

# FY2018 Year-End Financial and Performance Report

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*JDF Funding and Outcomes through June 30, 2018 (unless otherwise noted)*

# FY2018 Year-End Outcomes

## FY18 Outcomes<sup>1</sup>

Performance Indicators	Year-End FY17	Year-End FY18	FY18 Target	% of FY18 Target	% change (based on FY17 Year-End Outcomes)
Job Placements <sup>2</sup>	2,168	3,480	3,778	92%	N/A <sup>6</sup>
Trained <sup>5</sup>	N/A	2,218	N/A	N/A	N/A
Work Experiences <sup>3</sup>	3,201	3,701	4,633	80%	15.6% 
Credentials <sup>4</sup>	5,235	4,149	5,579	74%	-20.7% 

<sup>1</sup> FY 18 Outcomes include values from Real Pathways, Work Immersion, Summer Youth, Adult Education, Real Jobs Rhode Island, Incumbent Worker Training, and Non-Trade Apprenticeships

<sup>2</sup> Job placements outcomes do not include values from Incumbent Worker Training

<sup>3</sup> Work experience outcomes do not include values from Real Jobs Rhode Island or Incumbent Worker Training

<sup>4</sup> Credentials outcomes do not include values from Work Immersion or Real Jobs Rhode Island

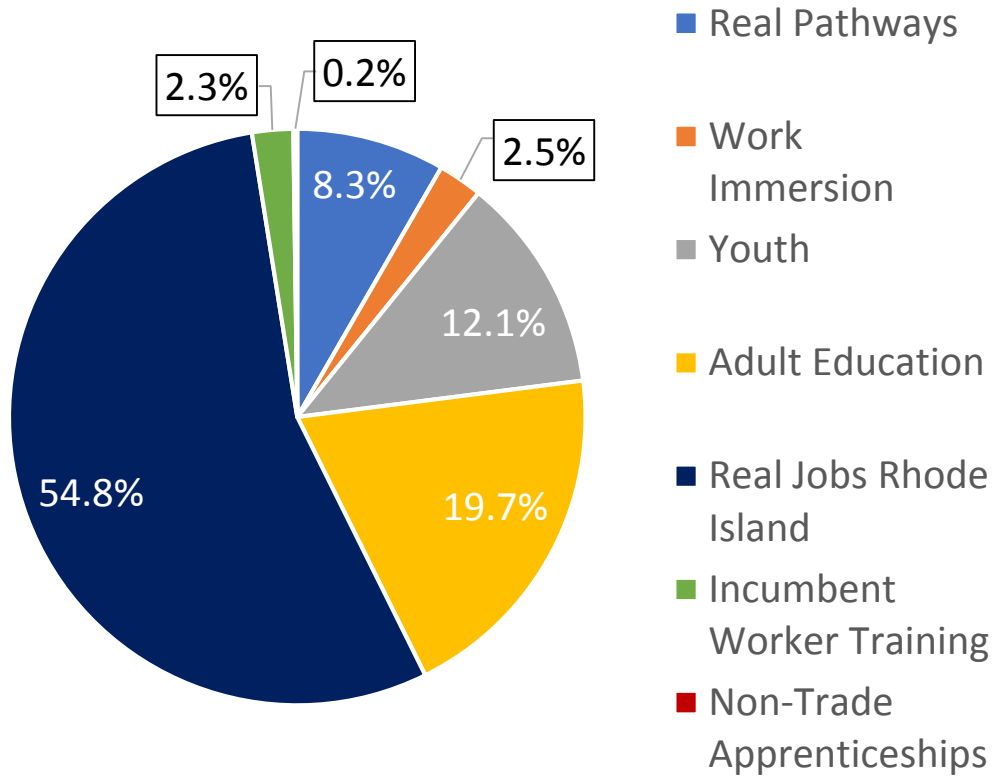
<sup>5</sup> Includes values for Incumbent Worker Training and Real Pathways only

<sup>6</sup> Calculation of percent change n/a due to cumulative figures included in year-end and target numbers

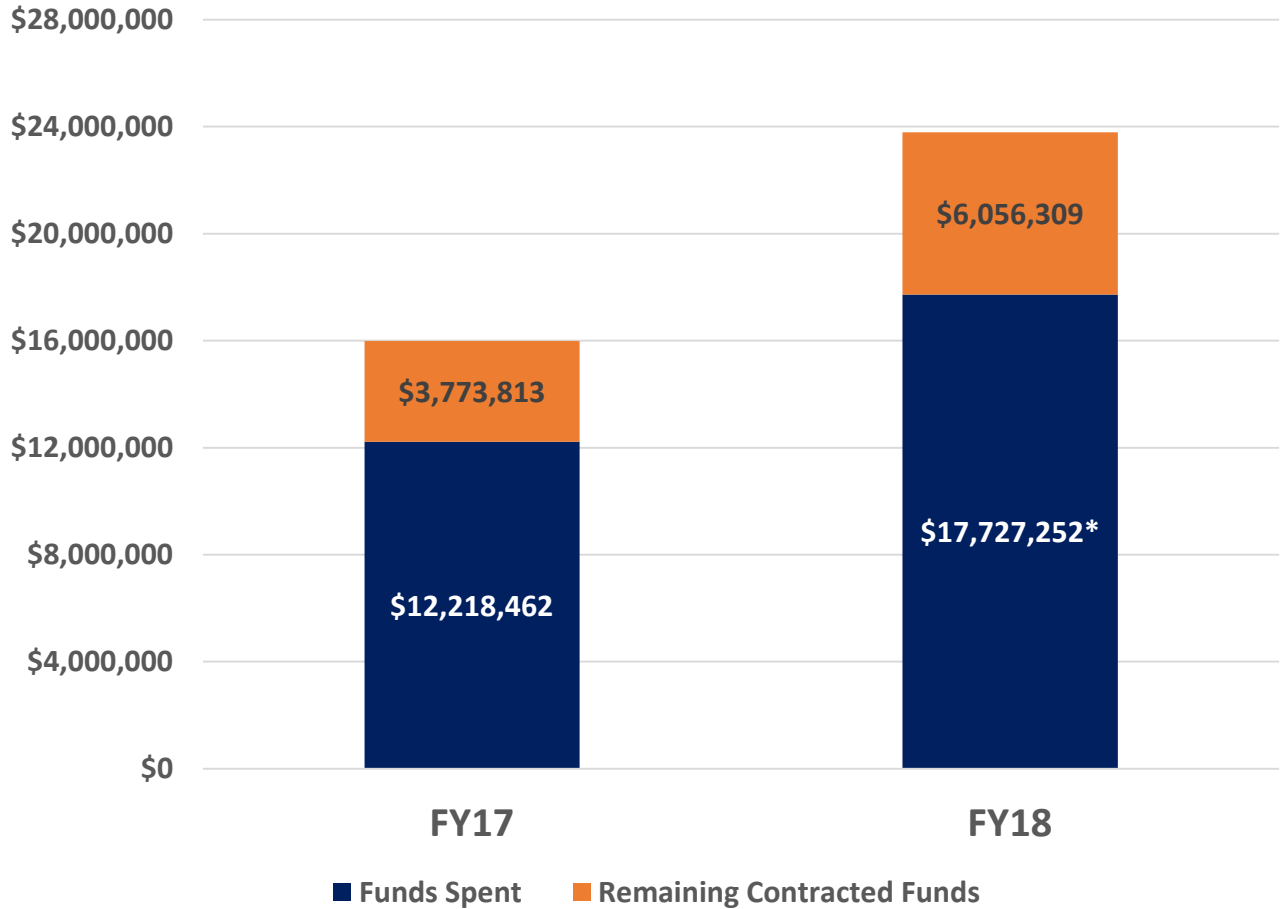
# FY2018 Year-End Expenditures

**\$15.2M**  
Total FY18 JDF Program Budget

**FY18 Funds Spent by Program**



**Amount of Contracted Funds Spent**



\*Note that FY18 expenditures/contracts includes up to \$11m of federal funds, \$500k of general revenue state funds and \$132,806 of JP Morgan Chase

# 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

## DEMAND-DRIVEN GOALS

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

## DEMAND DRIVEN PROGRAMS

**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<sup>3</sup>

## FY18 Outcomes

Performance Indicators	Year-End FY17	Year-End FY18	FY18 Target <sup>2</sup>	% of FY18 Target	% Change (Based on FY17 Year-End Outcomes)
Job Placements	791	2,200	2,040	108%	N/A <sup>6</sup>
Average Wage <sup>4</sup>	\$31,491	\$32,947	\$32,785	100%	5% 
Trained <sup>5</sup>	1,787	1,584	2,350	67%	-11% 
Credentials <sup>1</sup>	459	178	338	53%	-61% 

<sup>1</sup> Credentials outcomes do not include RJRI participants

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

<sup>3</sup> Figures represent outcomes from Real Jobs Rhode Island, Incumbent Worker Training, and Non-Trade Apprenticeships

<sup>4</sup> Average wage outcomes only include RJRI participants self-reported wages after completion of the program

<sup>5</sup> Includes values for Incumbent Worker Training only

<sup>6</sup> Calculation of percent change n/a due to cumulative figures included in year-end and target numbers

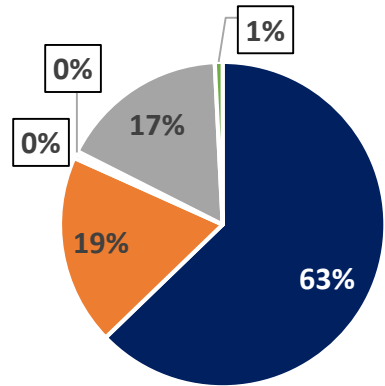
# Demand-Driven Investments: Real Jobs Rhode Island

\$5.73M JDF

88% of New Hires Employed Upon Completion of Training

\$32,947 Average Wage at Placement Upon Completion of Training

Real Jobs FY18 Budget \$12m  
ALL Funds Leveraged



- JDF
- Sector Partnership NEG
- WIOA State set-aside
- WIA Incentive
- America's Promise
- Apprenticeship Accelerator

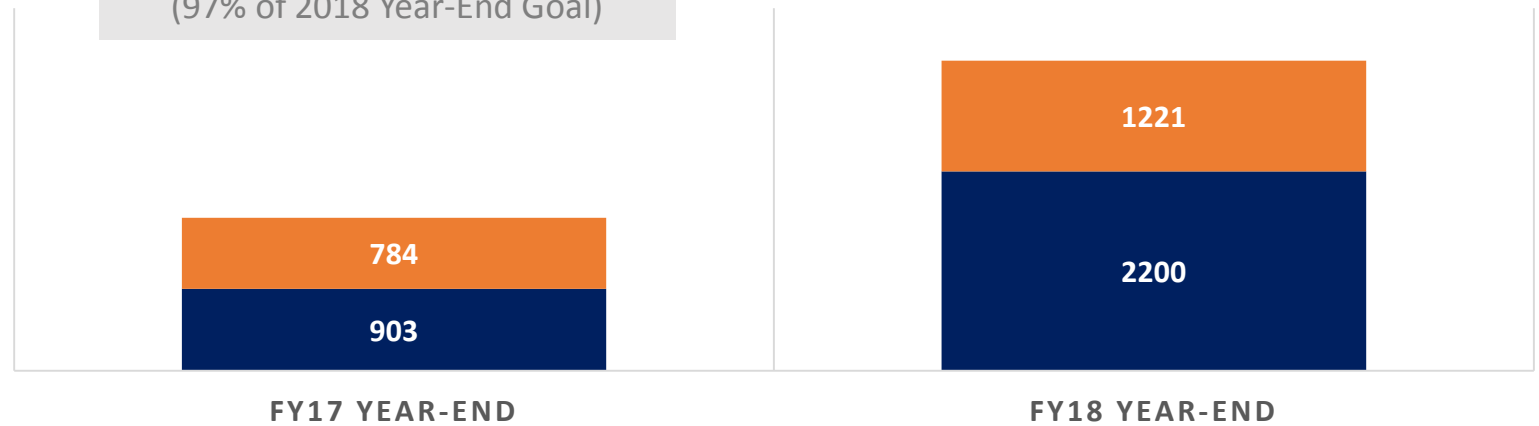
## Incumbent Workers & Job Seekers

3421

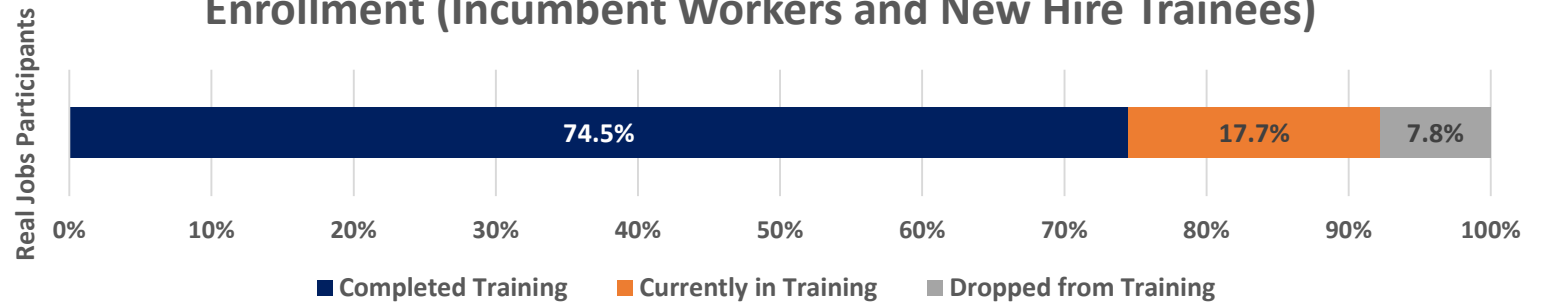
Total Participants Served<sup>2</sup>  
(97% of 2018 Year-End Goal)

### PARTICIPANTS SERVED (CUMULATIVE)

■ New Hires Placed ■ Incumbent Workers Upskilled



### Enrollment (Incumbent Workers and New Hire Trainees)



# Demand-Driven Investments: Real Jobs Rhode Island

## Real Jobs Rhode Island Industry Sector Partnerships

### Agriculture

- Investing and Strengthening Workforce Development in Green Collar Jobs

### Aquaculture

- Aquaculture Training Partnership

### Bioscience

- Biomedical Equipment and Data Scientist Apprenticeship Program
- Medtech Innovation Engine
- Process Technologists of the future

### Commercial Fishing

- Commercial Fisheries Apprenticeship Program

### Construction

- Building Futures
- Residential Construction Workforce Partnership
- RI Urban Apprenticeship Program
- RJRI Construction Trades Skill-Up

### Defense

- Pipeline to Manufacturing Careers in Ship Building
- RI Defense and Cybersecurity Partnership

### Design

- Design Forward

### Energy

- Implementing RI Wind Energy Technology Career Pathway System
- RI Solar PV Industry Partnership

### Finance & Insurance

- RI Financial Skills Initiative

### Healthcare

- Healthy Jobs RI
- PVD HealthWorks
- Workforce STAT Partnership

### Hospitality

- RI Hospitality Training Academy

### Information Technology

- IT Real Jobs Partnership
- TechHire RI

### Manufacturing

- Leadership Development Partnership of RI
- Phoenix Partnership
- RI Manufacturing Growth Collaborative

### Marine Trades

- Marine and Composites Real Jobs Partnership

### Regional

- ManUp2Career
- Real Jobs Partnership of Northern RI
- Westerly Regional Real Jobs Partnership
- The HirePath

### Social Enterprise

- Social Enterprise Partnership

### Transportation

- Teamsters Local 251 Driver Training

## Employer Partners

32 Sector Partnerships

16 Industry Sectors

485 Employers Served

## Youth Activities

144

High School Students  
Completed Career  
Exploration

45

College Internships  
Completed

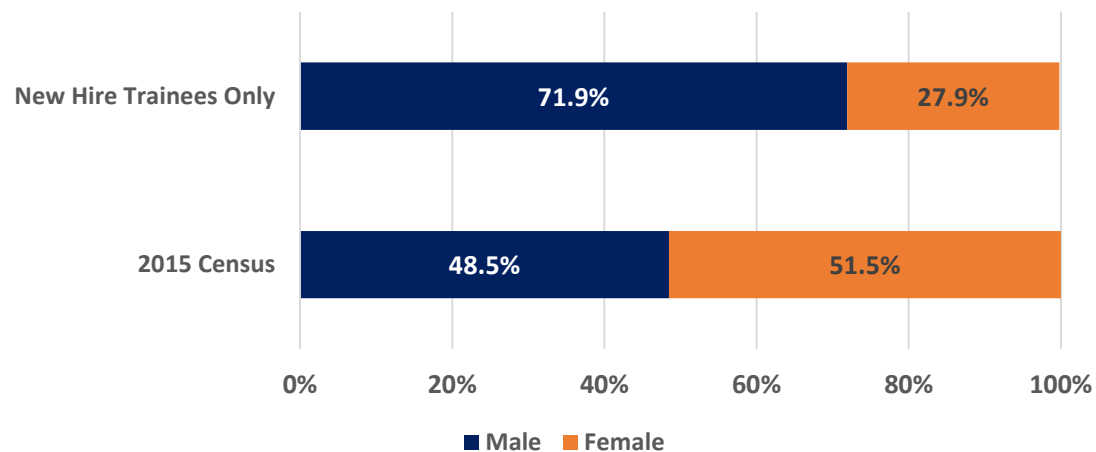
10

New Career & Technical HS  
Programs

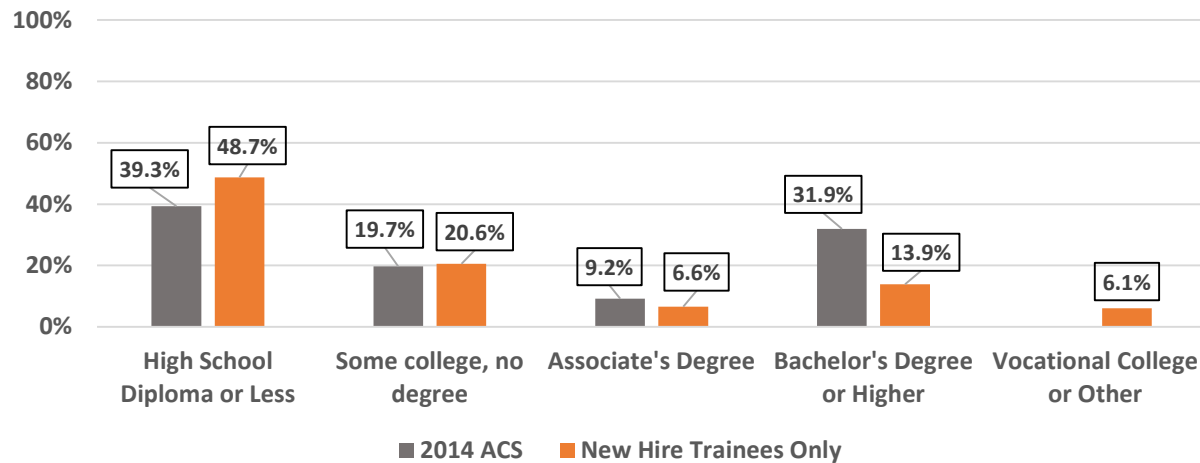


# Demand-Driven Investments: RJRI Participant Demographics

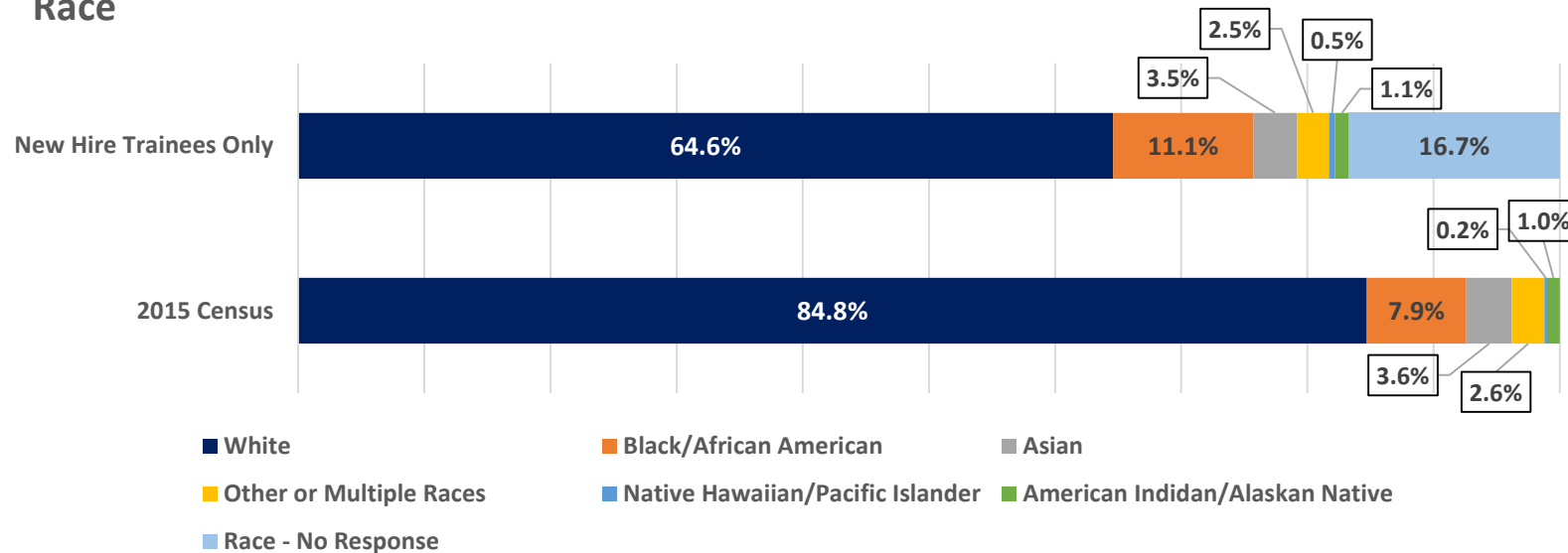
## Gender



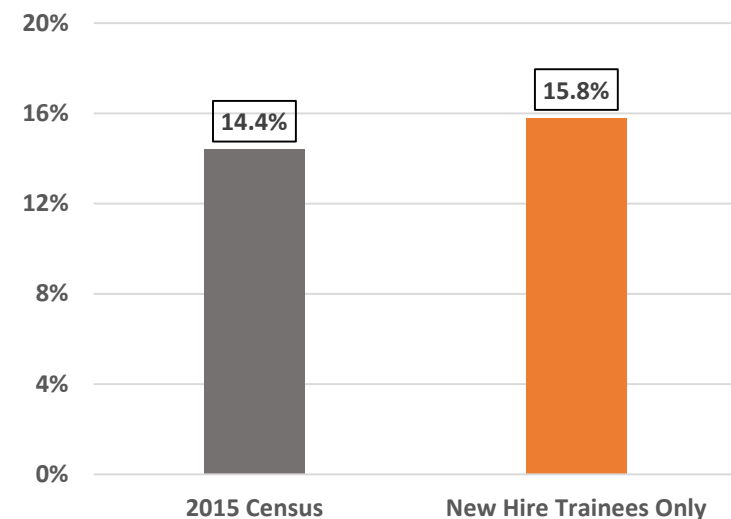
## Education Level



## Race



## Ethnic Hispanic or Latino

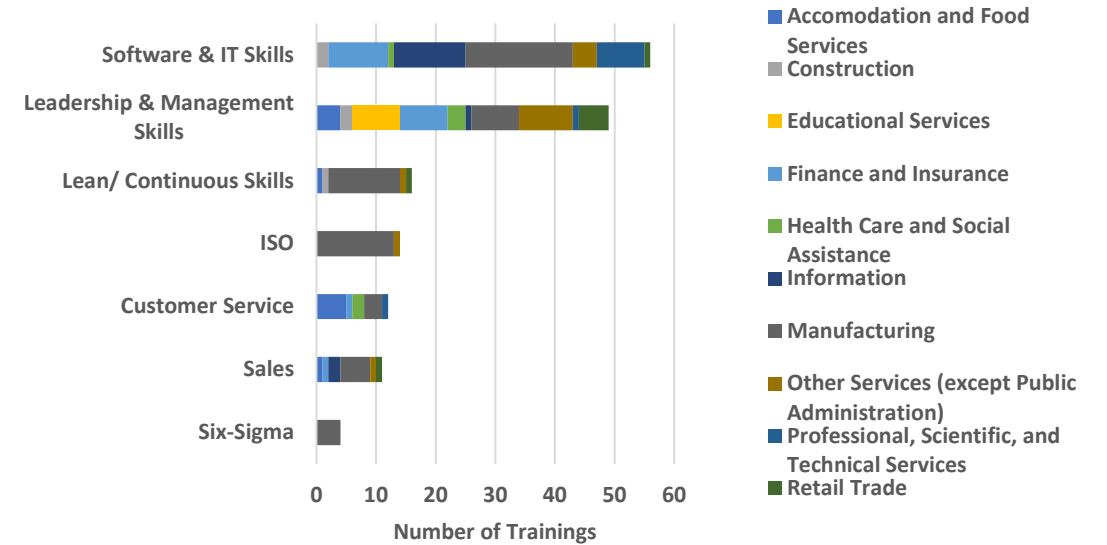


# Demand-Driven Investments: Incumbent Worker Training

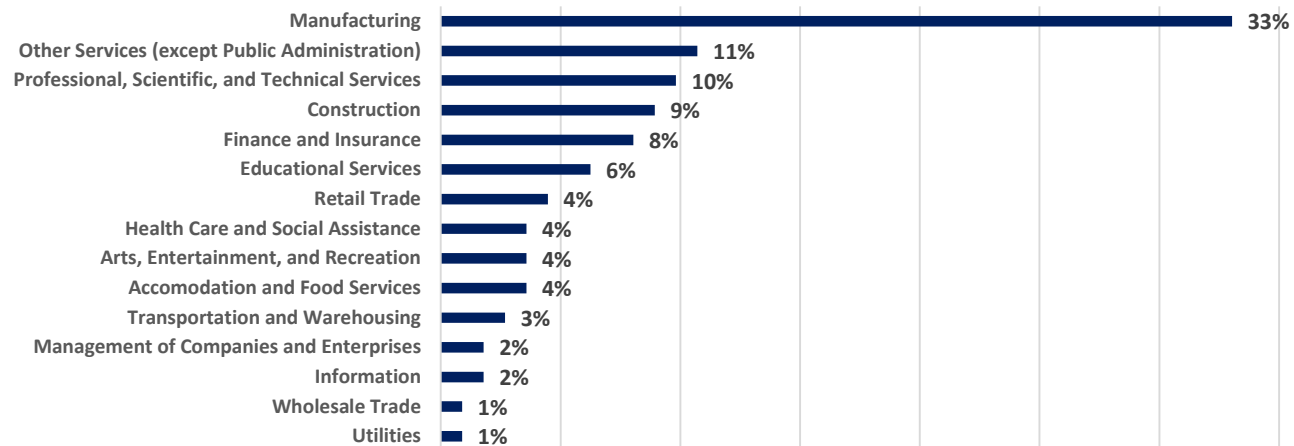
Key Stats	FY2017 (Year-End)	FY2018 (Year-End)	% Change
# of Participants who Completed Training	2557	1584	-38% ↓
Budget <sup>1</sup>	\$1.7M	\$1.6M	-6% ↓
Funds Contracted	94%	78%	-22% ↓
Grants Awarded	165	127	-23% ↓
Employers Served	138	121	-12% ↓
Avg. # of Training per Grant	2.63	2.86	9% ↑

<sup>1</sup>Represents the initial fiscal year allocation

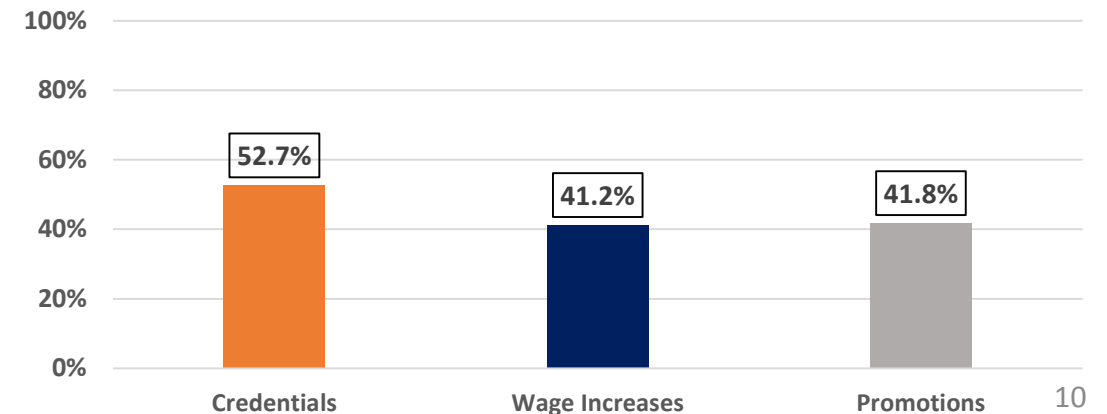
## Type of Training Funded by Industry



## Incumbent Worker Grantees by Industry

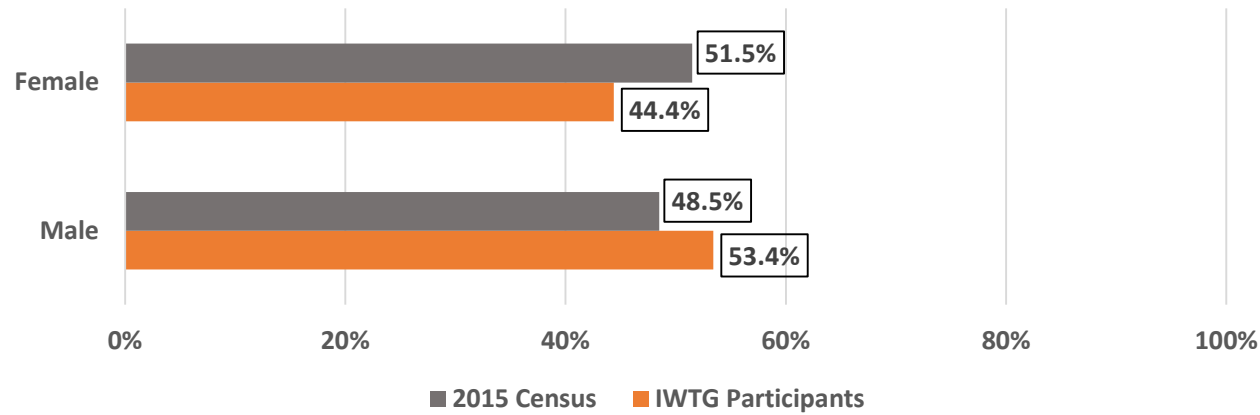


## Training Outcomes (as % of closed contract targets)

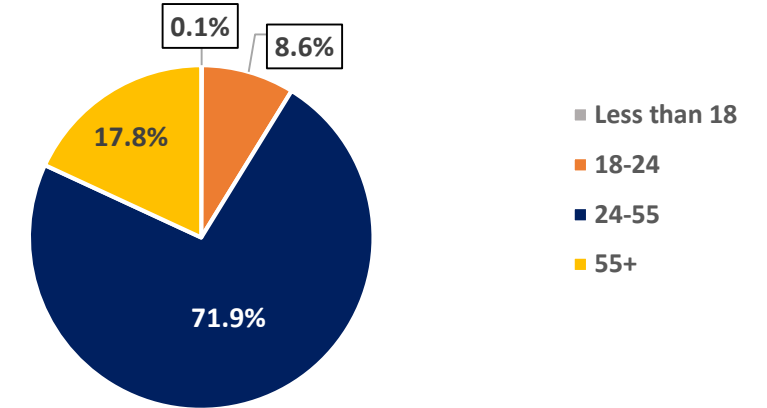


# Demand-Driven Investments: IWTC Participant Demographics

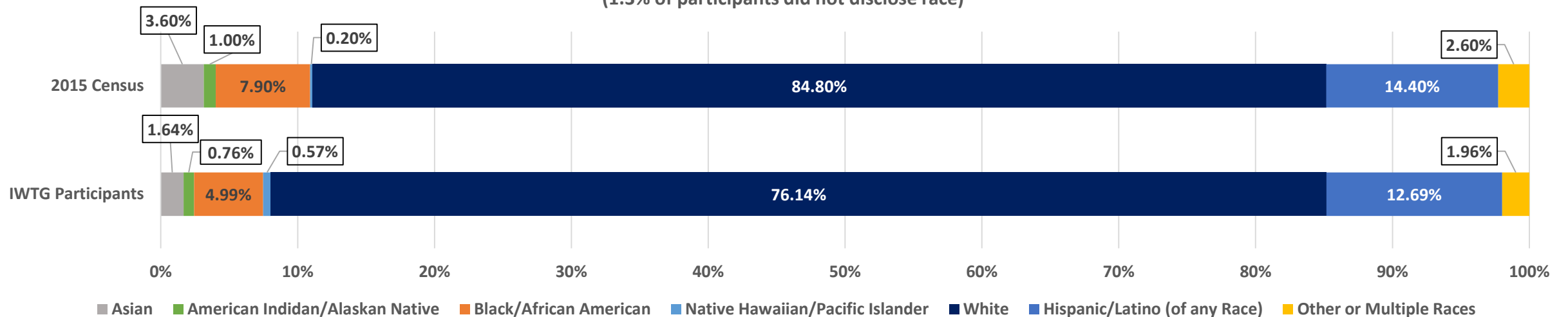
**Gender Distribution of Participants**  
(2.2% of participants did not disclose gender)



**Age Distribution of Participants**  
(1.6% of participants did not disclose age)



**Race/Ethnicity Distribution of Participants**  
(1.3% of participants did not disclose race)










# Demand-Driven Investments: Non-Trade Apprenticeships

## Development Grants

### 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
-  **4**  
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

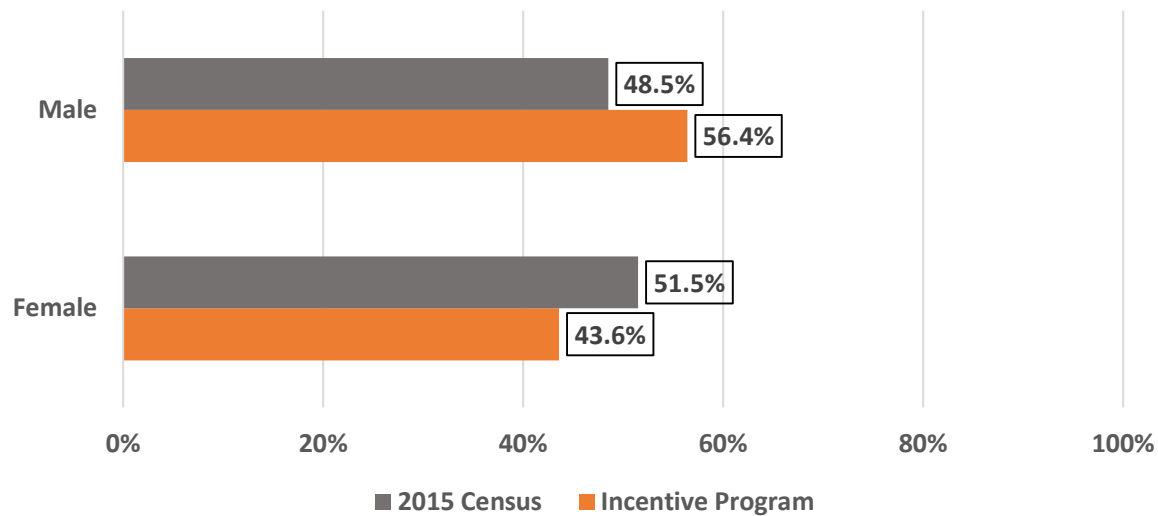
### Fiscal Year 2018 - Incentive Program

 **39** Apprentices       **\$39,000** Total Awarded

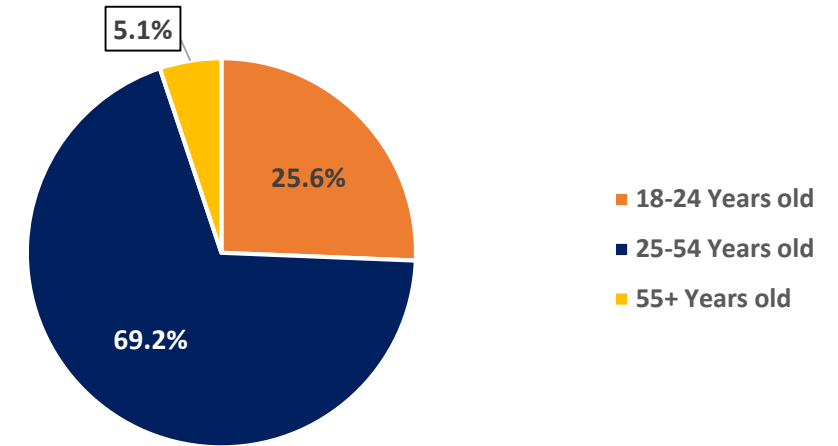
-  **Healthcare**
  - 4 Pharmacy Technician
  - 9 In-Patient or Licensed Practical Nurse
  - 2 Peer Navigator
-  **Medical Technology**
  - 3 Data Scientist
  - 1 Biomedical Equipment Technician
-  **Public Safety**
  - 5 Police Detective
-  **Manufacturing**
  - 5 Composite Tool and Pattern Maker
  - 5 Electronics Technician
-  **Agriculture**
  - 5 Professional Land Care Specialist

# Demand-Driven Investments: Non-Trade Participant Demographics

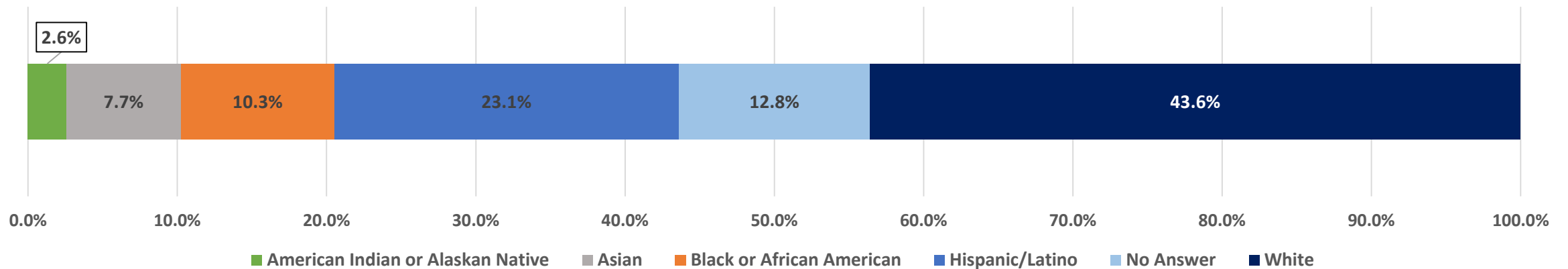
### Incentive Program Participants by Gender



### Incentive Program Participants by Age



### Incentive Program Participants by Race/Ethnicity



\*Information as of 7-26-18

# 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

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

## CAREER PATHWAYS PROGRAMS

### Summer Youth Employment & Youth Centers

Career Exploration  
Work Readiness Training  
Summer Work Experiences

### Adult Education and Employment

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

# Building Career Pathways: Stat Summary<sup>2</sup>

## FY18 Outcomes

Performance Indicators	Year-End FY17	Year-End FY18	FY18 Target	% of FY18 target	% change (based on FY17 Year-End Outcomes)
Job Placements	1,377	1,280	1,738	74%	-7.0% 
Average Wage <sup>3</sup>	N/A	\$23,978	N/A	N/A	N/A
Trained	N/A	634	N/A	N/A	N/A
Work Experiences	3,201	3,701	4,633	80%	15.6% 
Credentials <sup>1</sup>	4,776	3,971	5,241	76%	-16.9% 

<sup>1</sup> Credentials were not tracked for WI participants in FY2018

<sup>2</sup> Figures represent outcomes from Real Pathways, Work Immersion, Youth, and Adult Education

<sup>3</sup> Average Wage outcomes only includes Real Pathways Participants



# Building Career Pathways: Real Pathways Partnerships

**\$2.9M**

Total FY18 Budget

**76%**

of Contracted Funds Spent

**14**

Partnerships

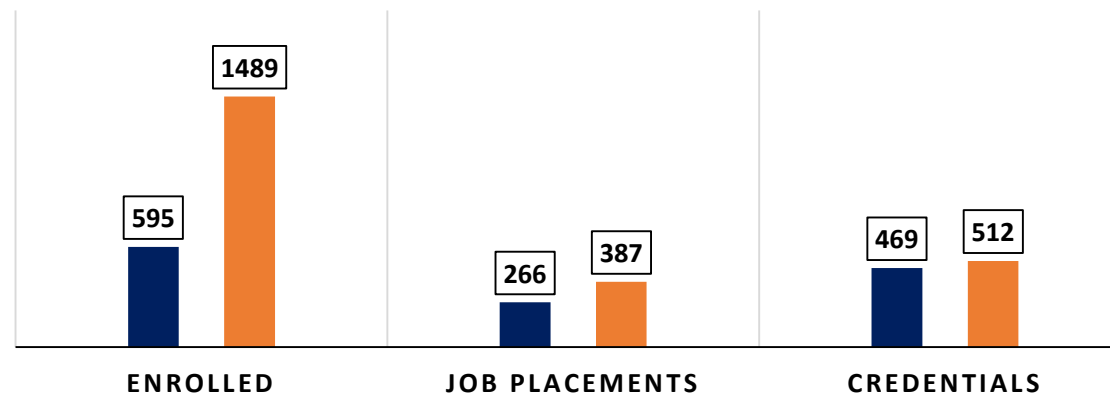
## Target Populations

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

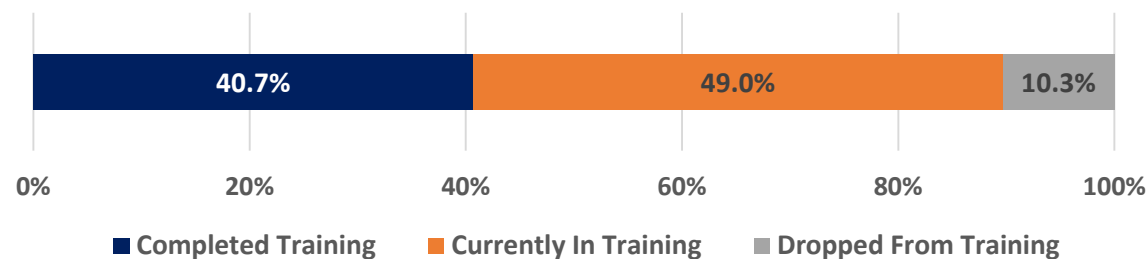
## WIG FY17 v. Real Pathways FY18

### WIG V. REAL PATHWAYS

■ WIG FY17 Year-End ■ Real Pathways FY18 Year-End



### Enrollment Outputs of Real Pathways Participants



## FY18 Outcomes

**729**

Participants Currently  
in Training

**\$23,978**

Average Wage at  
Placement

**387**

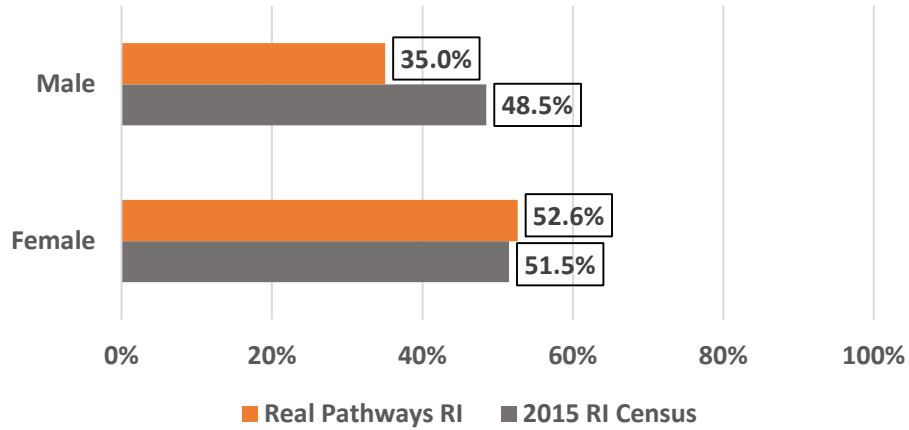
Participants Obtained  
Employment

**512**

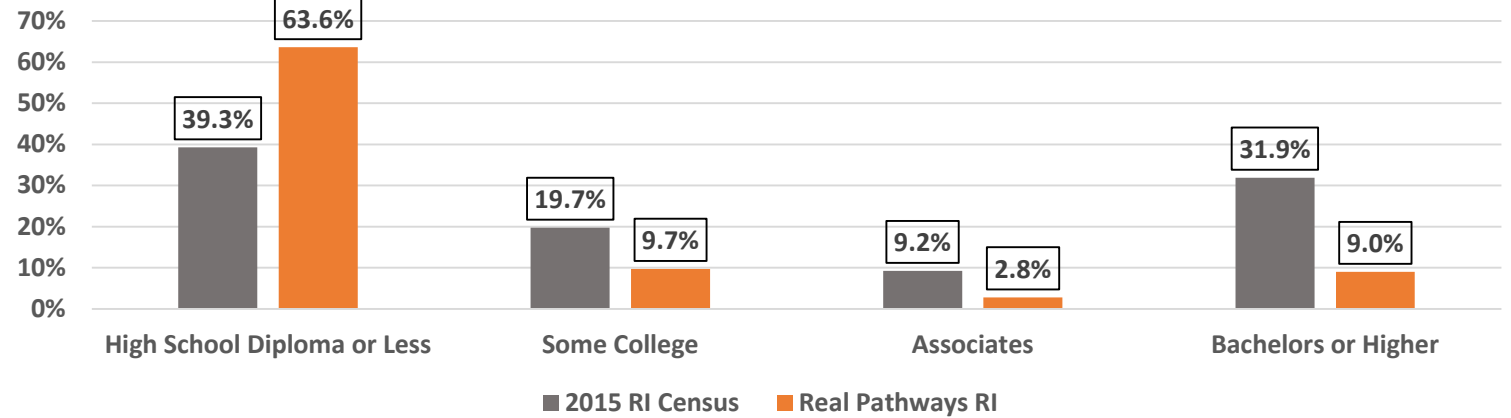
Participants Received  
Credentials

# Building Career Pathways: Real Pathways Partnerships Demographics

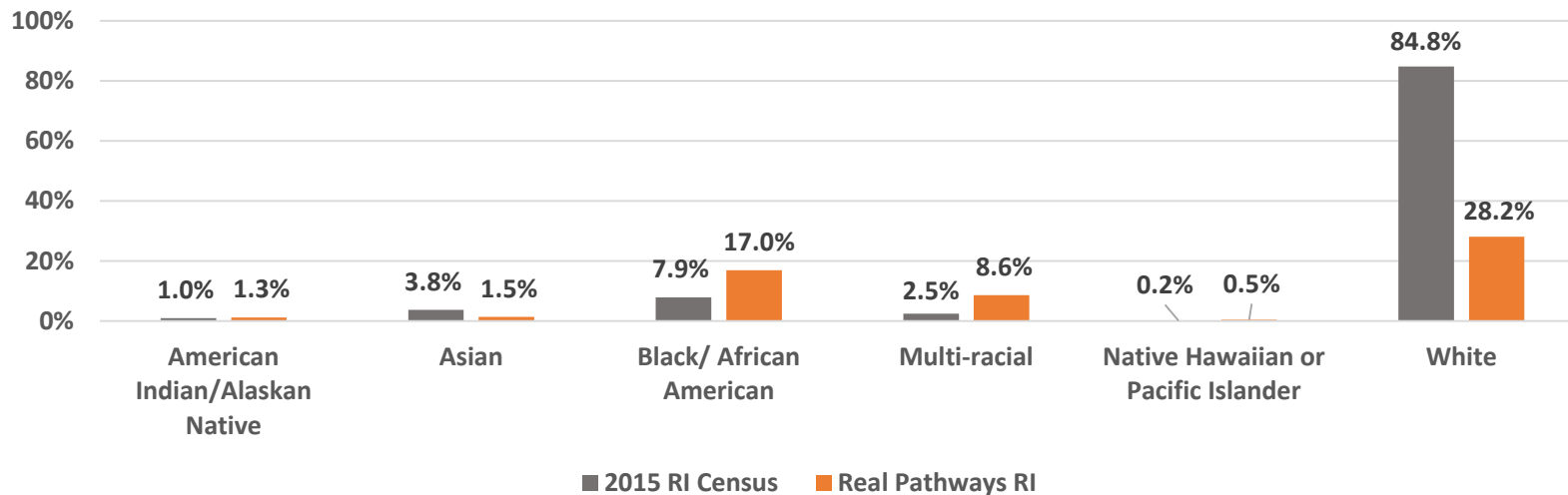
**Gender Distribution of Participants**  
(12.3% of participants did not disclose gender)



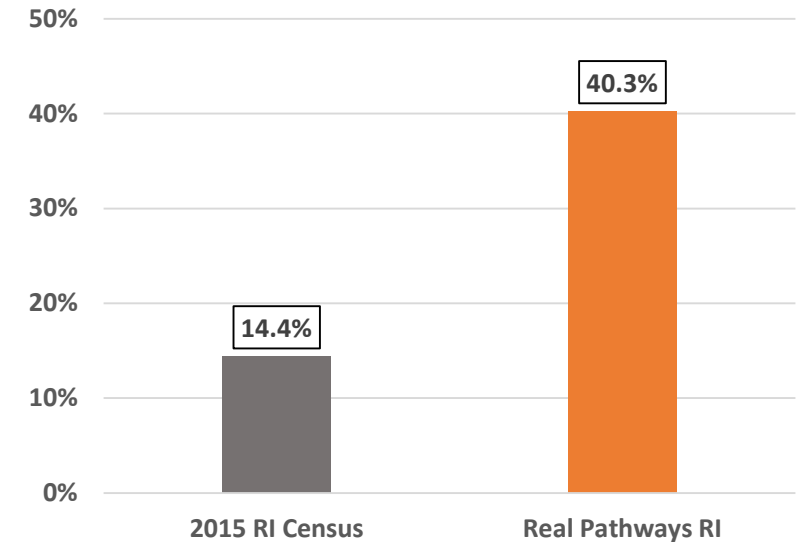
**Education Level of Participants**  
(14.9% of participants did not disclose education level)



**Race Distribution of Participants**  
(43% of participants did not disclose race)



**Ethnic Hispanic or Latino**



# Building Career Pathways: Work Immersion

**\$834,684**

Total FY18 Budget

**52%**

of Contracted Funds Spent

**187**

Unique Employers Served

**18.1%**

Of Participants are permanently hired

Program	FY17 Avg. Hourly Rate	FY18 Avg. Hourly Rate	% Change
Career and Tech	\$11.89	\$12.35	3.9% ↑
Unemployed Adults	\$13.48	\$14.35	6.5% ↑
College Students	\$13.70	\$13.62	-0.6% ↓

## Top Occupations (Unemployed Adults)



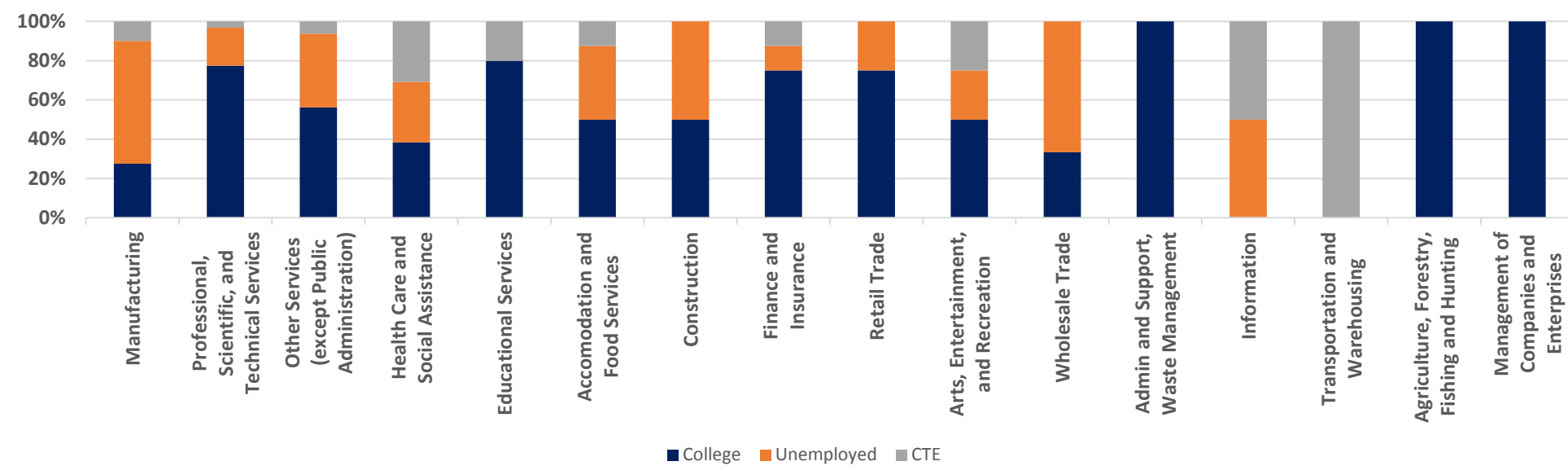
**Production Occupations**



**Construction Occupations**



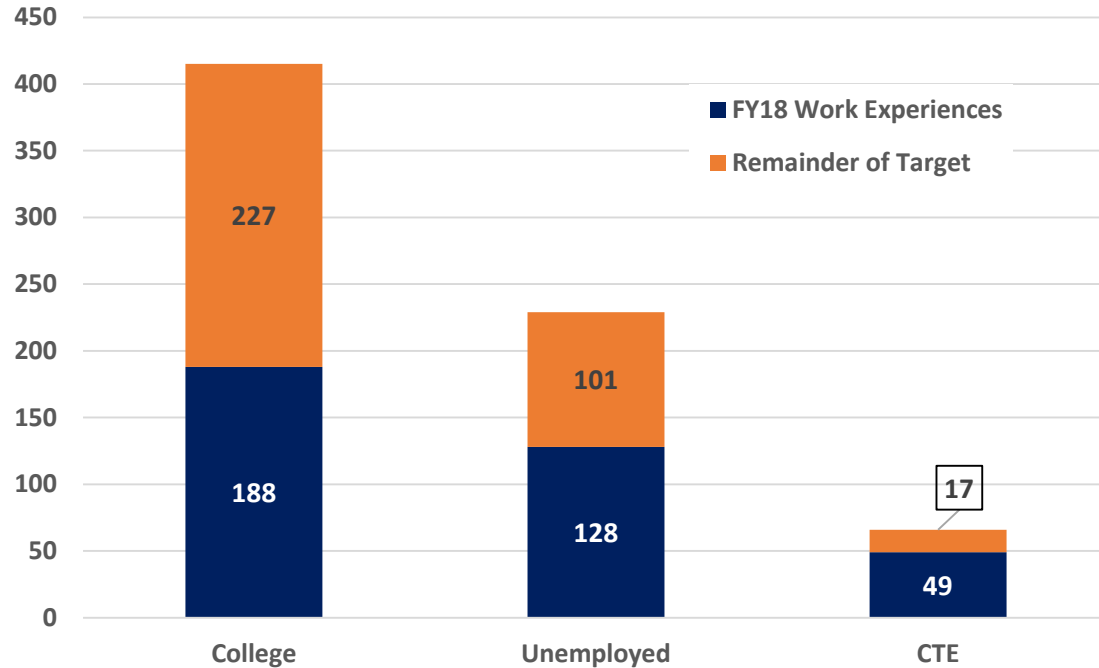
**Installation, Maintenance, and Repair Occupations**



\*42% of FY18 and 15% of FY17 Work Immersion Contracts are Open

# Building Career Pathways: Work Immersion

## Work Experiences by Program

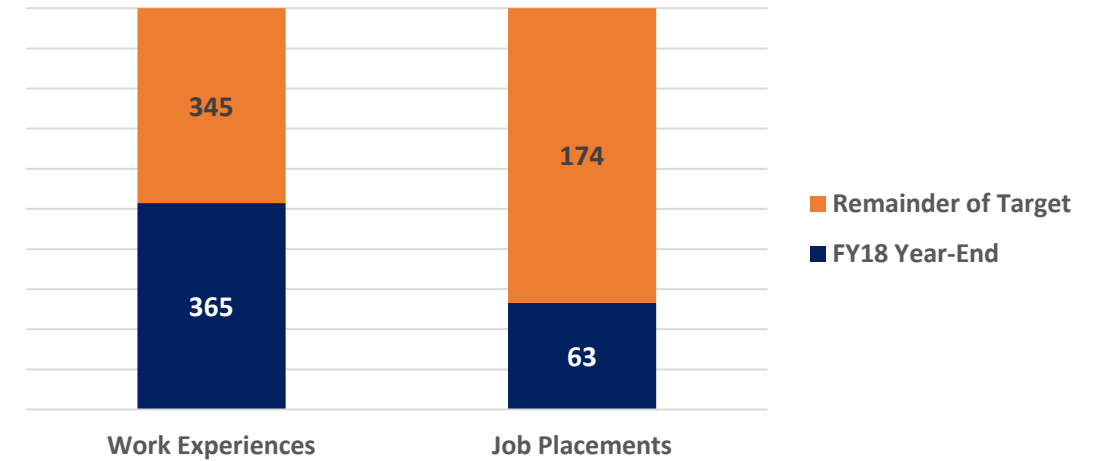


**68%** of employers who provided a work experience to an unemployed adult, paid more than \$12.36/hr

\*36% of FY18 and 15% of FY17 Work Immersion Contracts are Open

\*\*FY18 Targets based on FY17 Year-End figures

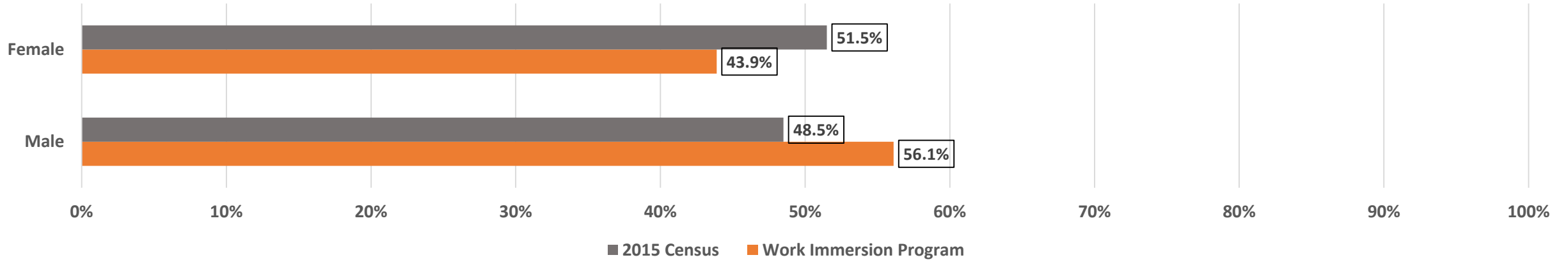
## FY18 Year-End Outcomes



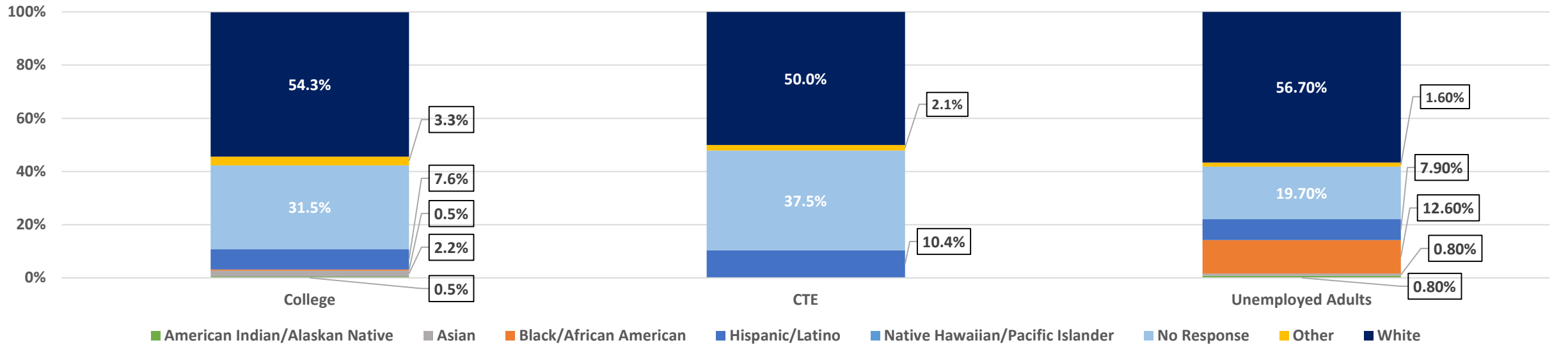
Program	FY17 - Average Amount Contracted	FY18 - Average Amount Contracted	% Change
College Student	\$2,431.87	\$2,224.46	-8.5% ↓
Unemployed Adults	\$2,616.95	\$2,557.41	-2.3% ↓
Career and Tech	\$2,158.59	\$2,113.29	-2.1% ↓

# Career Pathways Investments: Work Immersion Participant Demographics

## Gender Distribution of Work Immersion Participants



## Ethnicity/Race Distribution of Work Immersion Participants



# Building Career Pathways: Summer Youth Employment & Youth Centers

**\$2.3M**

Total FY18 Budget

**95%**

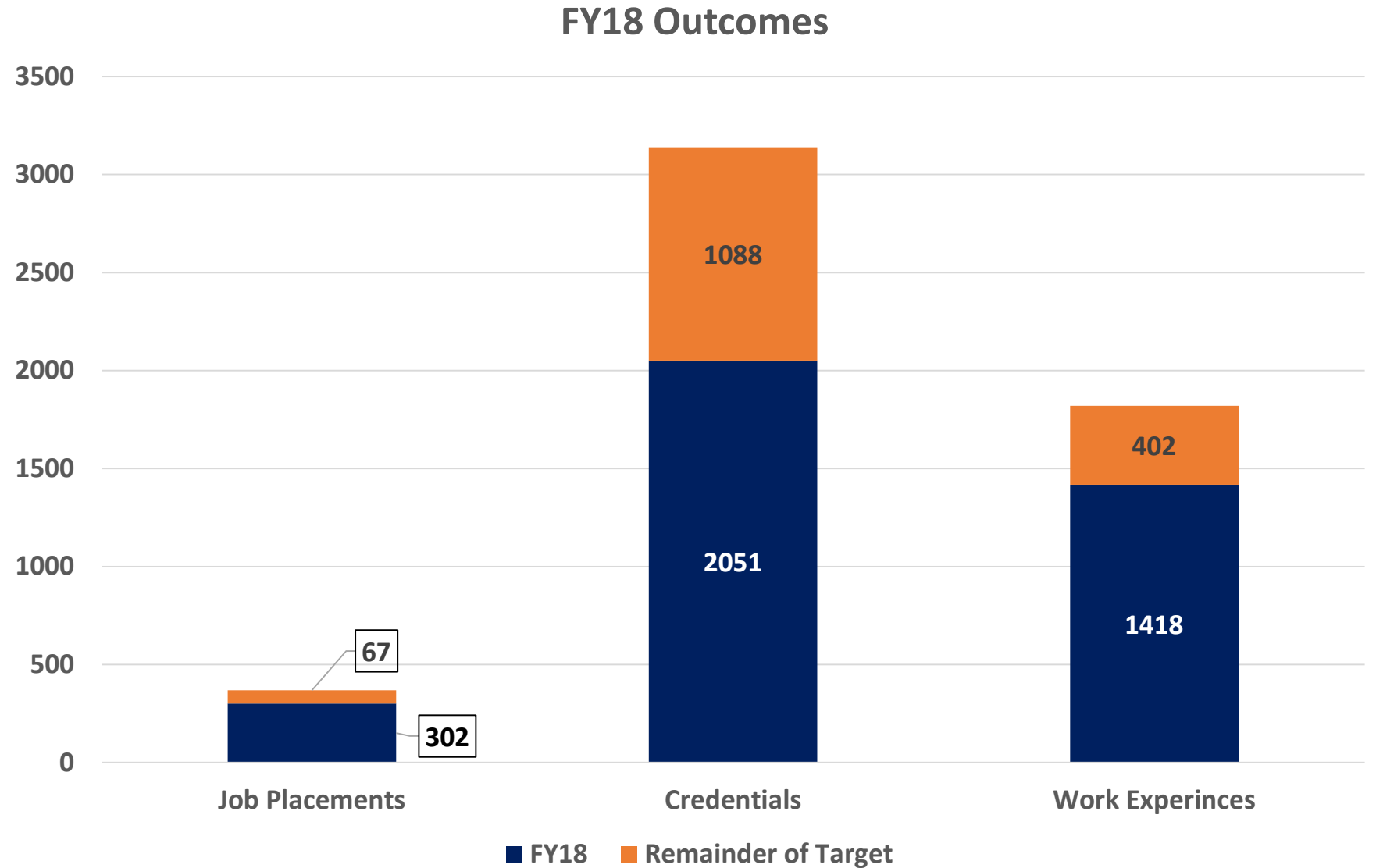
of Contracted Funds Spent

**400**

Employer Partners

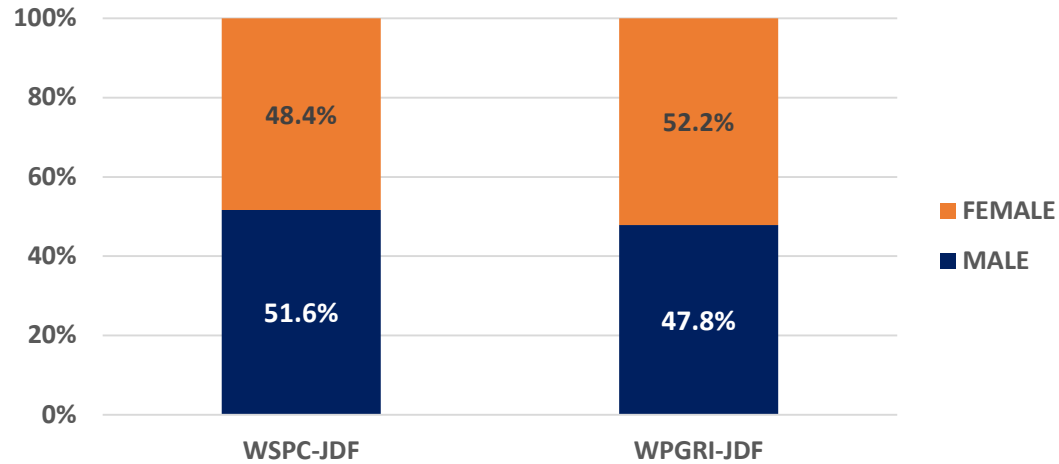
**395**

HS Diplomas or GEDs Obtained

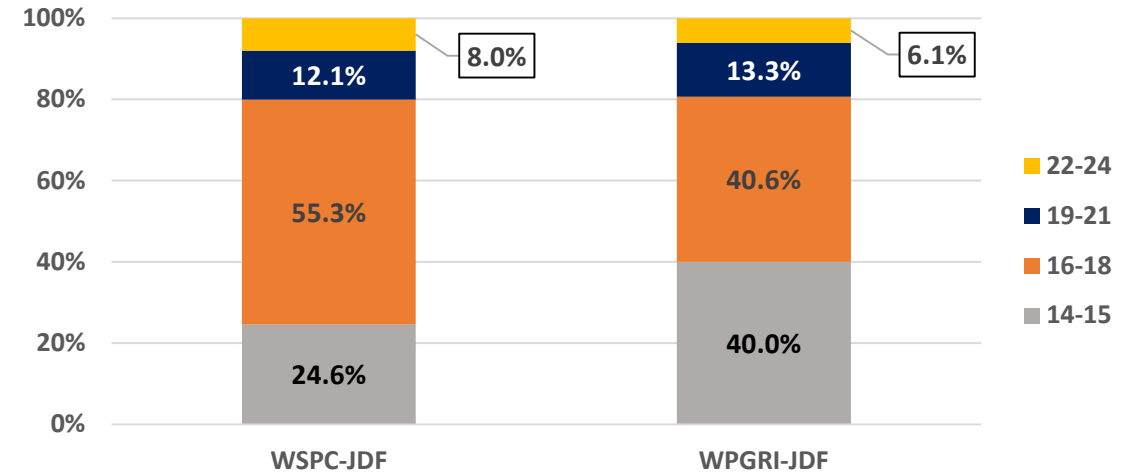


# Career Pathways Investments: Youth Participant Demographics

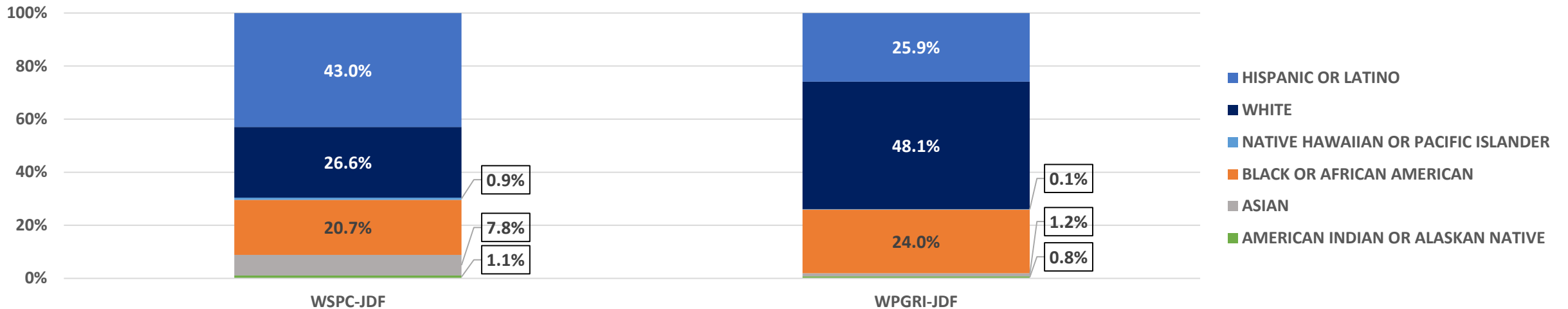
## Gender Distribution



## Age Distribution



## Race/Ethnicity Distribution



\*New Enrollees Only

# Building Career Pathways: Adult Education

**\$3.5M**

Total FY18 Budget

**100%**

of Contracted Funds Spent

**56%**

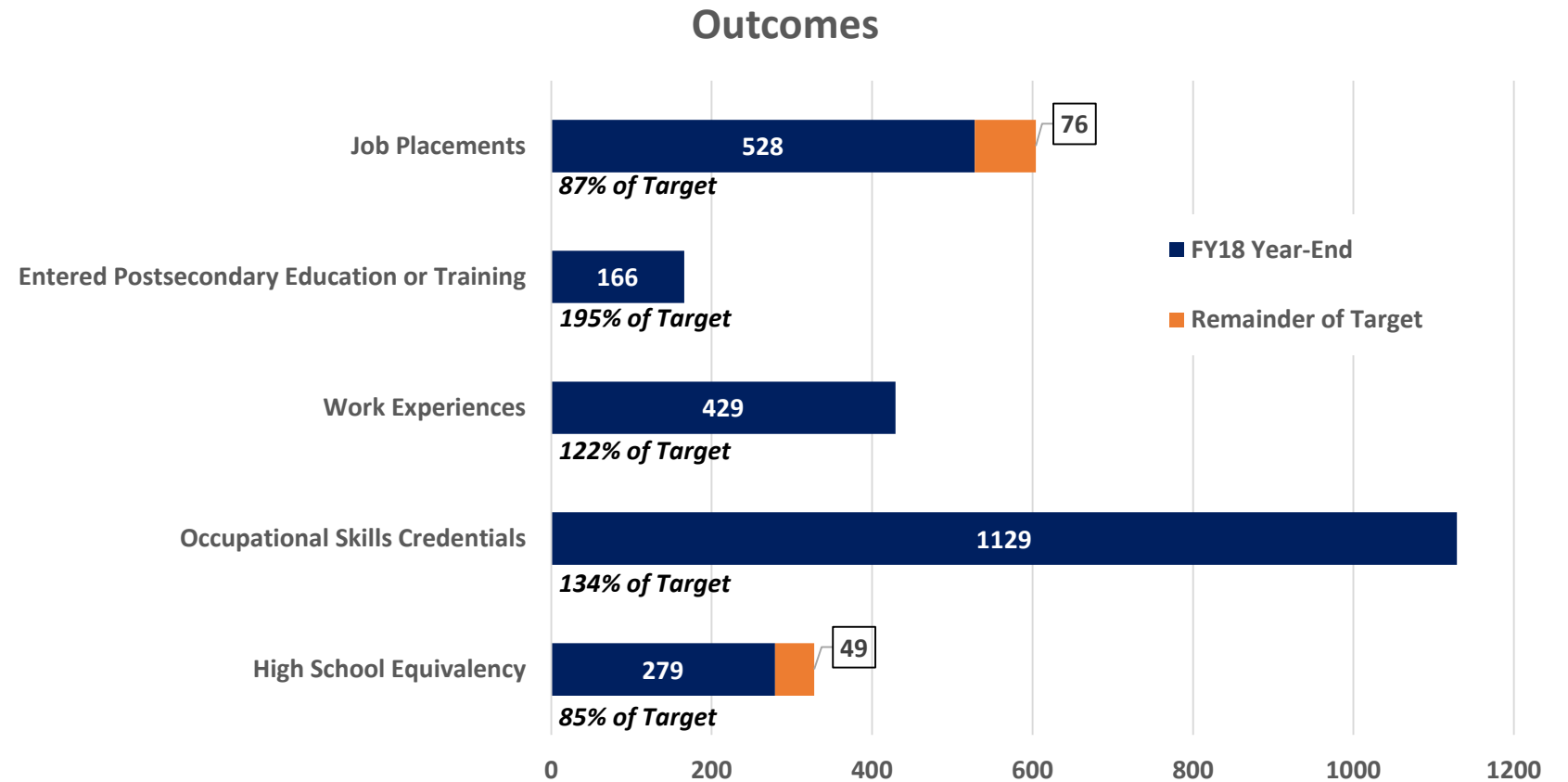
of Enrollees Completed Adult Education Program

**45%**

of participants who were unemployed at program entry obtained a job

**N/A**

Average wage of participants upon completion of program

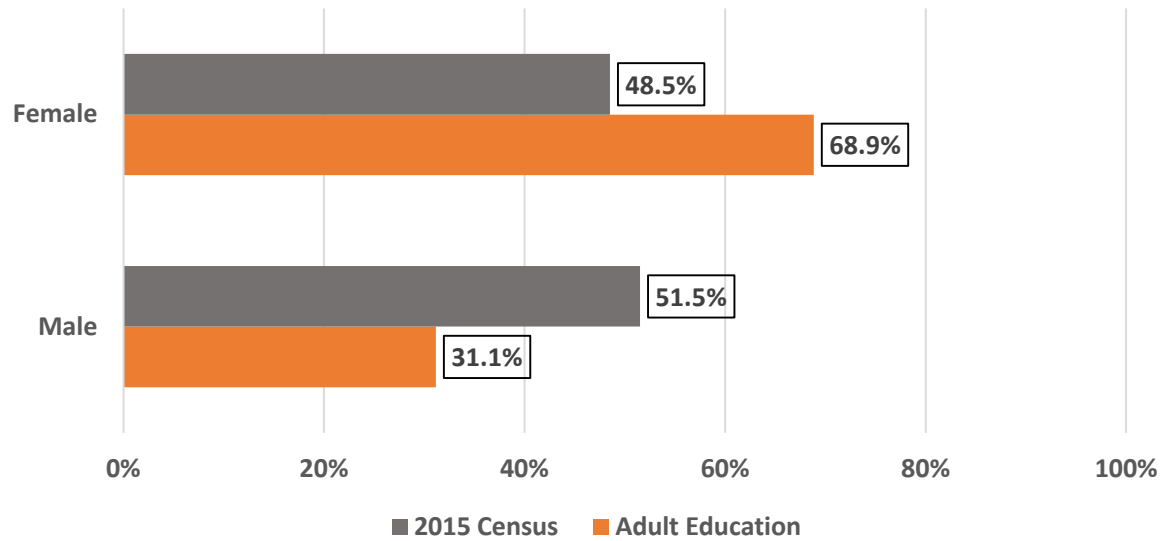


**177** NEW employer partners in FY18 (industry data unavailable)

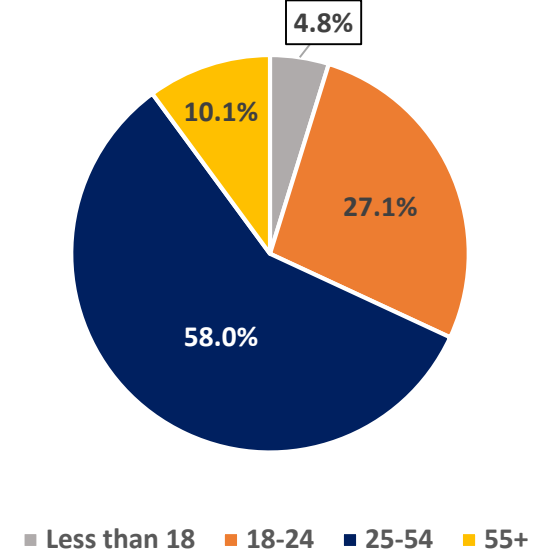


# Career Pathways Investments: Adult Education Participant Demographics

## Gender Distribution of Participants



## Age Distribution of Participants



## Race/Ethnicity Distribution of Participants

