at 87.3%, tied with the national average.
- **Increasing Immigration.** In the year 2000, the percentage of foreign-born residents within the state population was 11.4%. In 2010 it rose further increased to 12.9%. By 2018, 13.7% of the state population was foreign-born. This increase has a significant consequence for the state’s labor market, as well as the structure and organization of the state workforce development system.



# Key Strategies



## I. Demand-Driven Investments

Implement a demand-driven, sector-based strategy, based on the state's economic development priorities, to meet employer demand and establish a pipeline of skilled workers for future demand.



## III. Aligned Policy

Align policy and leverage existing government structures and resources so that government is "networked" and coordinated to achieve efficiencies and effectiveness throughout the workforce system.



## II. Career Pathways

Advance a career pathway strategy to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.



## IV. Data and Performance

Use data to inform policy-making decisions, guide investments and evaluate performance to measure return on investments.



**Strategy I. Implement a demand-driven, sector-based strategy, based on the state's economic development priorities, to meet employer demand and establish a pipeline of skilled workers for future demand.**

**Action Step 1.1** - Continue to invest and support growing industry and sector partnerships through the Rel Jobs RI program, with a focus on supporting and enabling the growth areas as identified by the 'Rhode Island Innovates' report.

**Action Step 1.2** – Better integrate federal training funds into sector partnership activities, and providing access to employer-driven activities to a greater share of workforce development clients.

**Action Step 1.3** – Enhance the alignment of business services across all partner programs and develop a unified 'voice' for branding, outreach, and awareness.

**Action Step 1.4** – Work with sector intermediary partners to promote/encourage the adoption of competency-based hiring, education, and training to maximize opportunities for untapped talent to succeed in the labor force.





**Strategy II. Advance a career pathway strategy to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.**

**Action Step 2.1** - Increase state investments in the community-based Real Pathways RI program, enhancing its statewide reach and focus on populations with barriers to employment.

**Action Step 2.2** - Continue to develop and expand the use of integrated education and occupation skills training models such as apprenticeships and the Integrated Basic Education and Skills Training Program (I-BEST).

**Action Step 2.3** - Increase state investments in the PrepareRI initiative, with a particular focus on underserved populations; increasing the total number of youth and employer participants.

**Action Step 2.4** – In collaboration with workforce development partner programs, review policies and definitions around the provision of support services (childcare, transportation, work-related clothing, etc.) to maximize the depth and breadth of these services.

**Action Step 2.5** - Collaborate across partner programs on a systemwide Community of Practice to work with providers, clients, employers, and advocates to jointly establish uniform statewide definitions and standards of quality for the workforce network.

**Action Step 2.6** - Implement continuous (and, whenever possible, joint) professional development and customer service training for staff from all partner programs to elevate internal expertise and professionalism and to build a growing and shared knowledge base across programs

**Action Step 2.7** - Promote the inclusion of digital literacy as an essential element throughout all public training and education programming.



**Strategy III. Align policy and leverage existing government structures and resources so that government is “networked” and coordinated to achieve efficiencies and effectiveness throughout the workforce system.**

**Action Step 3.1** - Develop a uniform definition of ‘credentials of value’ that align with industry demands and promote economic opportunity

**Action Step 3.2** – Increase community engagement and outreach including, but not limited to, partnering with community-based organizations, community leaders, and others to increase the awareness and availability of workforce development services within the community.

**Action Step 3.3** – Conduct a comprehensive review of the physical appearance and layout of Rhode Island’s One Stop Career Centers using customer/human-centered design principles.

**Action Step 3.4** - Establish a statewide common assessment policy for foundational skills like basic literacy and numeracy.

**Action Step 3.5** - Work with relevant state agency partners to provide clear and uniform guidance regarding the impact of service-related income and earnings on public assistance programs and increase the level of interagency communication regarding the impact of employment and earnings on individual’s client eligibility and benefit levels.

**Action Step 3.6** - Explore the creation of a statewide electronic client referral system.



**Strategy IV. Use data to inform policy-making decisions, guide investments and evaluate performance to measure return on investments.**

**Action Step 4.1** - Continue to build up the data and performance tracking capabilities of the workforce network in a comprehensive and uniform way.

**Action Step 4.2** - Wherever possible, transition program and performance reports into user-friendly online dashboards for the public to access.

**Action Step 4.3** - Continue to integrate state workforce outcomes for non-GWB programs (Adult Education, DHS, etc.) into regular Strategic Investment Committee meetings for performance review and analysis to determine gaps, duplication, etc.

**Action Step 4.4** - Adopt system-wide outcome metrics to portray an accurate depiction of the workforce system, which will be used for planning and implementation of system services

**Action Step 4.5** - Explore additional ways to capture the Return on Investment (ROI) of the workforce system in order to promote the value of the system and all programs within it.



While the total state and federal funding for workforce development programs totals over \$80 million (see Unified Expenditure and Program Report); the Governor's Workforce Board is directly responsible for allocating a portion of those funds through administration of the state Job Development Fund and federal Workforce Innovation and Opportunity Act funds. A summary of how those funds were spent in FY 2020 is below.

## Job Development Fund

<b>FY2019 Carry-in (Obligated and/or Unexpended)</b>	1,287,500
<b>Collections, General Revenue, and Interest</b>	16,604,476
<b>Total Availability</b>	<b>17,891,976</b>
<b>Less:</b>	
<b>DOR/Employer Tax Unit</b>	(908,799)
<b>GWB/RJRI Operations</b>	(2,652,523)
<b>DOA Centralizations</b>	(183,575)
<b>SubTotal</b>	<b>14,147,079</b>
<b>Grants and Awards Expended</b>	(14,147,079)

## Workforce Innovation and Opportunity Act

<b>Disbursed Funds</b>	<b>\$9,554,080</b>
<b>Less:</b>	
<b>State Set-Aside Funds</b>	(1,433,111)
<b>Rapid Response Services</b>	(951,519)
<b>Allocation to Local Workforce Boards</b>	(\$7,169,450)
<b>Disbursement by Program Type</b>	<b>\$9,554,080</b>
<b>Adult</b>	\$2,650,988
<b>Dislocated Worker</b>	\$3,806,076
<b>Youth</b>	\$3,097,016



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# Governor's Workforce Board

RHODE ISLAND

*train for success · connect for growth*

## Unified Workforce Development Expenditure and Program Report

FY2020



## Table of Contents

1. What is the Unified Workforce Development Expenditure and Program Report
2. Statewide Workforce Development Statistics
3. Agency Program Descriptions and Statistics
4. Data Caveats
5. UEP Reporting Definitions

## What is the UEP?

As the primary policy-making body on workforce development matters, the Governor's Workforce Board (GWB) is statutorily charged with planning, coordinating, funding, and evaluating workforce activities for the State of Rhode Island. First published in 2010, the annual Unified Workforce Development Expenditure and Program Report (UEP) is a compendium of Rhode Island's workforce development expenditures and activities, serving as a mechanism to assist elected officials, policy-makers, and other stakeholders in gaining a better understanding of the impact of workforce development funds.

The report shall include, at a minimum, expenditures by agencies for programs included in § 42-102-6(b)(1), including information regarding the number of individuals served by each program, demographic information by gender, race and ethnicity; outcome and program specific performance information as determined by the board, and such other information as may be determined by the board, including, but not limited to, the attainment of credentials. Program expenditures included in the unified workforce-development-system report shall be categorized as administrative, program delivery, or other costs; the report shall further include information on the cost-per-individual served within each program, through a manner determined by the board. [RIGL § 42-102-6(f)]

## What is a Workforce Development Program?








To refine the scope of this effort exclusively to those programs that relate to workforce development; it is important to define what a workforce development program is. Borrowing from the definition developed by the National Center for Education Statistics – Classification of Industrial Programs; a Workforce Development program will be defined as:

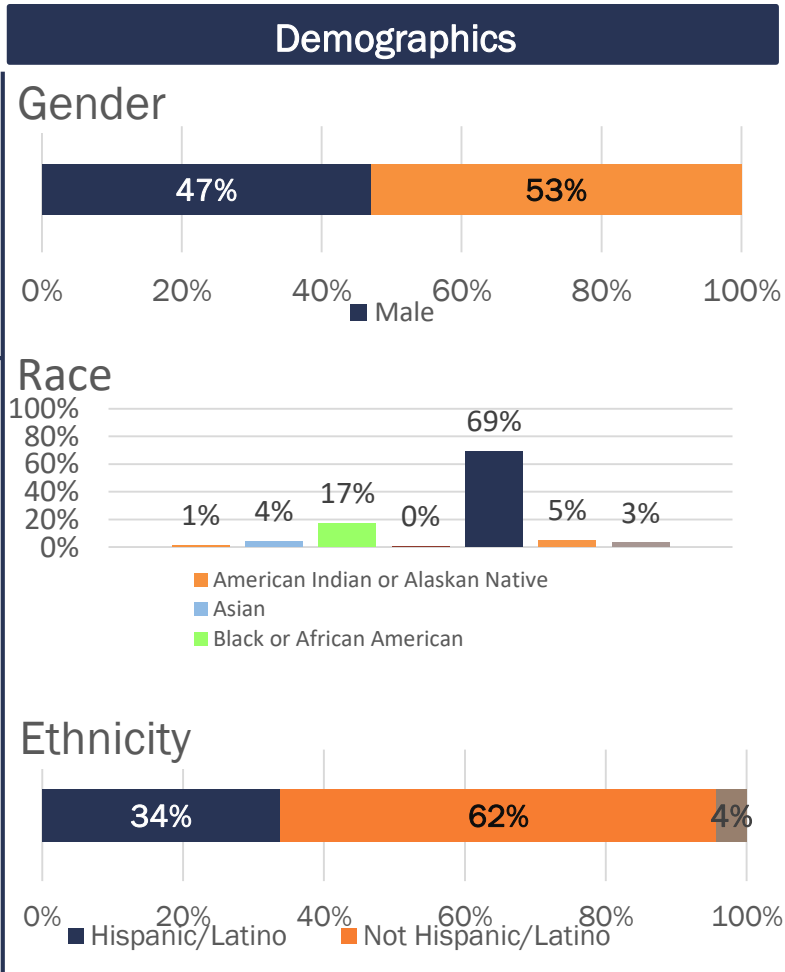
“A state or federally funded program that focuses on learning or upgrading basic or advanced skills with the direct intent to obtain a new job, enhance performance in a current job, or promote career development.”

The ‘direct intent’ qualifier is important. There are numerous programs and services throughout the state that have an ‘indirect’ impact on an individual’s ability to obtain employment. Many of these programs offer assistance and supports that are critical to helping an individual gain and retain employment. But this impact on employment is often ancillary to their main purpose. For that reason, and to ensure this effort is focused on providing the type of information that workforce development policymakers need to make informed decisions, this performance management effort will only focus on the programs and providers meeting the above definition.

## Statewide Workforce Development Statistics

Expenditures	
Category	Amount
Total Fiscal Year Funding Allocation (State and Federal)	\$71,037,681.49
Cost Per Participant	\$1,497.95
Program Costs (State)	\$15,259,271.32
Administrative Costs (State)	\$1,048,296.33
Program Costs (Federal)	\$44,539,489.05
Administrative Costs (Federal)	\$2,475,693.56
Total Expenditures	\$77,322,750.25





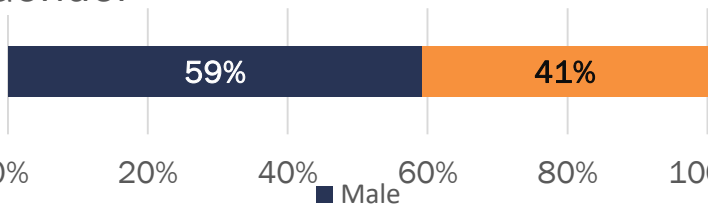
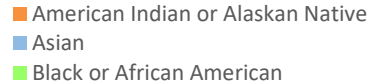




Outcomes		
 Total Served <b>51,945</b>	 Total Trained <b>24,099</b>	
 Adults Served <b>30,809</b>	 Youth Served <b>20,194</b>	
 Entered Employment <b>7,410</b>	 Retained Employment <b>7,955</b>	 Obtained Credential <b>2,477</b>



## Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Program	Program Description	Primary Program Goal	Target Population Served
<b>Division of Developmental Disabilities Supported Employment Services FY20</b>	The DDD employment program serves eligible adults with intellectual and developmental disabilities through a network of community providers who provide supported employment supports to explore job interests, develop skills, and find, secure, and retain competitive employment. Programs include individualized job development and job carving as needed.	Multiple Program Goals	Individuals with significant barriers to employment

## Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Expenditures		Outcomes			Demographics
Category	Amount				
Sub-Recipient/Sub-Contracted State Agencies	32 Licensed Developmental Disability Organizations	 Total Served 2,040	 Total Trained 2,040		Gender
Total Fiscal Year Funding Allocation (State and Federal)	Not Reported	 Adults Served 2,040	 Youth Served N/A		 <p>0% 20% 40% 60% 80% 100%</p> <p>■ Male</p>
Cost Per Participant	\$3,039.58				Race
State Funding Agency	BHDDH				<p>100%</p> <p>Not Reported</p> <p>0%</p> <p>  </p>
Program Costs (State)	\$3,100,376.07	 Entered Employment N/A	 Retained Employment N/A	 Obtained Credential N/A	Ethnicity
Administrative Costs (State)	Not Reported				<p>Not Reported</p> <p>  </p>
Federal Funding Agency	CMS				
Program Costs (Federal)	\$3,100,376.07				
Administrative Costs (Federal)	Not Reported				
Total Expenditures	\$6,200,752.13	Other Outcome: N/A			








## Community College of Rhode Island

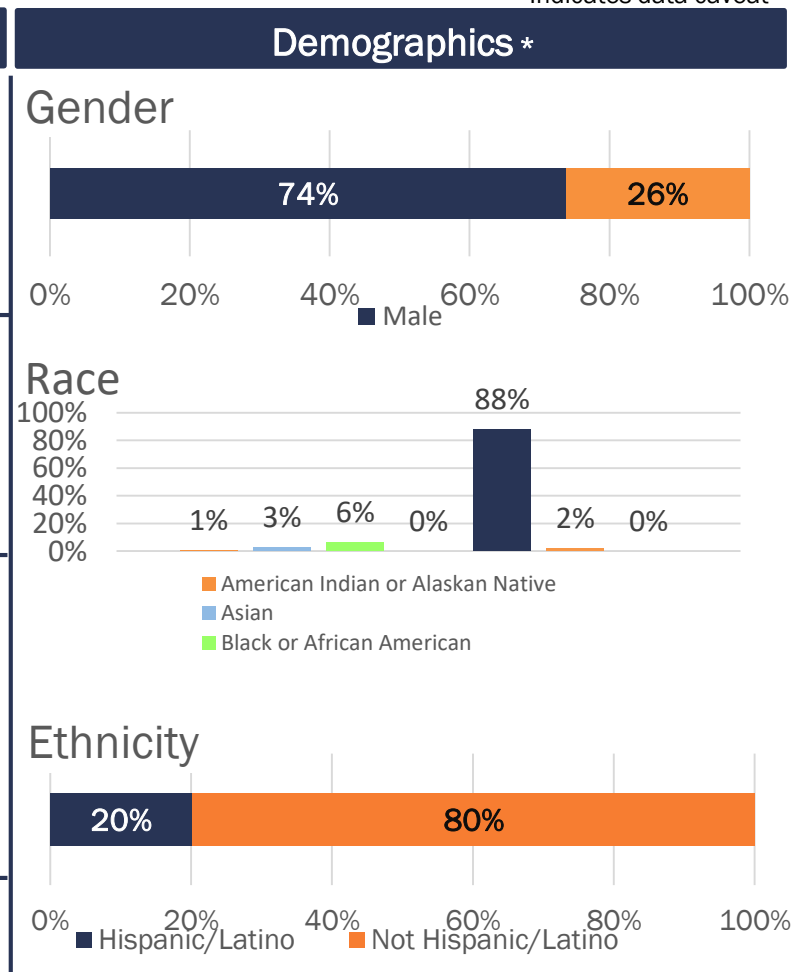
Program	Program Description	Primary Program Goal	Target Population Served
<b>Certified Nursing Assistant</b>	This Rhode Island Department of Health-approved course trains students to provide basic, routine, nursing-related services to individuals in various health care settings.	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>Customized Training</b>	CCRI's Division of Workforce Partnerships provides customized training programs and academic courses to Rhode Island organizations in a variety of workplace locations across the state and serves thousands of individuals in open enrollment courses that focus on career training and professional development.	Enhance a Participant's Performance in a Current Job	Employers
<b>Dental Continuing Ed</b>	Practicing dental assistants will learn the basic principles and techniques of digital intraoral and panoramic radiography as they expose and evaluate radiographic images during laboratory sessions.	Enhance a Participant's Performance in a Current Job	Currently Employed Adults
<b>Distance Learning</b>	In partnership with training providers, CCRI's Division of Workforce Partnerships offers online open enrollment programs designed to provide the skills necessary to acquire professional level positions for many in-demand occupations.	Enhance a Participant's Performance in a Current Job	Currently Employed Adults
<b>Electrical Apprenticeship</b>	This program of study satisfies the state requirement for electricians' apprentice educational hours.	Learning or Upgrading Basic or Advanced Skills	Currently Employed Adults
<b>Plumbing Apprenticeship</b>	This program of study satisfies the state requirement for plumbers' apprentice educational hours.	Learning or Upgrading Basic or Advanced Skills	Currently Employed Adults
<b>Teacher Assistant</b>	This program provides training consistent with state standards for anyone interested in being employed as a full-time, part-time or substitute teacher assistant. Instruction is provided by a multidisciplinary team.	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults

## Community College of Rhode Island

\* Indicates data caveat

Expenditures*	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	Not Reported
Cost Per Participant	\$695.12
State Funding Agency	Not Reported
Program Costs (State)	\$384,213.00
Administrative Costs (State)	\$38,421.30
Federal Funding Agency	Not Reported
Program Costs (Federal)	Not Reported
Administrative Costs (Federal)	Not Reported
Total Expenditures	\$422,634.30

Outcomes		
 Total Served <b>N/A</b>	 Total Trained <b>608</b>	
 Adults Served <b>N/A</b>	 Youth Served <b>N/A</b>	
 Entered Employment <b>N/A</b>	 Retained Employment <b>N/A</b>	 Obtained Credential <b>N/A</b>
Other Outcome: N/A		












## CommerceRI

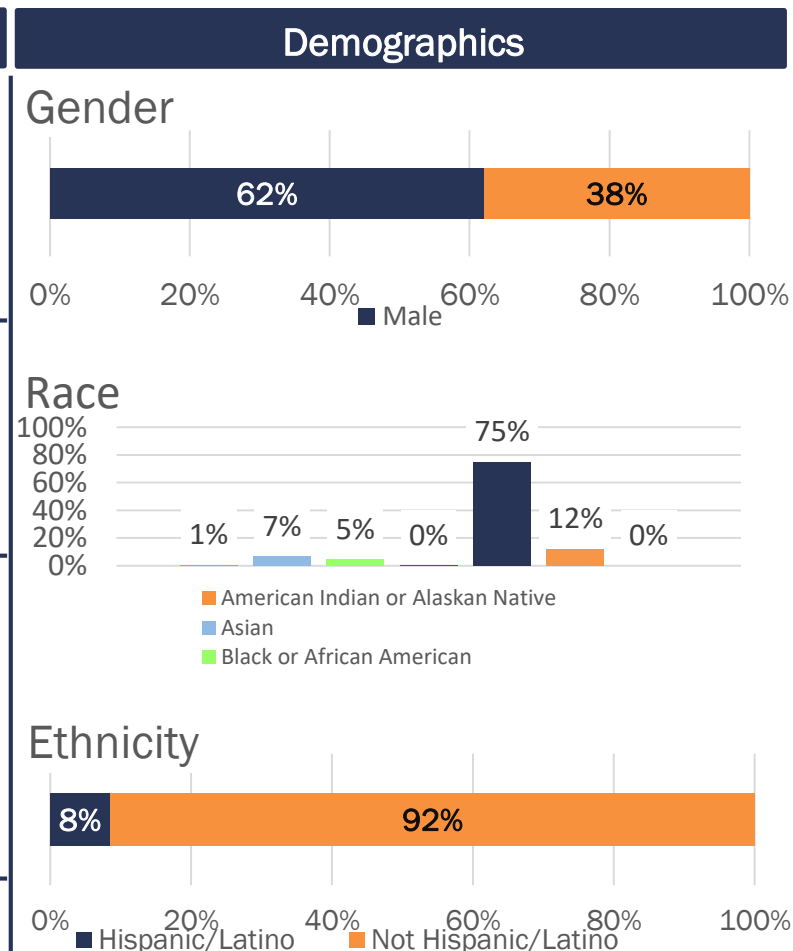
Program*	Program Description	Primary Program Goal	Target Population Served
Wavemaker Fellowship program (FY19)	Incentive to recruit/retain STEM and Design talent at companies in RI; offers refundable tax credit to help manage student loan debt	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Currently Employed Adults
Wavemaker Fellowship program (FY20)	Incentive to recruit/retain STEM and Design talent at companies in RI; offers refundable tax credit to help manage student loan debt	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Currently Employed Adults

\* Indicates data caveat

## CommerceRI

Expenditures	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$2,800,000.00
Cost Per Participant	\$7,905.75
State Funding Agency	Not Reported
Program Costs (State)	\$3,445,441.00
Administrative Costs (State)	\$246,542.02
Federal Funding Agency	Not Reported
Program Costs (Federal)	Not Reported
Administrative Costs (Federal)	Not Reported
<b>Total Expenditures</b>	<b>\$3,691,983.02</b>

Outcomes		
 <b>Total Served</b> <b>467</b>	 <b>Total Trained</b> <b>N/A</b>	
 <b>Adults Served</b> <b>467</b>	 <b>Youth Served</b> <b>N/A</b>	
 <b>Entered Employment</b> <b>N/A</b>	 <b>Retained Employment</b> <b>215</b>	 <b>Obtained Credential</b> <b>N/A</b>
<b>Other Outcome:</b> 215 of 241 participants retained employment during year 1 certification process		










## Department of Youth, Children, and Families

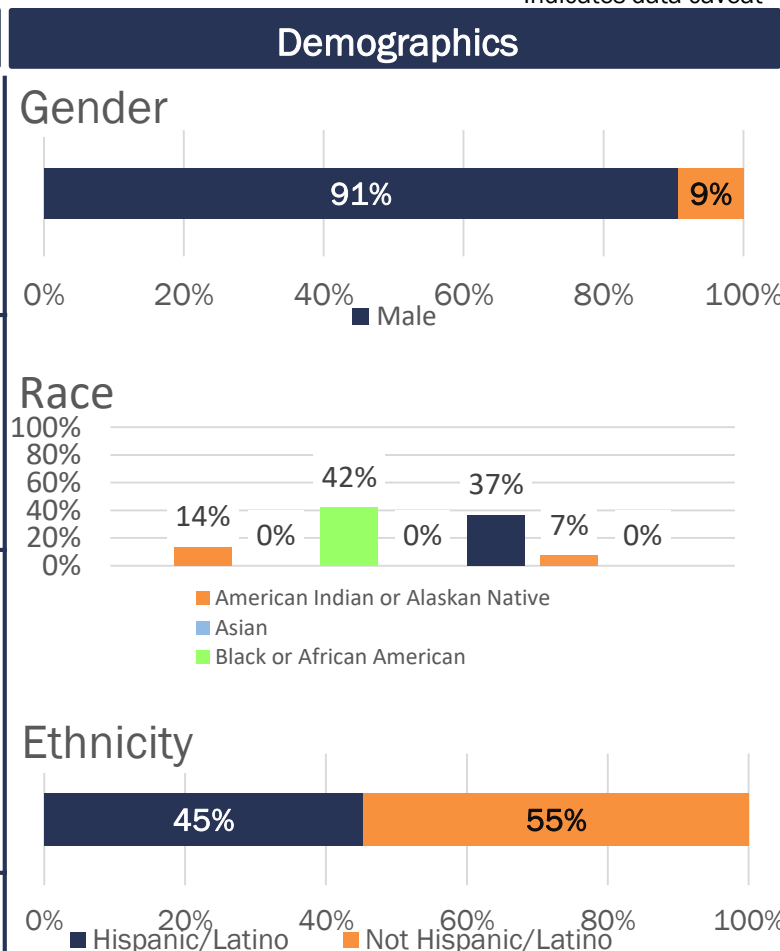
Program	Program Description	Primary Program Goal	Target Population Served
RITS Barbering	Barbering/Cosmetology	Learning or upgrading basic or advanced skills	In-school or out-of-school youth (14-24)
RITS Culinary	Culinary Arts	Learning or upgrading basic or advanced skills	In-school or out-of-school youth (14-24)
Harvest Kitchen (2019-2020)	Culinary	Learning or upgrading basic or advanced skills	In-School or Out-of-School Youth (14-24)

## Department of Youth, Children, and Families

\* Indicates data caveat

Expenditures	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$312,127.00
Cost Per Participant	\$3,468.08
State Funding Agency	DCYF
Program Costs (State)	\$171,535.00
Administrative Costs (State)	\$57,178.00
Federal Funding Agency	RIDE-Perkins Grant
Program Costs (Federal)	\$12,077.66
Administrative Costs (Federal)	\$71,336.34
Total Expenditures	\$312,127.00

Outcomes		
 Total Served <b>90</b>	 Total Trained <b>86</b>	
 Adults Served <b>N/A</b>	 Youth Served <b>90</b>	
 Entered Employment <b>N/A</b>	 Retained Employment <b>18</b>	 Obtained Credential <b>20</b>
<b>Other Outcome:</b> 0% recidivism for 2019-20 graduates, and 90% internship/job placements for graduates		



## Department of Human Services








Program*	Program Description	Primary Program Goal	Target Population Served
RIW - CCRI REACH	Testing/Assessment; Post-Secondary Education	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
RIW - Support Services	Wrap-around life-skill and problem-solving case management, behavioral health and family stabilization services	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
RIW - Youth Empowerment	Services for pregnancy prevention, at risk counseling and assistance to parenting or pregnant teens	Learning or Upgrading Basic or Advanced Skills	In-School or Out-of-School Youth (14-24)
RIW - Combined Contracts	Wraparound and adult job placement services for RIW clients statewide	Multiple Program Goals	Individuals with significant barriers to employment

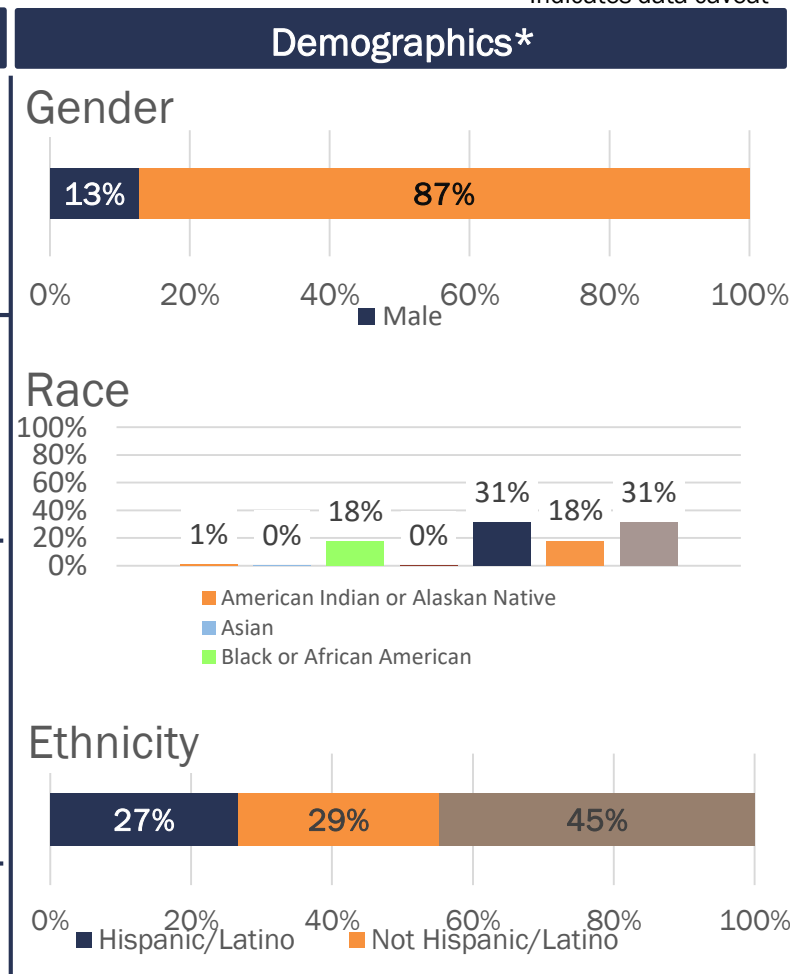
\* Indicates data caveat

## Department of Human Services

\* Indicates data caveat

Expenditures	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$9,955,824.00
Cost Per Participant	\$901.23
State Funding Agency	Not Reported
Program Costs (State)	Not Reported
Administrative Costs (State)	Not Reported
Federal Funding Agency	TANF - ACF
Program Costs (Federal)	\$7,224,281.00
Administrative Costs (Federal)	Not Reported
Total Expenditures	\$7,224,281.00

Outcomes		
 Total Served <b>8016</b>	 Total Trained <b>70</b>	
 Adults Served <b>6904</b>	 Youth Served <b>1112</b>	
 Entered Employment <b>467</b>	 Retained Employment <b>252</b>	 Obtained Credential <b>88</b>
Other Outcome: N/A		



## Department of Labor and Training

\* Indicates data caveat

Program*	Program Description	Primary Program Goal	Target Population Served
<b>COVID Disaster National Dislocated Worker Grant (COVID NDWG)</b>	A Federal Grant to support disaster response and recovery efforts in response to the COVID-19 Pandemic.	Placement in Subsidized Employment or Internships	Unemployed or Underemployed Adults
<b>Disability Employment Initiative (DEI)</b>	To improve education, training, and employment opportunities and outcomes for people with disabilities and Social Security Administration Ticket to Work program participants.	Career Development Services (career planning and awareness, job search, resume and interview skills, etc.)	Individuals with significant barriers to employment
<b>Federal Discretionary Grants for Real Jobs: America's Promise Grant (AP/H1B)</b>	Non-WIOA Special Grant utilized to support Sector-based training.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>Federal Discretionary Grants for Real Jobs: Recovery Through Opportunity Grant - Opioid I (OP1)</b>	National Health Emergency Grant utilized to support Sector-based training for participants affected by the Opioid crisis.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>Federal Discretionary Grants for Real Jobs: Recovery Through Opportunity Grant - Opioid II (OP2)</b>	National Health Emergency Grant utilized to support Sector-based training for participants affected by the Opioid crisis.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>Federal Discretionary Grants for Real Jobs: Trade &amp; Economic Transitions Grant (SP2/ET)</b>	Sector Partnership Grant utilized to support Sector-based training.	Multiple Program Goals	Unemployed or Underemployed Adults



## Department of Labor and Training

Program	Program Description	Primary Program Goal	Target Population Served
<b>Incumbent Worker Training</b>	Incumbent Worker training grants are made available to employers to increase the skills of current employees and increase the competitiveness and productivity of RI businesses and workers. Individual businesses may be awarded up to \$45,000 in matching funds. Businesses must pay into the JDF to be eligible.	Learning or Upgrading Basic or Advanced Skills	Employers
<b>Jobs for Veterans State Grants (JVSG)</b>	The purpose of the Jobs for Veterans State Grant (JVSG) Program is to allocate to each state the resources necessary to focus on providing intensive employment and training services to Veterans and eligible spouses with significant barriers to employment .	Career Development Services	Individuals with significant barriers to employment
<b>Migrant &amp; Seasonal Farm Worker (MSFW)</b>	The National Farmworker Jobs Program (NFJP) provides funding to community-based organizations and public agencies to assist migrant and seasonal farmworkers (MSFWs) and their dependents attain greater economic stability. Farmworkers also receive training and employment services through the nationwide network of American Job Centers, also called One-Stop Career Centers. The Monitor Advocate system, with responsibilities at the national, regional, and state levels, helps ensure that farmworkers are served equitably through workforce programs.	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
<b>Non-Trade Apprenticeships</b>	The Non-Trade Apprenticeship Development Program provides 'start up' funding to help develop new and innovative apprenticeship training models in high-growth, high-demand fields that extend beyond the traditional trades. Apprenticeship is a tried-and-true training model that is increasingly getting a 'second look' in today's economy. The 'learn and earn' structure is mutually beneficial to employer and employee, particularly low-income workers who are able to support themselves and their families as they learn the skills their employer needs. Employers can develop a tiered pay structure that grows as the individual's value to the company grows.	Multiple Program Goals	Multiple Target Populations Served

## Department of Labor and Training

Program	Program Description	Primary Program Goal	Target Population Served
<b>Rapid Response (RR)</b>	Rapid Response provides an array of services to workers who lose their employment through no fault of their own, generally due to layoff and/or plant/business closings. The program also assists growing companies in accessing the resources they need to continue to be successful, including helping meet existing and future talent needs.	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Unemployed or Underemployed Adults
<b>Real Jobs RI</b>	Real Jobs RI ensures RI employers have the talent they need by convening industry employers, stakeholders and groups in partnerships that build alliances to address business workforce demands, ensure RI employers have the talent they need to compete and grow, and provide targeted education and skills training for RI workers	Multiple Program Goals	Multiple Target Populations Served
<b>Real Pathways</b>	Real Pathways RI is a workforce development initiative that supports partnerships between and among public, private, and nonprofit agencies that focus on serving populations with traditional barriers to employment (ex. veterans, homeless, long-term unemployed) or regions of the state with above average concentrations of poverty or unemployment. Lead by a lead convener, these partners will collaborate to provide workforce development services that are demand-driven, linked to the larger workforce development network, and designed to maximize the opportunities for middle class employment.	Learning or Upgrading Basic or Advanced Skills	Multiple Target Populations Served
<b>Real Skills for Youth</b>	JDF funds allocated to Rhode Island's two local Workforce Investment Boards support both summer youth employment programs and year-round youth services through the YouthWorks 411 system. Youth can access comprehensive counseling, workforce, and education services at the youth centers. Through the unique alignment of JDF and WIA funding, youth can be served regardless of status. All youth receive intake, work readiness, and case management services. Youth in need of the intensive array of WIA services can go on to access those.	Placement in Subsidized Employment or Internships	In-School or Out-of-School Youth (14-24)

## Department of Labor and Training

Program	Program Description	Primary Program Goal	Target Population Served
<b>Reemployment Services &amp; Eligibility Assessment (RESEA)</b>	This program is funded by an Unemployment Insurance Division grant and provides individualized reemployment services to UI recipients who, based on prior occupation and work history have been identified as likely to benefit from individualized reemployment services. Participation is mandatory for selected UI claimants as a condition to continue collecting benefits.	Career Development Services (career planning and awareness, job search, resume and interview skills, etc.)	Unemployed or Underemployed Adults
<b>Senior Community Service Employment Program (SCSEP)</b>	SCSEP is a community service and work-based job training program for older Americans. Authorized by the Older Americans Act, the program provides training for low-income, unemployed seniors.	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
<b>State Apprenticeship Expansion Grant (ASE Grant)</b>	To strategically address gaps in our current Registered Apprenticeship (RA) structure in order to increase program expansion beyond H1B occupations, diversify the pipeline to construction and non-trade RA programs, and support the articulation of RA's to the K-12 and Adult Ed systems across sectors.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>Trade Adjustment Assistance (TAA)</b>	TAA is a program that assists U.S. workers who have lost or may lose their jobs as a result of foreign trade. The program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed.	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>WIOA State Set Aside (Adult)</b>	Support of the RJRI program & federal monitoring functions.	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Employers

## Department of Labor and Training

Program	Program Description	Primary Program Goal	Target Population Served
WIOA State Set Aside (Dislocated Worker)	Support of the RJRI program & federal monitoring functions.	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Employers
WIOA State Set Aside (Youth)	Support of the RJRI program & federal monitoring functions.	Employer Services (referrals, posting job openings, job fairs, screening applicants)	Employers
WIOA Title I Adult (Statewide)	Not Reported	Not Reported	Currently Employed Adults; Unemployed or Underemployed Adults; and Individuals with significant barriers to employment
WIOA Title I Dislocated Worker (Statewide)	Not Reported	Not Reported	Unemployed or Underemployed Adults
WIOA Title I Youth (Statewide)	Not Reported	Not Reported	In-School or Out-of-School Youth (14-24)








## Department of Labor and Training

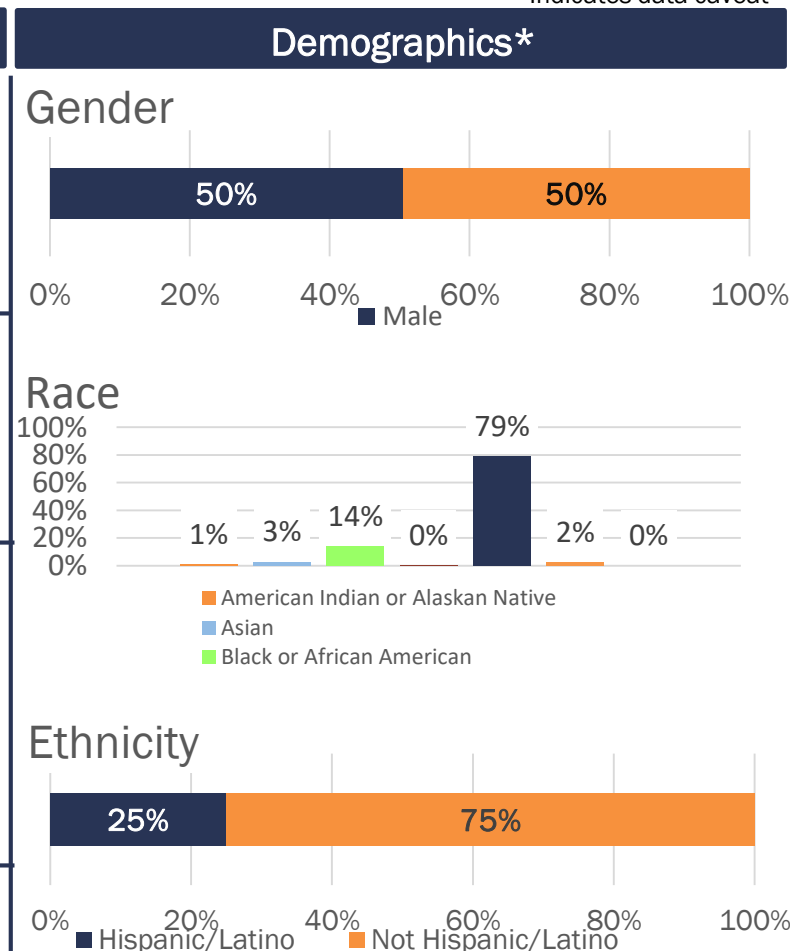
Program	Program Description	Primary Program Goal	Target Population Served
WIOA Title III - Wagner-Peyser (WP)	Not Reported	Not Reported	Unemployed or Underemployed Adults
Work Immersion	In FY14, the GWB launched the Work Immersion program, which was enacted into law by the RI General Assembly in FY13. 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 400 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 program, and conducted extensive outreach and promotion to businesses, colleges and universities, and pre-employment and training service providers.	Not Reported	Multiple Target Populations Served

## Department of Labor and Training

\* Indicates data caveat

Expenditures*	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	WDS from UI grant
Total Fiscal Year Funding Allocation (State and Federal)	\$36,598,801.86
Cost Per Participant	\$1,872.47
State Funding Agency	Not Reported
Program Costs (State)	Not Reported
Administrative Costs (State)	Not Reported
Federal Funding Agency	Not Reported
Program Costs (Federal)	\$18,333,878.32
Administrative Costs (Federal)	\$874,465.22
Total Expenditures	\$33,208,343.54

Outcomes		
 Total Served <b>17,735</b>	 Total Trained <b>12,645</b>	
 Adults Served <b>13,810</b>	 Youth Served <b>3,027</b>	
 Entered Employment <b>5,121</b>	 Retained Employment <b>5,757</b>	 Obtained Credential <b>1,774</b>
<b>Other Outcome:</b> 357 met WIOA Primary Indicators of Performance formula for Measurable Skill Gains		



## Department of Corrections








Program	Program Description	Primary Program Goal	Target Population Served
<b>Adult Basic Education</b>	Classroom Instruction Intended To Improve Reading Comprehension, Mathematic Computation And Application, And Written Expression, Objective Is To Acquire Academic Skills	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
<b>GED</b>	For Students That Have Demonstrated Competencies In Fundamental Academics (Literacy, Mathematics, And Written Expression) To Begin Preparation To Take The Ged Examination	Learning or Upgrading Basic or Advanced Skills	Individuals with significant barriers to employment
<b>Barbering Program</b>	Completion Consists Of Classroom And Barbershop Practicum Experience, Including Time In Barbering Year 1 Apprentice, And Passing The Ri State Barbering Exam	Career Development Services (career planning and awareness, job search, resume and interview skills, etc.)	Individuals with significant barriers to employment
<b>CCRI VOC-ED PROGRAMS</b>	Includes: HVAC training, with 21 Adults served, HVAC Advanced, with 12 Adults served, Plastering & Drywall, with 22 Adults And 3 Youths served, Plastering & Drywall Practicum, with 2 Adult served, Building Construction, with 40 Adults And 3 Youths served, Culinary Training, 30 Adults And 2 Youths served, Food Safety Handler Servsafe training, with 44 Adults And 6 Youths served, and Computer Literacy - Basic, with 35 Adults And 4 Youths served	Career Development Services (career planning and awareness, job search, resume and interview skills, etc.)	Individuals with significant barriers to employment
<b>Career Readiness Programs</b>	12-Week Employment Skills Program Intended To Increase Successful Employment Upon Release. Topics Include: Resume Writing, Preparing For Interviews, How To Discuss Criminal History, And Other Related Topics. Offered To Those Within 6-8 Months Of Release.	Career Development Services (career planning and awareness, job search, resume and interview skills, etc.)	Individuals with significant barriers to employment

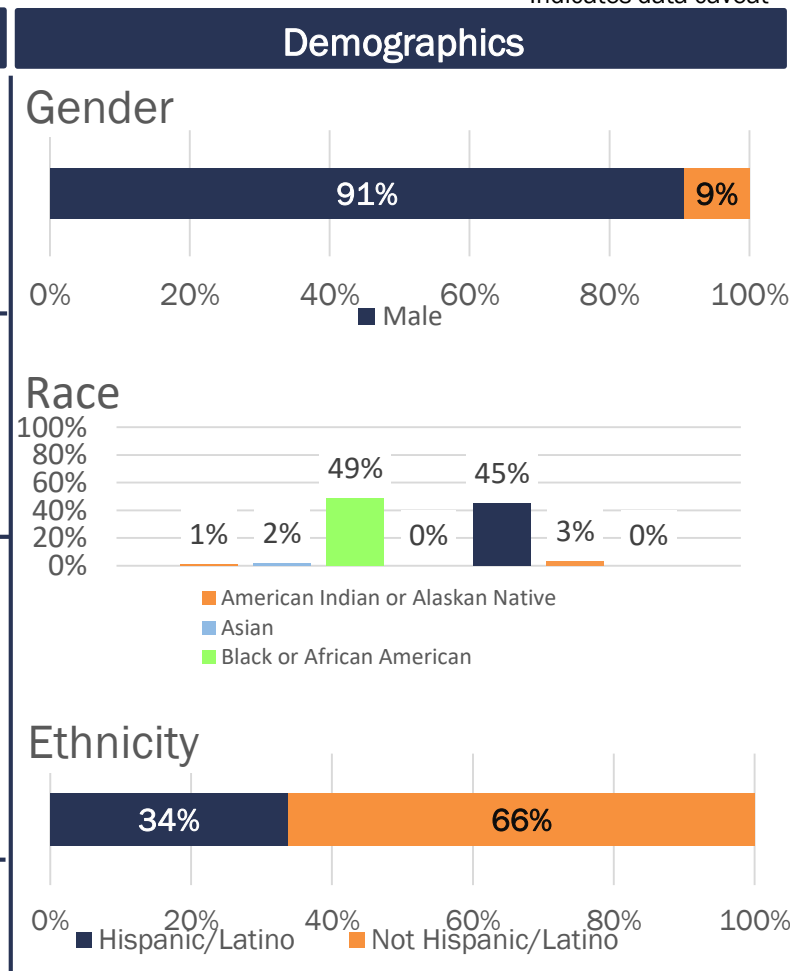


## Department of Corrections

\* Indicates data caveat

Expenditures	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$3,195,030.11
Cost Per Participant	\$3,198.23
State Funding Agency	Department of Corrections
Program Costs (State)	\$2,303,505.52
Administrative Costs (State)	\$566,015.05
Federal Funding Agency	Rhode Island Department of Education
Program Costs (Federal)	\$325,509.55
Administrative Costs (Federal)	Not Reported
Total Expenditures	\$3,195,030.12

Outcomes*		
 Total Served <b>999</b>	 Total Trained <b>999</b>	
 Adults Served <b>670</b>	 Youth Served <b>329</b>	
 Entered Employment <b>N/A</b>	 Retained Employment <b>N/A</b>	 Obtained Credential <b>N/A</b>
Other Outcome: N/A		










## Office of Rehabilitation Services

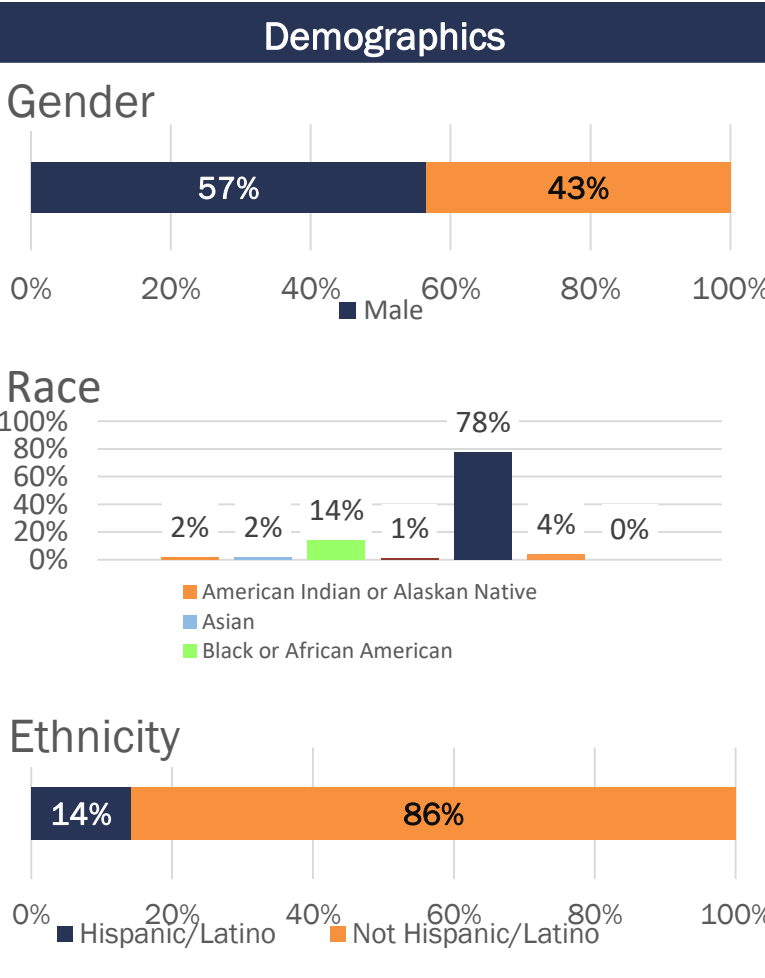
Program	Program Description	Primary Program Goal	Target Population Served
<b>Vocational Rehabilitation: Adults and Transition (14-24)</b>	Vocational Rehabilitation Program assists adults and youths with disabilities who are eligible for program to obtain, maintain, and advance in employment in integrated business settings.	Multiple Program Goals	Individuals with significant barriers to employment
<b>Supported Employment: Adults and Transition (14-24)</b>	Supported Employment Program assists adults and youth with the most significant disabilities who are eligible for program to obtain, maintain, and advance in employment in integrated business setting.	Multiple Program Goals	Individuals with significant barriers to employment

## Office of Rehabilitation Services

\* Indicates data caveat

Expenditures	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$13,693,525.00
Cost Per Participant	\$6,536.29
State Funding Agency	DHS
Program Costs (State)	\$3,517,908.00
Administrative Costs (State)	\$312,641.00
Federal Funding Agency	RSA
Program Costs (Federal)	\$8,605,967.00
Administrative Costs (Federal)	\$1,257,009.00
Total Expenditures	\$13,693,525.00

Outcomes		
 Total Served <b>2,095</b>	 Total Trained <b>1,141</b>	
 Adults Served <b>1,208</b>	 Youth Served <b>1,067</b>	
 Entered Employment <b>233</b>	 Retained Employment <b>125</b>	 Obtained Credential <b>51</b>
Other Outcome: N/A		










## Providence Public Library

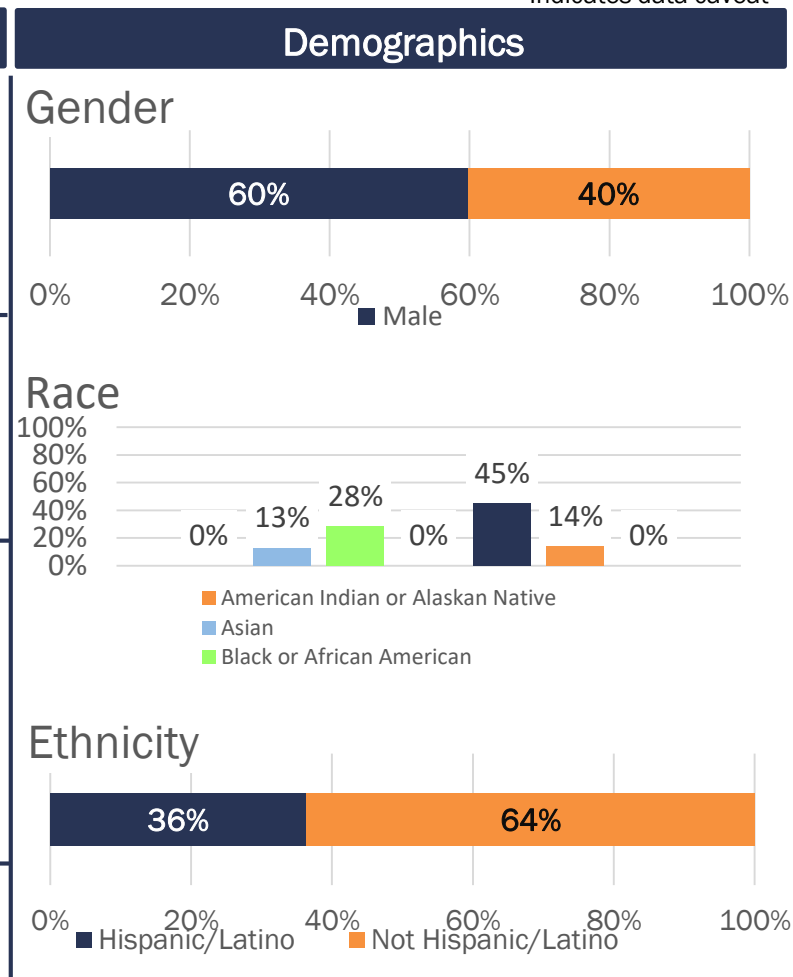
Program	Program Description	Primary Program Goal	Target Population Served
Learning Lounges	employment and academic learning services	Multiple Program Goals	Unemployed or Underemployed Adults
Promulgating Promising Practices in Adult Education	Training best practices for library practitioners	Learning or Upgrading Basic or Advanced Skills	Currently Employed Adults
Teen Squad Technology programs	Work skills training in data analytics and coding	Multiple Program Goals	In-School or Out-of-School Youth (14-24)

## Providence Public Library

\* Indicates data caveat

Expenditures*	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Not Reported
Total Fiscal Year Funding Allocation (State and Federal)	\$206,902.00
Cost Per Participant	\$178.52
State Funding Agency	Not Reported
Program Costs (State)	Not Reported
Administrative Costs (State)	Not Reported
Federal Funding Agency	Not Reported
Program Costs (Federal)	\$201,902.00
Administrative Costs (Federal)	\$5,000.00
Total Expenditures	\$206,902.00

Outcomes		
 Total Served <b>1,159</b>	 Total Trained <b>1,159</b>	
 Adults Served <b>1,082</b>	 Youth Served <b>77</b>	
 Entered Employment <b>47</b>	 Retained Employment <b>365</b>	 Obtained Credential <b>292</b>
Other Outcome: N/A		



## Rhode Island College

**WDS/AE:** RIC Workforce Development and Adult Education  
**IEH:** RIC Institute for Education in Healthcare

Program	Program Description	Primary Program Goal	Target Population Served
<b>Certificate of Continuing Study (CCS) in Medical Assistant Training &amp; CCS in Behavioral Health Training with PVD Healthworks (WDS/AE)</b>	Training includes medical technology, electronic health records, medical office skills, clinical office techniques, software specific to medical field, and internship. Students earn 2.0 college credits (RI-BEST).	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>CCS in Bilingual Medical Assistant Training (WDS/AE)</b>	Training includes medical technology, electronic health records, medical office skills, clinical office techniques, software specific to medical field, and internship. Incorporates remediation and/or English for Speakers of Other Languages. Students earn 6.0 college credits (RI-BEST).	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>CCS Medical Assistant with Providence Community Health Center (WDS/AE)</b>	Training includes medical technology, electronic health records, medical office skills, clinical office techniques, software specific to medical field, and internship. Students earned 2.0 college credits (RI-BEST).	Learning or Upgrading Basic or Advanced Skills	Currently Employed Adults
<b>English as a Second Language I (night) / Job Readiness and Essential Skills (WDS/AE)</b>	English as a Second Language II / Job Readiness and Essential Skills	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>English as a Second Language II (night) / Job Readiness and Essential Skills (WDS/AE)</b>	English as a Second Language II / Job Readiness and Essential Skills	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>CCS Medical Assistant Training with Prepare RI Youth Apprenticeship program (PRIYA) (WDS/AE)</b>	Training includes medical technology, electronic health records, medical office skills, clinical office techniques, software specific to medical fields. This training was done with high school seniors.	Learning or Upgrading Basic or Advanced Skills	In-School or Out-of-School Youth (14-24)
<b>Northstar Digital Literacy</b>	Digital Literacy Training for English as a Second Language	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
<b>English as a Second Language I (day) / Job Readiness and Essential Skills (WDS/AE)</b>	English as a Second Language II / Job Readiness and Essential Skills	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults

## Rhode Island College

**WDS/AE:** RIC Workforce Development and Adult Education  
**IEH:** RIC Institute for Education in Healthcare








Program	Program Description	Primary Program Goal	Target Population Served
English as a Second Language at CF WD Hub (WDS/AE)	English as a Second Language II / Job Readiness and Essential Skills	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
Behavioral and Mental Health Training with Lifespan/Bradley (WDS/AE)	Training includes 4 college classes, 30- hour CCS in Behavioral Health Training. Students will participate in internship with Bradley Hospital. Students earn 12 college credits (RI-Best). Students with Bachelors were allowed to do training with Bradley on Wednesdays only	Learning or Upgrading Basic or Advanced Skills	Unemployed or Underemployed Adults
Behavioral Health for Paraprofessionals (IEH)	Behavioral Health Training will consist of four parts totally 23 instructional hours. Training will introduce entry level frontline staff to behavioral health concepts, professional communication, common disorders and a variety of contexts in which behavioral health vulnerabilities may occur.	Multiple Program Goals	Unemployed or Underemployed Adults
Community Health Worker: Foundations Course (IEH)	This certificate program includes 12 modules, each aligned with a set of competencies defined by the Department of Health and inclusive of a behavioral health module adapted to the CHW role. (1) Recovery through Opportunity provided funding for a cohort of the traditional program and another cohort to train and certify certified peer recovery specialists as CHWs; (2) RIDOH funded two cohorts of the traditional certificate program. One cohort was completed in the fall of 2020 and the second cohort was delayed into FY 21 due to COVID19.	Multiple Program Goals	Unemployed or Underemployed Adults
Leadership for Healthcare Professionals (IEH)	The newly developed Leadership development program includes 9 modules, each aligned with a set of competencies identified and defined by stakeholders in Rhode Island's healthcare landscape. This training is a focused model intended to prepare participants for leadership positions in healthcare and behavioral health settings. IEH has piloted this Leadership development training with managers in hospitals, outpatient settings and behavioral health organizations. (1) cohorts were impacted by COVID shut down, which halted training for 2 cohorts at PCHC; (2) Providence Center staff participate in this training as a career ladder advancement project, which results in a wage increase implemented separately from RIC	Learning or Upgrading Basic or Advanced Skills	Currently Employed Adults

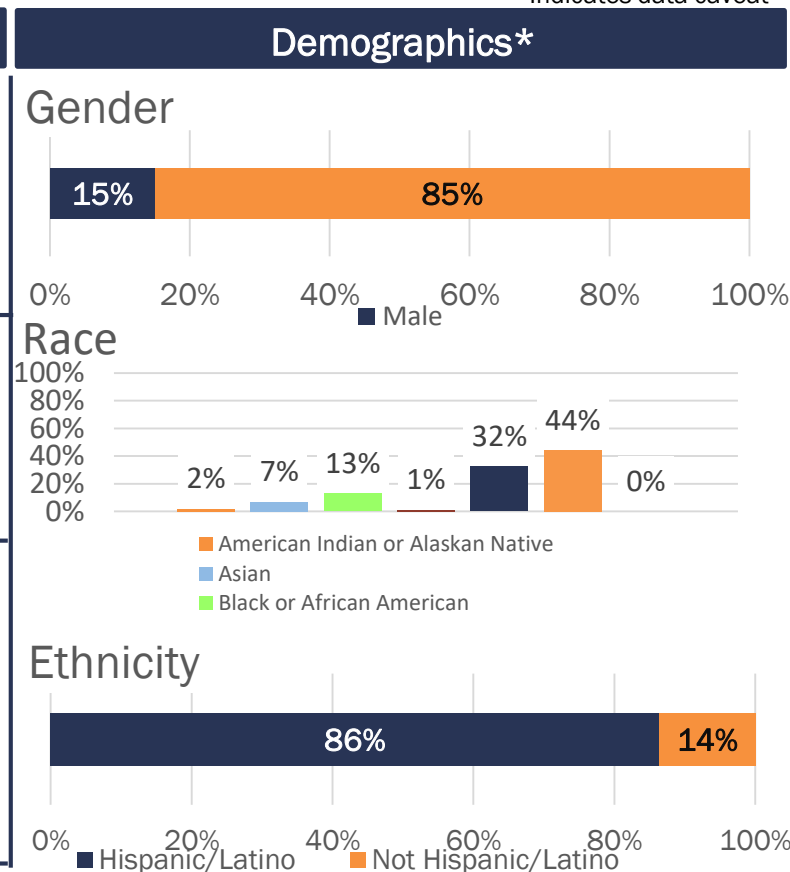


## Rhode Island College

\* Indicates data caveat

Expenditures*	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	CCRI & Leadership RI
Total Fiscal Year Funding Allocation (State and Federal)	\$210,000.00
Cost Per Participant	\$1,215.70
State Funding Agency	Not Reported
Program Costs (State)	\$335,307.98
Administrative Costs (State)	\$126,656.64
Federal Funding Agency	Not Reported
Program Costs (Federal)	Not Reported
Administrative Costs (Federal)	Not Reported
Total Expenditures	\$461,964.61

Outcomes		
 Total Served <b>380</b>	 Total Trained <b>344</b>	
 Adults Served <b>311</b>	 Youth Served <b>25</b>	
 Entered Employment <b>89</b>	 Retained Employment <b>230</b>	 Obtained Credential <b>156</b>



**Other Outcome:** RIC CCS MED ASST Training and RIC CCS Behavioral Health Training provided, 2% hourly rate increase for Thundermist Health Care incumbent workers, increased skills and employability for Crossroads participants, 14 staff from the Providence Center became eligible for a wage increase and career ladder opportunities.








## Rhode Island Department of Education: Adult Education

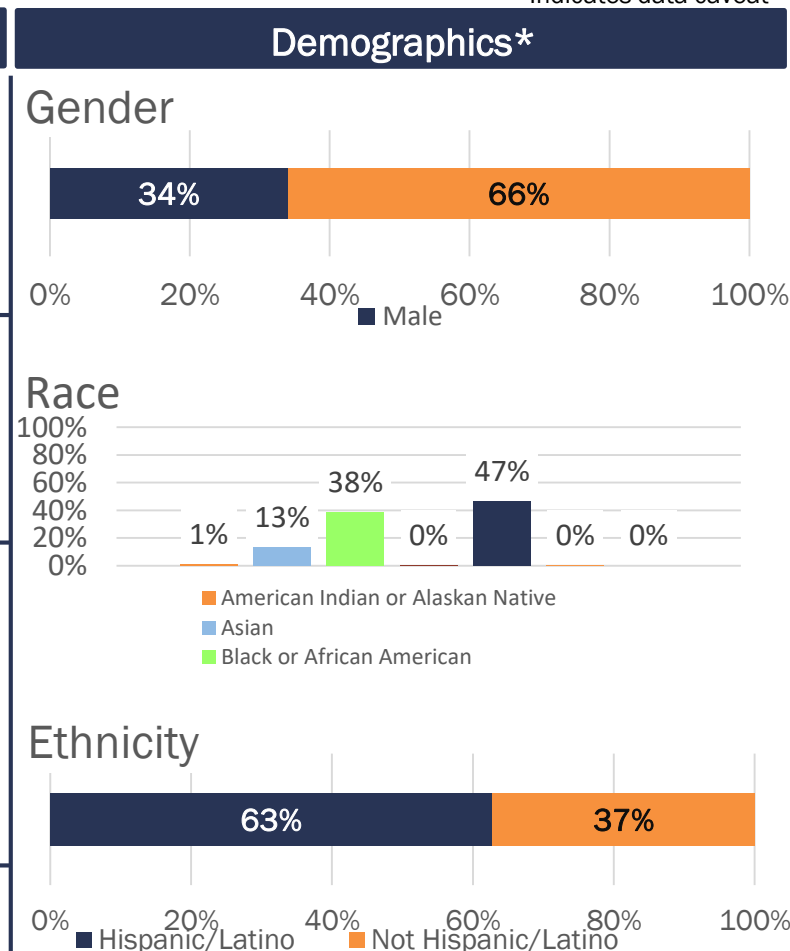
Program	Program Description	Primary Program Goal	Target Population Served
<b>WIOA Title II Federal Funds</b>	Title II serves adults from low to secondary level literacy and math skills and English language learners. Its goal is to improve basic foundational skills, workforce preparation, and occupational skills to prepare adults for careers or college, and to be productive citizens and family members.	Multiple Program Goals	Individuals with significant barriers to employment
<b>General Revenue State Funds</b>	General Revenue serves adults from low to secondary level literacy and math skills and English language learners. Its goal is to improve basic foundational skills, workforce preparation, and occupational skills to prepare adults for careers or college, and to be productive citizens and family members.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>GWB Job Development Funds</b>	JDF serves adults from low to secondary level literacy and math skills and English language learners. Its goal is to improve basic foundational skills, workforce preparation, and occupational skills to prepare adults for careers or college, and to be productive citizens and family members.	Multiple Program Goals	Unemployed or Underemployed Adults
<b>RI Works/Project Opportunity</b>	PO	Multiple Program Goals	Individuals with significant barriers to employment

## Rhode Island Department of Education: Adult Education

\* Indicates data caveat








Expenditures*	
Category	Amount
Sub-Recipient/Sub-Contracted State Agencies	Department of Corrections and RIDE from DHS Grant
Total Fiscal Year Funding Allocation (State and Federal)	\$2,687,134.00
Cost Per Participant	\$442.64
State Funding Agency	General Revenue and DLT/GWB
Program Costs (State)	Not Reported
Administrative Costs (State)	Not Reported
Federal Funding Agency	US Dept. of Education and Department of Homeland Security
Program Costs (Federal)	\$2,410,951.00
Administrative Costs (Federal)	\$267,883.00
Total Expenditures	\$2,678,834.00

Outcomes		
 Total Served <b>6,052</b>	 Total Trained <b>5,007</b>	
 Adults Served <b>4,497</b>	 Youth Served <b>1,555</b>	
 Entered Employment <b>1,453</b>	 Retained Employment <b>993</b>	 Obtained Credential <b>96</b>
Other Outcome: N/A		



## Rhode Island Department of Education: Career and Technical Education

\* Indicates data caveat

Expenditures*		Outcomes		Demographics	
Category	Amount			Gender	
Sub-Recipient/Sub-Contracted State Agencies	Not Reported	 Total Served N/A	 Total Trained N/A	Not Reported	
Total Fiscal Year Funding Allocation (State and Federal)	\$4,102,033.00			0% 20% 40% 60% 80% 100% ■ Male	
Cost Per Participant	\$677.83	 Adults Served N/A	 Youth Served 12,912	Race	
State Funding Agency	CTE Categorical			100% 80% 60% 40% 20% 0% Not Reported	
Program Costs (State)	\$4,102,033.00			<div> <span>■</span> American Indian or Alaskan Native           <span>■</span> Asian           <span>■</span> Black or African American         </div>	
Administrative Costs (State)	Not Reported	 Entered Employment N/A	 Retained Employment N/A	Ethnicity	
Federal Funding Agency	Not Reported		 Obtained Credential N/A	Not Reported	
Program Costs (Federal)	\$4,650,056.00	Other Outcome: N/A		0% 20% 40% 60% 80% 100% ■ Hispanic/Latino ■ Not Hispanic/Latino	
Administrative Costs (Federal)	Not Reported				
Total Expenditures	\$8,752,089.00				

## Data Caveats

- **Community College of RI**
  - Cost per Participant calculations for Dental Continuing Ed, Certified Nursing Assistant, Customized Training, Plumbing Apprenticeship, Teacher Assistant, Distance Learning, and Electrical Apprenticeship is based on a count of participants trained rather than participants served
  - No demographic information reported for Distance Learning or Customized Learning training programs
- **CommerceRI**
  - The program operates on a 12 month delay, due to a 12 month 'service period' mandate in the legislative rules & regulations. Program costs in FY20 include obligations made to 2 cohorts chosen in 2019- July & December- for 2 year award commitments. Total expenditures for programs will not be reflective of actual PAID awards, rather it will be reflective of OBLIGATED awards, since 12-month service periods must be served and Fellows are subject to annual certification, prior to any awards being paid out.
- **Department of Health Services**
  - Outcome, demographic, and financial data, as well as program information, for RI Works/Project Opportunity are contained within the Rhode Island Department of Education Adult Education slide and are not included under the Department of Health Services slide
  - No demographic information reported for RIW Support Services, Youth Empowerment, or Combined Contract Programs
- **Department of Labor and Training**
  - Outcome, demographic, and financial data, as well as program information, for Adult Education are contained within the Rhode Island Department of Education Adult Education slide and are not included under the Department of Labor and Training slide
  - No demographic information reported for WIOA State Set Aside (Adult), WIOA State Set Aside (Youth), WIOA State Set Aside (Dislocated Worker) or Rapid Response (No data reported for Rapid Response due to WIOA requirements for participants vs. reportable individuals)
  - Those counted in "Total Trained" for COVID NDWG represent those placed in Disaster Relief Employment funded by the grant.
  - No outcome information reported for WIOA State Set Aside (Adult, Dislocated Adult, and Youth), and Rapid Response, so financial data for that program has been removed from the agency slide and overall summary slide. The financial data removed represented \$2,538,710.00 in allocations and \$2,198,902.26 in expenditures.

## Data Caveats

- **Department of Corrections**
  - Adult Basic Education/GED programs award completion certificates; Barbering Program completion means the individual passed the RI Barbering Licensing Exam. Due to unresolved issues resulting from testing procedures instituted by the DOH, and then Covid-19, the DOC has not had the ability to provide the barbering licensing exam to inmates ready to test. There have been several individuals that passed the barbering exam in the community after release from the ACI. Please note that due to the recent retirement of the instructor of ESL Courses in FY19, RIDOC doesn't presently have a certified ESL instructor. As a result, any students who were enrolled in 'ESL' courses in FY20 have been categorized under 'ABE' ('ESL' students are able to participate in the class via 'ABE' instructors who utilize the existing syllabus and materials with the primary focus on learning the English language).
- **Providence Public Library**
  - Promulgating Promising Practices in Adult Education listed 225625 as "Federal Funding Agency, but federal program and administrative costs add up to the program's total expenditure and match the program's allocation, so number assumed to be entered in error and removed from calculations
  - No demographic information reported for Promulgating Promising Practices in Adult Education
- **Rhode Island College**
  - No demographic information reported for Leadership for Healthcare Professionals, Community Health Worker Foundations Course, or Certificate of Continuing Study (CCS) in Medical Assistant Training
  - No allocation information reported for CCS in Bilingual Medical Assistant Training, CCS Medical Assistant Training with Providence Community Health Center, Medical Assistant Training with Prepare RI Youth Apprenticeship program (PRIYA), Behavioral and Mental Health Training with Lifespan/Bradley, English as a Second Language II (night) / Job Readiness and Essential Skills, English as a Second Language at CF WD Hub, English as a Second Language I (day) / Job Readiness and Essential Skills, Northstar Digital Literacy or English as a Second Language I (night) / Job Readiness and Essential Skills
- **Rhode Island Department of Education: Adult Education**
  - No demographic information reported for General Revenue State Funds
  - No outcome information reported for General Revenue State Funds and GWB Job Development Funds, so financial data for that program has been removed from the agency slide and overall summary slide. The financial data removed represented \$5,400,000.00 in allocations and \$5,354,777.00 in expenditures.

## Data Caveats

- **Rhode Island Department of Education: Career and Technical Education**
  - No expenditure data reported for ACE
  - No outcome information reported for Johnston, Exeter West Greenwich, Department of Corrections, Department of Children, Youth & Families, Secondary/Postsecondary Articulation in Technical Education, and Vocational Training for Adults, so financial data for that program has been removed from the agency slide and overall summary slide. The financial data removed represented \$7,967.00 in allocations and \$1,055,818.00 in expenditures.



## Data Definitions

### Programs:

- **Program:** A state or federally funded program that focuses on learning or upgrading basic or advanced skills with the direct intent to obtain a new job, enhance performance in a current job, or promote career development.
- **Brief Program Description:** Two to five sentence narrative description of the workforce program. If same as the previous year report, please indicate “same as previous year”
- **Primary Program Goal:** Identify the primary service provided by each program that best aligns with the Governor's Workforce Board's definition of a workforce development program:
  - Learning or upgrading basic or advanced skills with the direct intent to obtain a new job;
  - Placement in subsidized employment or internships
  - Enhance a participant's performance in a current job
  - Promote career development by providing participants with, but not limited to, career planning and awareness, job search, developing resumes, obtaining interviewing skills, or providing information about the labor market; or
  - Helping businesses find employees through assistance with posting job openings, holding job fairs, screening applicants, providing referrals, and providing information about the local labor market
  - Multiple Program Goals
- **Target Population Served:** In accordance with an agency's reporting guidelines and definitions, identify the primary population the program is intended to serve.
  - Employers
  - Currently Employed Adults
  - Unemployed and underemployed Adults
  - In-School or Out-of-School Youth (ages 14-24)
  - Individuals with significant barriers to employment

## Data Definitions

### Outcomes:

- **Total Served:** An input/output measure of the total individuals who received some form of assistance by the program during FY2020 that contributed towards work readiness, job training and/or job placement.
- **Total Trained:** An output/outcome measure of the total served individuals who have received educational instruction, occupation skills training, work readiness training (excluding job search training) during the fiscal year ending June 30, 2020.
- **Adults Served:** The total number of adults, 25 and older, served in FY20 (number of youth served and number of adults served should equal the total served for each program).
- **Youth Served:** The total number of in-school or out-of-school youth served between the ages of 14-24 in FY20.
- **Entered Employment:** based on agencies' reporting guidelines and definition. (*WIOA Common Measures definition:* The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.)
- **Retained Employment:** based on agencies' reporting guidelines and definition. (*WIOA Common Measures definition:* The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.)
- **Credentials:** sought or accepted by employers within the industry or sector involved as a recognized, preferred, or required credential for recruitment, screening, hiring, and retention or advancement purposes (does not include HS Diplomas or GEDs obtained).
- **Other Program Specific Outcome (Agency to Identify):** Agencies that have proactively chosen to report additional measures define those measures within the context of their own organization. Examples of other outcomes include:
  - *Certificates Received* – A certificate is awarded in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. \*Does not include industry-recognized credential, diploma, or degree
  - *Entered Post-Secondary Education or Training* – participants entered into a program at an accredited degree-granting institution that leads to an academic degree (e.g., A.A., A.S., B.A., B.S.).
  - *Advanced Educational Functioning Level (Adult Education)* - At post-test, participant completes or advances one or more educational functioning levels from the starting level measured on entry into the program (pre-test).
  - *Received Occupational Skills Training* – training in specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields
  - *Degrees Awarded* – Associates, Bachelors, or Graduate Degrees awarded
  - *GEDs or Diplomas Received* – High School Diploma or GEDs obtained

## Data Definitions

### Financials:

- **Sub-recipient/Sub-contracted State Agencies (list all that apply):** any state agency that was allocated funds to administer programming or provide services
- **Total Fiscal Year Funding Allocation (State and Federal):** Total funds allocated by the funding agency/department in FY2020 (July 1, 2019 – June 30, 2020).
- **Funding Agency/Department:** Federal or state agency/department that awarded or allocated funding for each program
- **Funds Expended:** Of the funds allocated for FY2020, total Administrative and Program cost funds spent for each program in FY2020.
- **Program Costs:** Costs which are related to the direct provision of workforce investment activities, including services to participants and employers. Some examples would be performing the following functions: Interactions with a participant such as intake, assessment and training, oversight or monitoring of program performance etc.
- **Administrative Costs:** Costs which are not related to the direct provision of workforce investment services, including services to participants and employers. Some examples would be performing the following functions: Accounting, procurement, personnel management, payroll, audit and audit resolution, legal services etc.
- **Cost Per Participant (auto-calculated):** Total expenditures divided by total number of participants for each workforce program for FY2020.
- **Total Expenditures (auto-calculated):** sum of state and federal program and administrative costs for each workforce program for FY2020.

## Data Definitions

### Demographics:

- **Gender:** Male or Female (total of both categories should equal total served on Program Outcomes Template)
- **Race Categories:** As defined as the U.S. Census Bureau in accordance with guidance from U.S. OMB
  - **White.** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. It includes people who indicate their race as "White" or report entries such as Irish, German, Italian, Lebanese, Arab, Moroccan, or Caucasian.
  - **Black or African American.** A person having origins in any of the Black racial groups of Africa. It includes people who indicate their race as "Black, African Am., or Negro"; or report entries such as African American, Kenyan, Nigerian, or Haitian.
  - **American Indian and Alaska Native.** A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. This category includes people who indicate their race as "American Indian or Alaska Native" or report entries such as Navajo, Blackfeet, Inupiat, Yup'ik, or Central American Indian groups or South American Indian groups.
  - **Asian.** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicate their race as "Asian Indian," "Chinese," "Filipino," "Korean," "Japanese," "Vietnamese," and "Other Asian" or provide other detailed Asian responses.
  - **Native Hawaiian and Other Pacific Islander.** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicate their race as "Native Hawaiian," "Guamanian or Chamorro," "Samoan," and "Other Pacific Islander" or provide other detailed Pacific Islander responses.
  - **Some other race, ethnicity, or origin**
- **Ethnicity Categories:** As defined as the U.S. Census Bureau in accordance with guidance from U.S. OMB
  - **Hispanic or Latino or Spanish Origin**
  - **Not Hispanic or Latino or Spanish Origin**



# Governor's Workforce Board

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