

FY2018 Year-End Financial and Performance Report

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

FY2018 Year-End Outcomes

FY18 Outcomes¹

Performance Indicators	Year-End FY17	Year-End FY18	FY18 Target	% of FY18 Target	% change (based on FY17 Year-End Outcomes)
Job Placements ²	2,168	2,797	3,778	74%	N/A ⁶
Trained ⁵	N/A	2,218	N/A	N/A	N/A
Work Experiences ³	3,201	3,701	4,633	80%	15.6% 
Credentials ⁴	5,235	4,149	5,579	74%	-20.7% 

¹ 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

² Job placements outcomes do not include values from Incumbent Worker Training

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

⁴ Credentials outcomes do not include values from Work Immersion or Real Jobs Rhode Island

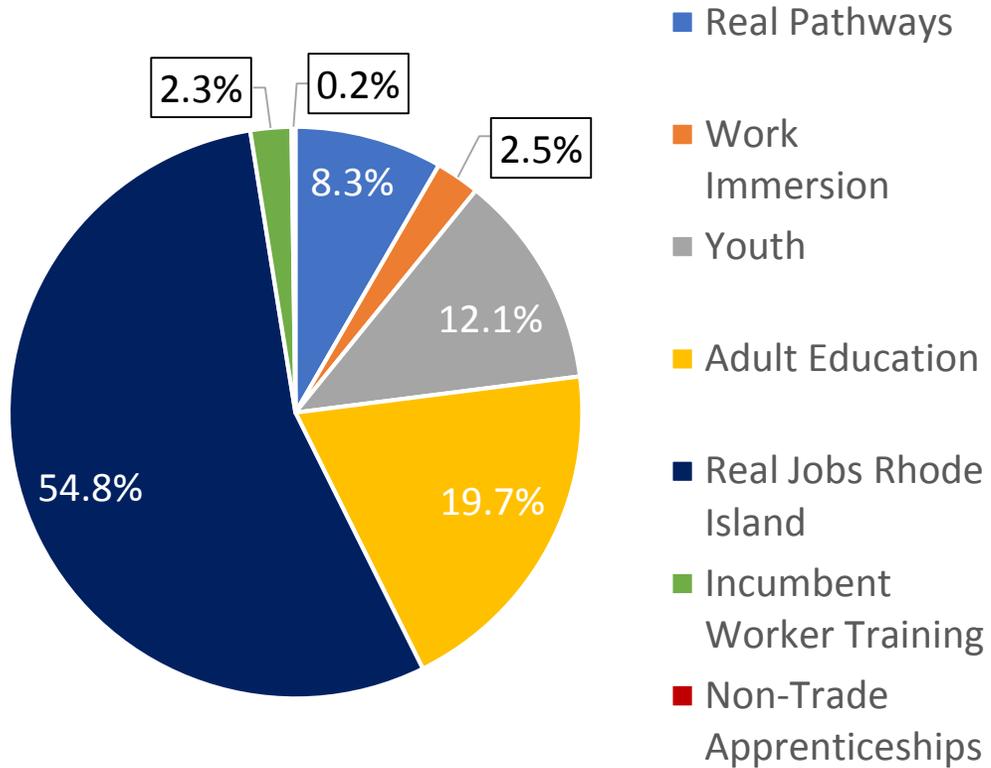
⁵ Includes values for Incumbent Worker Training and Real Pathways only

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

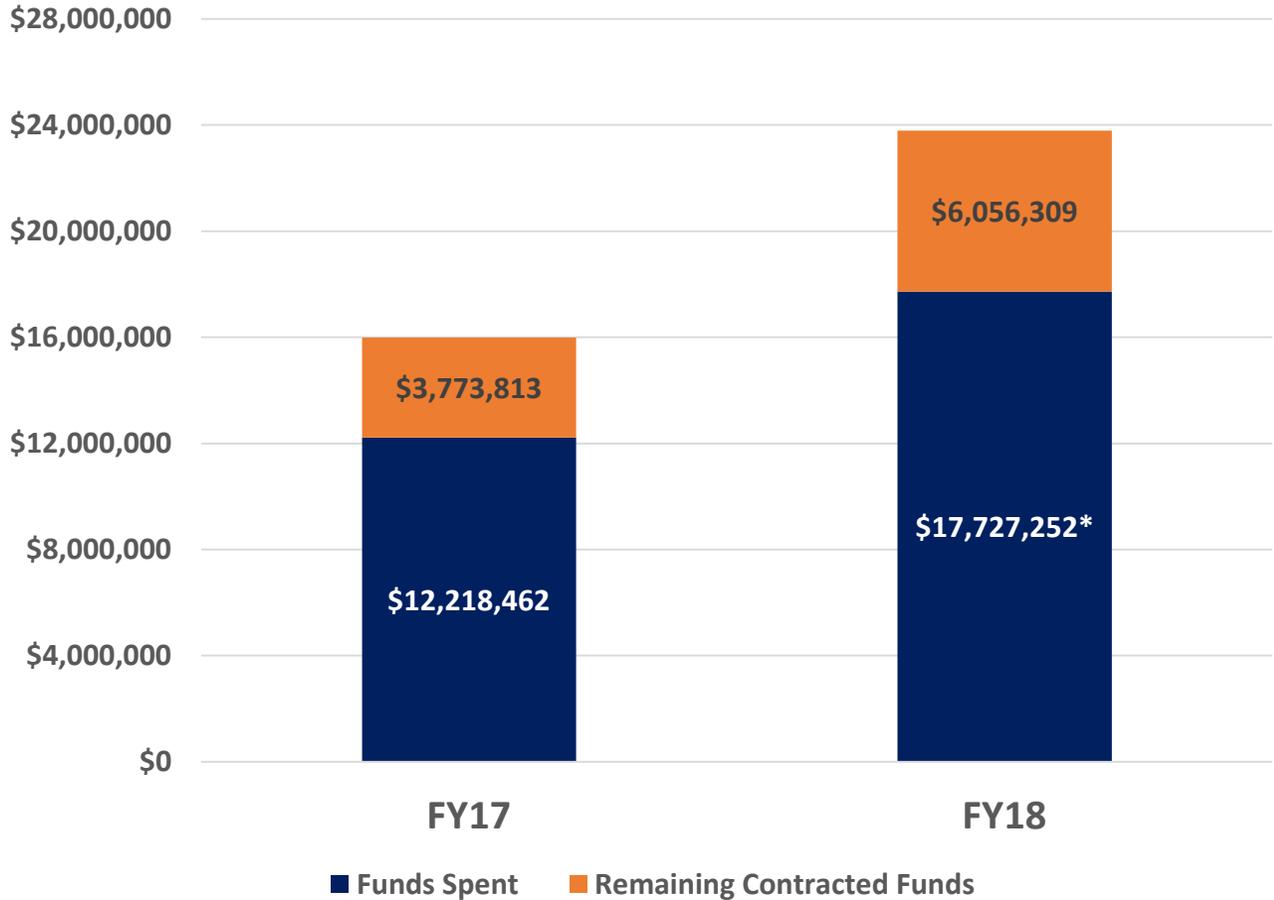
FY2018 Year-End Expenditures

\$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

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: Summary³

FY18 Outcomes

Performance Indicators	Year-End FY17	Year-End FY18	FY18 Target ²	% of FY18 Target	% Change (Based on FY17 Year-End Outcomes)
Job Placements	791	1,517	2,040	74%	N/A ⁶
Average Wage ⁴	\$31,491	\$32,947	\$32,785	100%	5% 
Trained ⁵	1,787	1,584	2,350	67%	-11% 
Credentials ¹	459	178	338	53%	-61% 

¹ Credentials outcomes do not include RJRI participants

² Targets based on completed grants only

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

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

⁵ Includes values for Incumbent Worker Training only

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

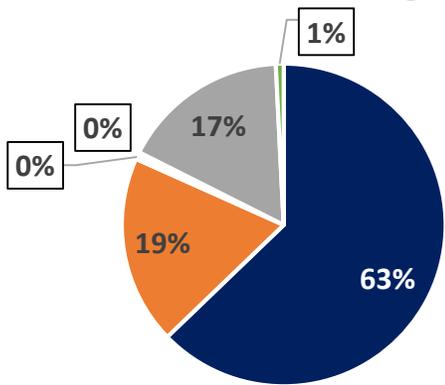
Demand-Driven Investments: Real Jobs Rhode Island

\$5.73M JDF

93% 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

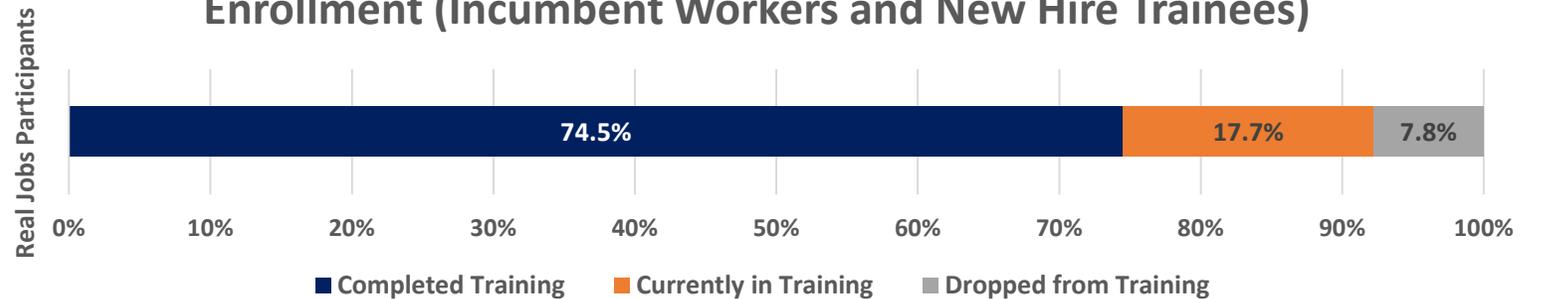
Total Participants Served²
(97% of 2018 Year-End Goal)

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

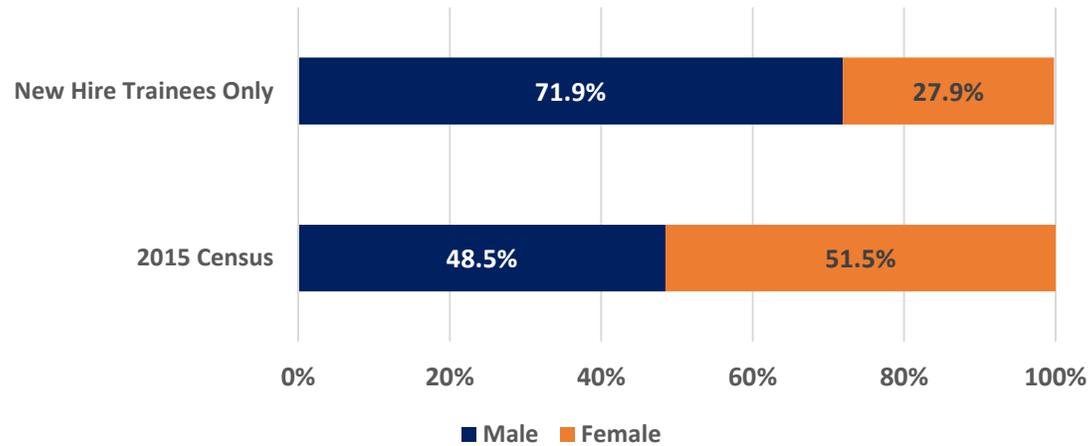
College Internships
Completed

10

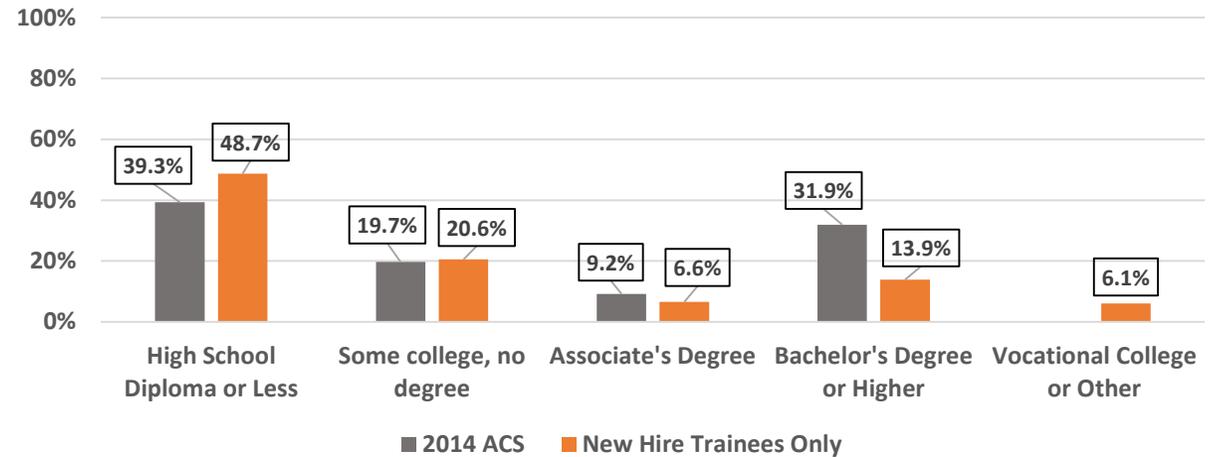
New Career & Technical HS
Programs

Demand-Driven Investments: RJRI Participant Demographics

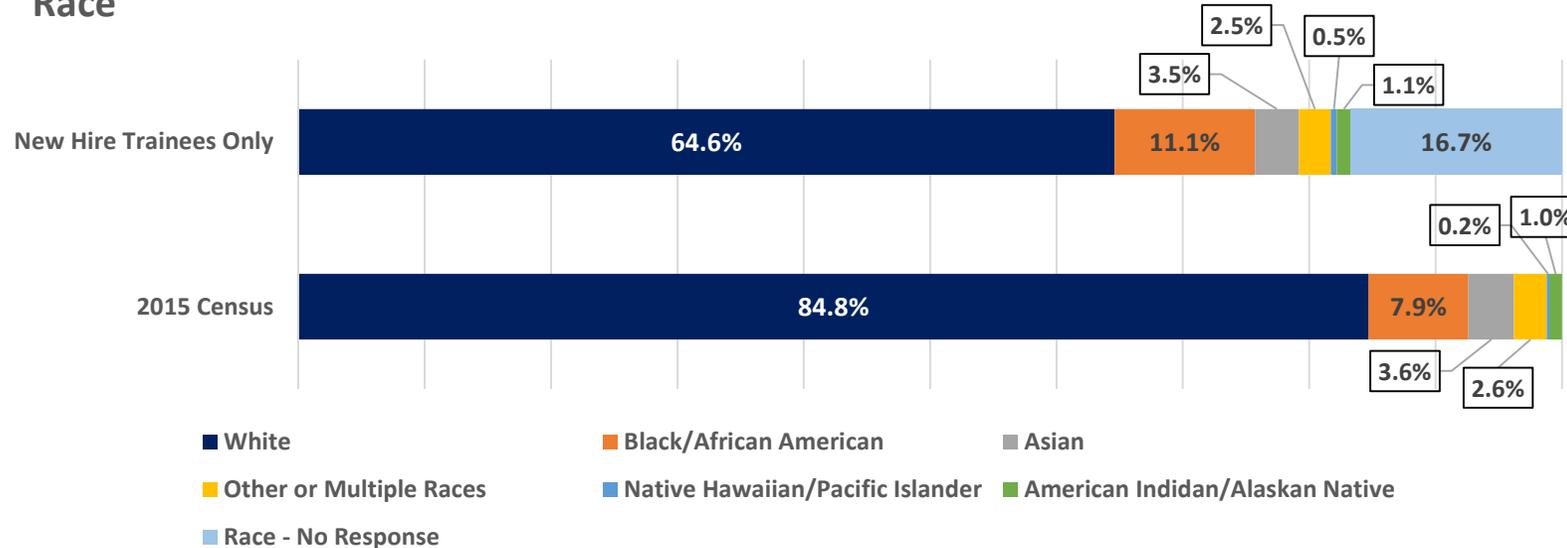
Gender



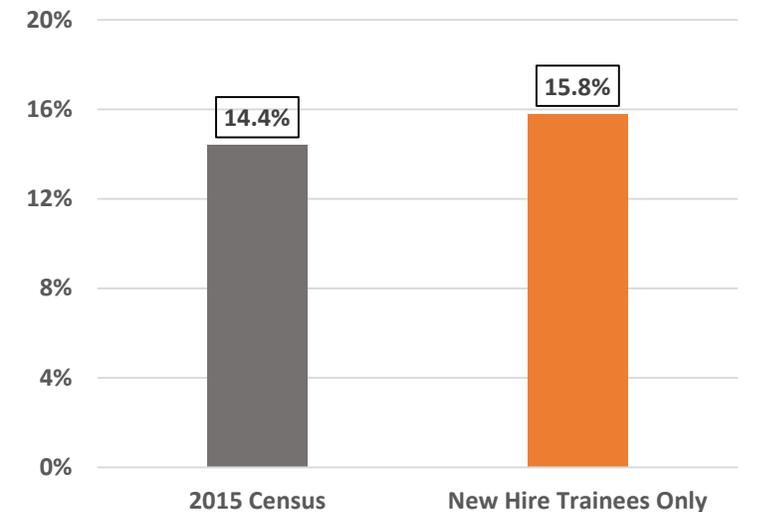
Education Level



Race



Ethnic Hispanic or Latino

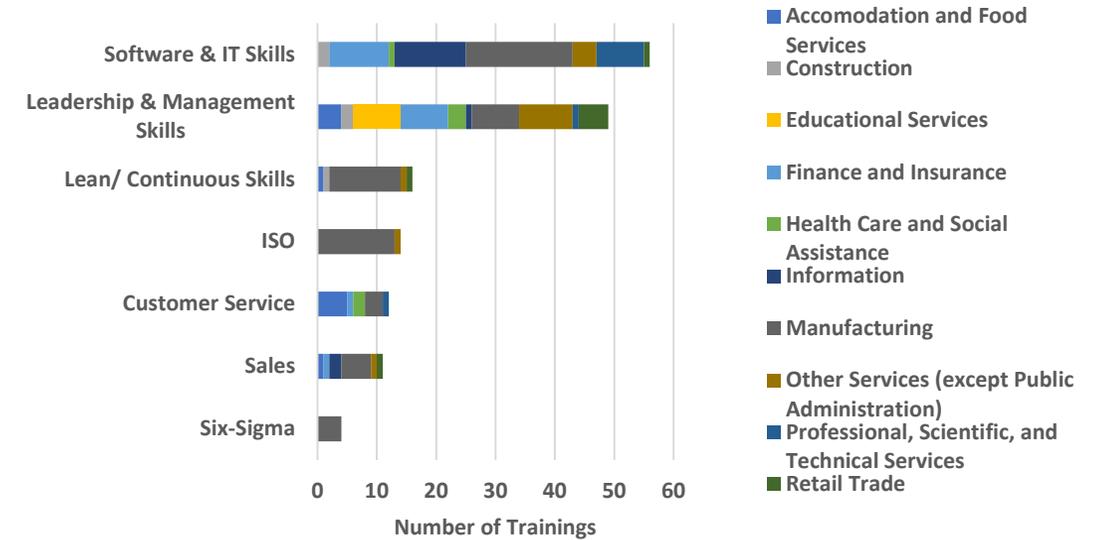


Demand-Driven Investments: Incumbent Worker Training

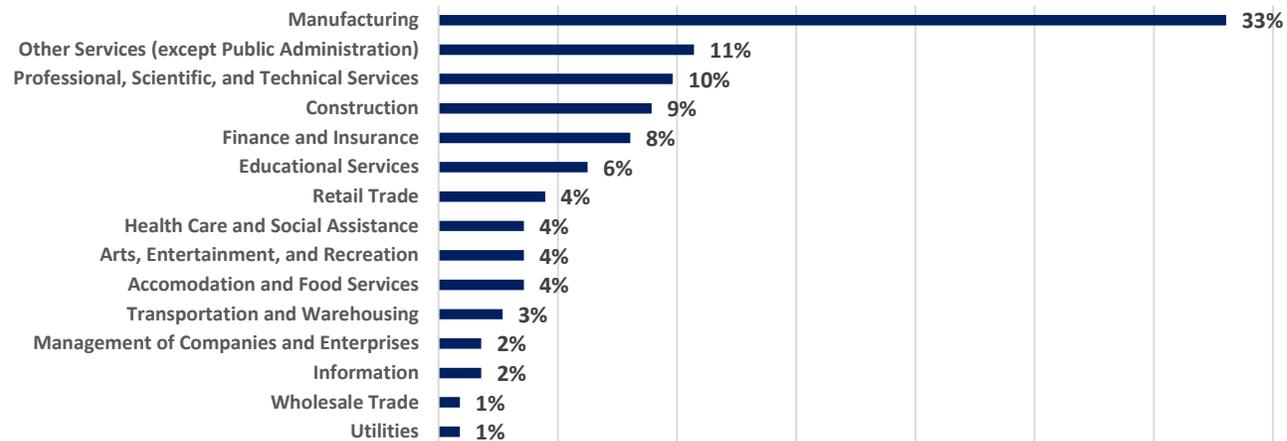
Key Stats	FY2017 (Year-End)	FY2018 (Year-End)	% Change
# of Participants who Completed Training	2557	1584	-38% ↓
Budget ¹	\$1.7M	\$1.6M	-6% ↓
Funds Contracted	94%	78%	-22% ↓
Grants Awarded	165	127	-23% ↓
Employers Served	138	121	-12% ↓
Avg. # of Training per Grant	2.63	2.86	9% ↑

¹Represents the initial fiscal year allocation

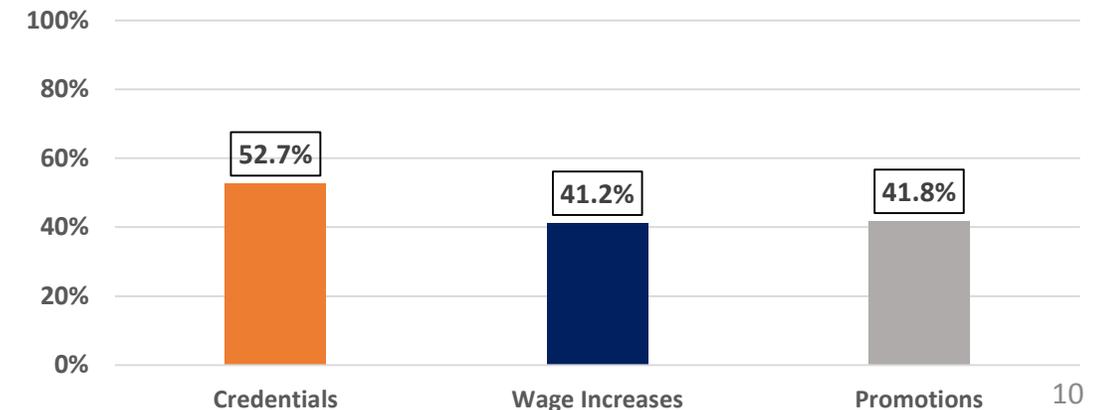
Type of Training Funded by Industry



Incumbent Worker Grantees by Industry

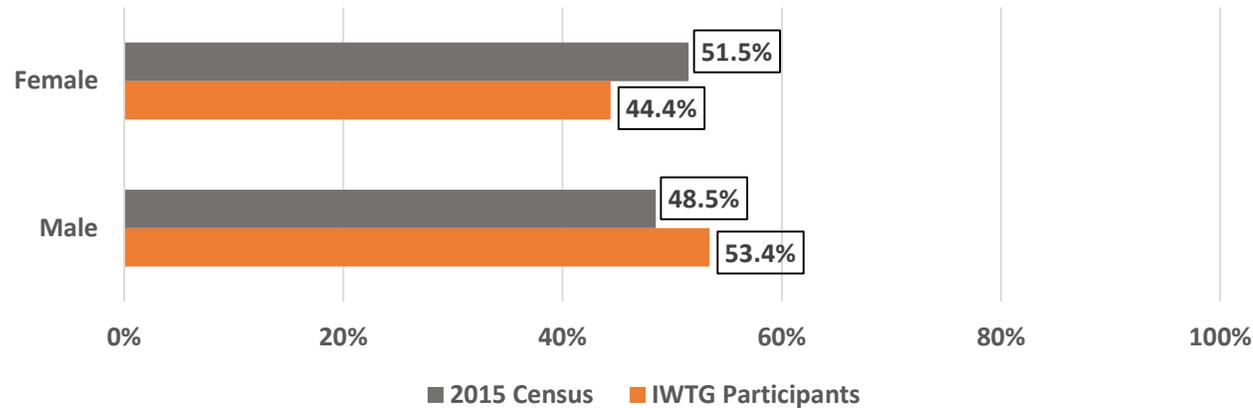


Training Outcomes (as % of closed contract targets)

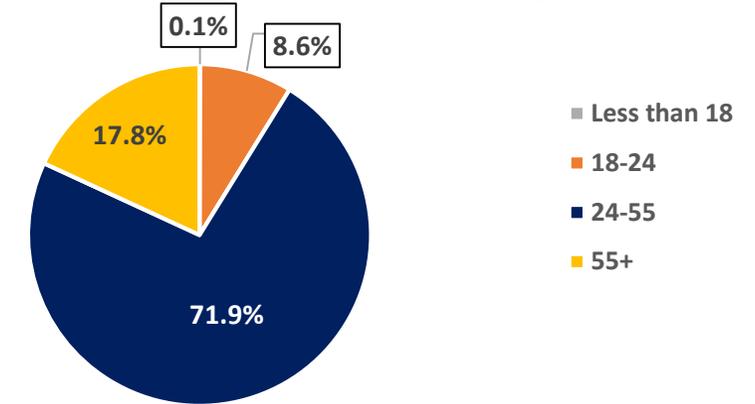


Demand-Driven Investments: IWTG Participant Demographics

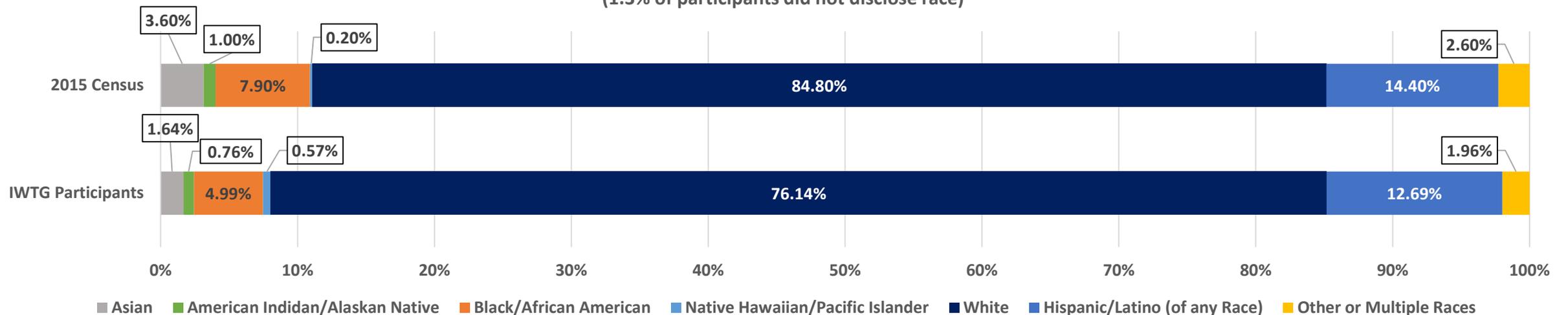
Gender Distribution of Participants
(2.2% of participants did not disclose gender)



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

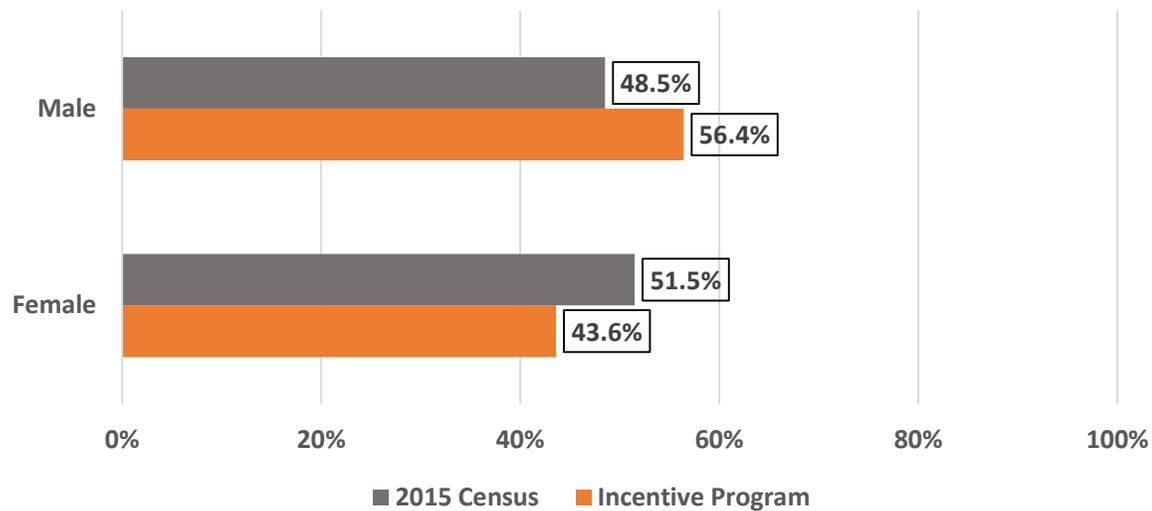
Fiscal Year 2018 - Incentive Program

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

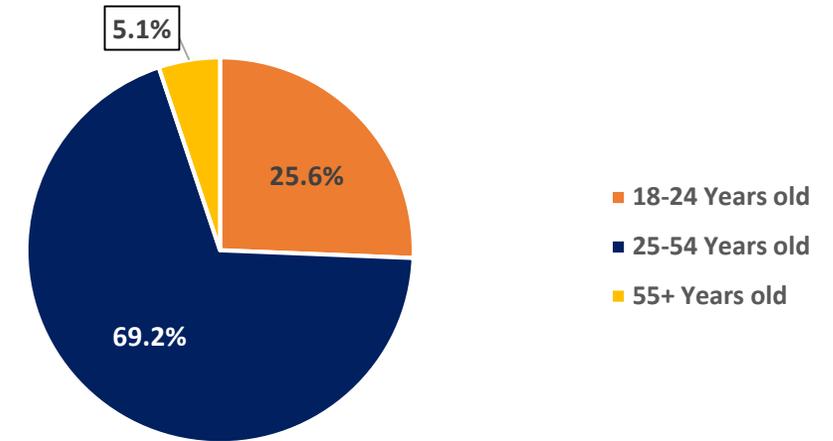
-  **Healthcare**
 - 4 Pharmacy Technician
 - 9 In-Patient or Licensed Practical Nurse
 - 2 Peer Navigator
-  **Medical Technology**
 - 3 Data Scientist
 - 1 Biomedical Equipment Technician
-  **Public Safety**
 - 5 Police Detective
-  **Manufacturing**
 - 5 Composite Tool and Pattern Maker
 - 5 Electronics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

Demand-Driven Investments: Non-Trade Participant Demographics

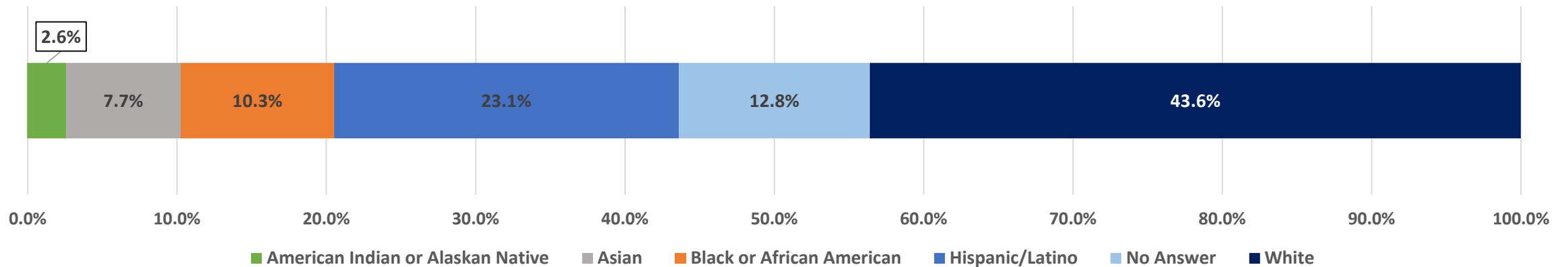
Incentive Program Participants by Gender



Incentive Program Participants by Age



Incentive Program Participants by Race/Ethnicity



*Information as of 7-26-18

Building Career Pathways for Youth and Adults

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 Summary²

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 ³	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 ¹	4,776	3,971	5,241	76%	-16.9% 

¹ Credentials were not tracked for WI participants in FY2018

² Figures represent outcomes from Real Pathways, Work Immersion, Youth, and Adult Education

³ 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

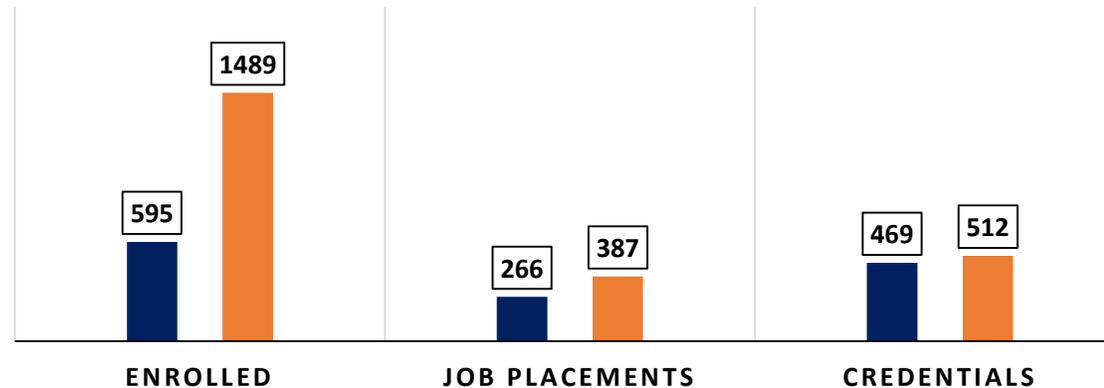
Target Populations

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

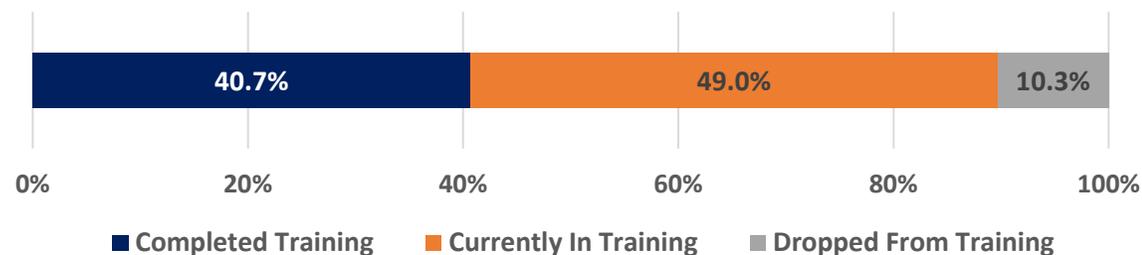
WIG FY17 v. Real Pathways FY18

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

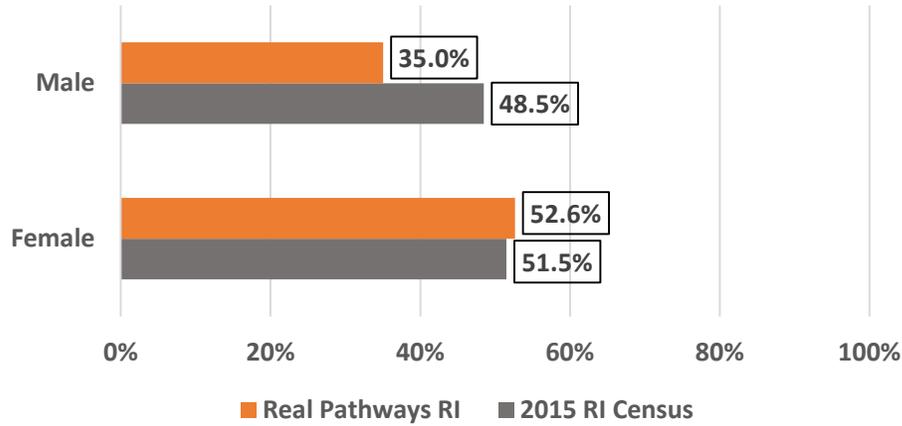
Participants Obtained
Employment

512

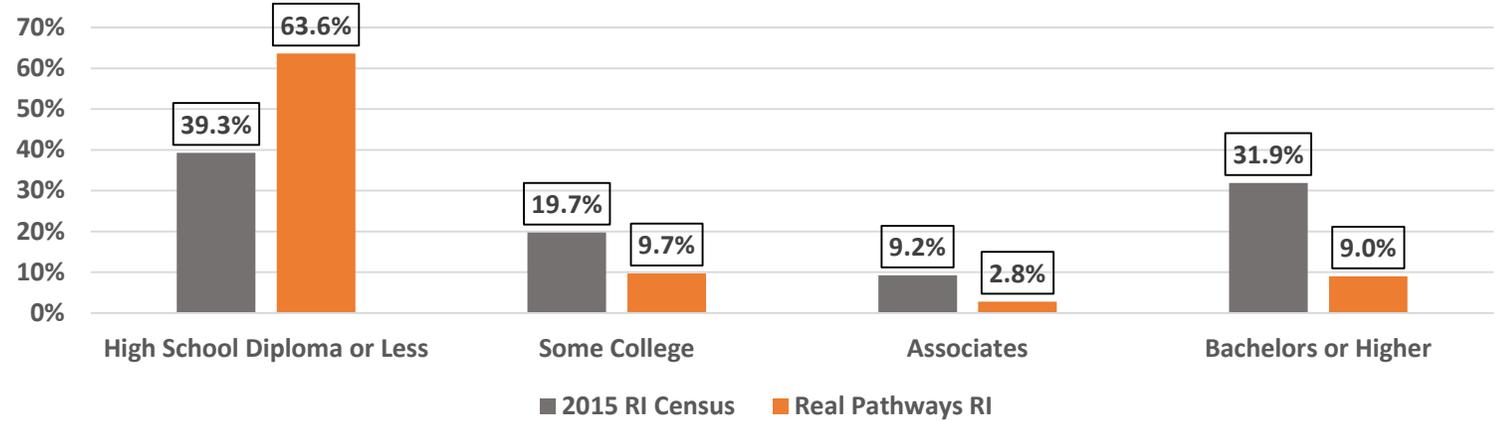
Participants Received
Credentials

Building Career Pathways: Real Pathways Partnerships Demographics

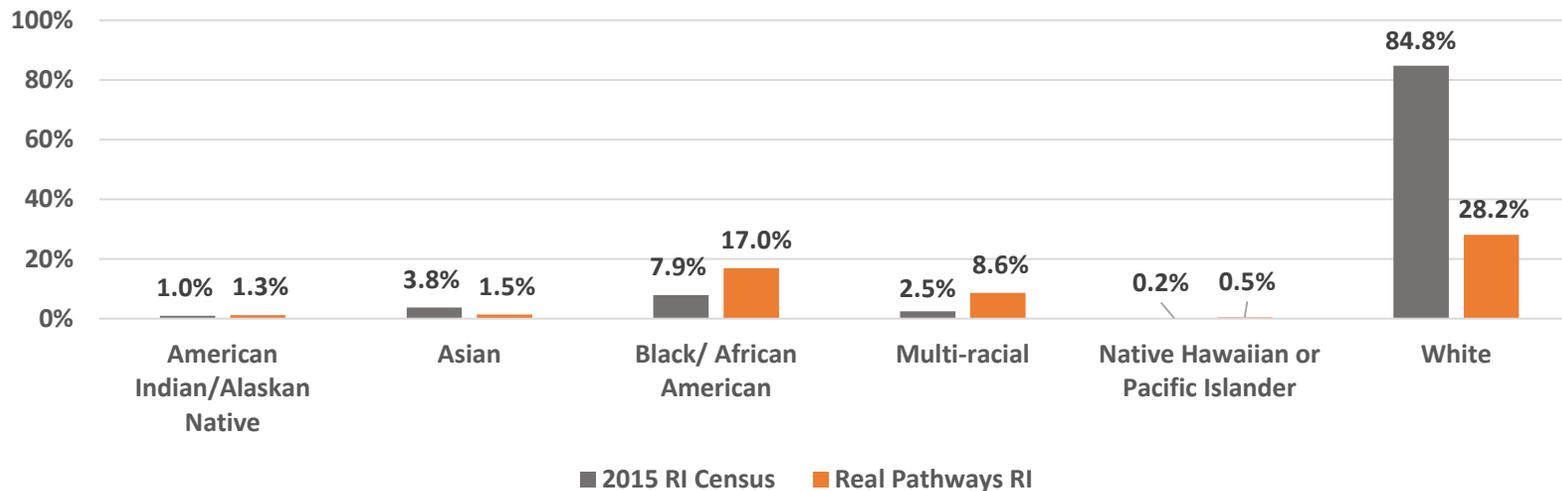
Gender Distribution of Participants
(12.3% of participants did not disclose gender)



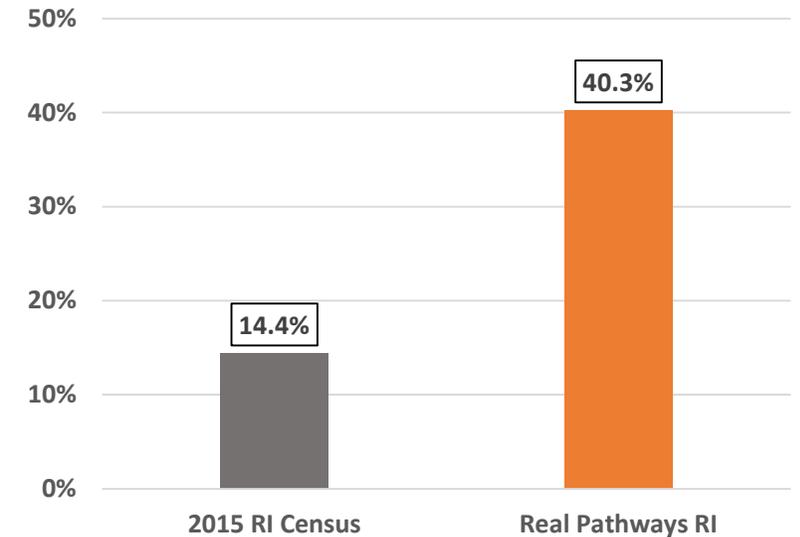
Education Level of Participants
(14.9% of participants did not disclose education level)



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)



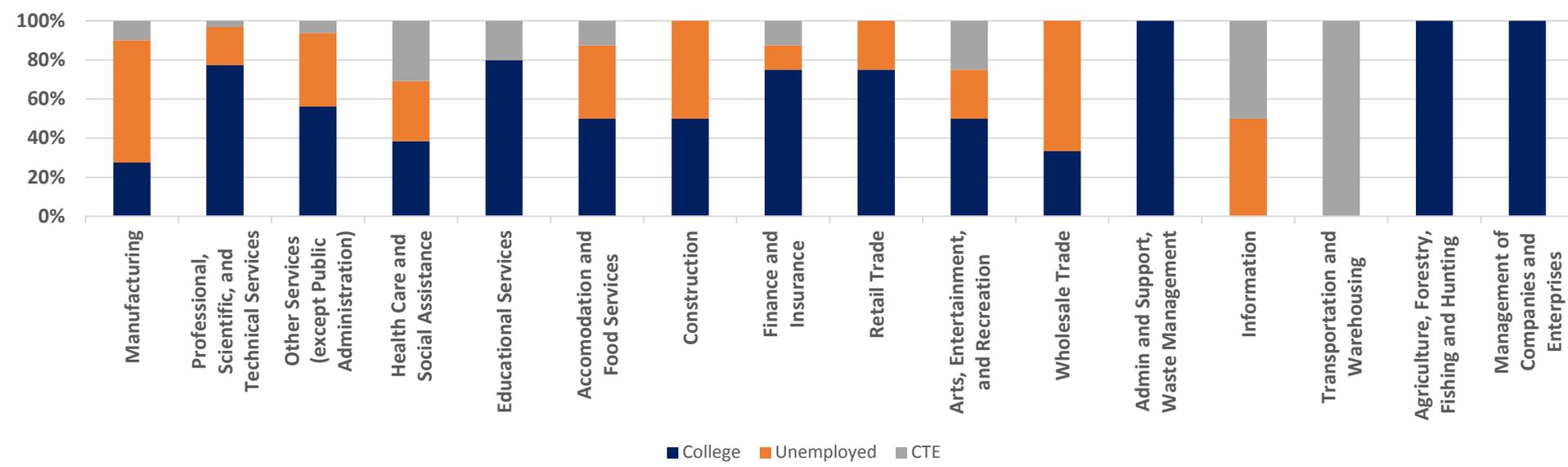
Production Occupations



Construction Occupations



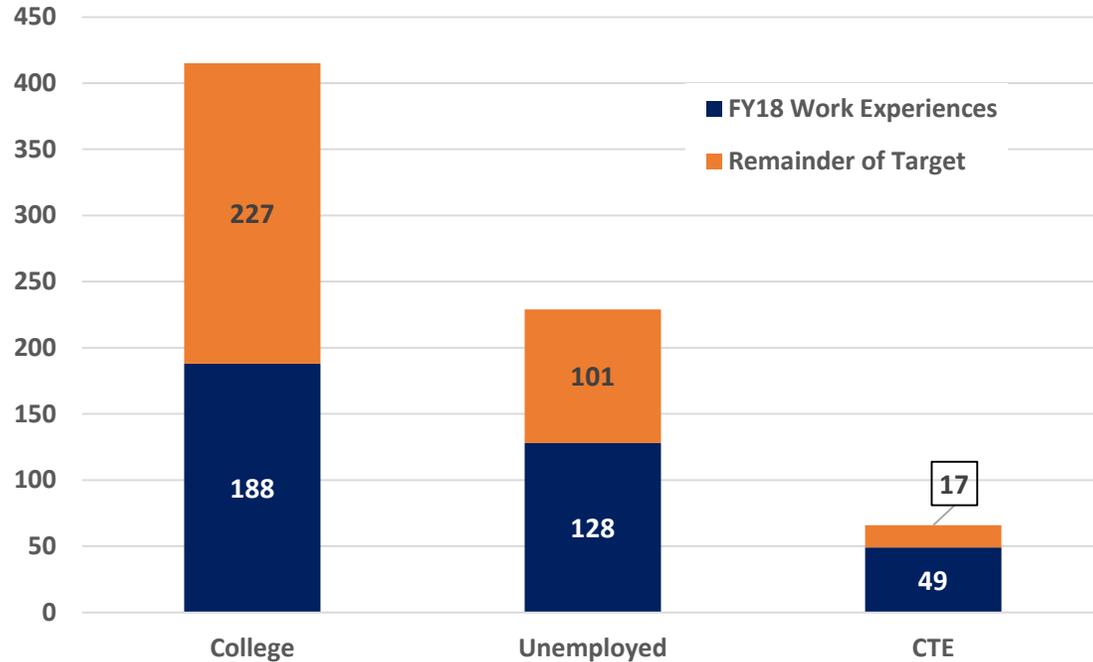
Installation, Maintenance, and Repair Occupations



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

Building Career Pathways: Work Immersion

Work Experiences by Program

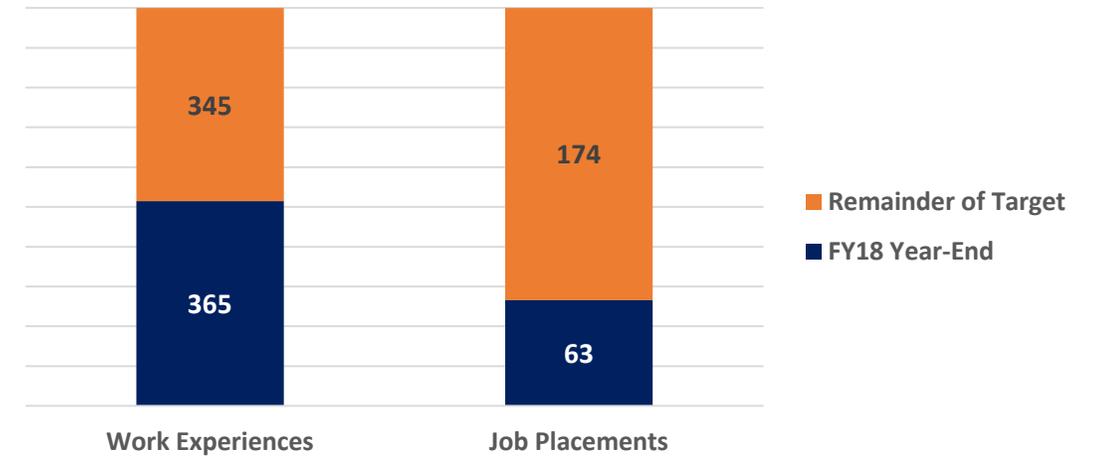


68% of employers who provided a work experience to an unemployed adult, paid more than \$12.36/hr

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

**FY18 Targets based on FY17 Year-End figures

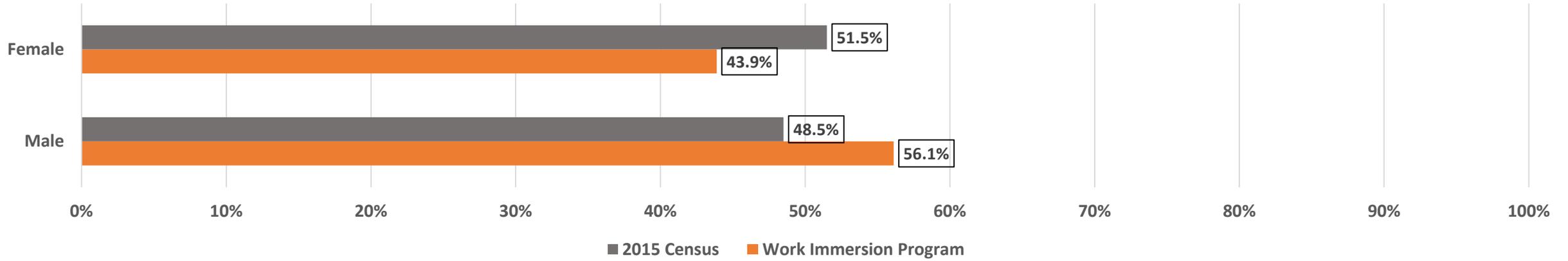
FY18 Year-End Outcomes



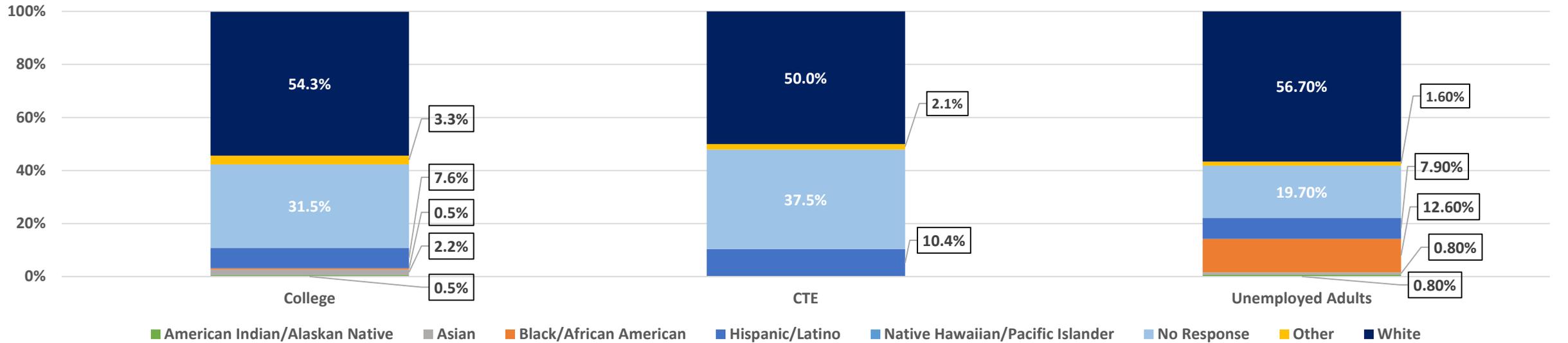
Program	FY17 - Average Amount Contracted	FY18 - Average Amount Contracted	% Change
College Student	\$2,431.87	\$2,224.46	-8.5% ↓
Unemployed Adults	\$2,616.95	\$2,557.41	-2.3% ↓
Career and Tech	\$2,158.59	\$2,113.29	-2.1% ↓

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%

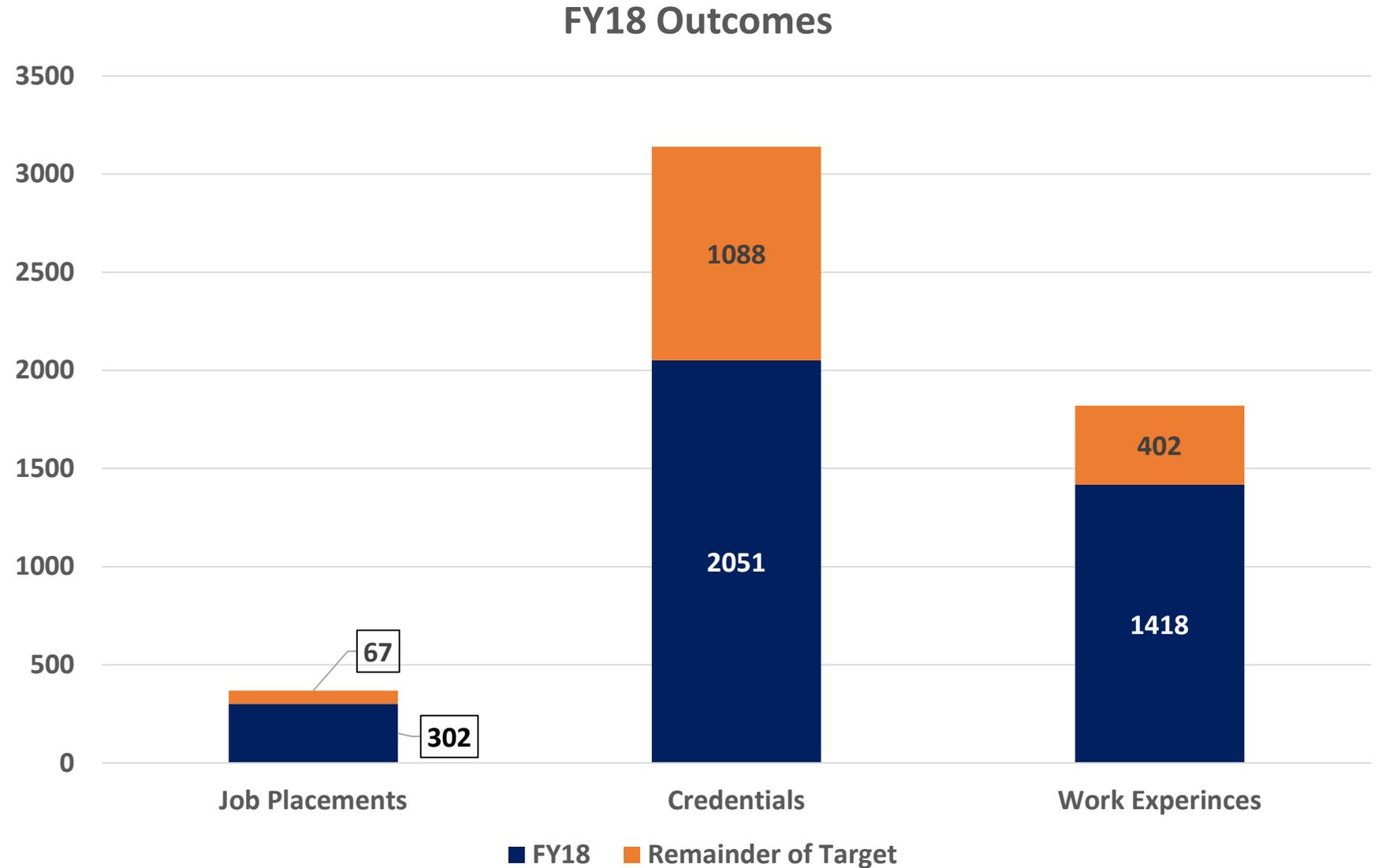
of Contracted Funds Spent

400

Employer Partners

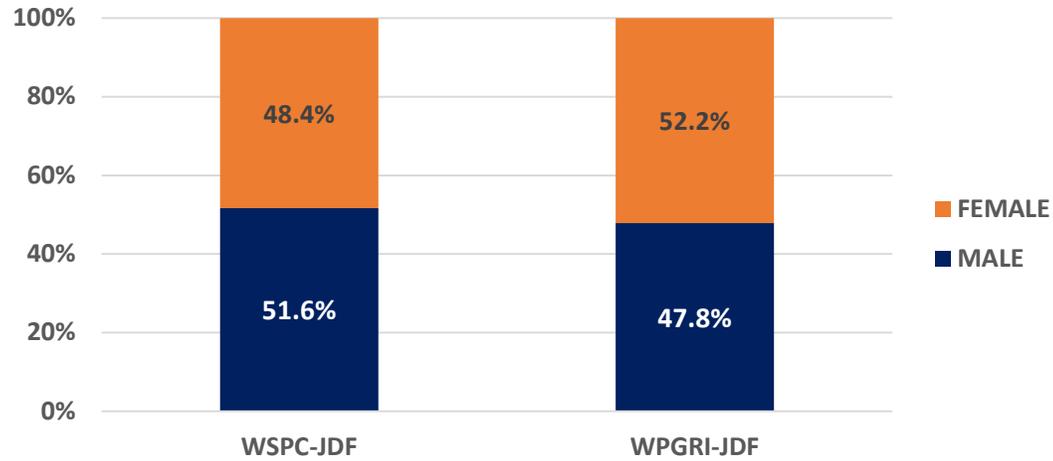
395

HS Diplomas or GEDs Obtained

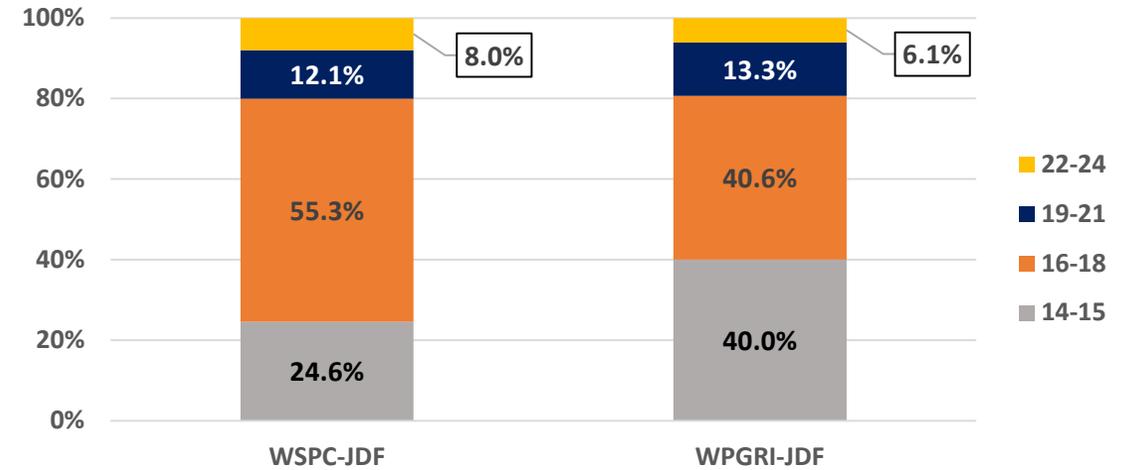


Career Pathways Investments: Youth Participant Demographics

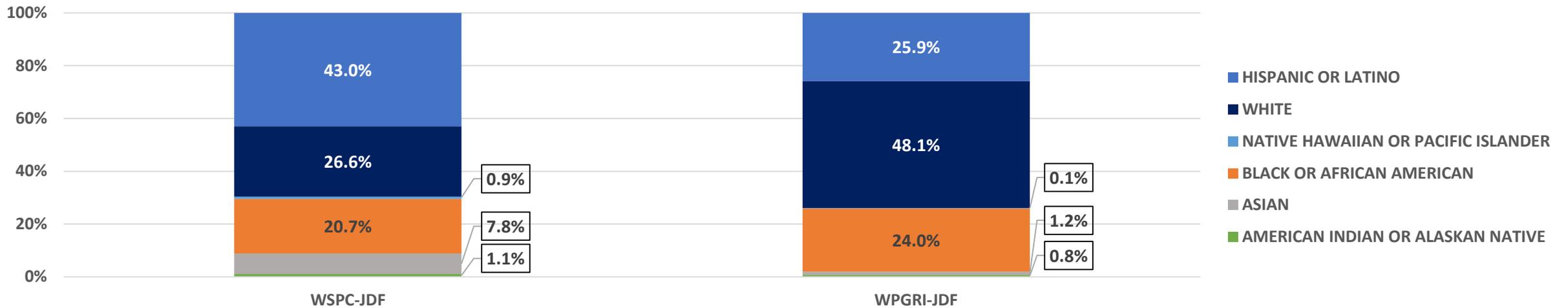
Gender Distribution



Age Distribution



Race/Ethnicity Distribution



*New Enrollees Only

Building Career Pathways: Adult Education

\$3.5M

Total FY18 Budget

100%

of Contracted Funds Spent

56%

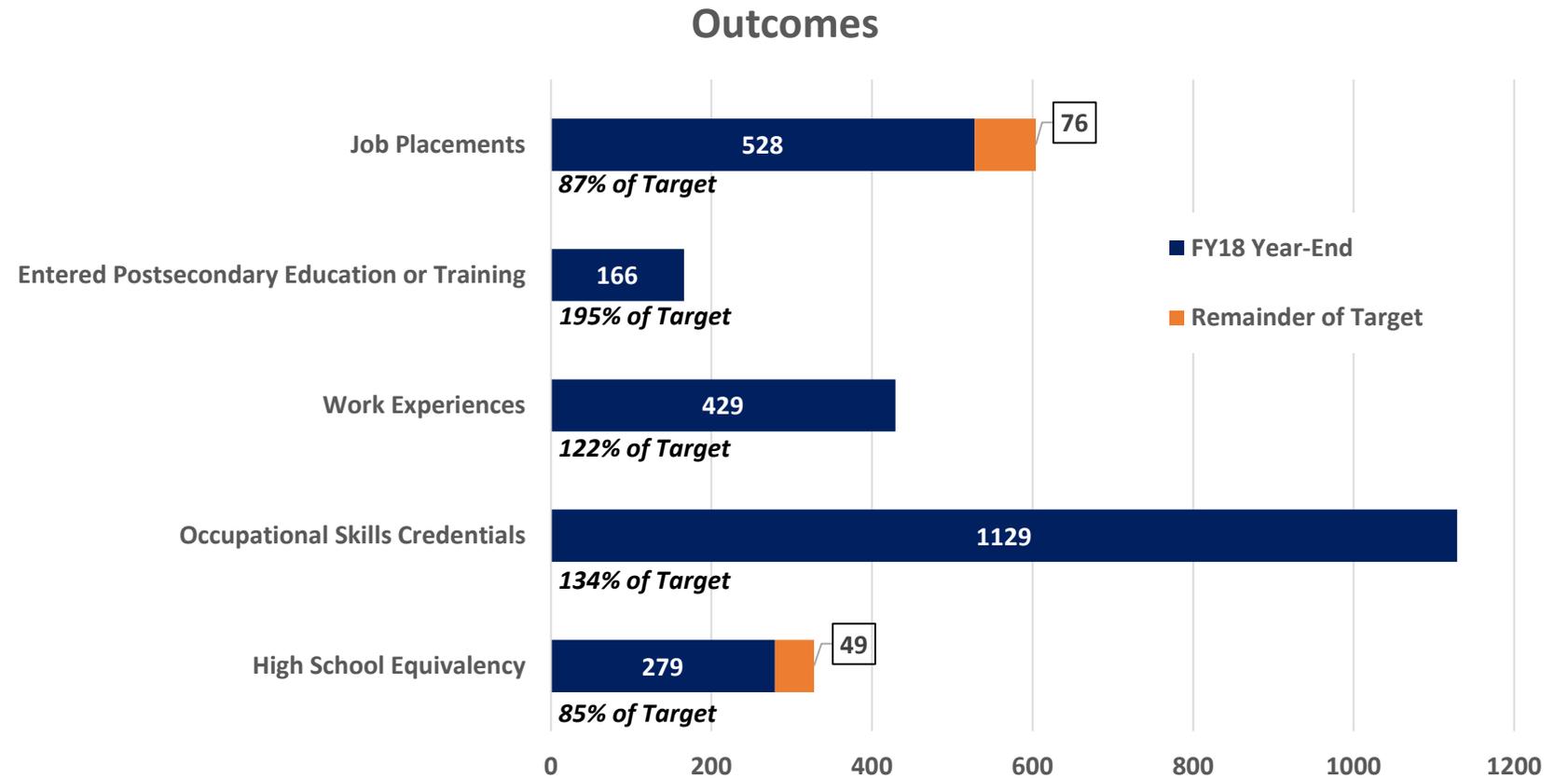
of Enrollees Completed Adult Education Program

45%

of participants who were unemployed at program entry obtained a job

N/A

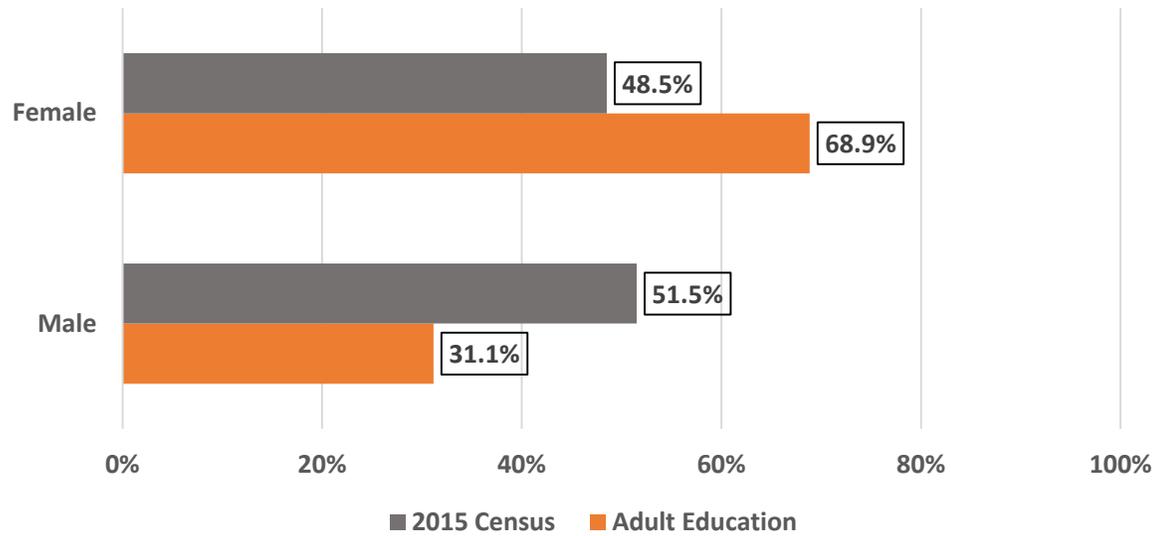
Average wage of participants upon completion of program



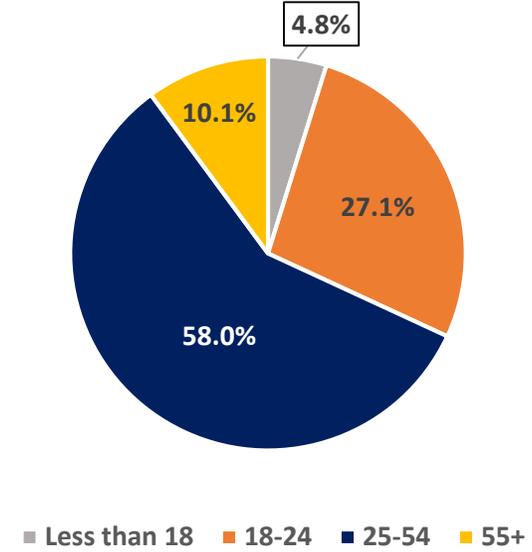
177 NEW employer partners in FY18 (industry data unavailable)

Career Pathways Investments: Adult Education Participant Demographics

Gender Distribution of Participants



Age Distribution of Participants



Race/Ethnicity Distribution of Participants

