
Real Jobs Rhode Island

Implementation Grant Pre-Proposal Conference

**RI Department of Labor and Training
Scott R. Jensen, Director
August 4, 2015**



REAL **Agenda**
JOBS
Rhode Island

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



What is Real Jobs RI?

Rhode Island

- New and innovative state grant program, funded by the Governor's Workforce Board and other state and federal sources
 - 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
-

REAL What Real Jobs RI **IS**

JOBS

Rhode Island

- 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
-

REAL What Real Jobs RI **IS NOT**
JOBS
Rhode Island

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



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
 - Those receiving Implementation Grants become full partners of the workforce system and eligible for additional funds for additional solutions
-

Real Jobs Partnerships

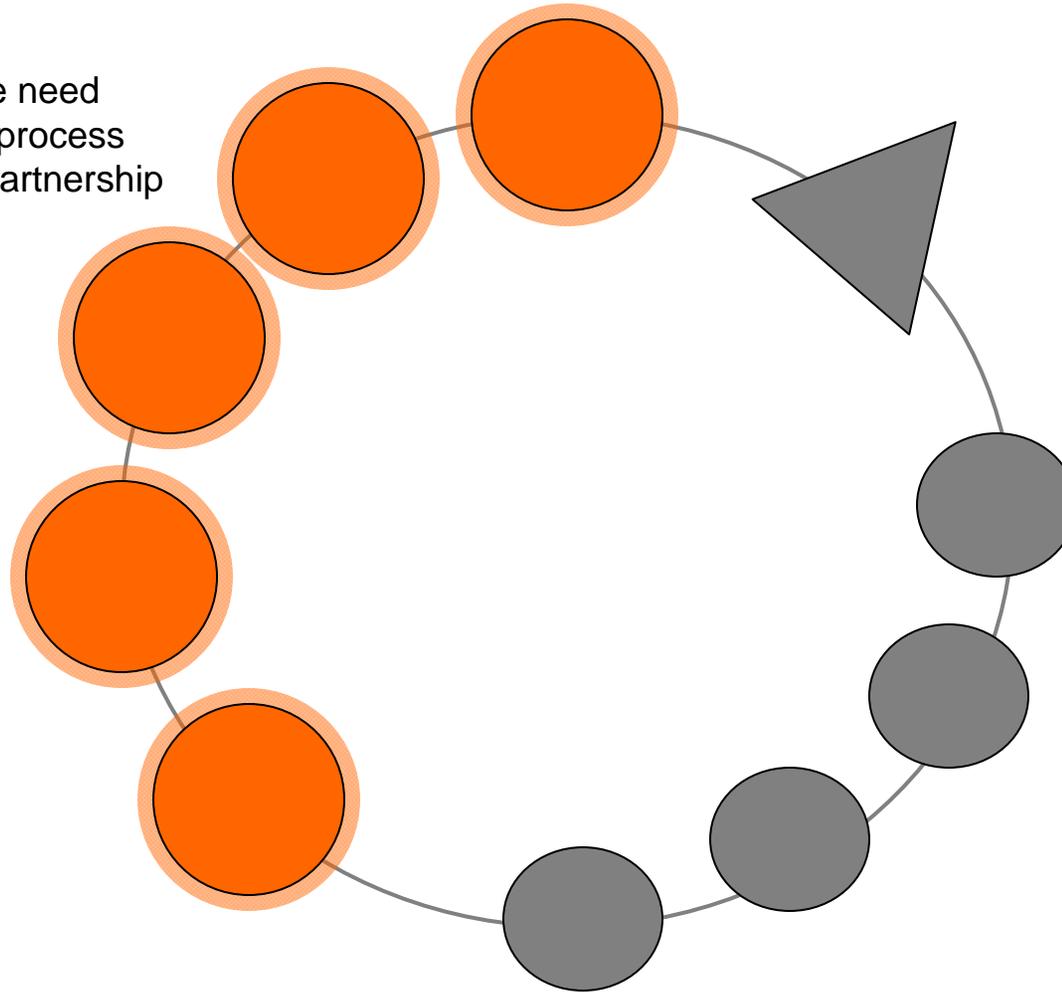
Partnerships address **common needs** of employers and generate coordinated solutions that benefit workers

- 
- Employers (Required)
 - Nonprofits
 - Community-based organizations
 - Two-year institutions of higher education
 - Four-year institutions of higher education
 - Local workforce boards
 - Local governments
 - Economic development entities
 - Labor unions
 - K-12 programs
 - Industry associations
 - Philanthropic organizations
 - Other training providers

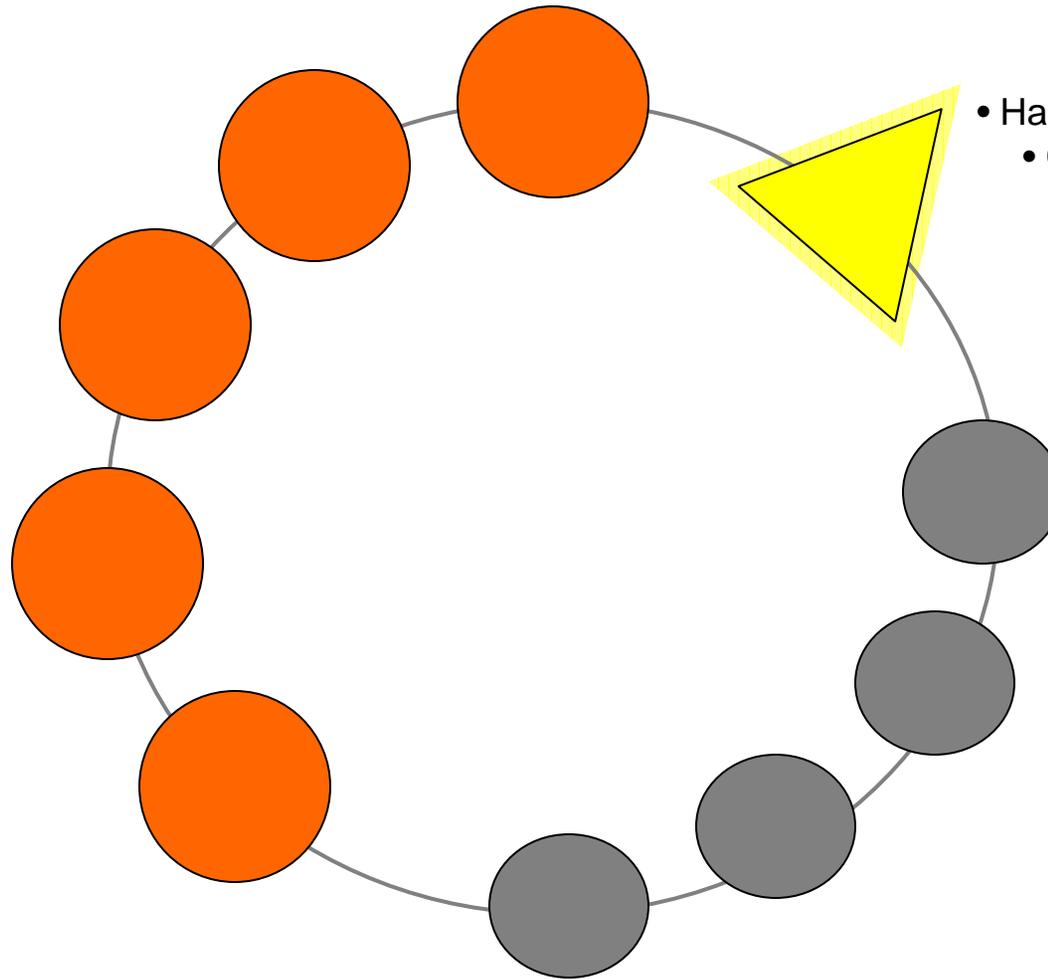
Real Jobs Partnerships

Employers

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



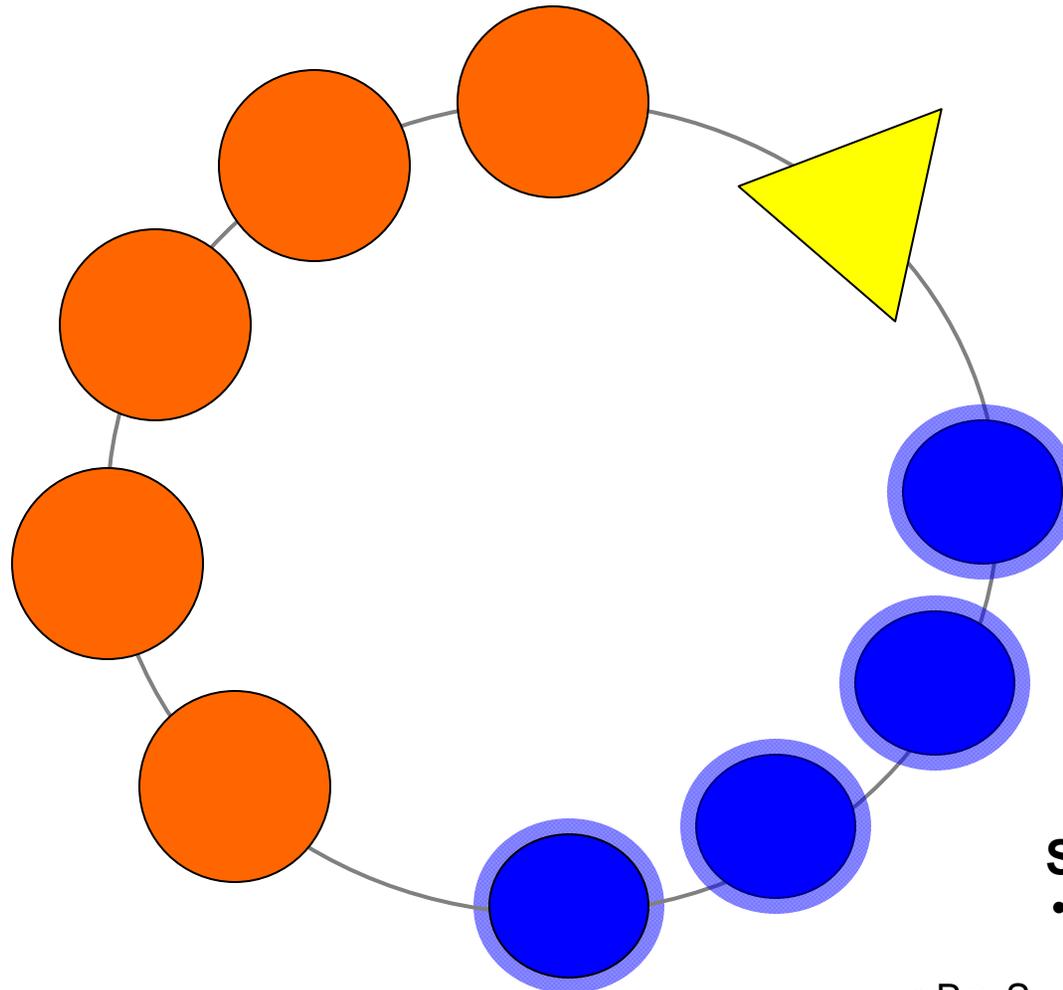
Real Jobs Partnerships



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

REAL Two-Stage Competitive Process

JOBS

Rhode Island

1. PLANNING GRANT

SOLICIATION CLOSED. AWARDS MADE JULY 31st

2. IMPLEMENTATION GRANT

SOLICATION OPENED JULY 31st

REAL Implementation Grant

JOBS

Rhode Island

- Available to all, including those who did not apply for, or receive, a Planning Grant
 - Award funds to **implement** the Real Jobs Partnership workforce training plan
 - 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
-

REAL Implementation Grant Funding

JOBS

Rhode Island

- Award amount: up to \$150,000 per grant preferred (not a target,
 - Grant requests above cap will be considered on a case-by-case basis.
 - Number of grants awarded determined by competitive process and available funding.
 - Final budgets and disbursement schedule to be negotiated after awards.
-

REAL Key Dates

JOBS

Rhode Island

July 31	Implementation Grant Solicitation Released
<i>July 31</i>	<i>Planning Grant Awards Awarded</i>
<i>September 15</i>	<i>Mandatory partners event for Planning Grant Awardees</i>
October 23	Implementation Grant Responses due
November 16	Implementation Grant Awards Awarded

REAL Real Jobs RI Partnership **JOBS** Requirements Rhode Island

- Must include at least **5 employers** from the target industry (**Increase from Planning Grant**)
 - Must also include representatives from two other **diverse entities**
 - Must designate a **Lead Applicant** (also serves as fiscal agent)
-

REAL Lead Applicant may be:

JOBS

Rhode Island

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

Lead Applicant must be the Fiscal Agent

REAL Partner Organizations

JOBS

Rhode Island

- All organizations eligible to serve as Lead Applicant plus:
 - Philanthropic organizations
 - Community-based organizations
 - K-12 programs
 - Other training providers and relevant partners

REAL Letters of Commitment **JOBS** Required from ALL Partners Rhode Island

- Must be specific and reflect commitments made in the Proposal.
- May include direct financial and/or in-kind contributions
- May include other commitments (e.g., creating 5 OJT positions for 6 weeks each for training participants)

Key Elements - Implementation Grant Application

- Industry-Designed Workforce Training Plan:
 - Identification of Target Industry and Region
 - Assessment of Critical Workforce and Skills Needs in Regional Target Industry
- Industry Engagement
- Real Jobs Partnership Project Management
 - Strategic Industry Partnership Membership, Governance and Sustainability
- Budget Summary and Narrative

REAL **Characteristics of a Strong** **JOBS** **Workforce Training Plan** Rhode Island

- Addresses the specifics of industry's critical occupation and skills needs
- Participant management strategy is key – encompasses the recruitment-to-placement framework
- Links training strategy to training cohort:
 - Incumbent workers - career advancement
 - Low- and no-skilled workers – job readiness
 - Incumbent/entry level workers – industry-identified essential workplace skills



Preference Given to Workforce Training Plan with *Leveraged Resources*

- Industry Contributions – In-Kind and/or Direct Financial
- Other Partners' Contributions: In-Kind and/or Direct Financial
- Braided Funding from other public and philanthropic funding streams

REAL **Characteristics of Meaningful** **JOBS** **Industry Engagement**

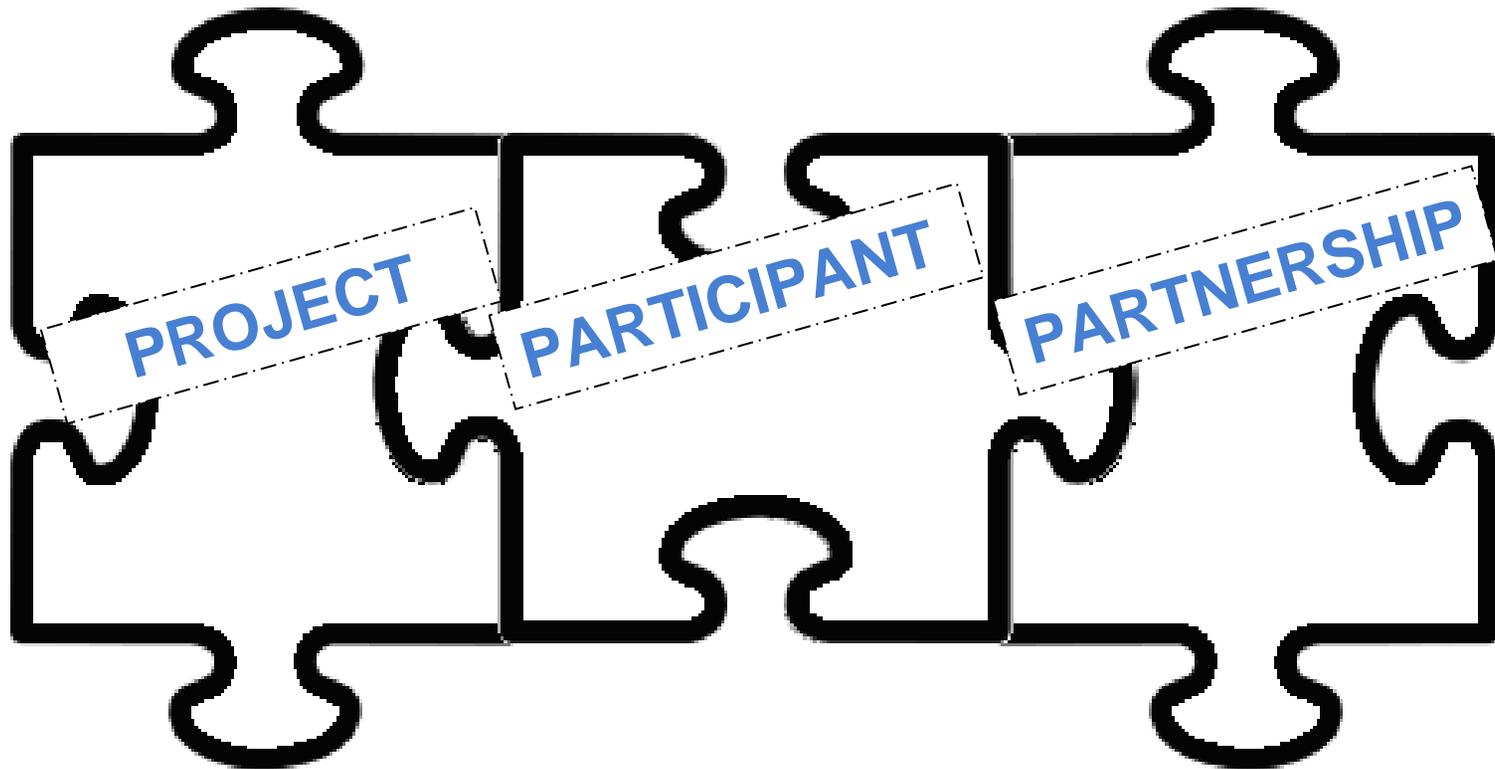
Rhode Island

- Industry members actively participate in defining COMMON critical workforce and skills needs and challenges
- Seek out an “Industry Champion” to help connect with other industry leaders
- Identify different mechanisms to solicit industry input
 - Meetings or workshops
 - Surveys
 - Focus groups
 - One on one interviews
 - Other tools common in your industry
- Every industry is different – choose what works best!

REAL Management Responsibilities

JOBS

Rhode Island



REAL Project Management

JOBS

Rhode Island

- Three primary roles to consider:
 - Grant management
 - Training plan implementation and outcome reporting
 - Ongoing convening/coordination of Members
- Each Partnership will decide how to manage these functions and what staff are accountable.

REAL Participant Management

JOBS

Rhode Island

- Key element to success of a Workforce Training Plan
- Encompasses the Recruitment-to-Placement Framework
- Includes:
 - Participant pipeline development
 - Recruitment and screening of potential trainees
 - Case Management/Wrap-Around Services
 - Career Coaching
 - Job Placement/Advancement Strategies

REAL Partnership Management

JOBS

Rhode Island

- Lead Entity – credibility with industry, trust of diverse set of partners
- Coordination and accountability among partners
- Continuous feedback loop with Employers – success of training graduates, training modules, screening design
- Develops ROI measures with Employers
- Tracks and measures other DLT-established metrics

REAL SubGrantees

JOBS

Rhode Island

- Allowed, but must be members of the Partnership
- Selected prior to Proposal submission, *to the extent possible*.
- Must be vetted and approved, prior to disbursement of any Funds during Funding period.
- Lead Applicant is accountable for Subgrantees fiscal and program performance

REAL Implementation Grant Format

JOBS

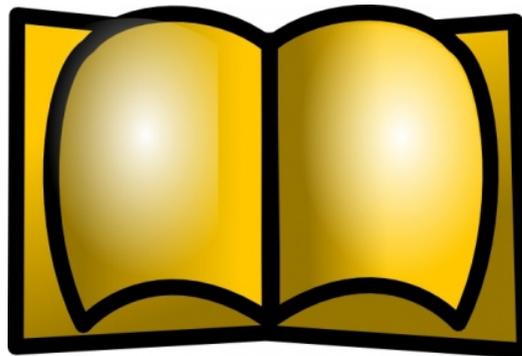
Rhode Island

- Proposal Narrative – Goals and Structure
 - Appendices Provide the Specifics of Training
 - Appendix E – Training Module(s) Overview
 - Appendix F – Training Module Template (*for each training module proposed*)
 1. Narrative Detail Chart
 2. Project Outcomes Chart
 - Appendix G – Participant Management Template
 - Appendix H – Budget Summary and Narrative
-



Real Jobs RI Partner 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!



REAL Questions?

JOBS
Rhode Island

- Please email your questions to dlt.realjobs@dlt.ri.gov
- Deadline for questions is **October 14, 2015**.
- Response provided to all in a timely fashion
- Please check the FAQs at 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
