

# FY2017 MID-YEAR REPORT: DEMAND-DRIVEN AND STRATEGIC INVESTMENTS

## VISION

Implement a demand-driven, sector-based strategy, based on Brookings Industry clusters, to meet employer demand and establish a pipeline of skilled workers for future demand.

## GOALS

1. Employers are provided the workforce they need to thrive and compete.
2. Job Seekers are connected to, and prepared for, quality employment opportunities.
3. Rhode Island's economy is powered by a workforce development system that is a true asset to employers.

### WHY WE INVEST IN DEMAND-DRIVEN PROGRAMMING

### WHAT ARE WE INVESTING IN

### ARE WE MAKING PROGRESS

Progress made as % of Targets      Remainder of Targets

Incumbent Worker Training  
(as of 2/2/17)

**36%**

Of employers surveyed identified 'increasing investments in training' as a top strategy to address difficulties in hiring<sup>1</sup>

**45%**

Of participating businesses were in the manufacturing industry

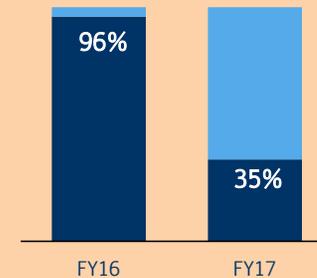
Up to \$45,000 in matching funds awarded to employers to upskill current workforce and increase competitiveness and productivity of RI businesses

#### Impact of Training

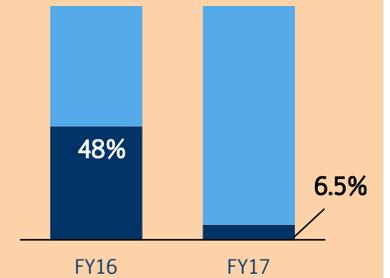


Employers are asked to identify the most significant impact of the completed training on the company. 1 = Not Significant, 10 = Very Significant

#### Completed Training



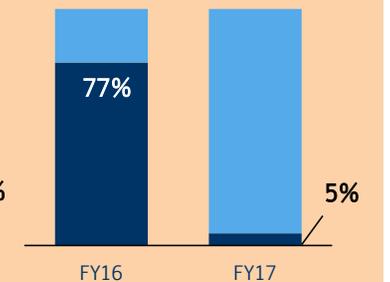
#### Wage Increases



#### Promotions



#### Credentials



\*20% of FY16 grants and 91% of FY17 grants are still in progress

Real Jobs Rhode Island

64%

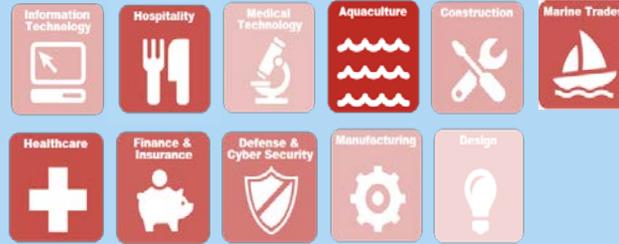
Of RJRI participants were employed after completing training (New Hires Only)

- Convenes industry employers, stakeholders and groups in partnerships that build alliances to address business workforce demands
- Ensures Rhode Island employers have the talent they need to compete and grow
- Provides targeted education and skills training for Rhode Island workers.

84%

Of surveyed employers participating in an industry partnership reported significant increases in productivity<sup>3</sup>

Industries



EMPLOYER PARTNERS 218



STRATEGIC PARTNERS 108

247

Currently in Training

\$4350

Cost-per Participant

Outcomes



Funding

\$6.64M

Total Demand-Driven Funding

\$1.7 M

\$4.9 M

	Incumbent Worker	Real Jobs RI
Remaining Funds	\$949,345	\$2,332,947
Funds Spent	\$750,655	\$2,610,072

DEMAND-DRIVEN AND STRATEGIC INVESTMENT STAT SUMMARY

\$3.36M

Funds Spent

51% of Total Funds

1,678

Participants Trained

40% of Target

241

Job Placements

40% of Target  
\*Not applicable for IWTG

63

Credentials

5% of Target  
\*Does not include RJRI participants

<sup>1</sup> Governor's Workforce Board Rhode Island. FY16-17 Biennial Employment and Training Plan. November 2014.

<sup>3</sup> National Governor's Association, Woolsey Group, LLC, State Sector Strategies Coming of Age: Implications for State Workforce Policymakers. 2013.

## VISION

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.

## GOALS

1. Adults seeking increased education and jobs can easily find and connect to a continuum of training, education, work experience, and supportive services.
2. Youth and young adults have access to career awareness and exposure, workbased learning experiences, and job-specific technical skills before graduating from high school.

### WHY WE INVEST IN CAREER PATHWAYS

#### Youth Initiatives

20%

RI youth unemployment rate is **more than double** statewide rate (5% as of Dec. 2016)<sup>1</sup>

27%

Of RI high school graduates received career awareness, industry-recognized training, and credentials through the completion of a CTE program<sup>2</sup>

- Career Exploration
- Work Readiness Training
- Summer Work Experiences and Employment

#### Adult Education

15%

RI has the **highest percentage** of adults without a High School diploma in New England<sup>3</sup>

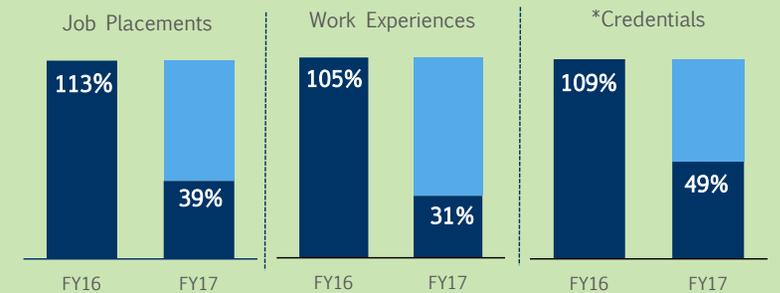
25%

RI has the **largest foreign-born population in New England** that 'do not speak English very well' or 'not at all'<sup>4</sup>

- H.S. Equivalency
- ESL
- Remedial Math & Literacy
- Computer Skills
- Career & College Advising

### ARE WE MAKING PROGRESS

■ Progress made as % of Targets    ■ Remainder of Targets



\*Does not include HS Credentials

Workforce Innovation Grants

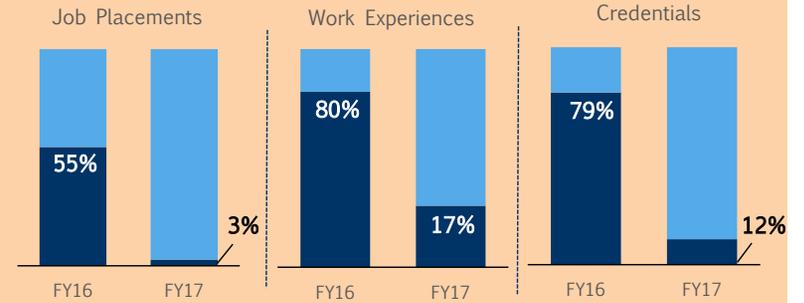
59%

Employers that identified the lack of **job-specific technical skills** as the most significant barrier to fill middle-skill positions<sup>5</sup>

70%

Jobs that will require a post-secondary degree or certification by 2025. **Fewer than 40%** of Rhode Islanders have such a credential<sup>6</sup>

- Partnerships between education & training providers
- Work-readiness training
- Occupational skills credentials
- Experiential learning



Work Immersion (as of 2/2/17)

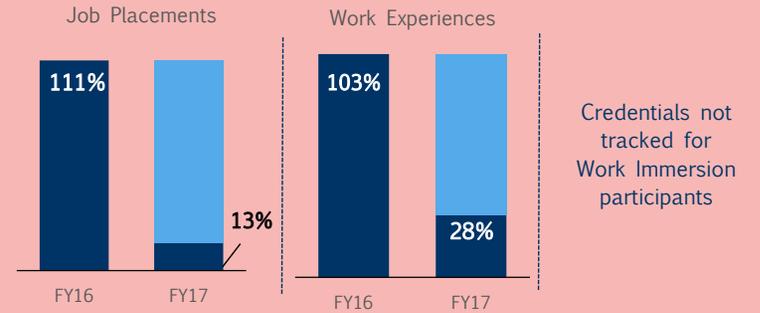
\$52K

The starting salary of a college graduate that has participated in a paid internship is **\$15,000 more** than a graduate who did not (\$37,000)<sup>7</sup>

51%

Of Unemployed Work Immersion participants were permanently hired by their work experience employer

- 50% wage subsidy
- Paid internships or work experiences
- RI college student or recent graduates
- Career and Tech students
- Unemployed adults
- 25% Employer Retention Bonus



Credentials not tracked for Work Immersion participants

\*Work Immersion targets based on previous year results

FY2017 Funding

\$8.4M  
Total Career Pathways Funding



	WORK IMMERSION	WIGs	YOUTH INITIATIVES	ADULT ED
Remaining Funds	\$481,807	\$1,182,495	\$520,000	\$2,611,592
Funds Spent	\$722,710	\$525,122	\$1,480,000	\$888,408

\*Work Immersion funds include General Revenue

CAREER PATHWAYS STAT SUMMARY

\$3.6M

Funds Spent

43% of Total Funds

435

Job Placements

26% of Target

1,789

Work Experiences

52% of Target

2,147

Credentials

66% of Target

<sup>1</sup> Bureau of Labor Statistics, September 2016 Current Population Survey (12-month average).

<sup>2,8</sup> Governor Gina Raimondo, Commissioner Ken Wagner. The Path to Career Readiness: Rhode Island New Skills for Youth Phase II Presentation. November 2016.

<sup>3,6</sup> Governor's Workforce Board Rhode Island. FY18-19 Biennial Employment and Training Plan. January 2017.

<sup>4</sup> RI Department of Labor and Training, Labor Market Information Unit. Rhode Island Employment Trends and Workforce Issues 2015. August 2016.

<sup>5</sup> Governor's Workforce Board Rhode Island. FY16-17 Biennial Employment and Training Plan. November 2014.

<sup>7</sup> Carnevale, Melton, Price, Smith. Georgetown University, Center on Education and the Workforce, McCormick School of Public Policy. Learning While Earning: The New Normal. October 2015.