



# Senate Commission on Adult Education

**December 18, 2018**

**Room 313 – Rhode Island State House**



**Governor's Workforce Board**

*RHODE ISLAND*

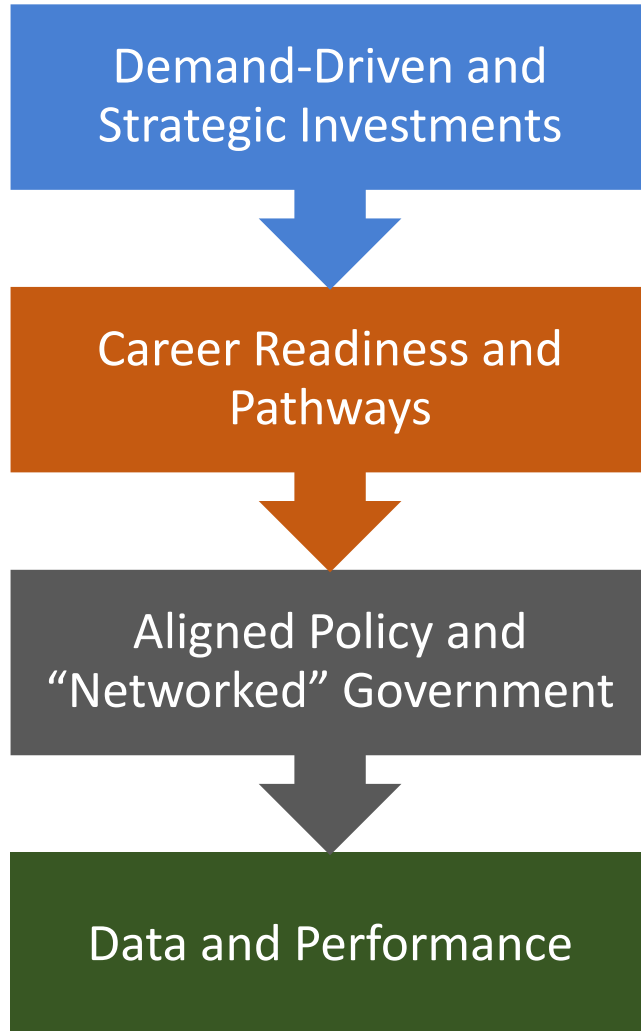
*train for success · connect for growth*

# Governor's Workforce Board (GWB)

- The primary policy-making body on workforce development for the State, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities.
- The GWB consists of 22 members representing business, labor, education, community, and government who establish workforce development policy, allocate Job Development Funds (JDF), and administer the Federal Workforce Innovation and Opportunity Act (WIOA).



# GWB Workforce Strategies



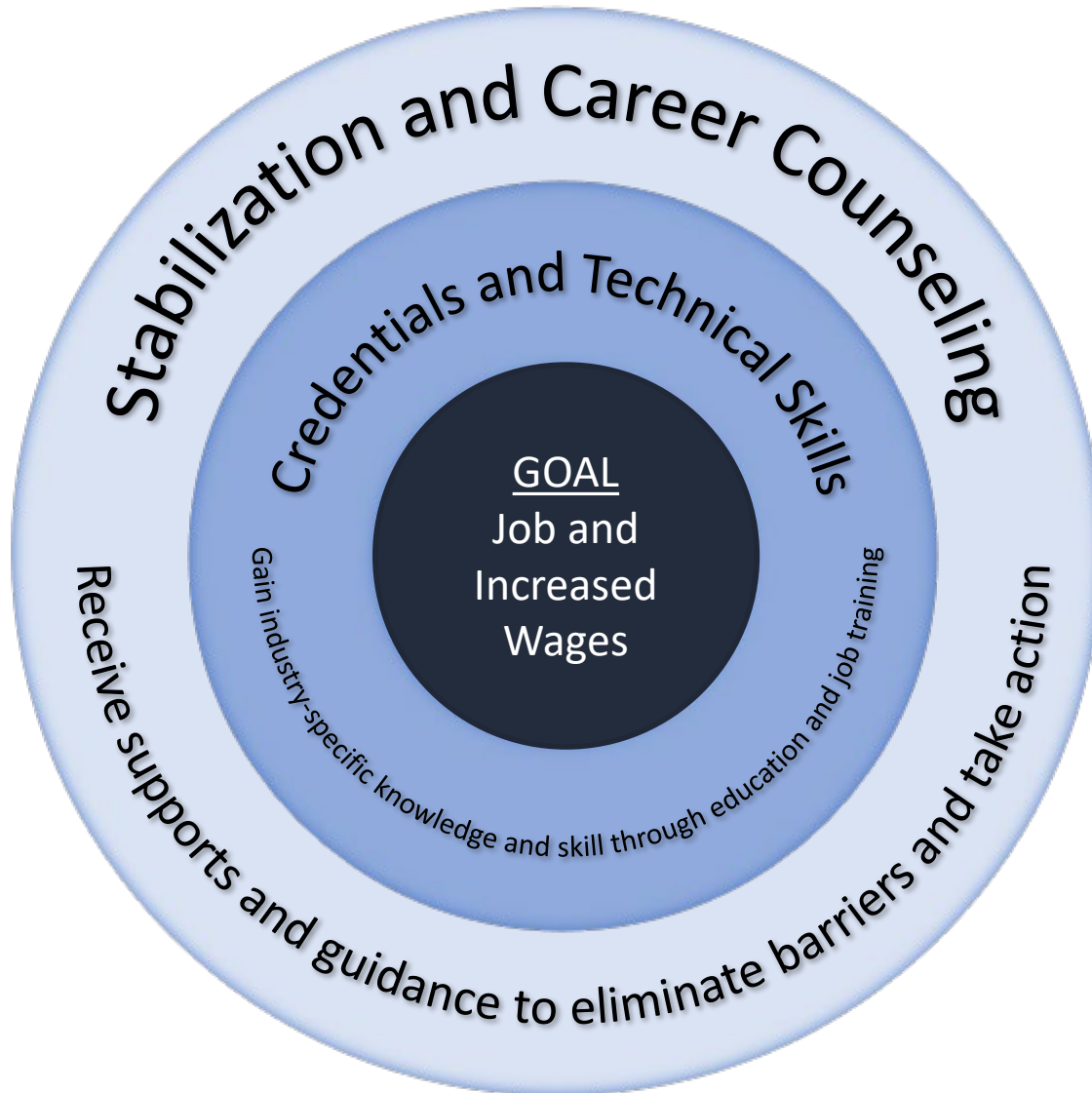
1. **Align investments with Brookings Industry clusters to make demand-driven and strategic investments** that meet employer demand, establish a pipeline of skilled workers for future demand, and ensure particular populations are prioritized.
2. **Advance a career pathway strategy** to provide employment, education, training and support services for youth and adults, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.
3. **Align policy** and leverage existing government structures and resources so that government is “networked” and coordinated to achieve efficiencies and effectiveness throughout the workforce system.
4. **Analyze** investments as it relates to high-growth industries, evaluate performance to measure return on investments, and use data to guide future investments and policies.

# Stakeholder Engagement

The GWB's re-envisioned **Education and Employment Advisory Committee** convenes and engages stakeholders from state agencies, non-profits including adult education providers and Real Pathways partnerships, postsecondary, and Real Jobs partnerships and employers with the following **vision**:

*All Rhode Island residents, particularly those who have been partially or completely disconnected from the workforce and/or education systems, can easily access resources and programs that will result in steady employment and a livable wage.*

# Committee Goal and Theory of Action



## Stabilization and Career Counseling

- Career guidance
- Basic skills assessment
- Enhanced career services (i.e. resume, interview skills, essential skills)
- Mental health/Substance abuse counseling
- Transportation
- Child care
- Social Assistance

## Credentials and Technical Skills

- Contextualized ESOL and Basic Skills training
- Industry-based curriculum (ex. Coding boot camp)
- Integrated Basic Education Training (i.e. RI-BEST, Adult Promise)
- Industry-specific job training (i.e. Real Pathways /Real Jobs)

## Goal: Job and Increased Wages

- Get work experience, get hired, and earn more/move up in a career pathway through:
  - Trial work experience (ex. Work Immersion, OJT)
  - Incumbent Worker Training
  - Apprenticeship

# Aligning State and Federal Investments



## All Job Seekers / Switchers

Federally-funded One-Stop Career Centers are the backbone of the workforce development system. Here job seekers access a variety of services, including working with experienced career counselors, job matching services, short-term training and workshops.



## Job Seekers with Barriers

Real Pathways RI brings together service providers who specialize in meeting the workforce needs of populations with barriers to employment such as disabled populations, low-income families, non-English speakers, and veterans.



## Employers & Industries

Real Jobs RI brings together partnerships of multiple employers who develop industry-wide training and other workforce solutions to meet the unique needs of their sector.



## Youth / Future Workers

The PrepareRI Internship program and Real Skills for Youth partnerships provide opportunities for youth to explore careers, build essential skills, and participate in work-based learning opportunities. Rhode Island is making unprecedented investments to ensure that the workforce of tomorrow is prepared for college and career.

# Connections with Adult Education

## 1) Adult Education Providers also serve participants through Real Jobs, Real Pathways, and Real Skills

Blackstone Valley CAP<sup>R</sup>

Community Care Alliance<sup>R</sup>

CCRI<sup>R</sup>

Comprehensive CAP<sup>R</sup>

Cranston Public Schools

Crossroads Rhode Island<sup>R</sup>

Dorcas International Institute<sup>R</sup>

East Bay CAP<sup>R</sup>

Education Exchange<sup>R</sup>

Genesis Center<sup>R</sup>

Mentor, Inc.

Newport Community Schools<sup>R R</sup>

Pawtucket School Department

Progreso Latino<sup>R</sup>

Providence Public Library / RIFL<sup>R R R</sup>

Rhode Island College<sup>R</sup>

Department of Corrections

Institute for Labor Studies and Research<sup>R</sup>

Tri-County Community Action Agency<sup>R</sup>

Westbay Community Action<sup>R</sup>

Year Up<sup>R</sup>



## 2) Within the Real Pathways program, the GWB made available over \$430,000 to 6 partnerships to help reduce the Adult Education waitlist.

# Real Pathways program

**PURPOSE:** To promote and support partnerships between and among public, private, and nonprofit agencies, education and training providers, and other partners as necessary, that that **focus on serving populations with traditional barriers to employment** (ex. veterans, homeless, long-term unemployed) or regions of the state with above average concentrations of poverty or unemployment.

## KEY TRAITS:

- Companion program to the Real Jobs RI initiative.
- Focused on the needs of a specific population to help identify and overcome their unique workforce challenges.
- Encourages innovation.
- Encourages interconnectivity with larger workforce development network.
- Flexible, with ability to receive additional resources.
- Heavily dictated by performance.



**REAL**  
**PATHWAYS**  
Rhode Island



# Real Pathways Partnerships

- Amos House / Open Doors Reentry Program
- **Community Care Alliance / P.A.I.D: Pathways to Adulting, Independence, and Dignity\***
- **Crossroads RI / Real Pathways for Homeless Adults\***
- **Dorcas Institute / Pathways to Manufacturing for English Language Learners\***
- Foster Forward / Rhode Island Works Wonders for Foster Youth
- **Genesis Center / Greater Providence Healthcare Career Pathways\***
- **Newport Community School / Newport County Pathways to Employment\***
- Operation Stand Down RI / Veterans Pathways to Prosperity
- Perspectives Corporation / RISE 2 Work Partnership
- **Progreso Latino / Progreso Hospitality Partnership\***
- **RI Institute for Labor Studies / Pathways to Apprenticeship\***
- West Bay Collaborative / Rhode Island Core Skills Partnership
- The Workplace / Platform to Employment in Manufacturing
- **Year Up / Year Up IT Training Enhancement Program\***

**\*Adult Education Provider**

# FY18 Real Pathways Outcomes

## FY18 Outcomes



**698**

Individuals Served



**367**

Individuals Earning an Industry Credential



**228**

Individuals Achieving an Academic Outcome



**94**

Individuals Learning English



**451**

New Hires Placed

**\$1.9M**  
 Total FY18 Budget

**\$14.71**  
 Average Hourly Wage at Placement  
 (adult, non-I/DD population)

**14**  
 Strategic Partnerships

## Target Populations



Adult Learners



Ex-Offenders



At-Risk Youth



Long-Term Unemployed



English Language Learners



Veterans



Persons with Disabilities



Providence



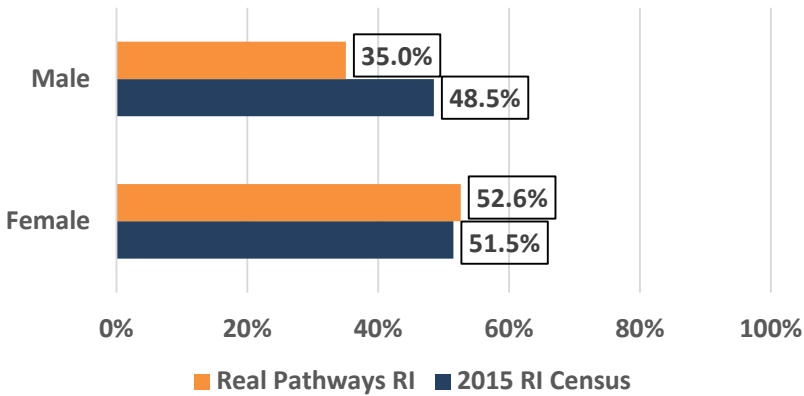
Newport



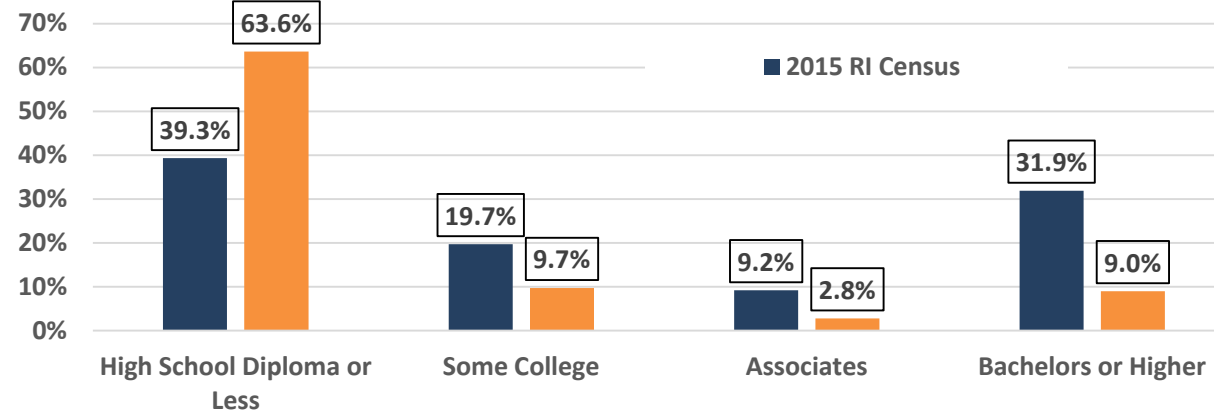
Homeless Individuals

# FY18 Real Pathways Demographics

**Gender Distribution of Participants**  
(of those individuals that disclosed gender)



**Education Level of Participants**  
(Of those individuals that disclosed education level)



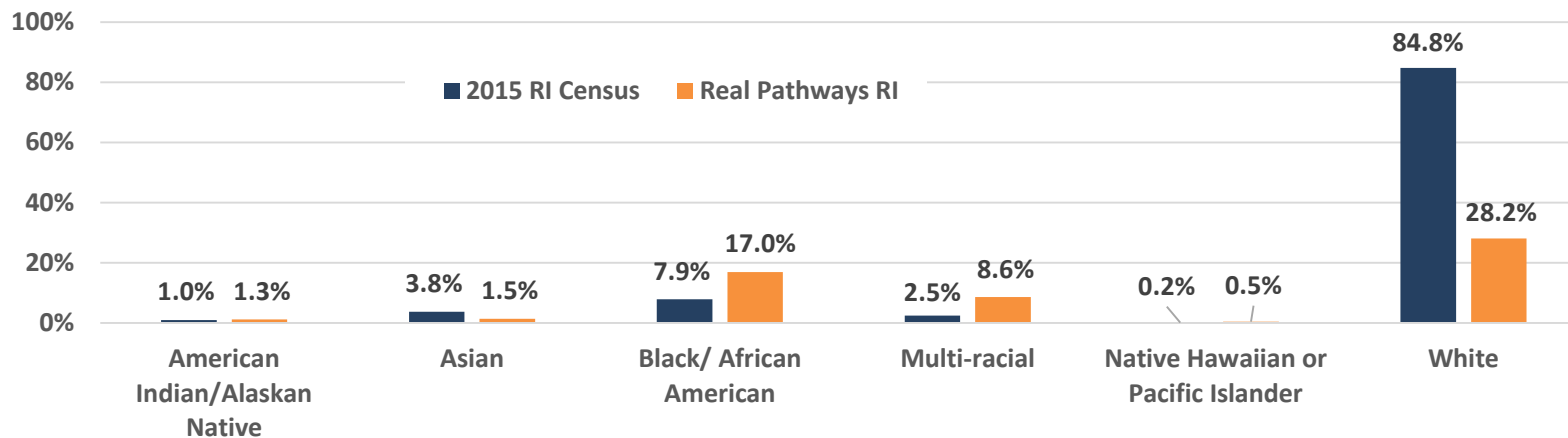
**38.5%**

English Language Learners

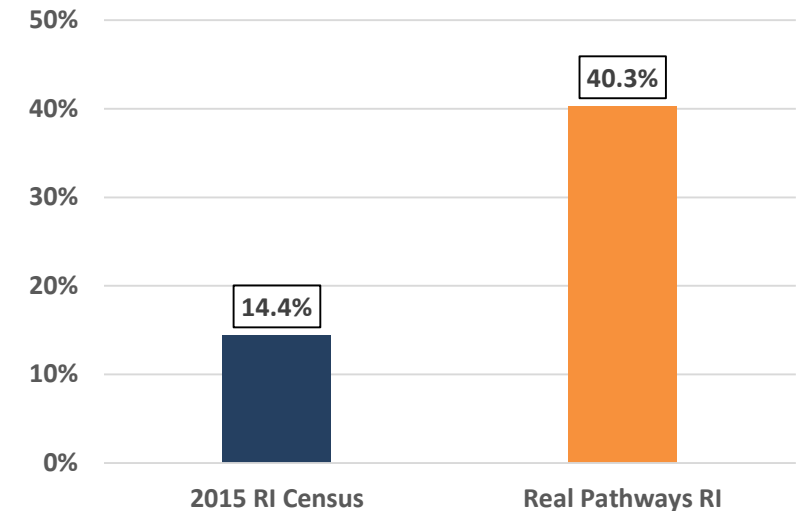
**29.4%**

Less than High School Degree

**Race Distribution of Participants**  
(Of those individuals that disclosed race)



**Ethnic Hispanic or Latino**





## Adult Learners



**Partnership:** Rhode Island Core Skills Partnership

**Lead Applicant:** RI Adult Education Professional Development Center (at West Bay Collaborative)

**Synopsis:** A consortium of RIDE-approved Adult Education providers that are able, through the use of Real Pathways RI resources, provide GED, ESL, and digital literacy adult education programming on-site with employers, contextualized to the needs of their business. This innovation brings the services to where they are, while providing a real tangible benefit to the employer in terms of efficiency, communication, and productivity.

	Total Enrolled		Total Completed (EFL, ESL, or Digital Literacy)	
	Performance	Performance Target	Performance	Performance Target
<b>FY2018</b>	93	100	53 (23 Pending)	88

-  Manufacturing
-  Hospitality
-  Agriculture



## English Language Learners

**Partnership:** Progreso Hospitality Partnership

**Lead Applicant:** Progreso Latino



**Synopsis:** While focusing on the unique training needs of non-English speakers the Progreso Hospitality Partnership also focuses on meeting the skill needs of the hospitality industry. The partnership offers dual-language ServSafe training alongside contextualized ESOL classes and job development services focused on food service careers. Wrap-around services include computer literacy, soft skills, and job coaching.

	Total Enrolled		Total Completed		Total Employed	
	Performance	Performance Target	Performance	Performance Target	Performance	Performance Target
<b>FY2018</b>	137	100	100	80	35	40

