FY2017 Year-End Report

Strategic Investments & Evaluation Committee Meeting
September 5, 2017
FY2017 Expenditure and Outcomes Overview

- **$15.3M**
  - Total FY17 Program Budget

- **104%**
  - of Allocated Funds Contracted

- **76%**
  - of Contracted Funds Spent

- **9,921**
  - Individuals Trained

- **2,280**
  - Job Placements

- **4,952**
  - Credentials Obtained

- **$10.71M**
  - Funds Spent

- **$2,607,280**
  - Career Pathways

- **$8,107,355**
  - Demand-Driven

- **$5.27M**
  - Remaining Contracted Funds

- **$4,111,107**
  - Demand-Driven

- **$1,166,533**
  - Career Pathways

*Information for Work Immersion, Incumbent Worker, and Real Jobs as of 8-10-17. All non-rolling program information as of 6-30-17.*
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
### Demand-Driven and Strategic Investments

1. Provide employers with the workforce they need to thrive and compete
2. Connect job seekers to, and prepare them for, quality employment opportunities
3. Ensure Rhode Island’s economy is powered by a workforce development system that is a true asset to employers

### WHY INVEST IN DEMAND-DRIVEN PROGRAMS?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>36%</td>
<td>36% of GWB employer partners surveyed identified increased investments in training as a top strategy to address difficulties in hiring</td>
</tr>
<tr>
<td>84%</td>
<td>84% of RJRI participants were employed after completing training (New Hires Only)</td>
</tr>
<tr>
<td>84%</td>
<td>84% of surveyed employers participating in an industry partnership reported significant increases in productivity¹</td>
</tr>
</tbody>
</table>

### WHAT ARE WE INVESTING IN?

- **Real Jobs RI:** Ensuring 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

- **Incumbent Worker Training:** Up to $45,000 in matching funds awarded to employers to upskill their current workforce and increase their competitiveness and productivity

¹2013 report published by NGA and Woosley Group
Demand-Driven Investments: Incumbent Worker Training

$1.7M
Total FY17 Budget

29%
of Contracted Funds Spent

138
Employers Served

176
Grants Awarded

45%
Manufacturing Companies

41% of FY17 Incumbent Worker Training Grants are still in progress
### Demand-Driven Investments: Real Jobs Rhode Island

**$4.94M**
Total FY16-17 Budget

100% of Contracted Funds Spent

<table>
<thead>
<tr>
<th>Employers Served</th>
<th>Workers Developed</th>
<th>Currently in Training</th>
<th>Training Completed</th>
<th>Job Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>319</td>
<td>1400</td>
<td>411</td>
<td>254</td>
<td>172</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>411</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1687</td>
<td>903</td>
</tr>
</tbody>
</table>

- **Incumbent Workers & Job Seekers**
  - **Training Completed**
    - Remained of Target
    - In Training
    - Successfully Completed Training
  - **Job Placements**
    - Remainder of Target
    - Successfully Placed

<table>
<thead>
<tr>
<th>Youth Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 New Career &amp; Technical HS Programs</td>
</tr>
<tr>
<td>33 High School Students Completed Career Exploration</td>
</tr>
<tr>
<td>91 College Internships Completed</td>
</tr>
</tbody>
</table>

"Workers Developed" includes New Hires placed in jobs and Incumbent Workers upskilled
## Demand-Driven and Strategic Investments: Summary

### ARE WE MAKING PROGRESS?

<table>
<thead>
<tr>
<th>Performance Indicators</th>
<th>Mid-Year FY17</th>
<th>FY17 Year-End</th>
<th>% of Target</th>
<th>% Change (Based on FY16 Outcomes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placements</td>
<td>241</td>
<td>791</td>
<td>84%</td>
<td>606%</td>
</tr>
<tr>
<td>Trained</td>
<td>1,678</td>
<td>3,885</td>
<td>76%</td>
<td>0%</td>
</tr>
<tr>
<td>Credentials¹</td>
<td>63</td>
<td>459</td>
<td>24%</td>
<td>8%</td>
</tr>
<tr>
<td>Funds Spent</td>
<td>$3.36M</td>
<td>$4.1M</td>
<td>78%</td>
<td>97%</td>
</tr>
</tbody>
</table>

¹Does not include RJRI participants
Building Career Pathways for Youth and Adults

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.
Building Career Pathways for Youth and Adults

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, work-based learning experiences, and job-specific technical skills before graduating from high school.

WHY INVEST IN CAREER PATHWAYS?

65% of all jobs will require postsecondary education and training beyond high school by 2020.

15% percentage of RI adults that do not have a HS Diploma (highest in New England)

$52K starting salary of a college graduate that has participated in a paid internship ($15K more than a graduate who did not)

WHAT ARE WE INVESTING IN?

- Summer Youth Employment & Youth Centers
- Career Exploration
- Work Readiness Training
- Summer Work Experiences
- Adult Education
  - H.S. Equivalency
  - ESL
  - Computer Skills
  - Career and College Advising
- Workforce Innovation Grants
  - Work-Readiness Training
  - Occupational Skills Credentials
  - Experiential Learning
  - Job Placements
- Work Immersion
  - Paid Internships or Work Experiences for college students or recent graduates, CTE students, and Unemployed Adults

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Building Career Pathways: Work Immersion

$1.6M
Total FY17 Budget

21%
of Contracted Funds Spent

287
Unique Employers Served

45%
of Unemployed Adults
Permanently Hired

*55% of Work Immersion Contracts are Open

Program | Avg. Hourly Rate
--- | ---
Career and Tech | $12.02
Unemployed Adults | $13.45
College Students | $13.73
Building Career Pathways: Workforce Innovation Grants

$1.75M
Total FY17 Budget

81%
of Contracted Funds Spent

13
Partnerships

Job Placement Sectors
Hospitality
Retail Trade
Healthcare
Construction
Manufacturing
Information Technology
Social Service

Outcomes

<table>
<thead>
<tr>
<th></th>
<th>Job Placements</th>
<th>Work Experiences</th>
<th>Credentials</th>
<th>Enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY17 Year-End</td>
<td>266</td>
<td>385</td>
<td>469</td>
<td>595</td>
</tr>
<tr>
<td>Remainder of Target</td>
<td>263</td>
<td>355</td>
<td>123</td>
<td>146</td>
</tr>
</tbody>
</table>
$2.0M
Total FY17 Budget

100%
of Contracted Funds
Spent

365
Employer Partners

180
HS Diplomas or GEDs
Obtained

32
participants reported as enrolled in Post-Secondary Education

16% of credentials earned were Industry-Recognized, HS Diplomas, or GEDs
Building Career Pathways: Adult Education

$3.5M
Total FY17 Budget

100%
of Contracted Funds Spent

1,114
Completed Adult Education Program

100%
of completers increased their Educational Functioning Level

Outcomes

<table>
<thead>
<tr>
<th></th>
<th>FY17 Year-End</th>
<th>Remainder of Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placements</td>
<td>604</td>
<td>6</td>
</tr>
<tr>
<td>Credentials</td>
<td>1168</td>
<td>103</td>
</tr>
<tr>
<td>Work Experiences</td>
<td>352</td>
<td></td>
</tr>
</tbody>
</table>

61% of participants who were unemployed at program entry obtained a job

179 NEW employer partners in FY17 (industry data unavailable)
## ARE WE MAKING PROGRESS?

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<th>FY17 Year-End</th>
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<th>% change (based on FY16 Outcomes)</th>
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</thead>
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<tr>
<td>Job Placements</td>
<td>435</td>
<td>1,377</td>
<td>86%</td>
<td>1%</td>
</tr>
<tr>
<td>Work Experiences</td>
<td>1,789</td>
<td>3,201</td>
<td>78%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Credentials</td>
<td>2,147</td>
<td>4,776</td>
<td>137%</td>
<td>7%</td>
</tr>
<tr>
<td>Funds Spent</td>
<td>$3.6M</td>
<td>$8.1M</td>
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<td>10.7%</td>
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*Credentials were not tracked for WI participants in FY2017*