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Train for Success. Connect for Growth.

On behalf of the members and staff of the Governor’s Workforce Board I am pleased to submit our 2018 Annual Report as required by RI General Law § 42-102-6. Fiscal Year 2018 was another impactful year for the Rhode Island workforce development system. The state’s industry-driven workforce development programs have received national recognition for their ability to meet employer demand. Our efforts on building career pathways for youths and adults have engaged more education and community partners in these efforts than ever before. And along the way we have helped place thousands of Rhode Islanders into jobs, prepared hundreds of youth for the demands of the labor market, and assisted hundreds of employers to meet their talent needs.

While there was lots of great progress and accomplishment in FY2018, I am especially proud of the successfully launch of the Real Skills for Youth program. The RSFY program builds on the longstanding summer youth employment program that offered summer jobs to youth through local providers. The effort supports partnerships between industry partners, employers and education providers to develop and implement paid summer work-based learning experiences for youth ages 14-24, as well as provide year-round career readiness programming in schools.

With its focus on youth and the future workforce, he RSFY program embodies the Board’s diverse and comprehensive strategy toward building a talented and skilled Rhode Island workforce for today and tomorrow.

I’d like to thank all of the staff, partners, agencies, employers, and job seekers with whom we were fortunate enough to work throughout FY 2018, as well as the General Assembly for your continued support. We are looking forward to more great work in the coming year!

Heather W. Hudson
Executive Director, GWB
The **Governor's Workforce Board (GWB)** is formally established under RI General Law 42-102 as the state's primary policy-making body on workforce development matters. In that this role, the GWB oversees and coordinates both federal workforce development policy (through implementation of the Workforce Investment and Opportunity Act (WIOA)) and state workforce development policy (through allocation of the Job Development Fund (JDF)). The Board consists of 23 members representing business, labor, education, community, and government with the statutory responsibility and authority to plan, coordinate, fund and evaluate nearly all statewide workforce development activities.

### 2018 GWB BOARD MEMBERS

**Mike Grey, Chairperson**  
Vice President of Operations, North East Region, Sodexo School Services

- **Suzanna Alba**  
  Director of Alumni Affairs & College Relations, Rhode Island College

- **Mario Bueno**  
  Executive Director, Progreso Latino

- **Jordan Boslego**  
  Managing Member, Sydney Providence and Quay

- **Timothy L. Byrne**  
  Business Manager United Association of Plumbers and Pipefitters

- **Robin Coia**  
  Administrator, N.E. Laborers Labor-Management Coop.Trust

- **David Chenevert**  
  Executive Director, Rhode Island Manufacturing Association

- **Monica Dzialo M.Ed., CRC, QRC**  
  Business Relations Supervisor, DHS/Office of Rehabilitation Services

- **John C. Gregory**  
  President and CEO, Northern RI Chamber of Commerce

- **Scott Jensen**  
  Director, RI Department of Labor and Training

- **Steve Kitchin**  
  Chair, Workforce Partnership of Greater RI

- **Paul MacDonald**  
  President, Providence Central Federated Council

- **George Nee**  
  President, Rhode Island AFL-CIO

- **Cathy Doyle**  
  Executive Director, Year Up

- **Debbie Proffitt**  
  Vice President, Defense Division - Purvis Systems, Inc.

- **Stefan Pryor, Vice Chair, RI GWB**  
  Secretary of Commerce

- **Susan Rittscher**  
  President & CEO, Center for Women and Enterprise

- **Bahjat Shariff**  
  Vice President of Operations, Howley Bread Group

- **Janet Raymond**  
  Chair, Providence/Cranston Workforce Investment Board

- **Martin Trueb**  
  Vice President & Treasurer, Hasbro

- **Ken Wagner**  
  Commissioner, RI Department of Elementary and Secondary Education

- **Nina Pande**  
  Federal Hill House
Integrated across state and federal workforce programs, the GWB's Strategic Vision provides a unified direction for Rhode Island's comprehensive workforce development system. This vision, as described in the Board's Biennial Strategic Plan, includes four key strategic priorities: demand-driven investments, career pathways, aligned policy and networked government, and data and performance. These priorities cohesively drive the investments and operations of GWB. They support each other throughout the course of an individual's or employer's specific need, and are implemented as cohesive components throughout the state's workforce network:

### Demand-Driven and Strategic Investments
1. Continue to support and invest in growing industry and sector-driven training through Real Jobs Rhode Island and Incumbent Worker Training.
2. Expand Real Jobs Rhode Island to make strategic connections with K-12 and specific adult populations.
3. Leverage employer support for work-based learning experiences like summer youth employment.
4. Engage with and serve as liaison to small and mid-size employers to connect with industry and/or inform of state workforce resources.

### Career Pathways for Youth and Adults
1. Support implementation of the PrepareRI action plan’s six objectives that include strengthening employer engagement in K-20, promoting quality career pathways for all students, and scaling pathways that culminate in credentials of value.
2. Ensure that adult education programs serve target populations (ex. English language learners) and are contextualized so that adults increase education AND are connected to post-secondary/industry credentials and/or jobs.
3. Conduct analysis of summer youth employment and other work-based learning programs to determine strategies for a more demand-driven approach, aligned with growing industry.

### Aligned Policy and “Networked Government”
1. Establish a statewide common assessment policy for adult basic education, work readiness, English proficiency, skills gap, and others.
2. Conduct a LEAN process with state agencies to streamline client experiences, establish common standards around client intake, and service referrals.
3. Re-brand the GWB and implement a coordinated marketing campaign to communicate to the public that Rhode Island is hiring.

### Data and Performance
1. Begin to transform the Unified Expenditure Program Report (UEP) and program performance into online dashboards for public access.
2. Begin to integrate state workforce outcomes for non-GWB programs (Adult Education, Department of Human Services, etc.) into regular Strategic Investment Committee meetings for performance review.
3. Establish a unified definition of what the state should count and consider a workforce development program for purposes of the UEP.

*Reading this report in hard copy? To view the Full Strategic Plan visit: http://gwb.ri.gov/wp-content/uploads/2017/06/GWB-Biennial-Plan-FY1819-FINAL.pdf?189db0*
The Job Development Fund (JDF) was established by the General Assembly in 1988 and is financed by a 0.21% assessment of employers’ taxable payroll. Each employer’s Employment Security tax rate is reduced annually by 0.21% to ensure that this program does not result in a tax increase. The Governor’s Workforce Board is charged with allocating these funds to workforce development initiatives across the state. The GWB endeavors to make JDF investments that enhance and amplify the impact of federal WIOA resources.
Industry Sector Workforce Solutions through Real Jobs RI

More than just a job training program, Real Jobs RI works with employer partnerships in many of Rhode Island’s high demand / high growth industries to address the range of workforce challenges they face. From training for new hires, to upskilling current workers, to building a long-term talent pipelines through youth-focused activities, Real Jobs RI is prepared to address whatever workforce challenges our employers identify. Throughout FY 2018, the Department of Labor and Training (administrator of the Real Jobs RI program) worked with 32 partnerships across 16 industry sectors (listed below and in the following slides) to build industry-driven workforce solutions and serve hundreds of Rhode Island employers.

**Green Collar Employment Partnership**
**Lead Applicant:** The RI Nursery and Landscape Association (RINLA)
**Employers Partners:** Fleurs, Inc., Wild and Scenic, The Farmer's Daughter, Shoreline Landscaping, Earth Care Farm
**Strategic Partners:** Apprenticeship RI, Building Futures, Career and Technical Schools- Ponaganset, Chariho, Narragansett, Foster-Glocester

**Aquaculture Training Partnership**
**Lead Applicant:** The Education Exchange
**Employers Partners:** East Coast Shellfish Growers Association, Cedar Island Oysters, Behan Family Farms, East Beach Farm, East Beach Oyster Farm, Matunuck Oyster Farm, Watch Hill Oysters, Ocean State Shellfish Cooperative, Walrus and Carpenter Oysters, American Mussels, American Mussel Harvesters, Salt Pond Oyster Company, Jamestown Oyster Company
**Strategic Partners:** Roger Williams University, The Coastal Institute – URI, Town of South Kingstown, Michael Jarret, Literacy Volunteers of Washington County, Welcome House of South County, Jonnycake Center of Peace Dale, Families Leaning Together Through Literacy

**Biomedical Equipment Technician & Data Scientist Apprenticeship Program**
**Lead Applicant:** Claflin Medical Equipment
**Employers Partners:** Claflin Medical Equipment, Claflin Company, South County Hospital, VA Memorial Hospital, RI Free Clinic
**Strategic Partners:** Community College of RI, Year Up

**Demand-Driven Investments**

The Governor’s Workforce Board’s extensive investments in demand-driven programming reflect the importance that employers play in the broader workforce development system. Investments that are targeted specifically to meet employer demand not only increase Rhode Island’s competitiveness in a global economy, but increase the earning potential of incumbent workers trained, open the door to more job opportunities for unemployed Rhode Islanders, and help bring employer knowledge and expertise to the table in a way that can inform and improve the workforce system in the future. To advance this priority, the Governor’s Workforce Board allocates funds to:

**Why Demand-Driven? Why Sector Partnerships?**
(2013 Analysis by National Governor’s Association & The Woolsey Group)
**Demand-Driven Investments**

**MedTech Innovation Engine**  
**Lead Applicant:** MedMates  
**Employers Partners:** Ximedica, Aspiera, HealthID, Blue Cross Blue Shield, Synchronized Sales, Sproutel, Neighborhood Health Plan of RI  
**Strategic Partners:** Tech Collective, RI Bioscience Leaders, Brown, Science and Technology Advisory Council

**Process Technologists of the Future**  
**Lead Applicant:** Westerly Education Center  
**Employers Partners:** Pfizer, Thielsch Engineering, Eurofins Lancaster Labs, Toray Plastics America, Inc., Amgen, Rhodes Pharmaceutical, Tedor Pharmaceutical, Greysail Brewing Company, Kenyon Industries, Eurofins Spectrum Analysis, Roger Williams Medical Center  
**Strategic Partners:** Skills for Rhode Island's Future, University of Rhode Island, Community College of Rhode Island, Westerly High School, William M. Davies, Jr. Career & Technical High School, Rhode Island Department of Education, Building Futures RI

**Commercial Fisheries Apprenticeship Program**  
**Lead Applicant:** East Farm Commercial Fisheries Center of Rhode Island (CFCRI)  
**Strategic Partners:** Commercial Fisheries Research Foundation, University of Rhode Island Fisheries Center, North East Safety Training Corporation, Superior Trawl, Rhode Island Department of Environmental Management, Trawl Works, TriCounty Community Action, Rhode Island Office of Veteran Affairs

**Business Skills for the Construction Trades**  
**Lead Applicant:** West Elmwood Housing Development Corporation  
**Employers Partners:** Rhode Island Black Contractors Association, NeighborWorks Blackstone River Valley, Providence Revolving Fund, Coast Modern Construction, ACR Construction  
**Strategic Partners:** YouthBuild Providence, KITE Architects

**Building Futures**  
**Lead Applicant:** The Providence Plan (Building Futures)  
**Strategic Partners:** Brown University – Facilities Division, City of Providence – Purchasing, ONE Neighborhood Builders, RI AFL-CIO, University of Rhode Island – LRC/Economics, Greater Providence Chamber of Commerce, Shechtman-Halperin-Savage LLP

**Residential Construction Workforce Partnership**  
**Lead Applicant:** Rhode Island Builders Association  
**Employers Partners:** RI Builders Association (900 member firms), RI Building Materials and Lumber Dealers Association (Approx. 32 firms),  
**Strategic Partners:** Providence Revolving Fund, Building Officials Association, New England Institute of Technology, Youth Build, MTTI, Milenio Latino Institute, RI Career & Tech schools (10)

**Rhode Island Urban Apprenticeship Program**  
**Lead Applicant:** United Association of Plumbers and Pipefitters, Local 51  
**Employers Partners:** HART Engineering Corporation, Delta Mechanical Contractors LLC, Nexgen Mechanical Inc., Aero Mechanical Inc., New England Trace  
**Strategic Partners:** Mayforth Group, New Commons, Progreso Latino, Urban Ventures
Demand-Driven Investments

**Pipelines to Manufacturing Careers in Ship Building**
- **Lead Applicant:** Electric Boat
- **Employers Partners:** Electric Boat, Guill Tool, Toray, Applied Radar, VR Industries
- **Strategic Partners:** New England Institute of Technology, Community College of RI, Rhode Island Department of Education, Rhode Island College

**RI Defense and Cybersecurity Partnership**
- **Lead Applicant:** Southeastern New England Defense Industry Alliance
- **Employers Partners:** Dell SecureWorks, PURVIS Systems, Raytheon Company, Rite-Solutions, SEA Corporation
- **Strategic Partners:** Roger Williams University, University of Rhode Island, Brown University, New England Institute of Technology, Bryant University, Johnson & Wales University

**Design FORWARD Partnership**
- **Lead Applicant:** DESIGNxRI
- **Employers Partners:** Taylor Box Company, Orange Square, Bradford Soap Works, KITE Architects, Blue Cross Blue Shield of Rhode Island, Ximedica
- **Strategic Partners:** DownCity Design, RISD Continuing Education

**Implementing Wind Energy Career Pathways**
- **Lead Applicant:** North Kingstown Chamber of Commerce
- **Employers Partners:** Aladdin Electric, Vensys Energy, RI Fast Ferry, Anvil International, Quonset Development Corporation, UA-Local 51
- **Strategic Partners:** New England Institute of Technology, University of Rhode Island, Community College of Rhode Island, North Kingstown Schools, Exeter Job Corps

**Rhode Island Solar PV Industry Partnership**
- **Lead Applicant:** Office of Energy Resources
- **Strategic Partners:** Cadmus Group, Commerce RI's Renewable Energy Fund, Opportunities Industrialization Center of Rhode Island, Associated Building Contractors-RI Chapter, Northeast Clean Energy Council, BW Research

**Rhode Island Financial Skills Initiative**
- **Lead Applicant:** Rhode Island Bankers Association
- **Employers Partners:** Bank of America, BankRI, BankFive, BankNewport, Centreville Bank, Citizens Bank, Coastway Community Bank, Freedom National Bank, Home Loan Investment Bank, Savings Institute Bank & Trust, Santander Bank, Washington Trust, Webster Bank
- **Strategic Partners:** University of Rhode Island – Business Engagement Center

**Healthy Jobs for Rhode Island**
- **Lead Applicant:** Rhode Island College
- **Employers Partners:** Care New England, Gateway Healthcare, CharterCARE, Nalari Health, South County Hospital
- **Strategic Partners:** Hospital Association of Rhode Island, Central Falls School District, RI Department of Behavioral Health, Developmental Disabilities and Hospitals, RI Department of Health, Welcome Back Center, Substance Abuse and Mental Health Leadership Council, Community Care Alliance, North Providence School Department
**Demand-Driven Investments**

**PVD Healthworks**
**Lead Applicant:** City of Providence / Office of Economic Opportunity
**Employers Partners:** Lifespan Corporation, Care New England, CVS Health, Providence Community Health Center, Groden Network, ReFocus, CCAP, CareLink
**Strategic Partners:** Workforce Solutions for Providence/Cranston, RIC-Institute for Education in Healthcare, Building Futures, Apprenticeship RI, Community College of Rhode Island, Genesis Center, Skills for Rhode Island’s Future, Rhode Island Nurses Institute Middle College, Greater Providence Chamber of Commerce

**Health Workforce STAT Partnership**
**Lead Applicant:** RI Hospital – Lifespan Partner
**Employers Partners:** RI Hospital, Newport Hospital, The Miriam Hospital, Lifespan Corporate Services, Homefront Health Care
**Strategic Partners:** Lifespan Workforce Development, Homefront Health Care

**RI Hospitality Training Partnership**
**Lead Applicant:** Rhode Island Hospitality Association
**Employers Partners:** RI Hospitality Education Foundation, National Restaurant Association Educational Foundation, American Hotel & Lodging Educational Institute, Chelo’s Hometown Bar & Grille, Chez Pascal, Gregg’s Restaurants & Pubs, Harbor Lights, Hotel Viking, Lucia Italian Restaurant, McGrath Clambakes, Meritage Restaurant, Ocean House, Omni Hotels & Resorts, Packaging & More, Panera Bread, Providence Marriott Hotel, Pt. Judith Country Club, Regan Communications, Simone’s Restaurant, T’s Restaurants, Tallulah on Thames, Vanderbilt Grace, Wyndham Garden Providence
**Strategic Partners:** Johnson & Wales University, Community College of Rhode Island, Hope & Main incubator kitchen, Workforce Solutions of Providence Cranston, Providence Cranston Workforce Investment Board

**Information Technology Real Jobs Partnership**
**Lead Applicant:** Tech Collective
**Employers Partners:** AIPSO, Amica Insurance, Atrion Networking Corporation, Brave River Solutions, Computer Associates, Envision Technology Advisors LLC, IGT, OSHEAN, Rhode Island Quality Institute, Secure Future Tech Solutions, United Natural Foods Inc, Worldways Social Marketing
**Strategic Partners:** Workforce Partnership of Greater Rhode Island, Opportunity@Work, Bryant University, Community College of RI, New England Institute of Technology, Rhode Island College – Adult Education, Chariho Career and Technical Center, Coventry High School, Rhode Island Department of Education, Rhode Island STEM Center, Warwick Area Career and Tech, Junior Achievement of RI, pathidi, Providence After School Alliance, SkillsUSA RI, itSM Solutions, LaunchCode, New Horizons, Center for Women and Enterprise, MedMates, StartUp Community of RI

**TechHire RI**
**Lead Applicant:** Opportunity@Work.Inc.
**Employers Partners:** Atrion-A Carousel Co., Datarista, Envision Technology Advisors, Johnson & Johnson, Kenzan Media, Southeastern New England Defense Industry Alliance, Virgin Pulse
**Strategic Partners:** General Assembly, Providence Public Library, Skills for Rhode Island’s Future, Tech Collective

**Manufacturing Leadership Development Partnership of Rhode Island**
**Lead Applicant:** Toray Plastics (America) Inc.
**Employers Partners:** Toray Plastics (America) Inc., Astro-Med Inc. (dba AstroNova), Taco Comfort Solutions, Teknor Apex, Nordson EFD
**Strategic Partners:** URI Center of Human Services, URI College of Continuing Educaltion, RI Manufactures Association
Demand-Driven Investments

**Phoenix Partnership**
**Lead Applicant:** Hyman Brickle & Son Inc.
**Employers Partners:** Aspen Aerogel, Boukaert Industrial Textiles, Becker Manufacturing Company, VIBCO, Hyman Brickle & Son Inc.
**Strategic Partners:** Rhode Island Manufacturers Association, Employers Association of the Northeast

**Rhode Island Manufacturing Growth Collaborative**
**Lead Applicant:** Polaris MEP (University of Rhode Island Research Foundation)
**Employers Partners:** Chemart, Pilgrim Screw, Yushin, Hexagon Metrology, Guill Tool, Taylor Box Company, Electric Boat
**Strategic Partners:** Rhode Island Manufacturers Association, RI Marine Trades Association , International Yacht Restoration School, Workforce Performance Solutions, University of Rhode Island, Community College of Rhode Island

**Marine and Composites Partnership**
**Lead Applicant:** Rhode Island Marine Trades Association (RIMTA)
**Strategic Partners:** RIMTA, Composites Alliance of RI, Polaris MEP, MTTI, Confident Captain (Dresser Marine), International Yacht Restoration School, New England TECH, Workforce Solutions of Providence/Cranston

**ManUp 2 Careers**
**Lead Applicant:** Man Up Inc.
**Employers Partners:** Craftmaster’s Professional Contractors, Pezzuco Construction, RI Carbide Tool Company, Office Recycling Solutions, General Dynamic/Electric Boat
**Strategic Partners:** Shipbuilding/Marine Trades and Advanced Manufacturing Institute (SAMI), Rhode Island Training School, Rhode Island Adult Correctional Institution

**Real Jobs Partnership of Northern Rhode Island**
**Lead Applicant:** Connecting for Children and Families
**Employers Partners:** Amica Insurance Company, Bank of America, Citizens Bank, Navigant Credit Union, Pawtucket Credit Union, Innovex
**Strategic Partners:** Northern RI Chamber of Commerce, Roger Williams University, Community College of RI, Innovative Insurance Partnership

**The Hire Path Program**
**Lead Applicant:** OIC of Rhode Island, Inc.
**Employers Partners:** Electric Boat, Thielsch Engineering, ACE Mattress Recycling, Providence Foundation (over 100 member firms)
**Strategic Partners:** Amos House, New England Institute of Technology- SAMI, Rhode Island Public Transit Authority, Providence Career and Technical Academy, Workforce Solutions of Providence-Cranston

**Westerly Regional Real Jobs Partnership**
**Lead Applicant:** Ocean Community Chamber of Commerce
**Employers Partners:** Westerly Hospital, Washington Trust Company, Darlington Fabrics/Moore Company, Westerly Public Schools, Ocean Community YMCA, Ocean House, Paddy’s Beach Club, Grey Sail Brewery, Valenti Toyota, Servpro of Washington County, Hauser Chocolatier, Professional Planning Group, Hoyt Filippetti & Malaghan
**Strategic Partners:** Operation Stand Down RI, Literacy Volunteers of Washington County, Education Exchange, Families Learning Together (WPS Family Literacy), Westerly Library and Wilcox Park, Westerly EDC
Demand-Driven Investments

**Social Enterprise Partnership**
*Lead Applicant:* Social Enterprise Greenhouse  
*Employers Partners:* Optimity Advisors, Blount Fine Foods, UNFI, Delta Dental, Blue Cross Blue Shield Rhode Island  
*Strategic Partners:* Brown University, University of Rhode Island

**Teamsters Local 251 Driver Training**
*Lead Applicant:* Teamsters Local 251 Driving School  
*Employers Partners:* YRC Freight, New Penn Motor Express, ABF Freight, DMS, Centrex Distributors  
*Strategic Partners:* IBEW Local 99

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**FY2018 Performance**

- **1620** New Hires Placed
- **918** Incumbent Workers Upskilled
- **2** New Career & Technical High School Programs
- **45** College Internships Completed
- **116** High School Students Completing Career Exploration
Demand-Driven Investments

Non-Trade Apprenticeship Development Program

The Non-Trade Apprenticeship Development Program provides ‘start up’ funding to help develop new and innovative apprenticeship training models in high-growth, high-demand fields that extend beyond the traditional trades. Apprenticeship is a tried-and-true training model that is increasingly getting a ‘second look’ in today's economy. The ‘learn and earn’ structure is mutually beneficial to employer and employee, particularly low-income workers who are able to support themselves and their families as they learn the skills their employer needs. Employers can develop a tiered pay structure that grows as the individual’s value to the company grows. In FY2018, the Governor’s Workforce Board issued five Non-Trade Apprenticeship Development Grants to the following organizations:

**Marine Industry Training and Education Council (MITEC)**
**Partner(s) and Employer Sponsors:** The Hinckley Company, New England Tech, American Boat Builders and Repairers Association

**Rhode Island Hospitality Education Foundation**
**Partner(s) and Employer Sponsors:** Gregg’s Restaurant and Tavern, Davis Career and Technical High School, Rhode Island Hospitality Association

**Care New England**
**Partner(s) and Employer Sponsors:** Care New England Healthcare System, SEIU 1199NE, Rhode Island College, United Way of Rhode Island, Skills for RI’s Future, Healthcare Career Advancement Program

**Providence Community Health Centers**
**Partner(s) and Employer Sponsors:** Providence Community Healthcare Centers, SEIU 1199NE.

**Rhode Island Institute for Labor Studies and Research**
**Partner(s) and Employer Sponsors:** Higher Ed Partners/Student Resource Center, LLC, Office & Professional Employees International Union, Local 25

### FY2018 Performance

New Non-Trade Apprenticeship Models Approved
- Line Cook
- Community Health Worker
- Certified Medical Assistant
- Call Center Customer Service
- Marine Service Technician
Demand-Driven Investments

Non-Trade Apprenticeship Incentive Program
The Governor’s Workforce Board Non-Trade Apprenticeship Incentive Program provides 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. Nine organizations received grants in FY2018:

- Claflin Medical Equipment
- University Medicine Foundation
- Rhode Island Parent Information Network (RIPIN)
- CVS Health
- City of Providence Police Department
- Care New England Health System
- Symmetrix Composite Tooling
- SeaScape Lawn Care
- AstroNova, Inc.

FY2018 Performance

Grants Issued  |  Total Awarded
--- | ---
39 | $39,000

Jobs Initiative
The Jobs Initiative was first developed in 2012 as a direct-to-employer grant program designed to encourage the immediate employment of unemployed or underemployed Rhode Islanders by assisting with short-term training and/or providing hiring/retention incentives. The program is jointly administered with Commerce RI and is an effective tool to attract or retain employers that are looking to expand their workforce and create more employment opportunities for Rhode Islanders.

One Jobs Initiative hiring incentive was issued in partnership with the Commerce Corporation during FY2018. Information on the hiring outcomes of this award will be available in FY2019:

- Virgin Pulse Inc.

FY2018 Performance

<table>
<thead>
<tr>
<th>Total New Hire Target</th>
<th>Total Potential Award</th>
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<tbody>
<tr>
<td>126</td>
<td>$500,000</td>
</tr>
</tbody>
</table>

(not received until hiring targets are reached)
### Incumbent Worker Training Grants

To remain competitive, organizations increasingly need to train and re-train existing members of their workforce. Incumbent Worker Training grants are matching grants of up to $50,000 available to Rhode Island companies to help grow and maintain competitiveness by investing in training of their existing workforce. During FY 2018, the following 121 companies applied for and received Incumbent Worker Training grants:

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Industry</th>
<th>Location</th>
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<tbody>
<tr>
<td>LIE Auto Sales, LLC</td>
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<tr>
<td>Toray Plastics (America), Inc.</td>
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<tr>
<td>Vogue Industries dba Safety Flag Co. of America</td>
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<tr>
<td>Ocean State Jobbers, Inc.</td>
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<td>Seven Star Bakery</td>
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<tr>
<td>Bank Newport</td>
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<tr>
<td>Atlantis Comfort Systems Corp</td>
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<td>ParsonsKellogg, LLC</td>
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<td>PacketLogix, Inc.</td>
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<td>TPI Composites, Inc.</td>
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<tr>
<td>Providence Marriott Downtown Hotel</td>
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<tr>
<td>Westbay Community Action</td>
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<td>Elite Physical Therapy, Inc.</td>
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<td>Rhode Island Council for the Humanities</td>
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<td>Goodwin-Bradley, Inc.</td>
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<td>Eating with the Ecosystem Inc</td>
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<tr>
<td>The Hilb Group of New England</td>
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<td>Statewide Plumbing and Heating Co.</td>
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<td>Kafin Oil Co, Inc.</td>
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<td>Miniature Casting Corporation</td>
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<td>INSCO</td>
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<td>Hodges Badge Company, Inc.</td>
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<td>Nail Communications, Inc.</td>
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<td>VP Fitness, LLC</td>
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<td>Desmark Industries, Inc</td>
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<td>INMEDICA</td>
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<td>Dimeo Construction Company Advanced Auto Body Inc.</td>
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<td>International Business Machines Corporation</td>
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<td>Blount Boats</td>
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<td>Rouge Island</td>
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<td>New England Syrup Company</td>
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<tr>
<td>Alliance of Artists Communities</td>
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<tr>
<td>Frank Dupuis Co dba Dupuis Oil Co</td>
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<tr>
<td>NVA Newport Veterinary Management, LLC</td>
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<td>Bayside Mobile Veterinary Care Inc.</td>
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<td>Seven Star Bakery</td>
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<tr>
<td>Portsmouth Veterinary Clinic Sansiveri, Kimball &amp; Company, LLP</td>
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<tr>
<td>Twin River Casino Newport Community School</td>
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<td>Mad Marc, Inc. dba Dominia's Agway</td>
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<td>Lawrence Air Systems</td>
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<td>Stolberger Inc. dba Wardwell Braiding Co.</td>
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<td>Pawtucket Credit Union</td>
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<td>RI Mentoring Partnership</td>
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<td>Westerly Community Credit Union</td>
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<td>East Providence Early Childhood Learning Center</td>
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<td>Tiffany &amp; Co.</td>
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<td>Roger N. Carlsten, DDS</td>
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<td>Sanoco, Inc. dba Santoro Oil Company</td>
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<td>Spectrum Thermal Processing Antaya Technologies</td>
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<td>Foolproof Brewing Company</td>
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<td>Joseph Tavone incorporated</td>
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<td>AstroNova, Inc</td>
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### FY2018 Performance

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<th>Incumbent Workers Upskilled</th>
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**Demand-Driven Investments**
Career Pathways

Rhode Island’s middle class job market has experienced a shift away from low-skilled jobs toward more middle and high-skilled occupations. Because today’s workplace needs are more defined, today’s job seeker cannot rely on a generalist approach to his or her future career. Individuals seeking gainful employment, specifically those from traditionally underserved populations, need a high level of career knowledge, skill training, and experience so they can make informed decisions and compete in an increasingly competitive labor market. For this reason, the Governor’s Workforce Board invests in a number of programs designed to provide career pathways for youth and adults.

Targeted Workforce Preparation through Real Pathways RI
Real Pathways RI promotes and supports partnerships between and among nonprofits, education and training providers, community partners, and others, within a specific geographic region or who focus on a similar population (ex. veterans, non-English speakers). These partners collaborate and strategize how to best serve clients through comprehensive and cooperative workforce development programming that is demand-driven, linked to the larger workforce development network, and designed to maximize the opportunities for middle class employment. The GWB awarded 14 Real Pathways RI partnerships throughout the state during FY 2018.

RISE 2 Work Partnership
Lead Applicant: Perspectives Corporation
Employers Partners: CVS, Home Depot
Strategic Partners: Accesspoint RI, Looking Upwards, Opportunities Unlimited

Pathways to Manufacturing for English Language Learners
Lead Applicant: Dorcas International Institute of RI
Employers Partners: Lumetta, Inc., Hook-Fast Inc.
Strategic Partners: Genesis Center

Rhode Island Core Skills Partnership
Lead Applicant: RI Adult Education Professional Development Center (at West Bay Collaborative)
Employers Partners: Blow Molded Specialties, Hyman Brickle & Sons, Murdock Webbing, RI Hospitality Association, We Make RI
Strategic Partners: Blackstone Valley Community Action Program, Genesis Center, RI Family Literacy Initiative, RI Regional Adult Learning, Westbay Community Adult Education Academy, United Way of RI

Rhode Island Works Wonders for Foster Youth
Lead Applicant: Foster Forward
Employers Partners: Rhode Island Marine Trades Association, Rhode Island Hospitality Association, Ocean State Job Lot, Burlington Coat Factory, Manpower, Children's Friend and Service
Strategic Partners: Crossroads RI, Roger Williams University- School of Continuing Services, Tri-County Community Action, DCYF, Voice Youth Leadership Board

P.A.I.D (Pathways to Adulting, Independence, and Dignity)
Lead Applicant: Community Care Alliance
Employers Partners: Snap Chef, Panera Bread, Real Jobs Partnership of Northern RI, Healthy Jobs for RI
Strategic Partners: Harbour Youthworks411 Center, Project Learn, Workforce Partnership of Greater RI

Year Up IT Training Enhancement Program
Lead Applicant: Year Up Providence
Employers Partners: Amica Mutual Insurance, Citizens Bank
Strategic Partners: Community College of RI, Community Action Partnership of Providence, Community Care Alliance
### Pathways to Apprenticeship

**Lead Applicant:** RI Institute for Labor Studies

**Employers Partners:** Laborers' International Union of North America (LiUNA), New England Regional Council of Carpenters (Local 94), International Brotherhood of Electrical Workers Local 99 (IBEW 99), International Union of Painters and Allied Trades District Council 11 (IUPAT), UA Local 51 Plumbers and Pipelinefitters (UA Local 51)

**Strategic Partners:** RI Family Literacy Initiative, Literacy Volunteers of East Bay, RI Committee on Occupational Safety and Health

### Newport County Pathways to Employment

**Lead Applicant:** Newport Community School

**Employers Partners:** Heatherwood Nursing & Rehabilitation Center, St. Clare-Newport, Royal Middletown

**Strategic Partners:** URI-College of Pharmacy

### Greater Providence Healthcare Career Pathways

**Lead Applicant:** Genesis Center

**Employers Partners:** CharterCare Health Partners, Cedar Crest Nursing and Rehabilitation, Providence Community Health Centers, East Bay Community Action Program, The Fogarty Center, Elmwood Adult Day Health Care Center, Elmwood Health Care Center, Groden Center

**Strategic Partners:** RI Family Literacy Initiative, Providence Housing Authority, City of Providence - First Source, City of Providence - Office of Economic Opportunity

### Veterans Pathways to Prosperity

**Lead Applicant:** Operation Stand Down RI

**Employers Partners:** RI Urban Apprenticeship Program, Rhode Island Trucking Association, Rhode Island Manufacturing Association, Providence/Cranston Workforce Development Board

**Strategic Partners:** RI Office of Veterans Affairs, US Department of Veterans Affairs, Providence VA Hospital

### FY2018 Performance

- **387** New Hires Placed
- **367** Credentials Awarded
- **161** Individuals Achieved an Academic Outcome
- **94** Individuals Learned English
RI’s Three Year Action Plan to Ensure All High School Students are College and Career Ready

- A statewide strategy to prepare all Rhode Island youth for success in college and career
- A strategic partnership between government, private industry leaders, K-12 education, higher education, and non-profits across Rhode Island
- An initiative funded, in part, by the New Skills for Youth Grant from JPMorgan Chase and the Council of Chief State School Officers (CCSSO)

INVESTMENTS

Career pathway activities allow youth to explore career options, gain career-focused technical expertise, and engage in work-based learning experiences like internships or summer jobs. The GWB funded the following programs for youth in FY18:

- $1.8 million to summer youth employment programs to serve 1285 youth in Summer 2017 with paid work-based learning
- $500,000 in additional funds to Real Jobs Rhode Island to support and expand youth-focused programming that grows the talent pipeline through activities in career exploration, aligning CTE programs to industry, and work-based learning. Highlights include:
  - RI Marine Trades Association (RIMTA), in a partnership with the Herreshoff museum and others, provided 49 youth with a hands-on experience building boats in Summer 2017, and additional 73 youth with boat-building programs in the academic year 2017-18
  - WeMakeRI led a manufacturing “boot camp” for 11 high school students in Summer 2017, ending in industry-recognized credentials
  - $860,000 to establish a statewide career readiness intermediary (Skills for RI’s Future) that will serve as single point of contact and connector for employers and schools for career readiness activities for youth and manage the PrepareRI Internship program to provide high school juniors with high-quality internships with top employers during the summer (program pilot was in Summer 2018).
- $36,000 of New Skills for Youth grant funds to Junior Achievement to pilot the JA Inspire Career Fair at the RI Convention Center in March 2018 for over 2,200 8th graders from Providence, Pawtucket, and Central Falls to explore careers and industries, CTE programs, and postsecondary options through hands-on activities

THOUGHT LEADERSHIP

The GWB is developed a state-wide strategy for work-based learning, with the end goal of making work-based learning opportunities available to every high school student before they graduate:

- Under the guidance of its Career Pathways Advisory Committee, the GWB issued work-based learning guidance in January 2018 to high schools, postsecondary institutions, training providers, nonprofits, government agencies, and other workforce network partners around work-based learning activities for youth, particularly youth enrolled in high school or of high school age. The guidance includes:
  - Vision for work-based learning
  - Definition of work-based learning
  - Standards and expectations for high-quality work-based learning (both general and for specific activities)
  - Guidance for schools and employers regarding insurance and liability as it relates to internships
Youth
The Governor’s Workforce Board youth allocations helps augment federal WIOA youth career development funds with less-restrictive Job Development Fund dollars to serve all RI youth ages 14-24. Services include interest inventories, academic assessments and services, contextual learning, leadership development, job readiness and work experience. Funds help provide Rhode Islanders ages 14-24 with subsidized year-round and summer work experiences that allow them to explore careers and gain work readiness skills.

FY2018 Performance

- Job Placements: 302
- Credentials Awarded: 2051
- Work Experiences Completed: 1418

Adult Education
Since 2007, the Governor’s Workforce Board has collaborated with the RI Department of Education to target the segment of the workforce that lacks the necessary Adult Basic Education and work readiness skills in order to compete in the 21st century economy. These funds support programs that integrated education and workforce development for adult learners.

FY2018 Performance

- Job Placements: 528
- Credentials Awarded: 1129
- Work Experiences Completed: 429

Work Immersion – Subsidized Paid Work Experiences for Students and Unemployed Adults
Work Immersion provides subsidized, temporary work experiences for college students, recent college graduates, unemployed adults, and Career and Technical Education high school students. Employers were able to receive up to a 50% wage reimbursement for hosting such individuals in a paid work experience. For college students, graduates, and unemployed adults, an additional 25% reimbursement was available if candidates are hired at the end of the work experience.

FY2018 Performance

- Job Placements: 66
- Work Experiences Completed: 365
Aligned Policy and Networked Governance

A number of significant reforms and evolutions are concurrently taking place throughout the Rhode Island workforce development network. The reforms and rethinking required by the federal WIOA act, the continued development of a demand-driven system to engage more employers, and enhanced connections to K-12 and other external partners (among other changes) represent an exciting opportunity for the network. Investments in more effective marketing, alignment of policies and planning efforts, and greater uniformity and consistent quality throughout the workforce network will better serve employer and job seeker customers.

Organization and Convening of Inter-Agency Workgroup

The federal Workforce Innovation and Opportunity Act (WIOA) requires unprecedented coordination and alignment between partner agencies such as Human Services, Education, Labor, and Rehabilitative Services, among others, to deliver integrated, responsive, and high performing services for job seekers and employers. The GWB oversees the convening and facilitation of an interagency workgroup comprised of administrators from across the spectrum of core partner agencies to cooperatively plan, strategize, and execute the implementation of the WIOA as well as the strategic integration of state JDF resources when appropriate.

Review and Redesign of GWB Programming

During FY 2018 the GWB conducted a thorough review of the design and utility of their in-house programs including the Work Immersion program and the Incumbent Worker Training program. This review resulted in a number of programmatic and administrative rules designed to better reflect the intent of each program while improving customer service and employer friendliness. Among other changes, the GWB transitioned to web-based/digital applications for all programs, revised program rules to eliminate redundant or unnecessary information and speed evaluation/approval process, and revised the grant reimbursement process to increase oversight and fiscal integrity.

Development and Issuance of the first Comprehensive Support Service Directory

As part of the GWB’s role as hub and connector of the various workforce development programs in Rhode Island, the Board, in partnership with the United Way 211 program, issued the first One Stop Career Center ‘Comprehensive Support Service Directory’. The service directory is tool for the workforce development network to locate and connect with support services and service providers throughout Rhode Island. The directory is designed to help staff locate a particular service or support based on a customer’s need. It is meant to be utilized alongside other existing and effective service connectors such as the Rhode Island Resource Hub and the United Way of Rhode Island 2-1-1 program.
Required Collaboration Between/Among Network Partners and One-Stop Career Centers
Looking to dissolve the silos between its state funded (JDF) and federally funded (WIOA) workforce development programs, the solicitation for community-based Real Pathways RI partnerships required applicants to describe how they will connect with and integrate services with their local One-Stop Career Center. These connections will continue to be emphasized and built-out throughout the life of the program and the GWB will look for opportunities on a policy level to ease and encourage such coordination.

Design and Launch of WorkforceRI.com
Rhode Island offers a range of free or no-cost workforce development solutions for businesses; but these programs are administered by a variety of organizations and connecting with them can sometimes be a challenge for businesses. In FY2018, in partnership with the Rhode Island Foundation; the GWB launched WorkforceRI.com which brings the range of workforce development grants, incentives, and programs to businesses in one simple digital location. WorkforceRI.com includes an intuitive navigation tool that can connect a business to precisely the right solutions to their needs by answering just a few easy questions.
Data and Performance

Performance monitoring and data measurement help to guide GWB investments and policy decisions. The GWB allocates both staff time and resources which enable it to better collect, analyze, and utilize data to improve upon or design new initiatives to meet on-going and future workforce needs. Data analysis measures not only the return on taxpayer investments, but also providers access to real-time information on the value and impact for those that the workforce system serves - individuals, employers, and Rhode Islanders at large.

Successful Conversion of Unified Expenditure and Program Report from Paper Based to Interactive Web-based Dashboard

The Unified Workforce Expenditure and Program report is a compendium of fiscal and performance information for nearly all workforce development programs in the state of Rhode Island. This report is required pursuant to RIGL §42-102-6 and was previously a paper-based report. Expansion of the FY18 Unified Workforce Development and Expenditure Report included Labor Market Dashboard including unemployment, industry, and projection data, Interactive visuals of occupational data by degree requirements, separate and detailed investment and outcomes dashboards that include new visuals regarding workforce investments and outcomes by target populations. In addition, the new report will include two fiscal years of data, eliminating the one-year data lag that existed in previous reports, and a vendor map that will visualize workforce vendor location, allocations, and individuals served by agency and program.

Continued Development of Statewide Comprehensive Workforce Development Performance Dashboard

Building on the progress of the Unified Workforce Expenditure and Program report, and utilizing resources provided by the National Skills Coalition and the USDOL Workforce Data Quality Initiative, the GWB has partnered with an in-state vendor to develop a more robust and interactive web-based performance dashboard that will enable users to view outcomes and participant information across a range of workforce development programs, and connect this information to data sets from other agencies to begin to query some impactful policy and programmatic questions. This multi-stage development began with the integration of federal WIOA data, and will progress to include other GWB funded programs. The vision is for all workforce development programming across state agencies to be housed and analyzed through this dashboard to allow for comparisons, analysis, and review.

Development of Eligible Training Provider Dashboard

The Eligible Training Provider List is a list of training providers (such as a community college, proprietary training school, or other education partner) that have applied for, and been approved to, accept WIOA training assistance funds to train WIOA clients. In FY2018, the GWB completed an ETPL performance dashboard - providing data on eligible training providers in RI by location, area of interest, type of service. It can be found here: http://www.dlt.ri.gov/wio/programs.htm

Data Story - Analysis of Workforce Training Program Completers and their Entry into Postsecondary Education

Utilizing linked data in RI’s DataHub, the GWB’s data vendor assessed the timing of postsecondary education enrollment and type of exit from a workforce program (successful completion and employed, completed but not employed, etc.). Using the RI CIP-SOC crosswalk, it was also determined how many completers enter fields of study that are preparatory for the same industries they accessed in their workforce training program. The data story can be found here: http://ridatahub.org/datastories/68/1/
Implementation of the Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal law governing employment, education, training, and support services for job seekers. WIOA was passed by bipartisan majorities in both houses of Congress and signed into law by President Obama on July 22, 2014. The law supersedes the previous Workforce Investment Act (WIA) and looks to more fully integrate states’ workforce and talent development systems to better serve employers and job seekers. Rhode Island is currently in a phased implementation of WIOA. As the state’s federally-designated workforce agency, the Governor’s Workforce Board is tasked with implementation of the law which includes developing a strategic plan for the state, issuing policy and directives, allocating resources, and working with the state's local workforce boards on the coordinated delivery of high quality workforce development services.

Rhode Island’s vision for WIOA is to develop a responsive demand-driven system that prepares unemployed and underemployed individuals (particularly those with barriers to employment) for occupations in high wage/demand fields. The full State WIOA plan can be viewed here.*

This work is done in concert with the state’s two local workforce development boards:

- Workforce Solutions of Providence/Cranston
- Workforce Partnership of Greater Rhode Island

### Summary of Major Activities

- Both Local Workforce Development Boards completed their local WIOA plans. The local plans serve as an action plan to develop, align, and integrate service delivery strategies to support the state board’s vision, strategic and operational goals within local workforce development areas; as well as Rhode Island’s overall economic goals and strategies.

- The Governor’s Workforce Board, in partnership with the United Way 211 program, issued the first One Stop Career Center ‘Comprehensive Support Service Directory’. The service directory is a tool for the workforce development network to locate and connect with support services and service providers throughout Rhode Island. The directory is designed to help staff locate a particular service or support based on a customer’s need.

- Utilizing standards set by the State Board, both Local Workforce Development Boards developed and implemented certification standards for the One Stop Career Centers in their area. One Stop Certification is a review of the effectiveness, accessibility, and continuous improvement of one-stop centers and the one-stop delivery system. Reviews are required at least once every 3 years.

- Both Local Areas have continued to advance the work of the new One Stop Center Operator, beginning partner program cross-training, facilities redesign, program integration, and other efforts designed to improve the One Stop customer experience.

- The State Department of Labor and Training, in partnership with the Local Workforce Development Boards, conducted a comprehensive review and audit of the Eligible Training Provide List (those training providers authorized to receive WIOA training funds). Applying strict performance and fiscal integrity standards, the list was reduced from 52 to 35 (as of Feb 2018) to promote higher quality training that is better linked to employment outcomes.

*Reading this report in hard copy? To view the State WIOA Plan visit: http://www.dlt.ri.gov/wio/pdfs/WIOAStatePlan2016.pdf
# Implementation of the Workforce Innovation and Opportunity Act

## WORKFORCE INNOVATION NOTICES ISSUED

Workforce Innovation Notices are the formal process through which the Governor’s Workforce Board sets statewide policies, guidance, and information for WIOA, which are delivered to the local workforce development boards as well as system partners.

<table>
<thead>
<tr>
<th>WIN #</th>
<th>Description</th>
<th>WIN #</th>
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<tbody>
<tr>
<td>18-01</td>
<td>The Lower Living Standard Income Level (LLSIL) is a USDOL-defined metric which is used to determine income eligibility for many WIOA programs. WIN 18-01 disseminates the Lower Living Standard Income Level guidelines to local workforce areas for 2017.</td>
<td>18-06</td>
<td>‘Rapid Response’ is a WIOA program that responds to mass layoff events or plant closures and quickly provides immediate aid to the affected company and their workers. WIN 18-06 describes the process for how Rapid Response services are to be engaged and provided.</td>
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<td>18-02</td>
<td>Infrastructure costs are those costs that are considered necessary to operate a One Stop Career Center such as rent, utilities, maintenance, supplies, and equipment. These costs are to be shared and negotiated by local areas among the partner programs. If these parties are unable to reach a consensus; WIOA requires states to develop a ‘backup’ infrastructure funding mechanism to be used. WIN 18-02 describes the state infrastructure funding mechanism.</td>
<td>18-07</td>
<td>WIOA authorizes the transfer of up to 100% of local funds between the Adult and the Dislocated Worker programs. It also states that the Governor is responsible for approving such transfers. The State Board must establish criteria or factors for approving local workforce development board (LWDB) transfers of funds. WIN 18-07 provides guidance regarding the transferring of local funds.</td>
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<td>18-03</td>
<td>When deciding who will access certain career and training services, WIOA requires priority be given to veterans, public assistance recipients, low-income individuals, and individuals who are basic skills deficient. WIN 18-03 outlines how priority of service rules should be applied.</td>
<td>18-08</td>
<td>The Lower Living Standard Income Level (LLSIL) is a USDOL-defined metric which is used to determine income eligibility for many WIOA programs. WIN 18-08 disseminates the Lower Living Standard Income Level guidelines to local workforce areas for 2018.</td>
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<td>18-04</td>
<td>WIOA requires that in order to be eligible to receive infrastructure funding a One Stop Career Center must be certified by their local board. The State board must establish objective criteria and procedures for use by local boards in certifying One Stop operations. WIN 18-04 outlines those criteria, including service excellence, universal access, and continuous improvement.</td>
<td>18-09</td>
<td>WIOA requires that the Governor designate local workforce development areas after consultation with the State Board and others. A local government unit or a combination of government units, may request new designation and existing local workforce development areas may request ongoing designation. WIN 18-09 outline the process for new and ongoing designations for local areas.</td>
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<td>18-05</td>
<td>WIOA establishes key performance accountability indicators and reporting requirements to be used in assessing the effectiveness of state and local workforce development areas. The state board is responsible for issuing a performance accountability policy that is consistent with these federal requirements. WIN 18-05 describes the various performance indicators that will be used to assess the performance of the workforce development system.</td>
<td>18-10</td>
<td>The USDOL provides WIOA funding to states through three ‘categories’ – Adult, Dislocated Worker, and Youth. These allocations are determined based on a formula that takes into account, among other factors: unemployment, poverty, plant closures, and population. WIN 18-10 describes how the state will allocate the funds to our local workforce areas for the upcoming program year.</td>
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Workforce Innovation and Opportunity Act – Governance (Summary)

**US DOL, DOE, Etc.**
- Issue guidance/clarification regarding WIOA law
- Convene technical assistance and share best practices
- Provide monitoring/oversight
- Set performance standards/expectations
- Allocate WIOA funds
- Distribute Grants

**State Workforce Board (GWB)**
- Advise Governor
- Develop and implement State Plan
- Develop and implement performance measures
- Issue guidance and state-level WIOA policies
- Develop innovative strategies to meet the needs of employers and job seekers
- Develop IT solutions and tools
- Provide monitoring/oversight
- System and capacity building

**Local Workforce Boards**
- Develop and implement local plan
- Conduct workforce research and regional labor market analysis
- Negotiate local performance measures
- Engage local partner programs
- Develop a budget for local activities
- Designate One-Stop Operate
- Identify eligible training providers

**One Stop Operator**
- Contract with Local Workforce Board
- Manage daily operations of the One Stop
- Manage partner program responsibilities as defined in the Memorandum of Understanding (MOU)
- Manage services for individuals and businesses
- Implement Local Workforce Board Policy

**One Stop Career Centers (netWORKRI office)**
One Stop Career Centers are designed to provide a full range of assistance to job seekers under one roof. The centers offer training referrals, career counseling, job listings, and similar employment-related services. Customers can visit a center in person or connect to the center's information online.
Workforce Innovation and Opportunity Act

Rhode Island is required to annual submit comprehensive performance reports to the USDOL for operations funded under the Workforce Innovation and Opportunity Act (WIOA).

**Title I Programming (‘Workforce Development Services’):**
WIOA funded programming designed to provide job search, education, and training activities for individuals seeking to gain or improve their employment prospects. Services include: Basic career services, Individualized career services and Training services and serves Adults, Dislocated Workers, and Youth.

**PY2018 Performance**

![1844](image) Job Placements

![392](image) Credentials Awarded

**Title III Programming (‘Wagner Peyser’):**
WIOA funded programming offering universally accessible career services to job seekers and employers. Services include free online job boards, recruitment and technical services for employers; referral to other federal workforce development resources

**PY2018 Performance**

![7083](image) Job Placements

**Title III Programming (‘Jobs for Veterans State Grant’):**
The Jobs for Veterans State Grant program provides federal funding to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans

**PY2018 Performance**

![315](image) Job Placements
Administration of the Job Training Tax Credit

The Governor’s Workforce Board is statutorily charged with approving letters of request for the state Job Training Tax Credit. The GWB only approves training costs and does not determine nor award the specific tax credit.

Employers may receive a tax credit equal to as much as 50% of their training costs, with a limit of $5,000 per employee over a three-year period. Only $1,000 of qualified expenses may be wages earned through training.

The type of training varies widely, from academic remediation and ESL to technology applications and management skills. Job Training Tax Credits are available only to C Corporations and may not be claimed on RI personal income tax returns.

In FY 2018, nearly $4.6 million in training costs were approved to train more than 4500 workers with the following company:

• General Dynamics Electric Boat

Note: Pursuant to the FY2019 State Budget; the Job Training Tax Credit is no longer available for tax years beginning on or after January 1, 2018.
No external reports were commissioned and/or received in FY2018.
In the coming year, the GWB will look to build on the tremendous momentum achieved throughout FY 2018 and continue to make progress on our Four Strategic Priorities:

**Demand Driven Investments:**
- Continued expansion of the industry-led Real jobs RI program
- Utilize Jobs Initiative funds to help encourage the expansion of employment opportunities with new or existing Rhode Island companies
- Development of no fewer than five (5) additional nontrade apprenticeships through the Non-Trade Apprenticeship Development program

**Career Pathways for Youth and Adults:**
- No fewer than 500 Job Placements through the Real Pathways RI program
- Doubling the number of youth served through the PrepareRI Internship Program to over 300.

**Aligned Policy and Networked Government**
- Completion and publication of the FY2020-2021 Biennial Plan
- Continued collaboration and integration across agencies and partners in the workforce development network
- Adoption of a uniform assessment of basic literacy and math skills across WIOA partner programs
- Development of a uniform definition of ‘credentials of value’ that align with industry demands and promote economic opportunity

**Data and Performance**
- Development and release of ‘2.0’ version of a Statewide Workforce Development Performance Dashboard
- Continued efforts to better integrate and share agency data to better serve clients and inform program decision
While the total state and federal funding for workforce development programs totals over $80 million (see Unified Expenditure and Program Report); the Governor’s Workforce Board is directly responsible for allocating a fraction of those funds through administration of the state Job Development Fund and federal Workforce Innovation and Opportunity Act funds. A summary of how those funds were spent in FY 2018 is below.

### Job Development Fund

| FY2017 Carry-in (Obligated and/or Unexpended) | 7,029,106 |
| Collections, General Revenue, and Interest | 15,744,781 |
| Total Availability | 22,773,887 |
| Less: | |
| DOR/Employer Tax Unit | (845,479) |
| GWB Operations | (1,281,649) |
| RJRI Operations | (806,927) |
| DOA Centralizations | (210,545) |
| SubTotal | 19,629,287 |
| Grants and Awards Obligated and Expended | (17,640,743) |
| Grants and Awards Obligated and/or UnExpended (FY2019 Carry Over) | 1,988,544 |

### Workforce Innovation and Opportunity Act

| Disbursed Funds | $11,187,280 |
| Less: | |
| State Set-Aside Funds | (1,678,092) |
| Rapid Response Services | (1,126,264) |
| Allocation to Local Workforce Boards | (8,382,924) |
| Disbursement by Program Type | $11,187,280 |
| Adult | 3,081,387 |
| Dislocated Worker | 3,600,837 |
| Youth | 4,505,056 |
Governor’s Workforce Board Rhode Island
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First published in 2010, the annual **Unified Workforce Development Expenditure and Program Report (UEP)** is a compendium of all of Rhode Island's workforce development expenditures and program activities. It is intended to serve as a mechanism to assist elected officials, policymakers, and other stakeholders in gaining a better understanding of the impact of workforce development funds in the state.

Because of the in-depth and comprehensive nature of the UEP; the analysis looks back one fiscal year to allow for complete reporting and 'data cleaning'. Beginning with the FY 2015 UEP, the Governor's Workforce Board transitioned from a paper-based report to an interactive online dashboard which allows the user the ability to conduct their own analysis and inquiry. A summary of major findings is below along with a link to the full **FY 2018 UEP** Dashboard. The dashboard is also available on the GWB website.

**Key Figures: Expenditures**

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditures</td>
<td>$79,352,066</td>
</tr>
<tr>
<td>Total Federal Expenditures</td>
<td>$45,549,662</td>
</tr>
<tr>
<td>Federal Expenditures as % of Total</td>
<td>57.40%</td>
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<tr>
<td>Total State Expenditures</td>
<td>$33,802,404</td>
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<tr>
<td>State Expenditures as % of Total</td>
<td>42.60%</td>
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<tr>
<td>Program Expenditures</td>
<td>$70,821,732</td>
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<td>Program Expenditures as % of Total</td>
<td>89.3%</td>
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<tr>
<td>Total Administrative Expenditures</td>
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<tr>
<td>Administrative Expenditures as % of Total</td>
<td>10.7%</td>
</tr>
<tr>
<td>Cost Per Participant</td>
<td>$3,168.07</td>
</tr>
</tbody>
</table>

**State and Federal Expenditures**

- **EOHHS - ORS**
- **Governor’s Workforce Board**
- **RIDLT - Workforce Development**
- **EOHHS - DSH**
- **Workforce Partnership of...**
- **RIDE - Career and Technical**
- **EOHHS - BHDDH**
- **RIDE - Adult Education**
- **Department of Corrections**
- **Workforce Solutions of Pr...**
- **CommerceRI**
- **Community College of RI**
- **EOHHS - DCYF**
- **Rhode Island College**
- **Providence Public Library**

*Reading this report in hard copy? To view the Unified Expenditure and Program Report visit: https://public.tableau.com/profile/amelia.roberts#!/vizhome/FY17-18UEPReport/FY17-18UEP*
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