

# FY2018 Mid-Year Financial and Performance Report

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*JDF Funding and Outcomes through December 31, 2017 (unless otherwise noted)*

# FY2018 Mid-Year Expenditure and Outcomes Overview

**\$15.2M**

Total FY18 Program Budget<sup>1</sup>

**91%**

of Allocated Funds Contracted

**42%**

of Contracted Funds Spent

**3,256**

Individuals Trained

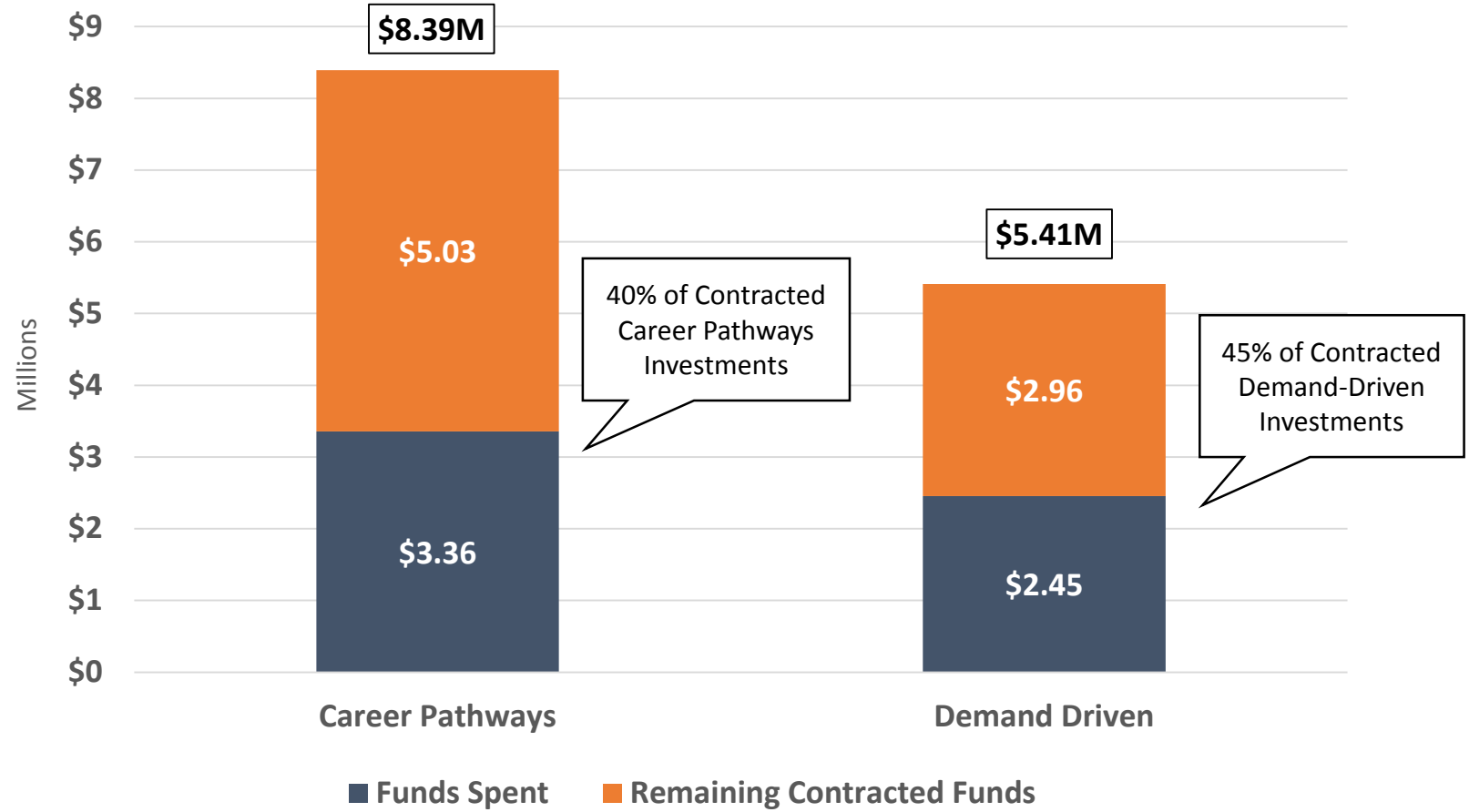
**1,990**

Job Placements

**2,002**

Credentials Obtained

## Amount of Contracted Funds Spent



<sup>1</sup>Includes \$100K allocated for Aligned Policy/Data and Performance

# FY2018 Mid-Year Stat Summary (Demand-Driven & Career Pathways)

## ARE WE MAKING PROGRESS?

Performance Indicators	Mid-Year FY17	Mid-Year FY18	FY18 Target	% of FY18 Target	% change (based on FY17 Mid-Year Outcomes)
Job Placements	676	1,990	3,580	56%	N/A <sup>1</sup>
Work Experiences	1,789	2,119	4,534	47%	18.4% 
Credentials	2,410	2,002	5,014	40%	-16.9% 
Funds Spent	\$6.96M	\$5.81M	\$13.7M	42%	-16.5% 

<sup>1</sup>Percent change unavailable due to cumulative figures included in FY18 job placements

# Demand-Driven and Strategic Investments

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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?

**36%** of GWB employer partners surveyed identified increased investments in training as a top strategy to address difficulties in hiring

**84%** of RJRI participants were employed after completing training (New Hires Only)

**84%** of surveyed employers participating in an industry partnership reported significant increases in productivity<sup>1</sup>

## 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 \$50,000 in matching funds awarded to employers to upskill their current workforce and increase their competitiveness and productivity

**Non-Trade Apprenticeships:** 'start up' funding to help develop new apprenticeship training models that extend beyond traditional trades and incentive grants to employers for each non-trade apprentice registered.

# Demand-Driven and Strategic Investments: Summary

## ARE WE MAKING PROGRESS?

Performance Indicators	Mid-Year FY17	Mid-Year FY18	FY18 Target	% of FY18 Target	% Change (Based on FY17 Mid-Year Outcomes)
Job Placements	241	1,463	1,859	79%	N/A <sup>3</sup>
Trained	1,678	3,256	4,666	70%	94% 
Credentials <sup>1</sup>	63	8	23 <sup>2</sup>	35%	-87% 
Funds Spent	\$3.36M	\$2.45M	\$5.38M	46%	-27% 

<sup>1</sup>Does not include RJRI participants

<sup>2</sup> Targets based on completed grants only

<sup>3</sup> Percent change unavailable due to cumulative figures included in FY18 job placements

# Demand-Driven Investments: Real Jobs Rhode Island

**\$4.73M**

Total FY18 Budget<sup>1</sup>

**100%**

of Contracted Funds Obligated

**32**

Sector Partnerships

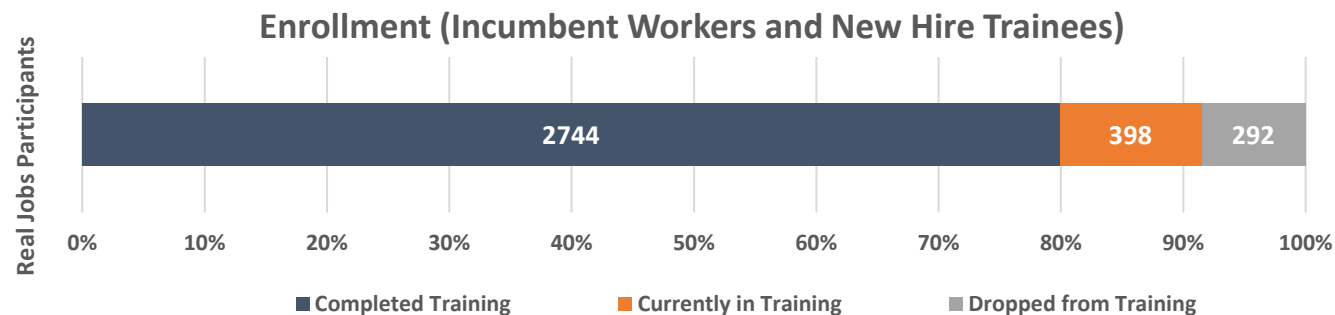
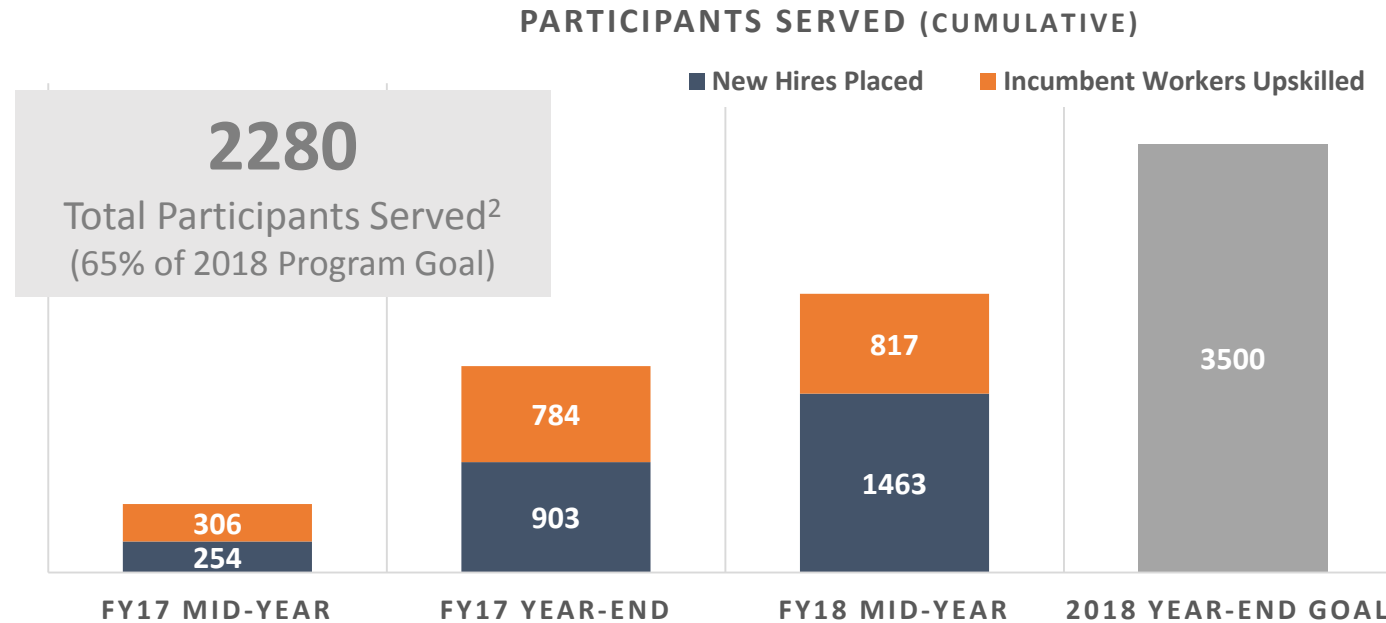
**16**

Industry Sectors

**373**

Employers Served

## Incumbent Workers & Job Seekers



**\$32,454**

Average Wage at Placement

Youth Activities

**143**

High School Students Completed Career Exploration

**38**

College Internships Completed

**10**

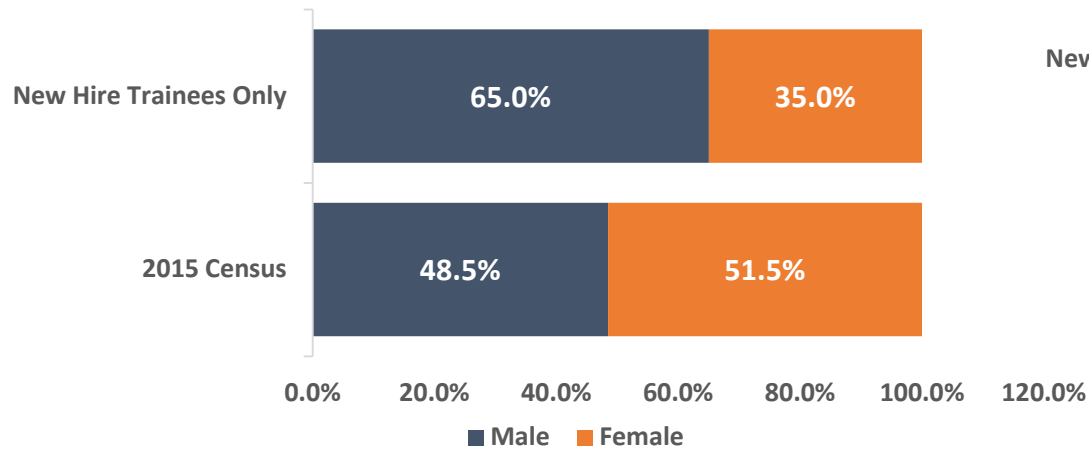
New Career & Technical HS Programs

<sup>1</sup> Only JDF funds, including Real Skills for Youth

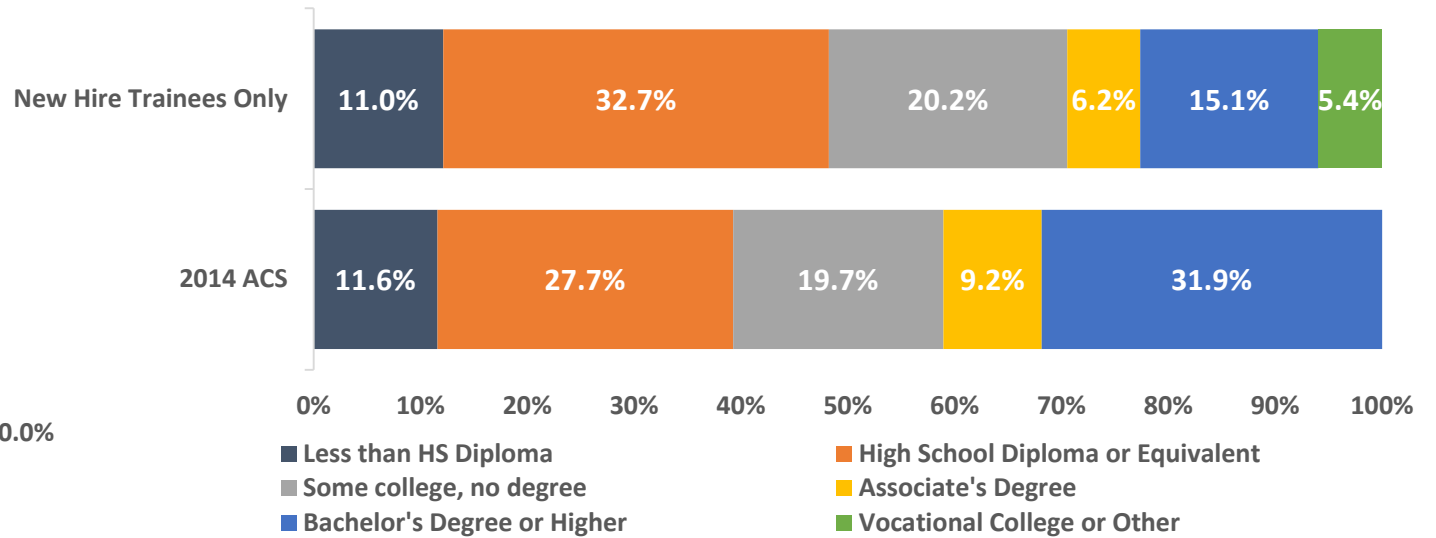
<sup>2</sup> "Participants Served" includes New Hires placed in jobs and Incumbent Workers upskilled  
Information as of 2-1-18

# Demand-Driven Investments: RJRI Participant Demographics

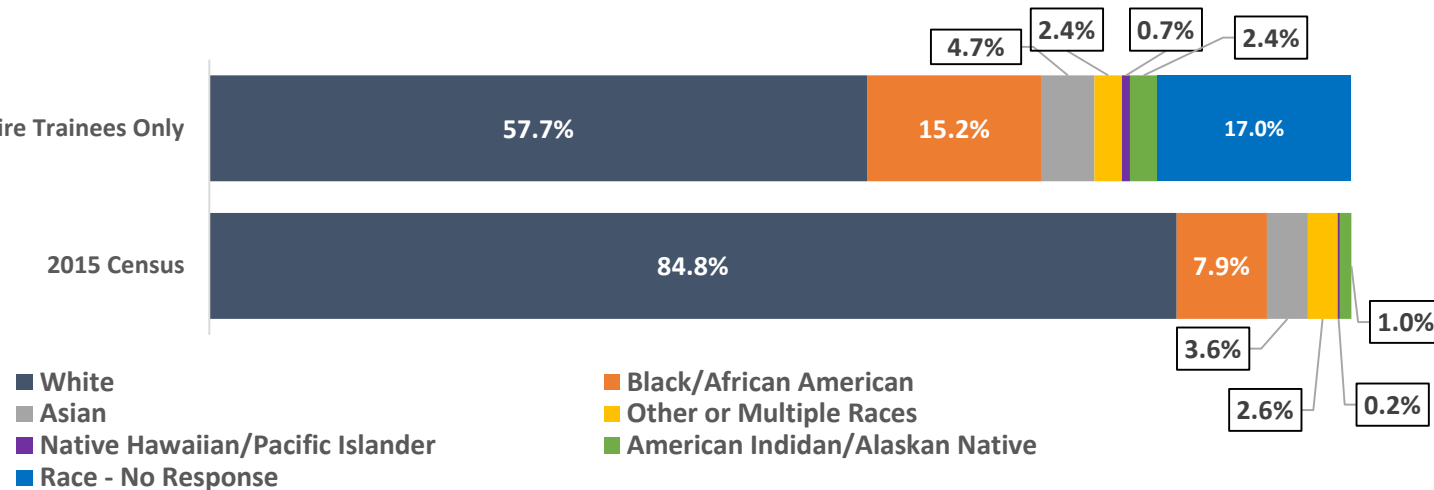
## Gender



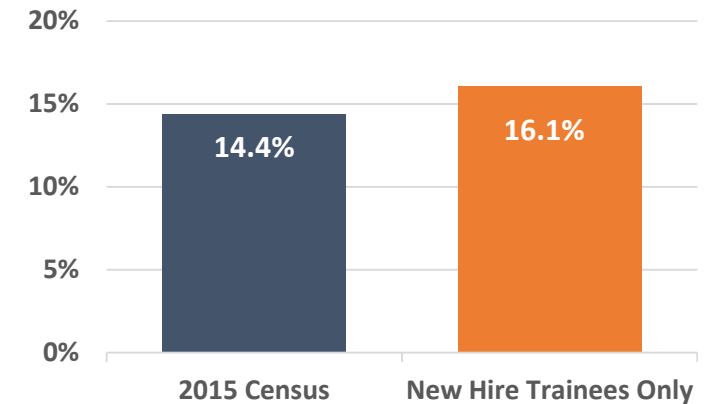
## Education Level



## Race



## Ethnic Hispanic or Latino

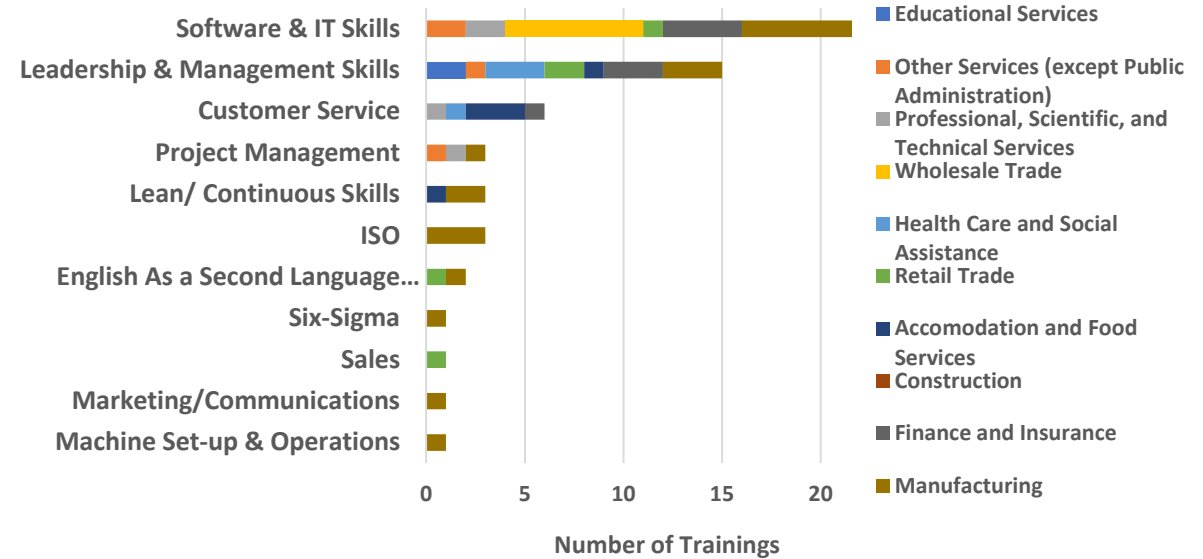




# Demand-Driven Investments: Incumbent Worker Training

Key Stats	FY2017 (mid-year)	FY2018 (mid-year)	% Change
Budget	\$1.7M	\$1.6M	-6% ↓
Funds Contracted	44%	41%	-3% ↓
Grants Awarded	85	67	-23% ↓
Employers Served	76	67	-12% ↓
Avg. # of Training per Grant	2.64	2.64	0% →

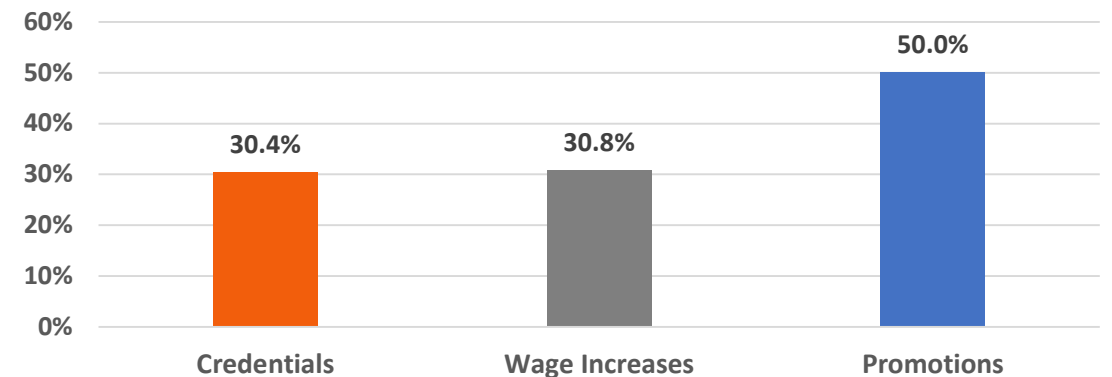
## Type of Training Funded by Industry



## Incumbent Worker Grantees by Industry

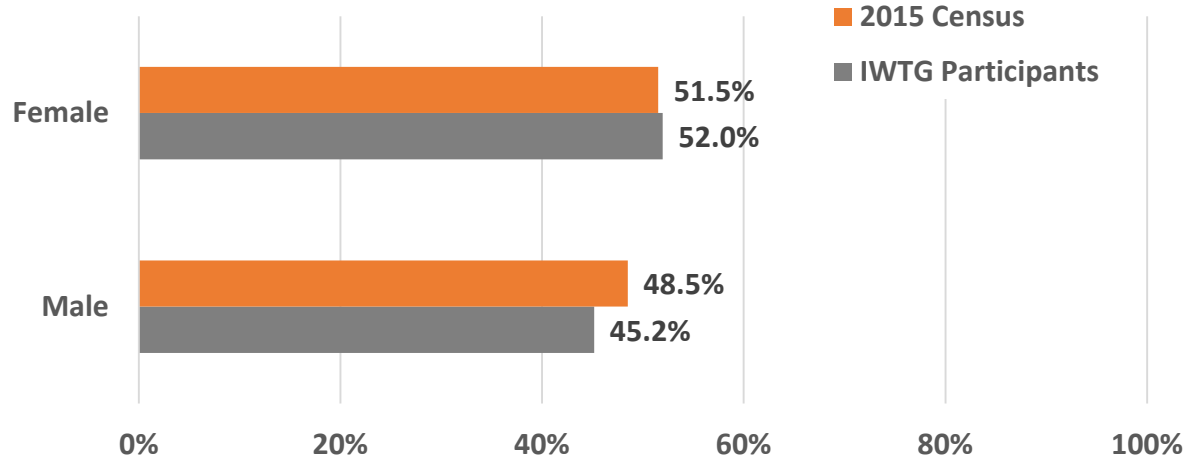


## Training Outcomes (as % of closed contract targets)

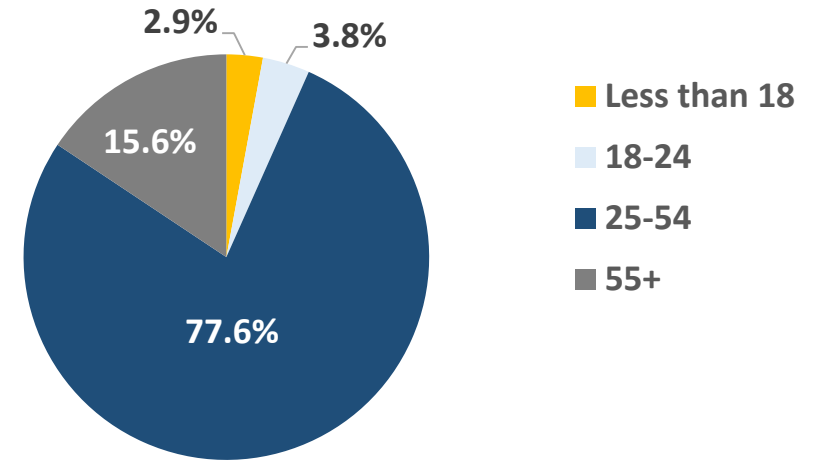


# Demand-Driven Investments: IWTG Participant Demographics

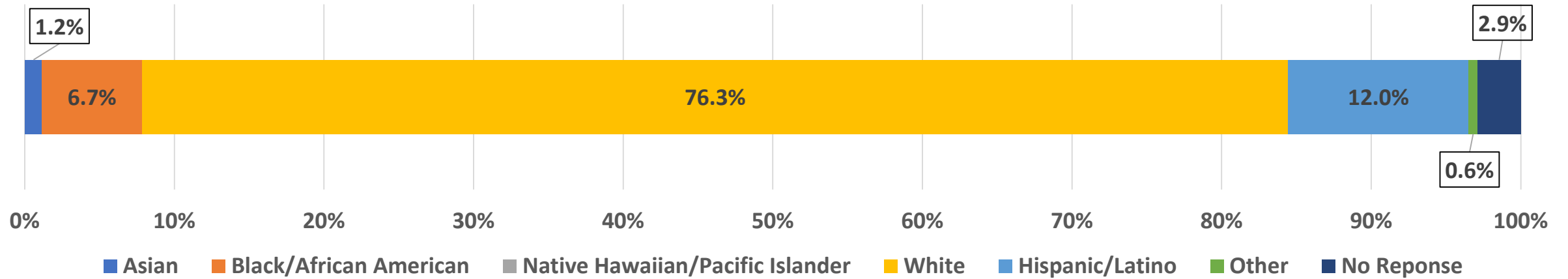
### Gender



### Age of Participants



### Race/Ethnicity Distribution



# Demand-Driven Investments: Non-Trade Apprenticeships

## Fiscal Year 2017



4

Proposals Funded



**\$100,000**

Funds Awarded



4

New Apprenticeship Model(s) Approved



### Agriculture

- Professional Land Care Specialist



### Manufacturing

- Composite Tool and Pattern Maker



### Healthcare

- Licensed Practical Nurse
- Community Health Worker

## Fiscal Year 2018



5

Proposals Funded



**\$124,919**

Funds Awarded



**TBD**

New Apprenticeship Model(s) Approved



### Marine Trades

- Marine Service Technician



### Hospitality

- Line Cook



### Healthcare

- Certified Medical Assistant
- Community Health Worker (ACO)



### Customer Service

- Call Center Specialist

## Incentive Program

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.



22

Grants Issued



**\$22,000**

Total Awarded



### Healthcare

- 4 Pharmacy Technician
- 5 Licensed Practical Nurse
- 2 Peer Navigator



### Medical Technology

- 4 Data Scientist
- 2 Biomedical Equipment Technician

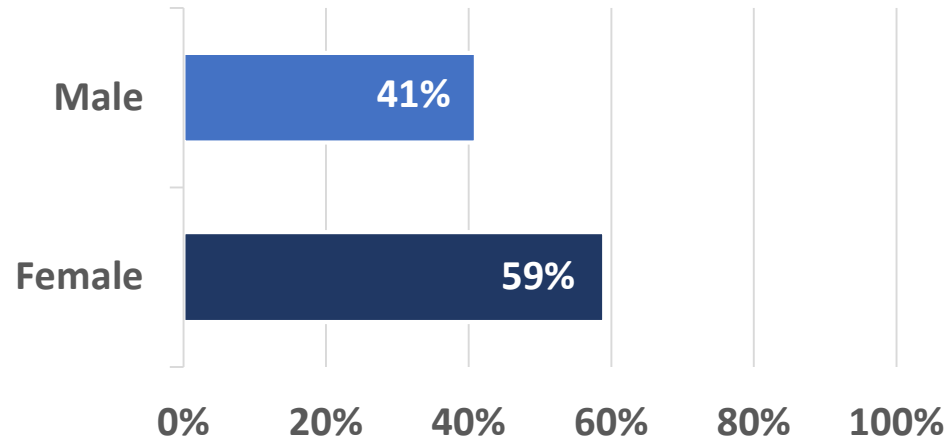


### Public Safety

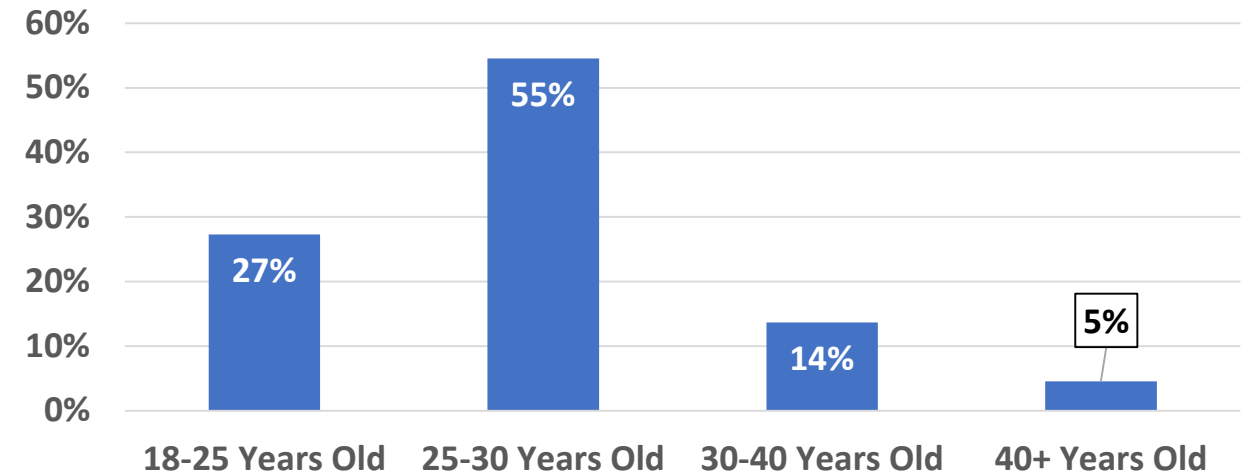
- 5 Police Detective

# Demand-Driven Investments: Non-Trade Participant Demographics

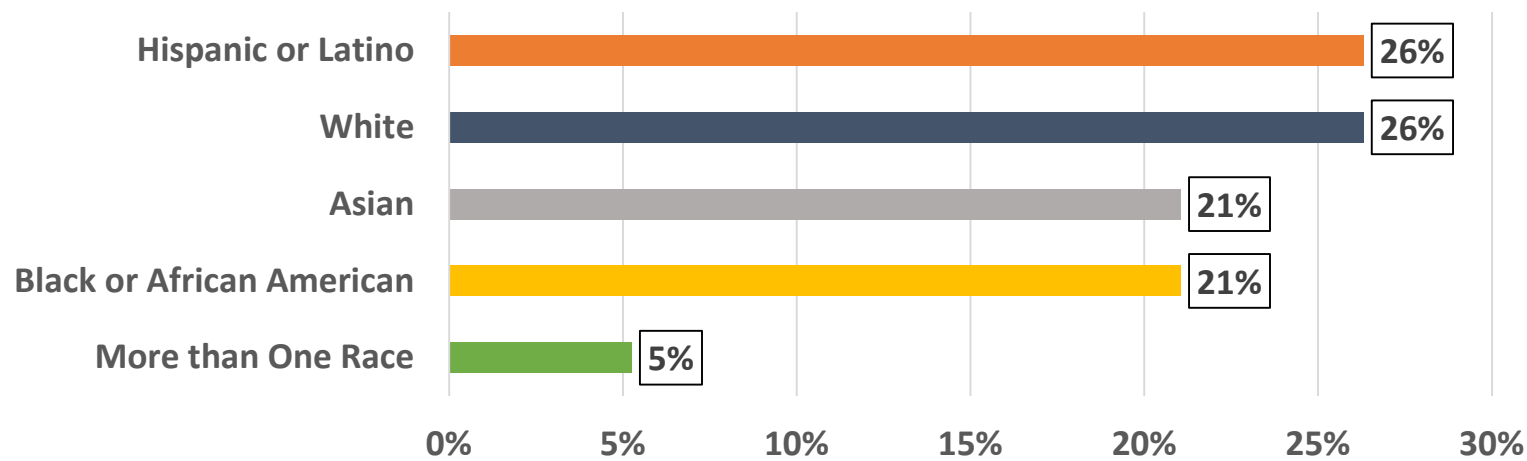
## Incentive Program Participants by Gender



## Incentive Program Participants by Age



## Incentive Program Participants by Race/Ethnicity



*\*Information as of 1-15-18*

# Building Career Pathways for Youth and Adults

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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<sup>1</sup>

**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


Real Pathways  
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

1. Carnevale, Smith, Strohl. Georgetown University, Center on Education and the Workforce. Recovery: Job Growth and Education Requirements through 2020. [https://cew.georgetown.edu/wp-content/uploads/2014/11/Recovery2020.ES\\_.Web\\_.pdf](https://cew.georgetown.edu/wp-content/uploads/2014/11/Recovery2020.ES_.Web_.pdf)

# Building Career Pathways: Stat Summary

## ARE WE MAKING PROGRESS?

Performance Indicators	Mid-Year FY17	Mid-Year FY18	FY18 Target	% of FY18 target	% change (based on FY17 Mid-Year Outcomes)
Job Placements	435	527	1,721	31%	21.1% 
Work Experiences	1,789	2,119	4,534	47%	18.4% 
Credentials	2,147 <sup>1</sup>	1,994	4,991	40%	-7.1% 
Funds Spent	\$3.6M	\$3.36M	\$8.39M	40%	-6% 

<sup>1</sup> Credentials were not tracked for WI participants in FY2017

# Building Career Pathways: Real Pathways Partnerships

**\$2.9M**

Total FY18 Budget

**18%**

of Contracted Funds Spent

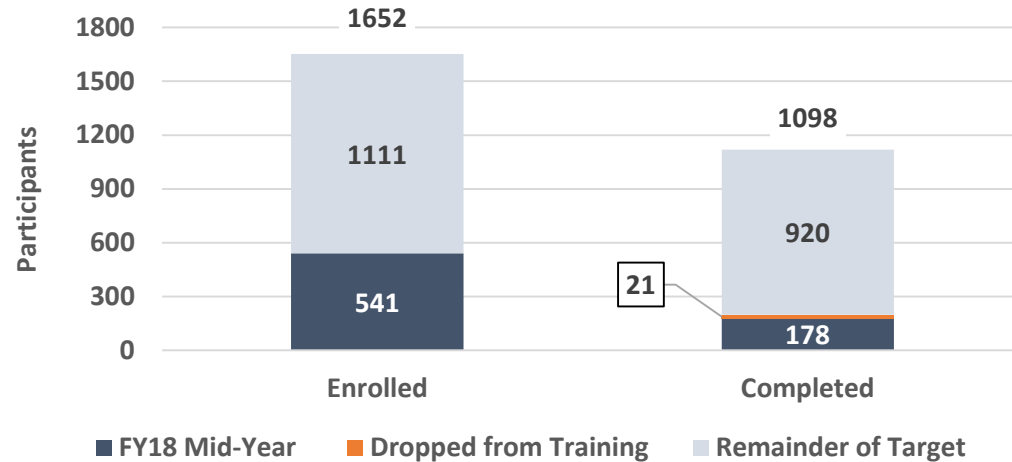
**14**

Partnerships

## Target Populations

- Adult Learners
- Ex-Offenders
- At-Risk Youth
- Long-Term Unemployed
- English Language Learners
- Veterans
- Disabled Individuals
- Homeless Individuals
- Providence
- Newport

## Outputs



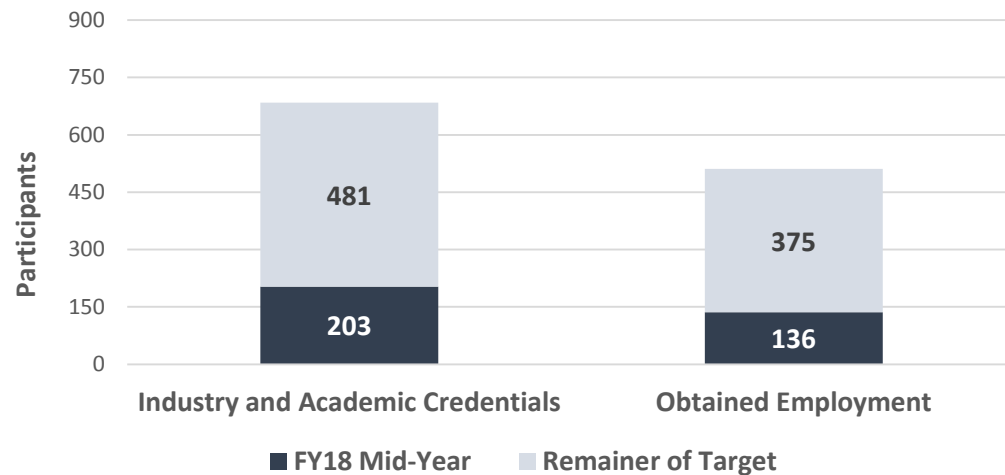
**342**

Participants Currently in Training

**\$27,962**

Average Wage at Placement

## Outcomes



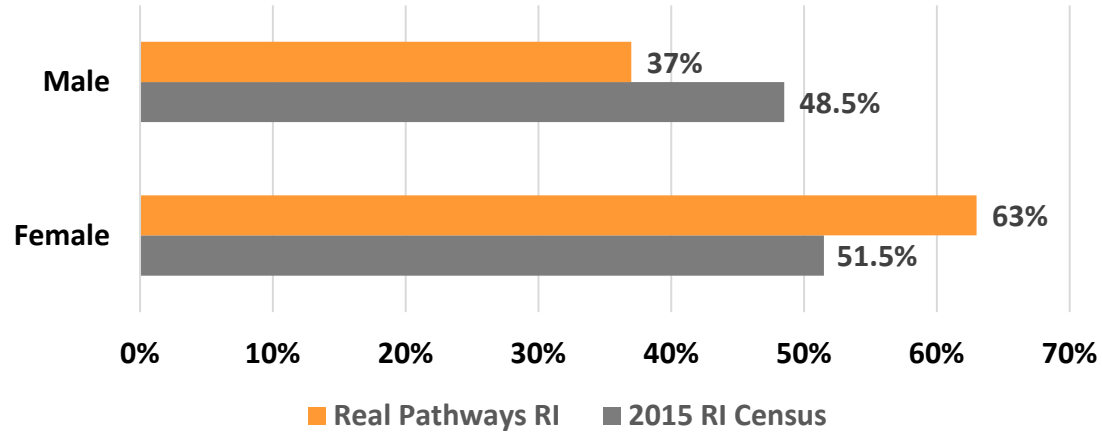
## Top Credentials

- CPR & First Aide
- OSHA 10
- Servsafe
- TIPS certification

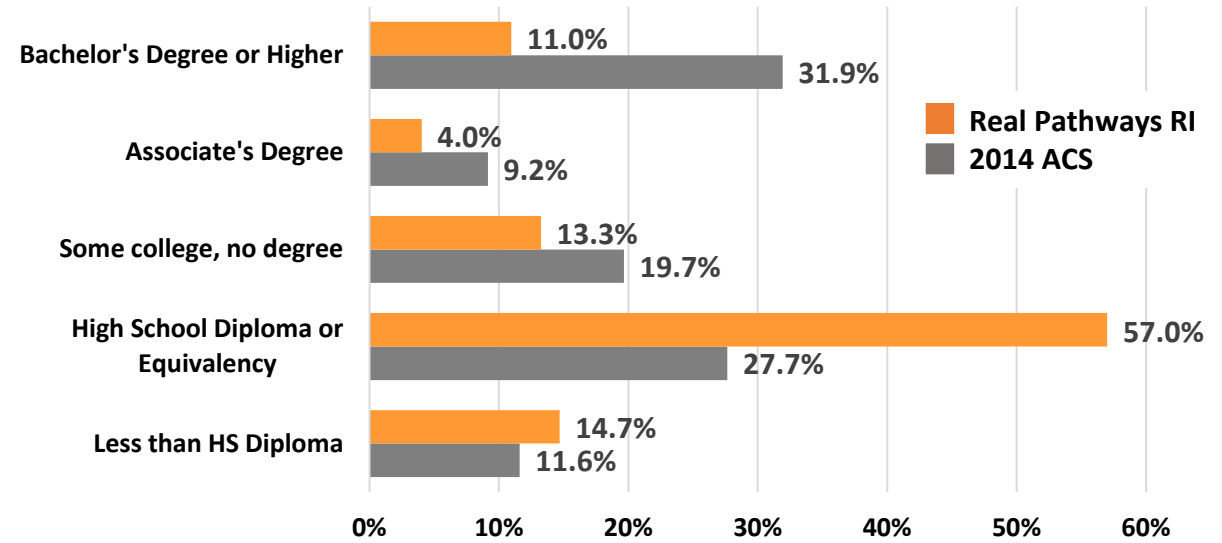


# Career Pathways Investments: Real Pathways Participant Demographics

## GENDER

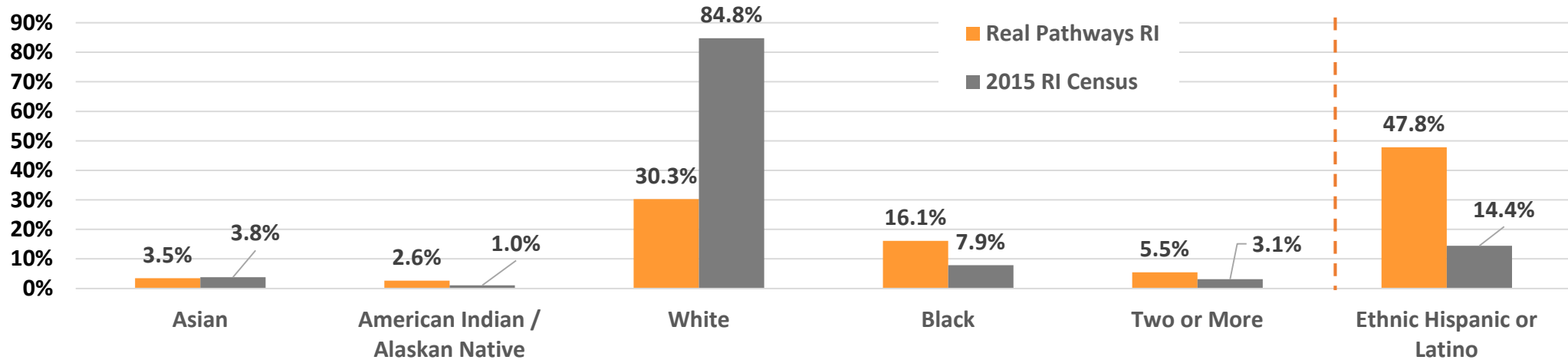


## EDUCATION LEVEL



## RACE/ETHNICITY

26.8% Real Pathways Participants did not Disclose Race



# Building Career Pathways: Work Immersion

**\$834,684**

Total FY18 Budget

**18%**

of Contracted Funds Spent

**119**

Unique Employers Served

**22%**

of Participants Permanently Hired after Work Experience

Program	FY17 Avg. Hourly Rate	FY18 Avg. Hourly Rate	% Change
Career and Tech	\$12.02	\$13.12	9%
Unemployed Adults	\$13.45	\$13.83	3%
College Students	\$13.73	\$13.54	-1%

## Top Occupations (Unemployed Adults)



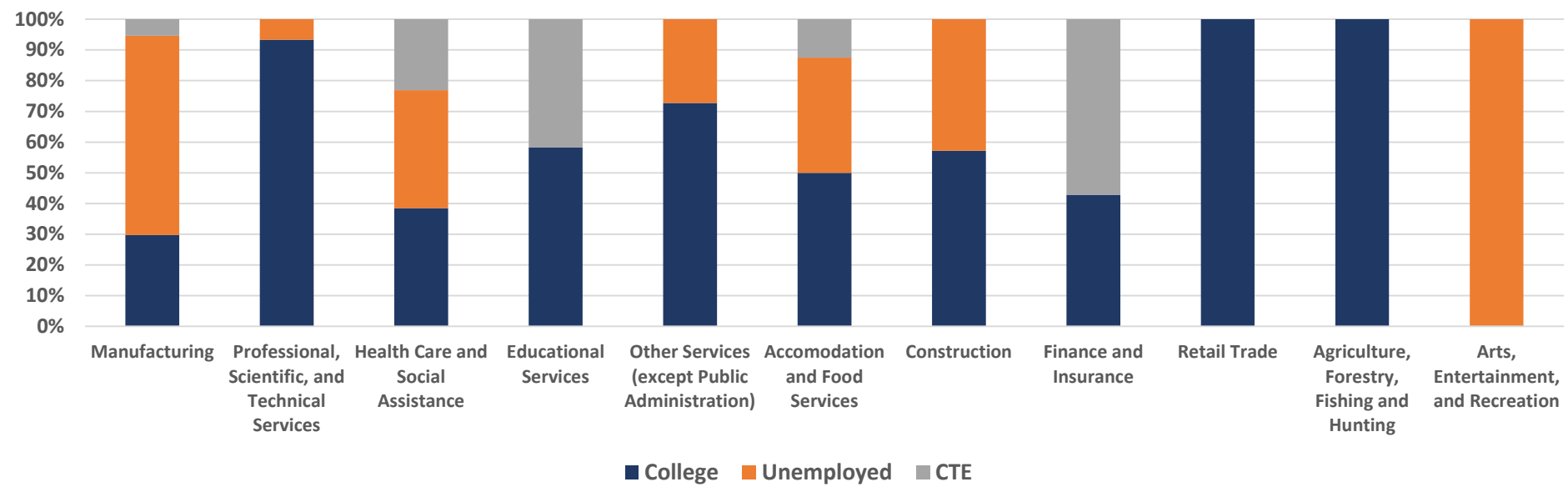
Production Occupations



Office & Administrative Occupations



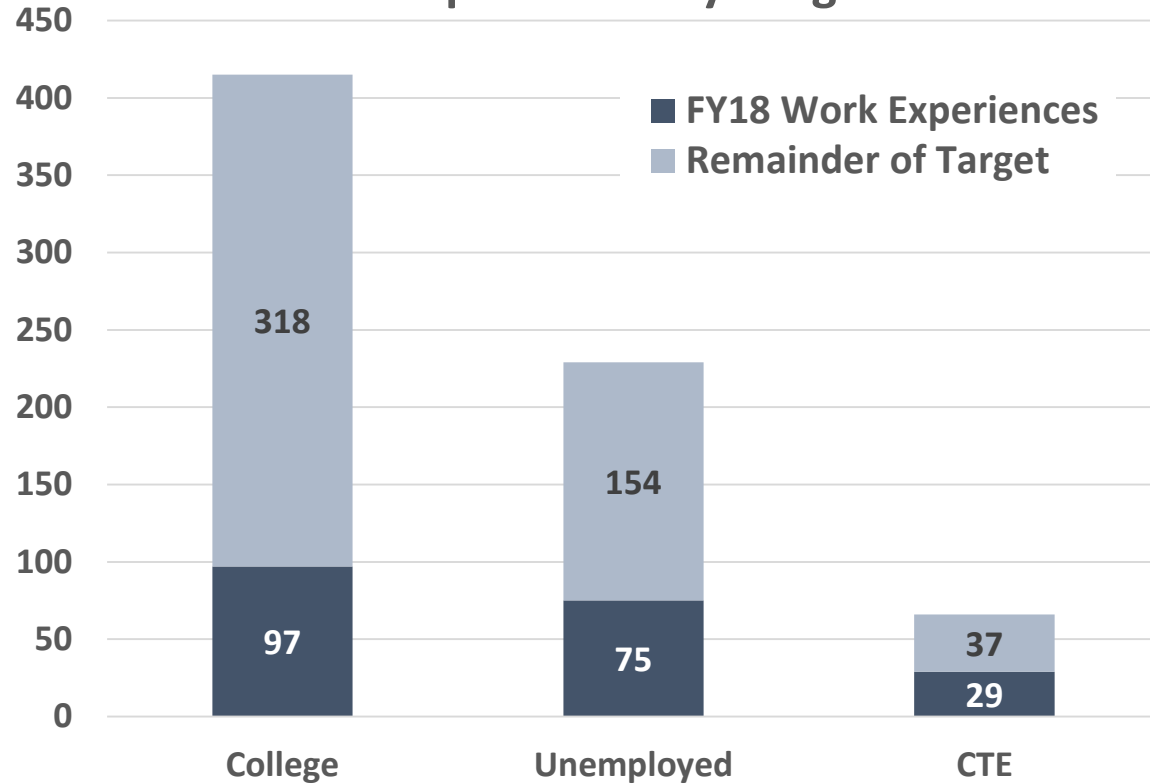
Construction Occupations



\*84% of FY18 and 16% of FY17 Work Immersion Contracts are Open

# Building Career Pathways: Work Immersion

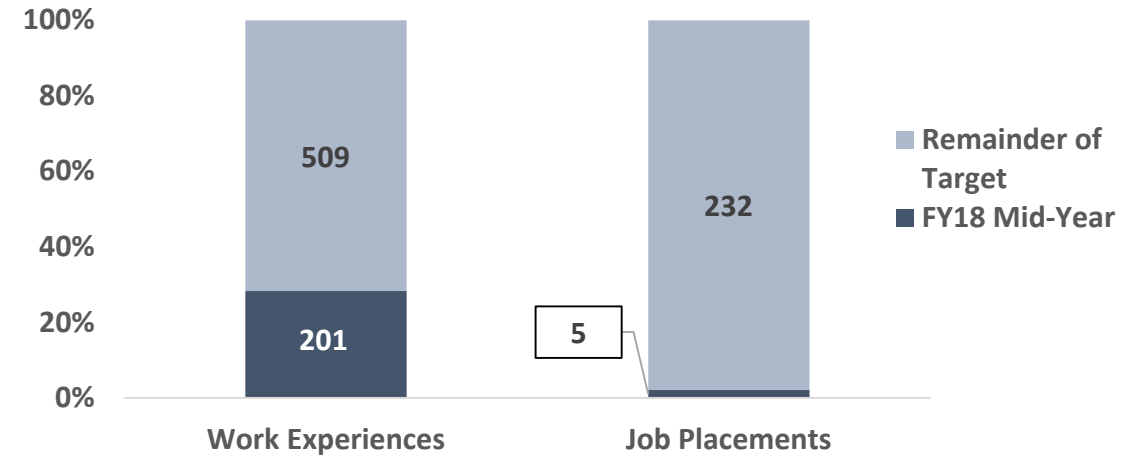
## Work Experiences by Program



**72%** of employers who provided a work experience to an unemployed adult, paid more than \$12.36/hr

\*84% of FY18 and 16% of FY17 Work Immersion Contracts are Open  
 \*\*FY18 Targets based on FY17 Year-End figures

## FY18 Mid-Year Outcomes

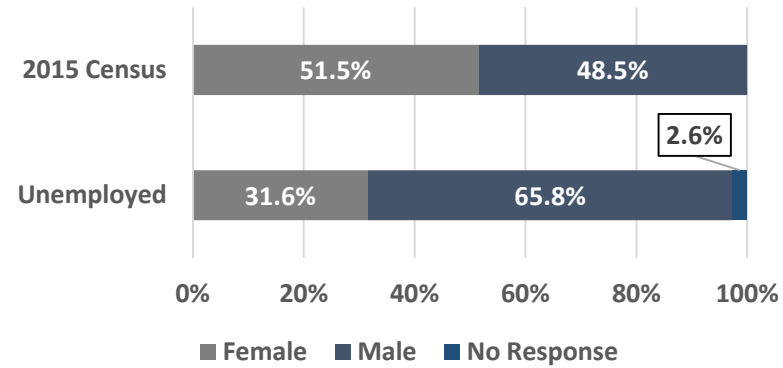


Program	FY17 - Average Amount Contracted	FY18 Mid-Year Average Amount Contracted	% Change
College Student	\$2,431.87	\$2,251.92	-7% ↓
Unemployed Adults	\$2,616.95	\$2,740.15	5% ↑
Career and Tech	\$2,158.59	\$2,385.03	10% ↑

# Career Pathways Investments: Work Immersion Participant Demographics

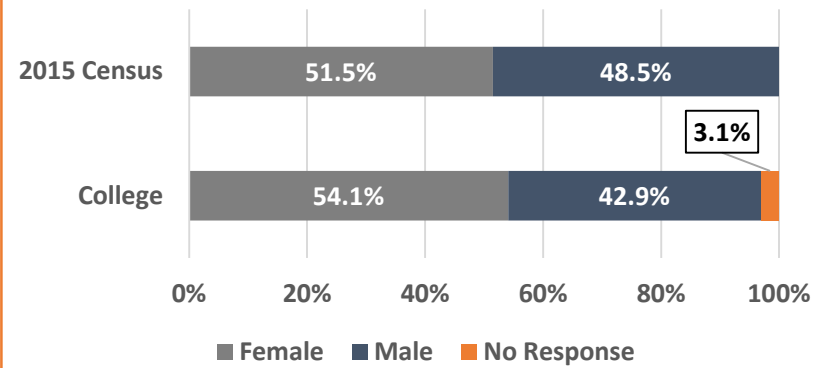
## Unemployed Adults

### Gender



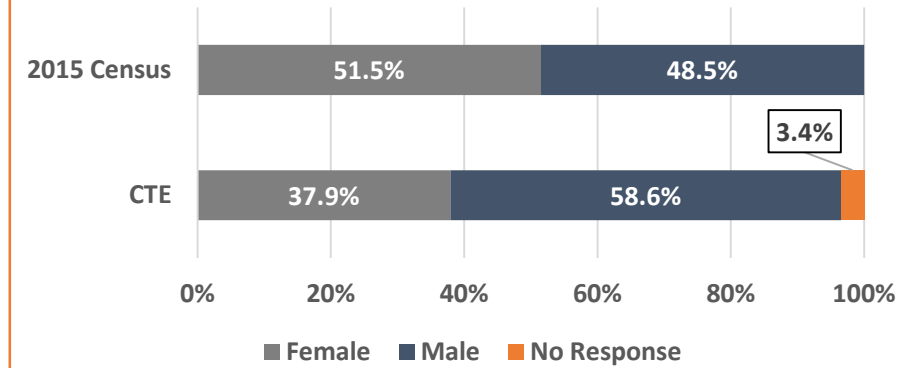
## College Students

### Gender

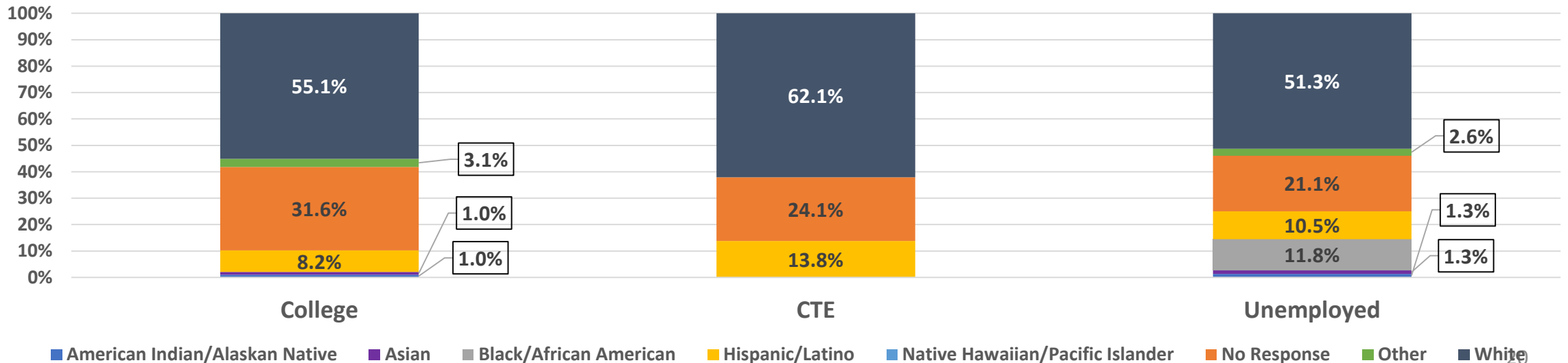


## Career and Tech Students

### Gender



## Ethnicity/Race Distribution of All



# Building Career Pathways: Summer Youth Employment & Youth Centers

**\$2.3M**

Total FY18 Budget

**81%**

of Contracted Funds Spent

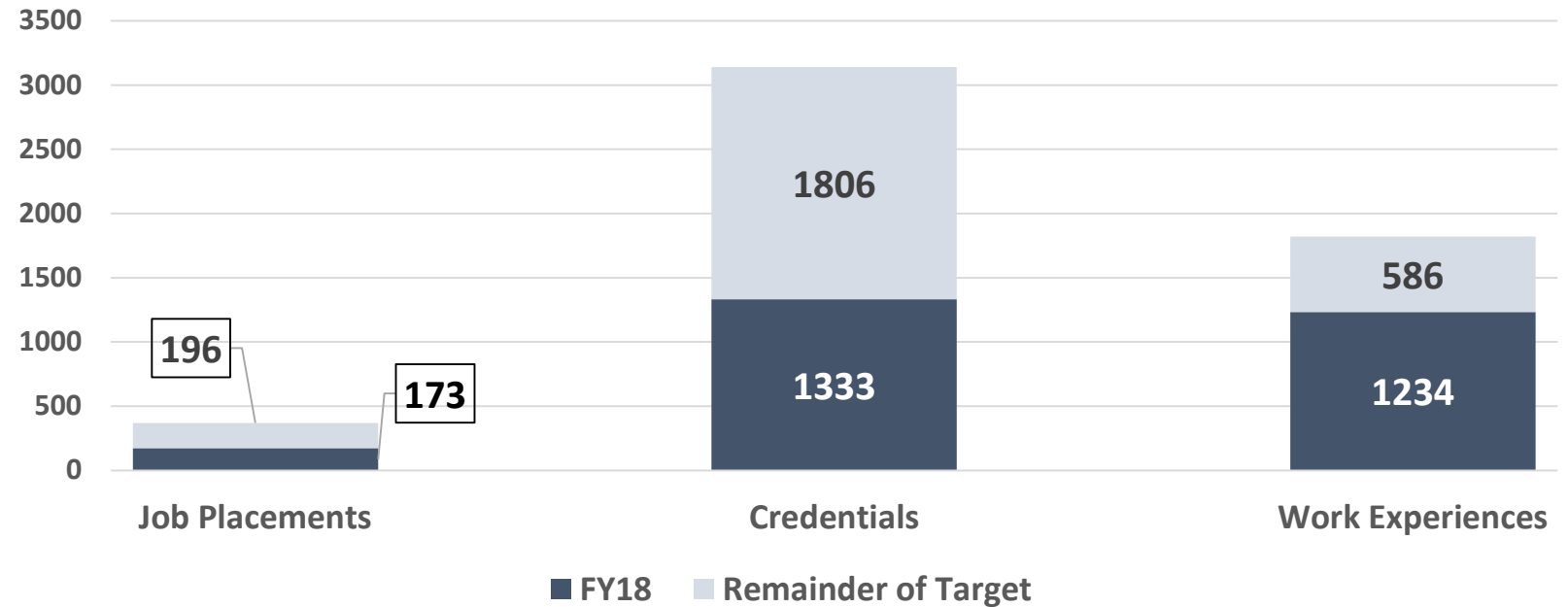
**351**

Employer Partners

**103**

HS Diplomas or GEDs Obtained

## Outcomes



**38**

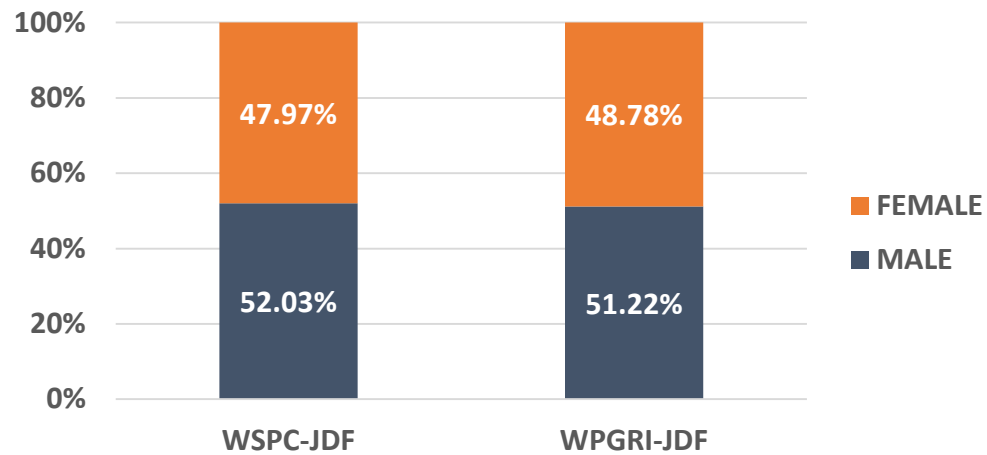
participants reported as enrolled in Post-Secondary Education

**17%**

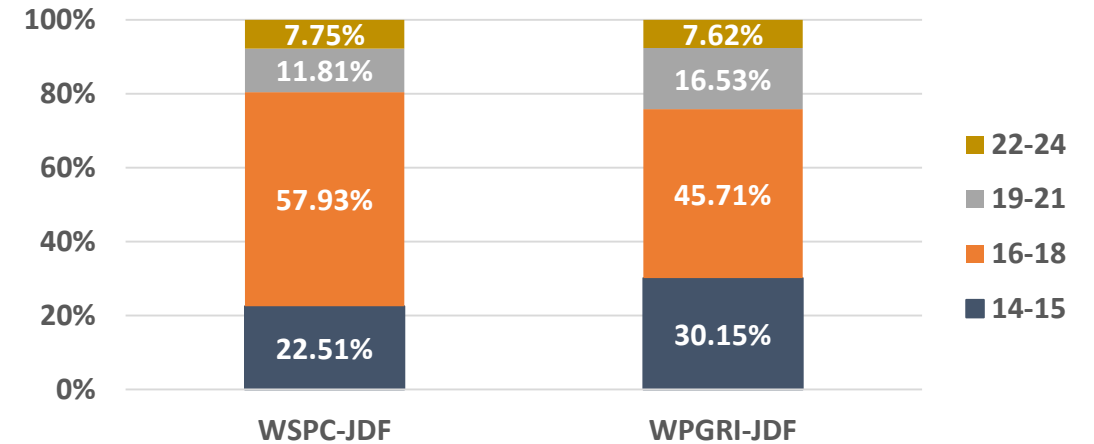
of credentials earned were Industry-Recognized, HS Diplomas, or GEDs

# Career Pathways Investments: Youth Participant Demographics

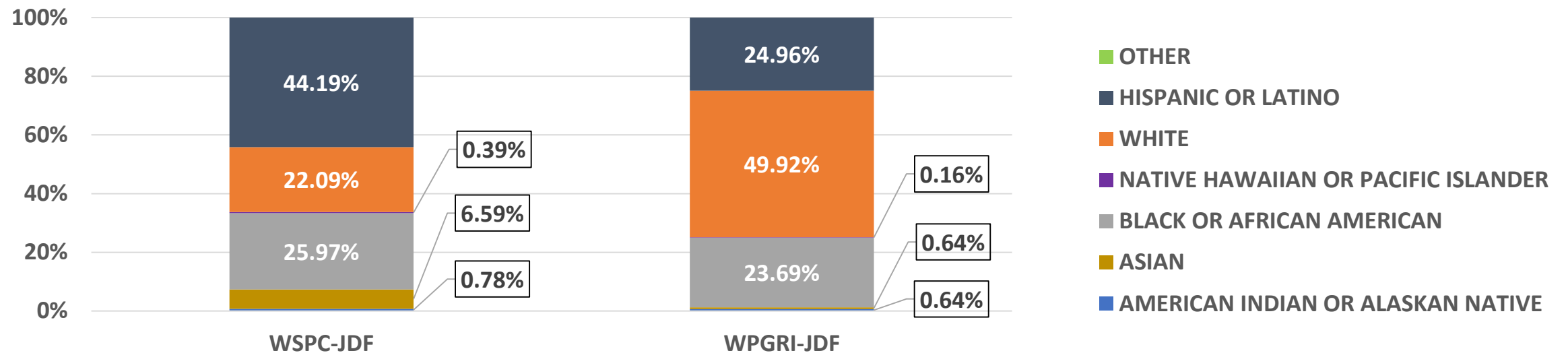
## Gender



## Age



## Race/Ethnicity



\*New Enrollees Only

# Building Career Pathways: Adult Education

\$3.5M

Total FY17 Budget

26%

of Contracted Funds Spent

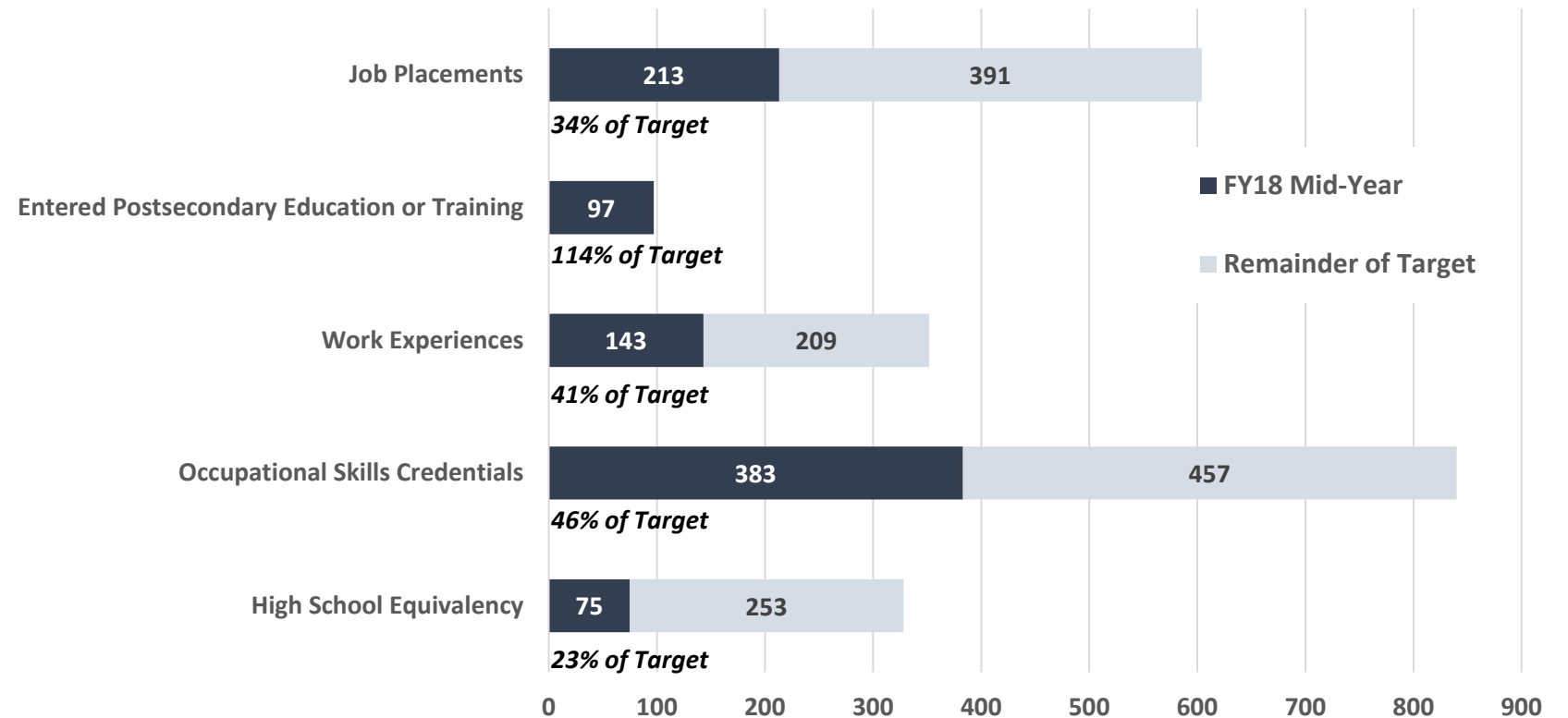
36%

of Enrollees Completed Adult Education Program

34%

of participants who were unemployed at program entry obtained a job

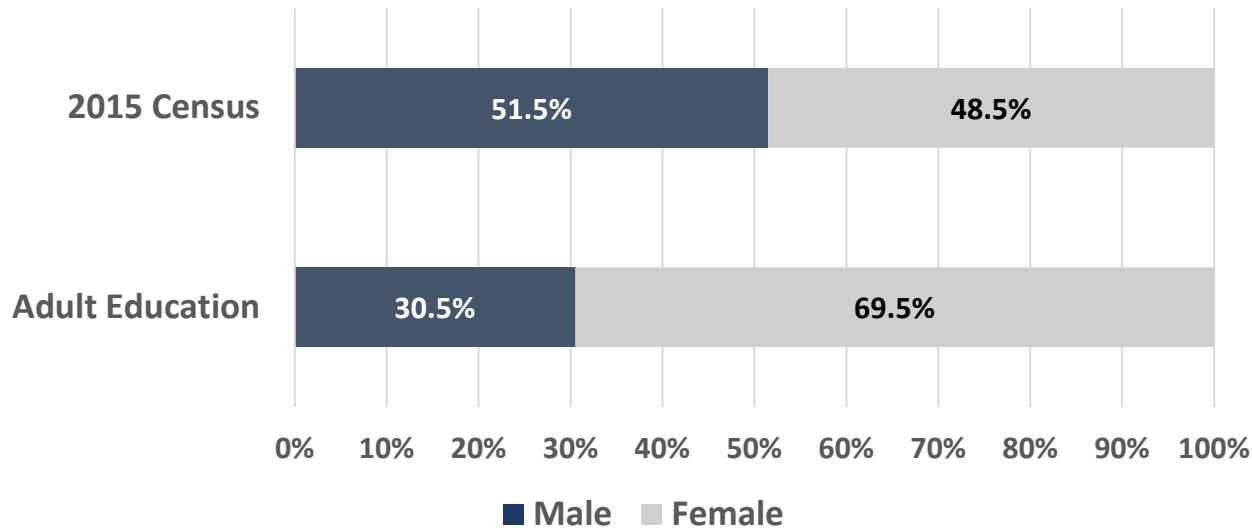
## Outcomes



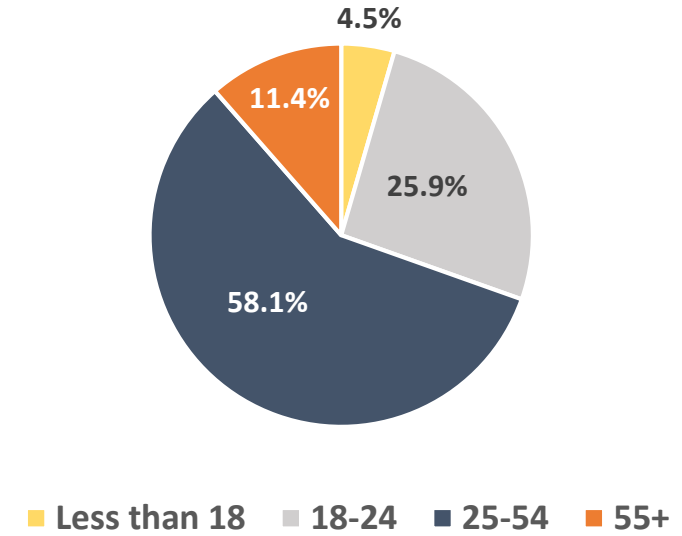
88 NEW employer partners in FY17 (industry data unavailable)

# Career Pathways Investments: Adult Education Participant Demographics

## Gender



## Age of Participants



## Ethnicity/Race Distribution

