



## **Real Jobs Rhode Island**

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# **Planning Grant Pre-Proposal Conference**

RI Department of Labor and Training  
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May 22, 2015

# Agenda

- What is Real Jobs RI? How is it different?
- Review of Process and Timeline
- Review of Planning Grant Solicitation
- Q&A

# What is Real Jobs RI?

- New and innovative \$1.3 million state grant program, funded by the Governor's Workforce Board
- A **paradigm shift** -- Industry collaboration with critical and diverse partners to meet changing workforce needs and skills shortages
- A new way of creating sustainable employment and careers for working families in Rhode Island
- Targets incumbent workers and out-of-work Rhode Islanders, as well as low and no-skilled workers to eliminate barriers and create employment opportunities

# How is Real Jobs RI different?

- Industry drives the process – without industry at the table in a robust and meaningful way, Real Jobs RI funds will not be awarded
- Collaboration and partnerships are key
- Real Jobs RI seeks to create **Real Jobs Partnerships** within industry sectors that demand driven and flexible

# Real Jobs Partnerships

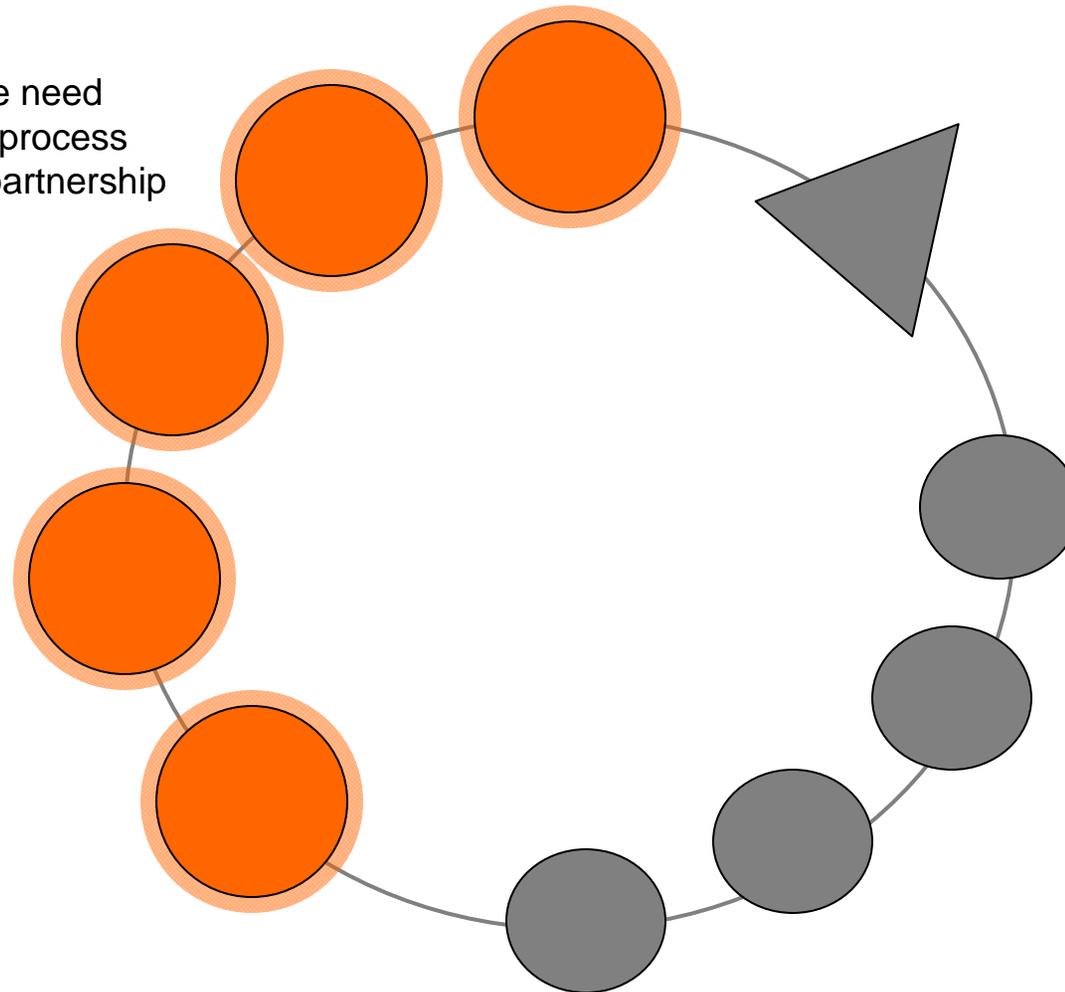
Partnerships address **common needs** of employers and generate coordinated solutions that benefit workers



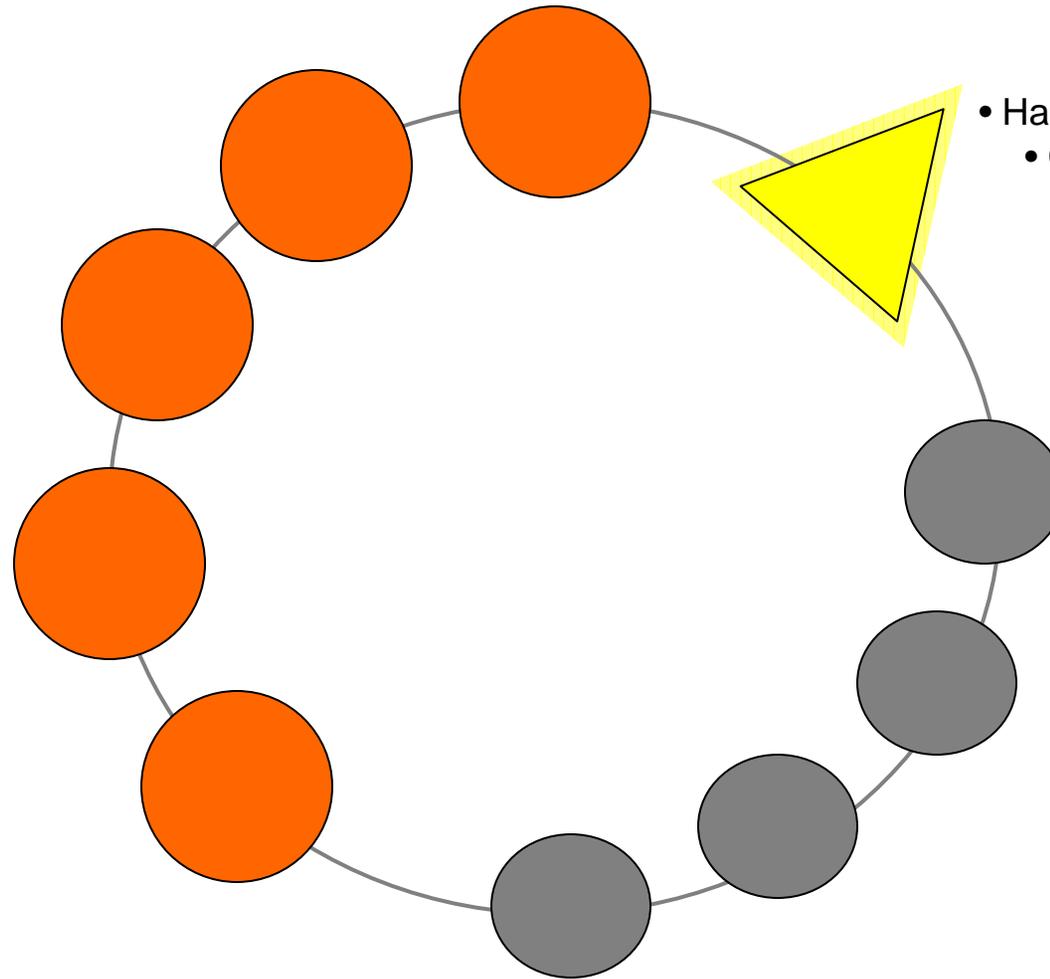
# Real Jobs Partnerships

## Employers

- Common industry
- Common workforce need
- Drive the planning process
- Committed to the partnership



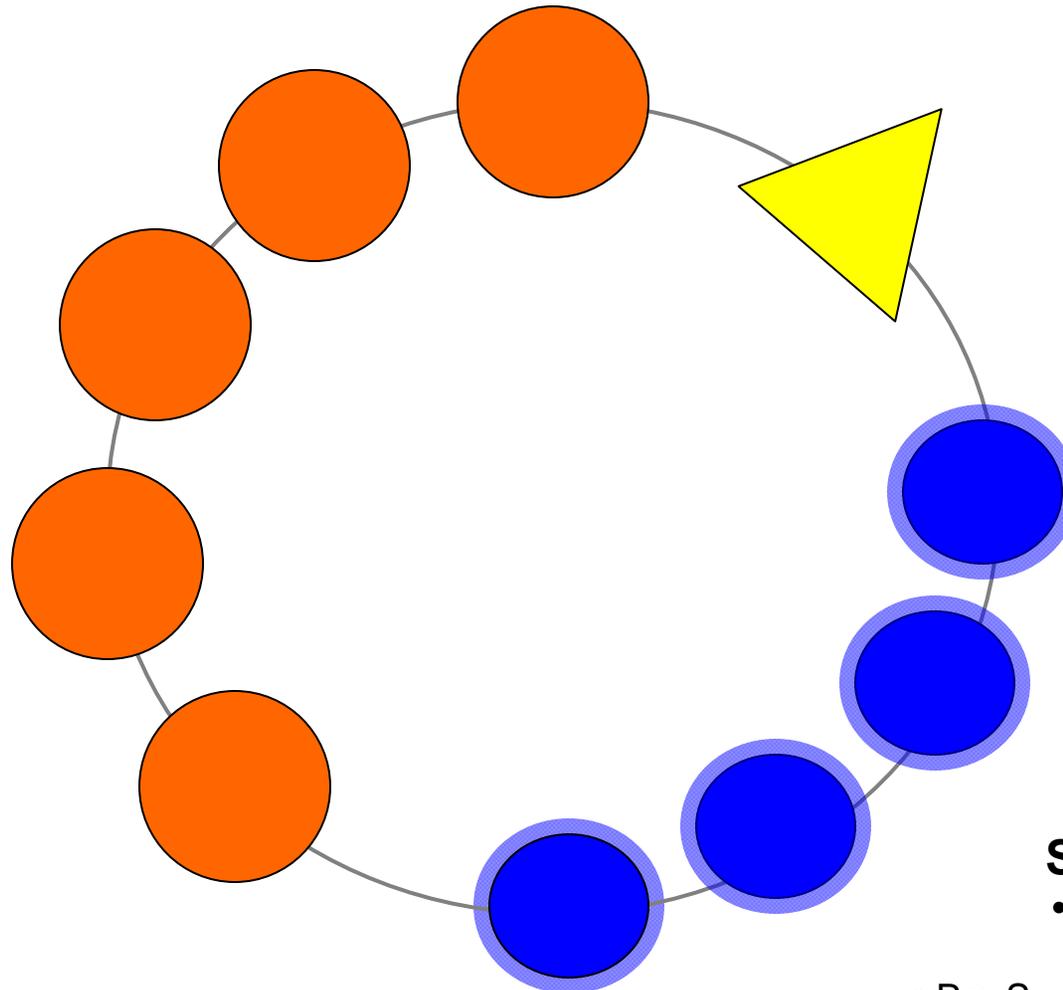
# Real Jobs Partnerships



## Convener

- Has credibility with employers
- Charts the planning course
- Project manager
- Drafts final plan

# Real Jobs Partnerships



## Strategic Partners

- Training and Education
  - Recruitment
- Pre-Screening and Assessment
  - Support Services

# What Real Jobs RI IS

- Driven by industry experience and data
- Collaborative, leveraging the knowledge and unique strengths of all of its partners
- Dynamic and nimble; responsive to shifting industry needs – ever changing to meet business demand
- Industry-wide; building immediate and/or long-term solutions to develop a skilled and responsive workforce to meet employer demand

# What Real Jobs RI **IS NOT**

- Usual way of doing business
- “Top Down” solution
- Customized training for an *individual* employer
- A new funding stream simply to support training and education without data and evidence to justify it

# Two-Stage Competitive Process

## Overview

1. PLANNING GRANT
2. IMPLEMENTATION GRANT

**Both are competitive, open solicitation processes**

# Two-Stage Competitive Process

## PLANNING GRANT

- Identify the industry's high priority skills and workforce needs
- Create a strong partnership of employers and other organizations - an emerging **Real Jobs partnership**
- Develop skills training and education solutions – a **Real Jobs partnership workforce training plan**

# Two-Stage Competitive Process

## Implementation Grant

- Award funds to **implement** the Real Jobs Partnership workforce training plan
- Available to all, including those who did not apply for, or receive, a Planning Grant
- Planning Grant awardees must apply for Implementation Grant Funds, or provide a report that details why a Real Jobs partnership is not feasible
- Awardees become Real Jobs Partnerships – full fledged partners of the state workforce system

# Key Dates

April 30	Planning Grant Solicitation Released
July 3	Planning Grant Applications Due
July 17	Implementation Grant Solicitation Released
July 17	Planning Grant Awards Awarded
September 2015	Mandatory partners event for Planning Grant Awardees
October 16	Planning Grant plans and Implementation Grant responses due
November 2	Implementation Grant Awards Awarded



# Planning Grant Proposal

## Basic components:

- PG Applicant Group must be comprised of at least **two** employers *and* **two** diverse partner entities at application submittal
- Identify a Lead Applicant (also Fiscal Agent for PG)
- Identify a Convener
- Identify the Target Industry

# Lead Applicant Can Be:

- Employers
- Nonprofits
- Two and/or four-year institutions of higher education
- Local Workforce Boards
- Industry Associations
- Labor Unions
- Local Governments
- Economic development agencies

***Lead Applicant must be the Fiscal Agent in the PG phase***

# Role of Convener

- Credibility with industry and the trust of a diverse set of program partners
- Can chart objective course that balances interests of all partners
- Plays a critical project management role
- *Lead Applicant may or may not be the Convener*

# Main Goals of the PG Application

- **Structure and Build the Partnership**
- Define Target Industry and Region
- Define Initial Attributes of Target Industry (challenges)
- Action Steps to Engage Industry
- Action Steps for Successful Collaboration

# Planning Grant Application is the **BEGINNING**, not the **END** of the **Planning Process**

- *Initial* members of the partnership
- *Initial* data and industry experience to define industry, region and workforce shortages and skills gaps
- *Initial* input and engagement with industry
- *Initial* design of a planning process

# What does meaningful industry engagement look like?

- Majority of industry members participate in defining common workforce and skills needs and challenges
- Identify “Industry Champion” (if possible) to encourage others to participate
- Identify different mechanisms to solicit industry input
  - Meetings or workshops facilitated by Convener
  - Surveys
  - Focus groups
  - Other tools common in your industry
- Every industry is different – choose what works best!

# Funding for Planning Grant Awardees

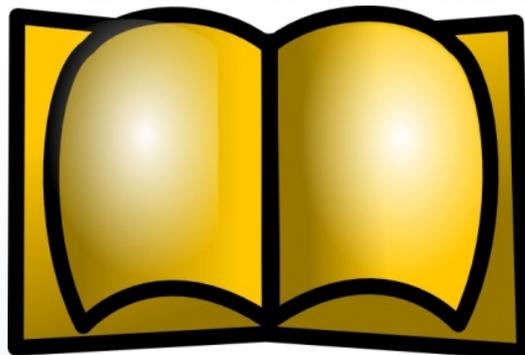
- Award amount is up to \$25,000 per grant
- Grants provided in a lump sum or partial payment at the time of award
- Unused funds to be returned to DLT with the final financial report
- Number of grants awarded will be determined by competitive process and available funding

# ***Enhanced Consideration for Planning Grant Awards***

- Demonstration of capacity to collaborate (previous history of collaboration a plus)
- Demonstration of well-thought-out, industry-driven planning process
- Partnerships that maximize potential of collaboration through direct financial or in-kind industry support

# Real Jobs RI Directory

- A way for employers, nonprofits, two and four year institutions of higher education and other entities to search for potential partners



**Post your organization's information to be contacted about joining a partnership!**

# Questions

- Please email your questions to [dlt.realjobs@dlt.ri.gov](mailto:dlt.realjobs@dlt.ri.gov)
- Deadline for questions is **May 29, 2015** at **5:00 p.m.**
- Response provided to all in a timely fashion
- Please check the FAQs at [www.dlt.ri.gov/realjobs](http://www.dlt.ri.gov/realjobs) before emailing your question. We will regularly post updates to the FAQs.

For more information please go to:

[www.dlt.ri.gov/realjobs](http://www.dlt.ri.gov/realjobs)



# Get Started!

***The Real Jobs RI Team encourages you to use today's event to connect with other attendees and to begin forming partnerships!***

