



ANNUAL REPORT

FY2025



GOVERNOR'S WORKFORCE BOARD

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING

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 RIGWB  @RI_DLT  RhodelslandDLT  ri_dlt

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A Message from the Chairman and Executive Director

Dear Fellow Rhode Islanders,

We are pleased to present the Governor’s Workforce Board’s Annual Report for Fiscal Year 2025.

The Governor’s Workforce Board (GWB) was established under Rhode Island General Laws § 42-102 as the state’s primary policy-making body on workforce development matters. The GWB also coordinates and oversees numerous workforce development programs through the allocation of the Rhode Island Job Development Fund (JDF), the federal Workforce Investment and Opportunity Act (WIOA), and other funding sources when available.

During Fiscal Year 2025, the Board administered approximately \$48.8M in investments in support of the Governor’s vision to increase family incomes and support Rhode Island businesses.

In the coming year, we will continue to build pipelines to well-paying careers and support workers and industry advancement through the emergence of artificial intelligence and other new technology innovations.

For more information on the Governor’s Workforce Board and the policies, programs, and initiatives under its purview, please visit us at www.gwb.ri.gov.

We thank you for your support and partnership!

Sincerely,



Xaykham Khamsyvoravong
Chairman, Governor’s Workforce Board



Alyssa Alvarado
Executive Director, Governor’s Workforce Board



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Board Membership

The Board currently has twenty-two (22) members and one (1) vacant employer seat.



**Xaykham Khamsyvoravong,
Board Chair**

Director, PFM Financial
Advisors LLC



**Stefan Pryor,
Board Vice Chair**

Secretary of Commerce



**Michael Grey, GEWAC Chair
Immediate Past Board Chair**

Vice President, Sodexo
RI Board of Education Chair



**Shannon Gilkey,
HWAC Co-Chair**

Commissioner of
Postsecondary Education



Matthew Weldon

Director of Labor & Training



Angelica Infante-Green

Commissioner of
Elementary and Secondary
Education



**Bill Schmiedeknecht,
HWAC Co-Chair**

Sr. VP/CHRO
Brown University Health



**Joseph Murphy,
APAC Co-Chair**

RI Associate Director of
Vocational Rehabilitation



**Mario Bueno,
APAC Co-Chair**

Executive Director,
Progreso Latino



**Robin Melfi Coia,
SIC Chair & YPAC Co-Chair**

Administrator, NE Laborers
Management Coop. Trust



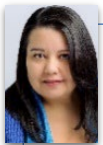
**Heather Singleton,
LAAC Co-Chair**

Chief Operating Officer,
RI Hospitality Association



**Steven Kitchin,
LAAC Co-Chair**

Vice President, New England
Institute of Technology



**Jennifer Ortiz,
YPAC Co-Chair**

RI Small Business Coalition
Owner, Executive Cuts



Erica Hammond

Legislative Director, AFL-CIO



Darrell Waldron

Executive Director,
Rhode Island Indian Council



Marc Amato

CEO, Innova Logic LLC
Chair of the Providence/
Cranston Workforce Board



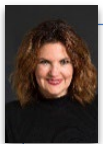
Paul Alvarez

Business Agent,
UA Local 51



Paul MacDonald

President,
Providence Central Council



Kristen Adamo

President/CEO,
Providence Warwick CVB



Tracey Wiley

Executive Director of DE&I,
Bally's Corporation



James Ferrara

EVP & CHRO, Bristol County
Savings Bank



Sean Morrone

Manager of Supplier and
Workforce Development,
General Dynamics Electric Boat

Board Committees

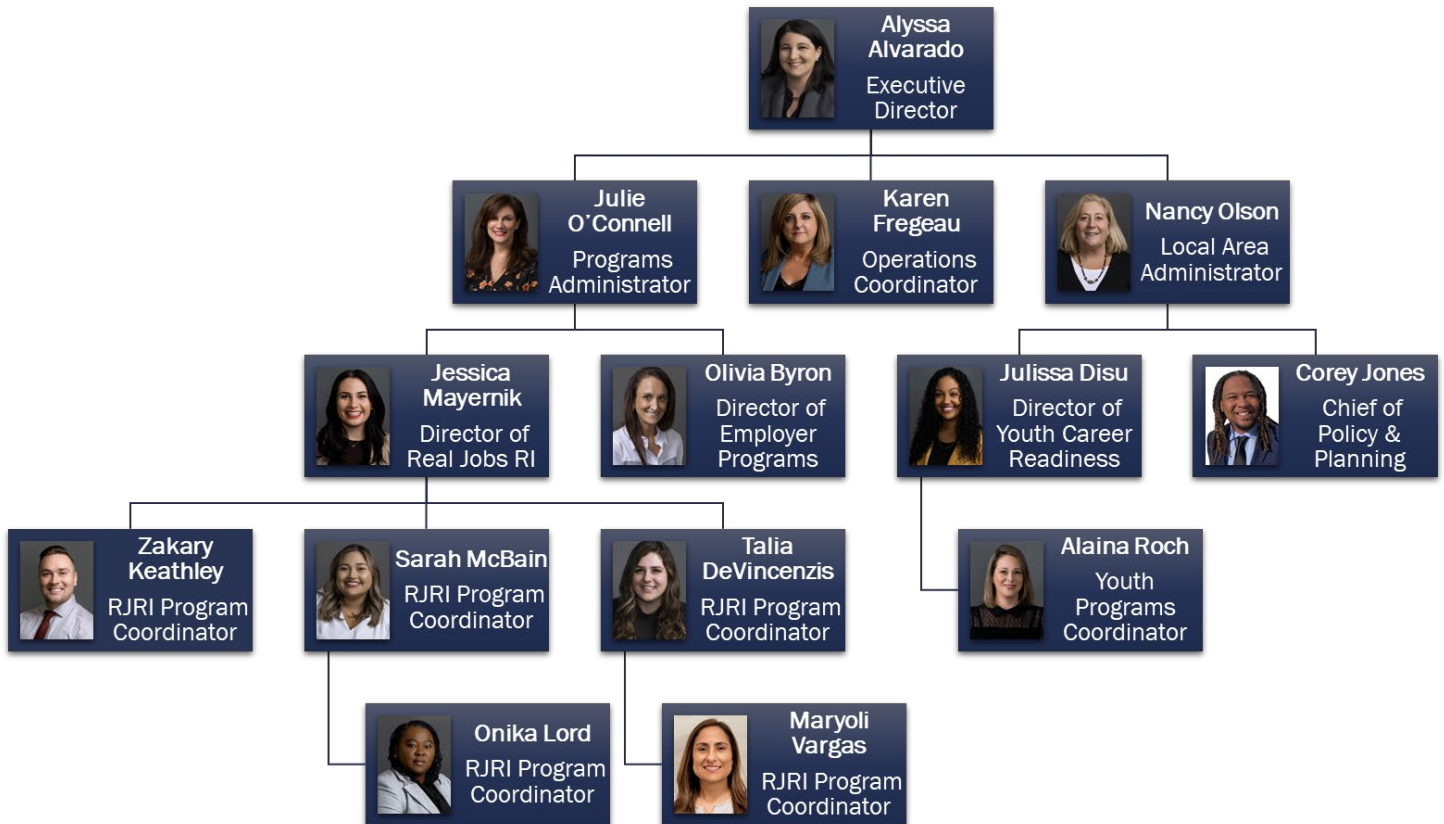
The Board currently has seven (7) committees that convene ahead of each Full Board meeting.

- Executive Committee
- Strategic Investments and Evaluation Committee (SIC)
- Adult Career Pathways Advisory Committee (APAC)
- Youth Career Pathways Advisory Committee (YPAC)
- Local Area Advisory Committee (LAAC)
- Green Energy Workforce Advisory Committee (GEWAC)
- Healthcare Workforce Advisory Committee (HWAC)

Board Staff

The Board currently has fourteen (14) full-time employees including:

- One (1) Executive Director
- One (1) Programs Administrator
- One (1) WIOA Local Area Administrator
- One (1) Operations Coordinator
- One (1) Chief of Policy and Planning
- Three (3) Program Directors
- Six (6) Program Coordinators



The following Department of Labor and Training staff also support the Board as needed:

- Matthew Weldon, Director
- Diane Gagne, Chief Financial Officer
- Sarah Fresch, Chief Operating Officer
- Angelyne Cooper, Chief Legal Counsel
- John Willumsen, Chief Strategy Officer
- Sarah Bramblet, Chief Economic and Policy Advisor
- Robert Kalaskowski, Assistant Director of Workforce Development Services
- Pauline Abetti, Assistant Director of Policy, Planning, and Compliance
- Arthur Robinson, Assistant Director of Community Engagement
- Megan Swindal, Director of Data and Performance
- Joseph Agresti, Labor Market Information Data Analyst
- Drine Paul, Communications Director

Apprenticeship Initiatives and Incentives

The GWB administers a rolling Non-Trade Apprenticeship Expansion Grant Program pursuant to Rhode Island General Laws § 42-102-11. The program helps organizations pay for the design and development of new and innovative Non-Trade/Non-Traditional Registered Apprenticeship tracks by providing reimbursement for eligible planning activities and costs. The initiative is funded with RI General Revenue and the annual award cap for applicants is \$25,000. One (1) organization utilized the program during FY25 to plan for new apprenticeships. The GWB also administers a Non-Trade Apprenticeship Incentive Program pursuant to RIGL § 42-102-13. In FY25, twenty-six (26) employers utilized the incentive for a total of sixty-six (66) apprentices.

Total FY25 Spending and Source: \$84,760 from RI General Revenue

Career Exploration Equity Grants

The Board's Career Exploration Equity Grant program supports equitable access to high-quality career exploration activities for youth and young adults through youth and community-based organizations. It provides 100% reimbursement for eligible costs up to \$5,000 per calendar year.

Total FY25 Spending and Source: \$52,139 from the RI Job Development Fund

Total Youth Served During FY25: 1,968



Through a Career Exploration Equity Grant, West Warwick High School organized a field trip for 36 juniors and seniors to explore engineering opportunities at the University of Rhode Island. Students visited both the URI Coastal Campus and the Fascitelli Center for Advanced Engineering on the main campus. The experience offered a deep dive into the university's International Engineering Program, as well as exposure to the wide range of engineering disciplines.

Incumbent Worker Training Grants

The Incumbent Worker Training Grant Program is designed to help employers remain competitive and help workers maintain and advance in their careers. It provides employers with a 50% or 75% reimbursement for eligible costs on eligible training activities up to \$30,000 per calendar year. In FY25, 133 employers utilized the program to train approximately 3,809 incumbent workers.

Total FY25 Spending and Source: \$905,525 from the RI Job Development Fund

Nursing Facility Training Grants

The Nursing Facility Training Grant Program was established pursuant to Rhode Island General Laws § 23-17.5-36 to help licensed nursing facilities provide enhanced healthcare training for employees and improve the quality of care for patients. In FY25, eight (8) licensed nursing facilities utilized the program to train approximately 169 employees.

Total FY25 Spending and Source: \$609,774* from RI General Revenue

On-The-Job Training

On-the-Job Training (OJT) is a federal program established under Title I of the Workforce Innovation and Opportunity Act that allows employers to hire workers who lack some of the critical skills or experience needed to succeed in a position and then train them on the job. The program provides a tiered 50% or more reimbursement for wages paid to new or recently hired employees for up to 1,040 hours of work. Employer, participant, and position eligibility criteria apply.

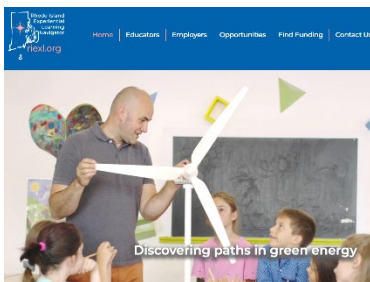
Unfortunately, the program was on hiatus for the majority of FY25 due to decreased federal formula funding. Prior to the hiatus, 13 employers in the Greater Rhode Island local area were utilizing the OJT program to train participants/new employees.

Total FY25 Spending and Source: \$304,895 from the Workforce Innovation & Opportunity Act
Employer Annual Award Cap: \$27,081 per trainee

PrepareRI Initiatives

PrepareRI is run by an inter-agency task force consisting of staff from the Department of Education (RIDE), the Office of the Postsecondary Commissioner (OPC), and the Governor's Workforce Board. The initiative consists of a suite of programs geared to prepare students for in-demand jobs. During FY25, the Board worked with the partner agencies to execute the PrepareRI Destination 2030 Plan, available at: <https://gwb.ri.gov/policies-reports-plans/prepareri-plan>.

The GWB expended \$1.7M on activities including the PrepareRI High School Summer Internship Program organized by Skills for Rhode Island's Future, the JA Inspire 8th Grade Career Exploration Fair organized by Junior Achievement of Rhode Island, and the development of an online and intermediary-facilitated experiential learning navigator for use by educators, community-based organizations, industry groups, and employers. The Rhode Island Experiential Learning Navigator (riexl.org) is the product of a robust public-private partnership and designed around national best practice models. It was launched in January 2025, features more than 200 experiential learning opportunities, and it is now being utilized by educators to facilitate enhanced learning statewide.



Right: Students at William M. Davies, Jr. Career and Technical High School shadow a solar panel installation with Rooftop Power.



*See also sections on *Career Exploration Equity Grants*, *Real Skills for Youth*, and Youth WIOA under *WIOA Services in the Greater Rhode Island Local Area* as these initiatives also operate in support of the PrepareRI Destination 2030 Plan.



Real Jobs RI

Real Jobs RI is a demand-driven workforce development initiative that works with a network of employers, training providers, and community organizations, to build workforce solutions that address industries' unique workforce challenges. During FY25, the program served 7,680 participants including 4,300 jobseekers, 1,974 incumbent workers, 793 business owners or entrepreneurs, and 613 students.

Eighty-three percent (84%) of the jobseekers who enrolled have already completed training, and those who immediately entered employment had an average placement wage of \$43,784.

Approximately \$21.9M was spent from a combination of state and federal funding sources.

- 41% of funds were from federal sources including the American Rescue Plan Act (ARPA) and US Department of Labor (USDOL) grants.
- 52% of funds were from state sources including Rhode Island General Revenue, the Rhode Island Job Development Fund, and the Federal Medical Assist Percentage (FMAP).
- 7% of funds were from sources including the Health System Transformation Plan (HSTP).

The average cost per person enrolled/served was \$2,857.

A full report on participant completion and job placement, including demographic data, is available here: <https://gwb.ri.gov/programs-services/real-jobs-ri>.

Since its inception in 2015, the Real Jobs RI program has successfully trained, upskilled, and/or placed over 49,300 workers at 7,000 unique local businesses.



Real Skills for Youth

Real Skills for Youth is centered around the goal of preparing youth for success in college and career through meaningful career exposure and work-based learning. The program funds regional partnerships consisting of schools, youth-serving organizations, employers, and others to develop and implement high-quality work-based learning and work-readiness programming in support of Rhode Island's larger PrepareRI effort.

For many youth participants, this programming provides the first immersive experience in the world of work. Through service-learning projects, internships, school-based enterprises, apprenticeships, or industry projects, students complete a minimum of 80 hours for a robust work experience that is coupled with extensive work-readiness training including resume development, interview prep, and financial literacy.

Total FY25 Spending and Source: \$2,750,600 from the RI Job Development Fund
Total Youth Served During FY25: 3,791

The Board has allocated approximately \$2.8M to continue this initiative in FY26.

WIOA Title I Services in the Greater Rhode Island Local Area

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal law that provides resources to states to help jobseekers access employment, education, training, and support services, and to match employers with the skilled workforce they need. WIOA requires each state to have a State Workforce Development Board and the Governor's Workforce Board fulfills this role. In addition to having a State Workforce Development Board, Rhode Island is required to have two (2) Local Workforce Development Boards.

Since 2019, the GWB has been acting as the Local Workforce Development Board for the Greater Rhode Island (GRI) Local Area pursuant to an agreement with the U.S. Department of Labor. All Rhode Island cities and towns are a part of the GRI Local Area, except for Providence and Cranston, which are covered by the Providence/Cranston Workforce Development Board. The GWB oversees the WIOA Title I services administered by the Rhode Island Department of Labor and Training at American Job Center offices in Warwick and Woonsocket.

In FY25, 87 participants categorized as Adults and 280 participants categorized as Dislocated Workers received WIOA services in the Greater Rhode Island Local Area. The services include career counseling, job search and placement assistance, and referrals to workforce or on-the-job training programs.

Additionally, 167 youth between the ages of 16 and 24 received Youth WIOA services including, GED courses, work-readiness workshops, financial literacy education, and wrap-around supports. Twenty percent (21%) of these youth were in-school youth, and 79% were out-of-school youth. Of those who sought services for help finding employment, 63% have since entered the workforce.

Total FY25 Adult WIOA Spending:	\$1,509,337* (including On-The-Job Training)
Total FY25 Dislocated Worker WIOA Spending:	\$1,815,487* (including On-The-Job Training)
Total FY25 Youth WIOA Spending:	\$1,674,154

Work Immersion

Work Immersion is an internship support program available to Rhode Island employers. It was established pursuant to Rhode Island General Law § 42-102-11 and is designed to boost the employment prospects of new and returning workers (i.e., eligible students and unemployed or underemployed adults) through meaningful paid work experiences. It provides employers with a 50% or 75% reimbursement for wages paid to participants for up to 400 hours of work.

In FY25, 140 employers utilized Work Immersion to support 347 interns/participants. Sixty-six percent (66%) of these employers had fewer than 25 employees and 49% were women-owned or minority-owned business enterprises (W/MBEs).

Fifty percent (50%) of the participants were unemployed or underemployed adults, 40% were college students, and 10% were high school students or training program participants.

Total FY25 Spending and Source:	\$798,538 (\$668,168 from RI General Revenue & \$130,370 from the RI Job Development Fund)
Employer Annual Award Cap:	\$30,000

Workplace Accessibility Grants

The Workplace Accessibility Grant Program promotes employment and economic opportunity for individuals with disabilities through investment in accessible workplaces. The program provides 100% reimbursement for eligible costs up to \$5,000 per calendar year and it is open to Rhode Island employers with fewer than twenty-five (25) employees. During FY25, five (5) employers utilized the program.

Total FY25 Spending and Source:	\$22,014 from the RI Job Development Fund
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Administration and Maintenance of the WIOA State and Local Plans

The Workforce Innovation and Opportunity Act (WIOA) is the 2014 federal law that provides resources to states to help job seekers access employment, education, training, and support services, and to match employers with the skilled workers they need.

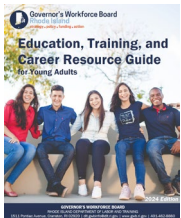
Under WIOA, states and local areas must submit a plan to the U.S. Department of Labor that outlines a four-year strategy for the workforce development system and review and modify that plan at the two-year midpoint. Rhode Island’s current WIOA State Plan went into effect on July 1st, 2024, and the current WIOA local plans went into effect on July 1, 2025. The state and local plans are available online here: <https://gwb.ri.gov/policies-reports-plans/wioa-state-and-local-plans>.

Annual Awards Issued

At the 2025 Annual Event, the Board issued six (6) awards to organizations and individuals that made significant contributions to the local workforce development ecosystem, as follows:

Award	Awardee
Industry Impact Award	New England Medical Innovation Center (NEMIC)
Career Pathways Advancement Award	Rhode Island College
Workforce System Innovation Award	Polaris MEP
Youth Empowerment Award	FabNewport
Community Impact Award	Amos House
Voice of Change Award	Stump Evans

Congratulations to the awardees!



Education, Training, and Career Resource Guide for Young Adults

To assist young adults, parents, educators, and counselors in understanding the full scope of resources available to assist with college and career, the Board maintains an Education, Training, and Career Resource Guide for Young Adults in English and in Spanish. The guide has been widely distributed in print and is also available online at: <https://gwb.ri.gov/resources/studentsyouth>.

Talent Pipeline Mapping: Workforce Supply and Demand

In recent years, the Board has utilized various data sources to compare local occupational demand with the annual talent output from local institutes of higher education (both public and private). The goal is to identify occupational areas where new or expanded programming is likely needed to increase the supply of skilled talent.

To view the report, please visit: <https://gwb.ri.gov/policies-reports-plans/priority-occupations>.

Voluntary Extension of Care

The Voluntary Extension of Care Program was established pursuant to RIGL § 14-1-11.1(c) and provides housing, healthcare, financial support, and career counseling services to former foster youth between the ages of 18 and 21. The program is administered by the Voluntary Extension of Care (VEC) Team at the Rhode Island Department of Children, Youth, and Families (DCYF).

The GWB regularly meets with DCYF, the Rhode Island Family Court, and the Department of Labor and Training to help address the employment and training needs of VEC participants by providing tactical, financial, and case management support pursuant to RIGL § 42-102-10.1.

During FY25, there were over 133 participants in the program. A report on the status of those participants is available at: <https://gwb.ri.gov/policies-reports-plans/voluntary-extension-care>.

Financial Summary

The GWB allocates the Rhode Island Job Development Fund and federal Workforce Innovation and Opportunity Act Title I funds. A summary of how those funds were expended in FY25 is below. Rhode Island General Revenue and federal funds expended are also indicated. Total expenditures were \$48.8M.

Rhode Island Job Development Fund (JDF)	
Total FY25 Revenue:	\$25,135,918
FY24 Carry Forward Availability	\$3,893,806
FY25 Collections (.19%)	\$21,242,112
Total FY25 Expenditures	\$19,769,479
Employer Tax	\$1,619,897
GWB Staff and Operations	\$3,929,798
Programs and Grant Awards	\$14,219,784

Rhode Island General Revenue	
Total FY25 Expenditures	\$8,121,566
Apprenticeship Initiatives	\$84,760
Work Immersion	\$668,168
Nursing Facility Training Grants	\$609,774
Real Jobs RI	\$5,085,000
Community Engagement Program	\$325,835
Federal Medical Assist Percentage (FMAP)	\$1,348,029

Federal WIOA Title I Funds	
Total FY25 Revenue:	\$11,121,091
FY24 Carry Forward Availability	\$2,424,147
FY25 WIOA Title I Funds	\$8,696,944
Total FY25 Expenditures:	\$10,505,455
State Set-Aside Funds	\$1,384,086
Rapid Response Services	\$995,257
Local Board Expenditures	\$8,126,122

Other Multi-Year Funds (to Real Jobs RI)	
Total FY25 Expenditures	\$10,426,091
American Rescue Plan Act (ARPA)	\$6,137,465
USDOL QUEST Grant	\$2,612,242
Healthcare System Transformation	\$168,265
Home/Community Based Services (HCBS)	\$683,575
SAEEI	\$251,763
Title 23 Levy Funds	\$200,000
Housing Resources Commission	\$200,000
Executive Climate Change Council	\$172,781

Programs and Grant Awards (JDF)	
Adult Education (RIDE)	\$3,500,000
Career Exploration Equity Grants	\$52,139
Incumbent Worker Training Grants	\$905,525
PrepareRI 8 th Grade Career Exploration Fair	\$234,099
PrepareRI High School Summer Internships	\$1,290,682
Real Jobs RI	\$5,083,137
Real Skills for Youth	\$2,750,600
RIEXL Navigator	\$251,218
Work Immersion	\$130,370
Workplace Accessibility Grants	\$22,014

Local Board Expenditures (WIOA)	
Greater Rhode Island	\$4,998,978
Providence/Cranston	\$3,127,134



Governor's Workforce Board
Rhode Island
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