

Rhode Island Department of Labor and Training

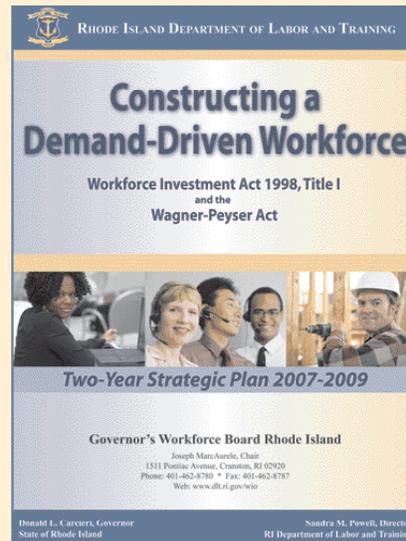


State Workforce Investment Office

**Modification
to the Two-Year State Plan**

effective July 1, 2009 to June 30, 2010

**in compliance with
The American
Recovery and
Reinvestment
Act of 2009**



Final: June 18, 2009

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SECTION I. CONTEXT, VISION, AND STRATEGY

Economic and Labor Market Context

Question IV in PY 2009 Stand-Alone Planning Guidance: Provide a detailed analysis of the state's economy, the labor pool and the labor market context. (§112(b)(4).) [See page 30 of original plan]

> Economic and Labor Market Analysis

Rhode Island establishments employed 481,700 workers in 2008. By 2016 establishment employment in the Ocean State is expected to reach 523,000 due to projected gains in nearly all economic sectors.

Private sector employment averaged 418,300 in 2008, representing 86.8 percent of the state's establishment employment. Within the private sector, Health Care & Social Assistance (76,600) employed the most workers, followed by Retail Trade (49,400), Manufacturing (48,000), Accommodation & Food Services (42,900), Finance & Insurance (26,900) and Administrative & Waste Services (23,900). The public sector employed 63,500 workers in 2008, accounting for 13.2 percent of the state's employment. Fifty-eight percent of Government workers were employed in local governments (37,100) followed by the state (16,400) and federal (9,900) segments.

During the most recent three-year period (2005 to 2008), employment in Rhode Island lost 9,300 jobs (-1.9%), decreasing from 491,000 in 2005 to 481,700 in 2008. A 2,300 job gain in 2006 was followed by a modest loss of 700 jobs in 2007 and a substantial loss of 10,900 jobs in 2008. Annual wages for Rhode Island workers averaged \$41,626 in 2007 (latest available data), an increase of \$2,892 (+7.5%) from the 2005 annual average of \$38,734.

Rhode Island Establishment Employment Annual Average for 2008	
Total Employment	481,700
Private Sector Employment	418,300
Construction	20,400
Manufacturing	48,000
Wholesale Trade	16,900
Retail Trade	49,400
Transportation & Warehousing	9,900
Information	10,600
Finance & Insurance	26,900
Real Estate and Renting & Leasing	6,600
Professional, Scientific & Technical Services	21,600
Administrative & Waste Services	23,900
Educational Services	23,300
Health Care & Social Assistance	76,600
Arts, Entertainment & Recreation	8,000
Accommodation & Food Services	42,900
Other Services	22,800
Government	63,500

Private sector employment decreased by 7,800 jobs (-1.8%) between 2005 and 2008. Employment decreased in several economic sectors during the period, with the largest losses occurring in Manufacturing (-6,900), Retail Trade (-3,000), Construction (-1,400) and Administrative & Waste Services (-1,400). Notable losses also occurred in Finance &

Insurance (-700) and Other Services (-500), while smaller declines were reported in Information (-200) and Real Estate, Rental & Leasing (-100). Health Care & Social Assistance (+3,700) reported the largest employment gain during this period, followed by notable gains in Educational Services (+900), Professional & Technical Services (+600) and Arts, Entertainment & Recreation (+500). Increases were also noted in the Transportation & Warehousing (+200), Wholesale Trade (+100) and Accommodation & Food Services (+100) sectors. Overall, Government employment decreased by 1,400 (-2.2%) between 2005 and 2008, with State and Local Government reporting losses, and Federal Government remaining unchanged.

> **Employment by Economic Sector**

▪ **Construction**

Employment in the Construction sector decreased by 1,400 between 2005 and 2008 as an increase of 1,000 jobs in 2006 was offset by losses of 600 in 2007 and of 1,800 in 2008. Employment averaged 20,400 in 2008, and the most recent industry projections have it reaching nearly 25,000 by 2016. Current emphasis on “Green Jobs” indicates that demand for workers involved in the retrofitting of buildings will increase during the next few years. Two-thirds of the workers in the Construction sector are classified as Carpenters; Electricians; Construction Laborers; Plumbers, Pipe Fitters & Steamfitters; and Construction Supervisors. Significant numbers of workers are also employed as Sheet Metal Workers; Heating, Air-Conditioning & Refrigeration Installers/Mechanics; and Helpers. Skills needed for these occupations are generally acquired on the job in moderate- to long-term training and apprenticeship programs.

▪ **Manufacturing**

The Manufacturing sector continued to shed jobs as employment losses of 2,200 in 2006, 2,000 in 2007, and 2,700 in 2008 combined for a three-year loss of 6,900 jobs. Employment in Rhode Island’s Manufacturing sector has been declining since the mid-1980s, a trend that expected to continue through the end of the 2006-2016 projection period. However, some industries within the sector are expected to add jobs during the projection. For example, both Chemical Manufacturing and Transportation Equipment Manufacturing is expected to grow at above-average rates through 2016, with gains of 860 and 530 jobs, respectively.

▪ **Retail Trade**

Retail Trade, Rhode Island’s second largest economic sector, employed 49,400 workers in 2008, down 3,000 (-5.7%) since 2005. Slower-than-average growth is projected for this sector during the 2006 to 2016 period, with employment expected to reach 54,550 by 2016. More than half the workers in Retail Trade are employed as Retail Sales Clerks, Cashiers and Stock Clerks. These occupations have high turnover rates, which are reflected in low wages and short training periods. However these occupations are good starting places for new entrants to the labor force and also offer opportunities for part-time employment. The Retail Trade sector also employs a sizable number of Automotive Service Technicians/ Mechanics. Vocational training is a necessary requirement for this occupation.

▪ **Information**

The Information sector, which includes Publishing, Broadcasting, Data Processing and Telecommunications industries, reported a modest loss of 200 (-1.9%) jobs since 2005. Average growth (10.8%) is expected for the 2006 to 2016 projection period, with

employment exceeding 12,000 by 2016. Computer & Information Systems Manager and Computer Programmer jobs that generally require a minimum of a bachelor's degree account for a significant number of the jobs found in this sector.

- **Finance and Insurance**

Employment in Financial Activities increased by 600 in 2006, followed by employment decreases in 2007 (-100) and 2008 (-1,200), which resulted in a loss of 700 (-2.5%) jobs over the past three years. Employment in the sector averaged 26,900 in 2008.

Occupations commonly found in the Financial and Insurance sector include Tellers, Customer Service Representatives, Loan Interviewers & Clerks, Insurance Claims & Policy Processing Clerks and Secretaries. Nearly 10 percent of the workers in the Financial Activities sector are employed as Loan Officers, Claims Adjusters and Examiners & Investigators. Loan Officers generally require a bachelor's degree, while Claims Adjusters and Examiners & Investigators require long-term on-the-job training.

- **Professional, Scientific & Technical Services**

The Professional, Scientific & Technical Services sector employed 21,600 workers in 2008, up 600 (+2.9%) since 2005. Substantial growth is expected in the Professional, Scientific & Technical Services sector, which includes establishments engaged in performing services that require a high degree of expertise and training. Employment is projected to exceed 25,000 by 2016. Professional occupations typically found in this sector include Lawyers, Veterinarians, Accountants, Computer Programmers, Graphic Designers, Engineers and Architects. The minimum educational requirement for these occupations is a bachelor's degree. Other occupations common to this sector and requiring less formal training include Executive Secretaries and Administrative Assistants; Paralegals and Legal Assistants; Legal Secretaries, Veterinary Technologists and Technicians; and Drafters. Executive Secretaries and Administrative Assistants generally acquire necessary skills on the job while the other occupations in the group generally require vocational training or associate degrees.

- **Administrative & Waste Services**

Administrative & Waste Services includes a variety of industries that perform routine support services for other organizations, such as office administration, human resources, collection, solicitation, security, cleaning, landscaping and waste disposal. Employment in this sector averaged 23,900 in 2008, down 1,400 (-5.5%) since 2005. Employment in the Administrative & Waste Services sector is projected to grow at below-average rates through 2016. Occupations typically found in this sector include Landscapers, Security Guards, Freight, Stock & Material Movers, Janitors, Office Workers, Packers and Team Assemblers. Skills needed for these occupations are typically learned on the job in short- to moderate-term on-the-job training programs.

- **Educational Services**

Employment in Private Educational Services increased by 900 (+4.0%) between 2005 and 2008. An average of 23,300 workers was employed in this sector in 2008.

Employment in both Private and Public Educational Services is expected to grow at average rates through 2016. School Teachers (Elementary, Secondary, Special Needs, etc) and College Professors are the dominant occupations in Educational Services. A minimum of a bachelor's degree is required to teach at the state's primary and secondary schools. Master's and doctoral degrees are preferred at the post-secondary level. Teacher Assistants and Child Care Workers are two occupations commonly found in Educational Services that do not generally require a four-year college education.

Training for these occupations range from short-term on-the-job training for Child Care Workers to two-year college degrees required for Teacher Assistants in some school districts in Rhode Island.

- **Health Care & Social Assistance**

Employing 76,600 workers in 2008, Health Care & Social Assistance ranks as Rhode Island's largest and one of its fastest growing economic sectors. Employment increased steadily over the last three years with the addition of 3,700 (+5.1%) jobs. Growth (19.1%) well above average is expected through 2016 with public and private sector employment reaching over 91,000. Health Care Practitioners and Technicians account for over one-quarter of the employment in the Health Care & Social Assistance sector. Educational requirements for these occupations vary, ranging from associate degrees for Registered Nurses, to bachelor's degrees for Occupational Therapists, to master's degrees for Speech & Language Pathologists, to professional degrees for Doctors. Hospitals and Nursing & Residential Care Facilities account for over half the employment found in this sector and also offer numerous opportunities for new and re-entrants to the labor market in both patient and non-patient care positions. These institutions also employ significant numbers of Cooks, Food Preparation Workers, Janitors and Maids & Housekeepers. Job skills needed for these occupations are acquired on the job in short-term training programs.

- **Arts, Entertainment & Recreation**

The state's Arts, Entertainment & Recreation sector includes establishments engaged in the performing arts, spectator sports and museums. This sector employed 8,000 workers in 2008, an increase of 500 (+6.7%) workers from the 2005 employment level of 7,500. Occupations frequently found in this sector include Fitness Trainers, Waiters and Waitresses, Landscapers and Amusement & Recreation Workers. Skills for Waiters/Waitresses, Landscapers and Amusement & Recreation Workers are typically learned through short-term on-the-job training. Fitness Trainers typically learn required skills in post-secondary vocational training.

- **Accommodation & Food Services**

Employment in the Accommodation & Food Services sector averaged 42,900 in 2008, and added 100 (+0.2%) jobs over the last three years. Above-average growth (14.9%) is expected through 2016. Numerous employment opportunities exist for individuals interested in working as Waiters/Waitresses, Bartenders, Cooks, or Hosts/Hostesses where necessary skills are learned on the job. Other entry-level positions requiring limited skills include Dishwashers, Food Preparation Workers and Dining Room Attendants.

- **Other Services**

Other Services, which includes a variety of industries such as automotive and electronic repair shops, personal care services and civic & social organizations, lost 500 (-2.1%) jobs since 2005. Average growth is projected through 2016. Occupations commonly found in this sector include Hairdressers & Cosmetologists, Manicurists & Pedicurists, Secretaries and Office Clerks, Child Care Workers, Laundry & Dry-Cleaning Workers, and Automotive Body Repairers. Hairdressers & Cosmetologists, Manicurists & Pedicurists, Automotive Service Technicians/Mechanics and Automotive Body Repairers acquire necessary skills through vocational training and long-term on-the-job training programs. Child Care Workers, Secretaries, Office Clerks and Laundry & Dry-Cleaning

Workers acquire necessary skills in short- to moderate-term, on-the-job training programs.

- **Government**

Government employment declined by 1,400 (-2.2%) since 2005, with cutbacks reported in state and local government and with federal government remaining unchanged. Despite this job loss, Government remains one of the largest sectors in the state, offering numerous employment opportunities. Significant numbers of workers in the Public sector are employed in occupations which offer good starting wages and on-the-job training such as Fire Fighters, Police Officers, Truck Drivers, Highway Workers, General Maintenance Workers, Office Clerks, Landscapers and Janitors. Emergency Medical Technicians and Automotive Service Technicians/Mechanics require postsecondary vocational training.

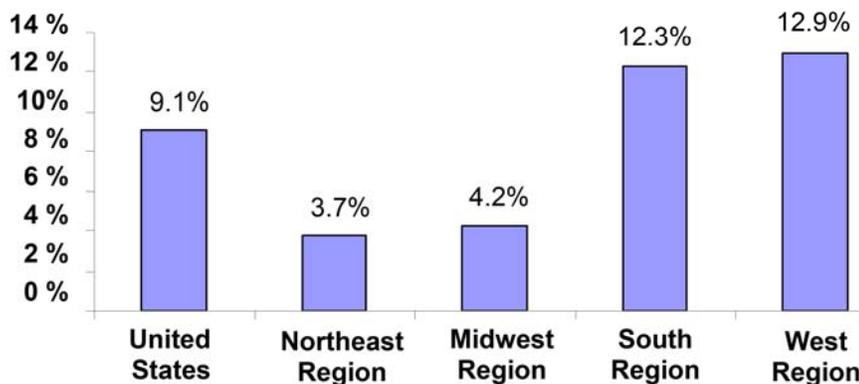
> **Rhode Island Demographic Data**

- **Population**

According to Census Bureau population projections, Rhode Island's population is expected to increase by 75,104 (7.1%) residents between 2005 and 2015, resulting in a total population of 1,139,543 in 2015.

The population growth in Rhode Island mirrors the region as a whole. Between 2005 and 2015, the Census Bureau predicts slower population growth in the Northeast Region compared to the rest of the country. The population growth in the Northeast is expected to be about 3.7 percent, trailing the rest of the country. The West is expected to add the highest percentage of residents (12.9%) during the 2005-2015 period. The South is projected to increase its population by 12.3 percent, while the Midwest is projected to increase by 4.2 percent. The total number of residents in the United States is projected to grow by 9.1 percent from 2005 to 2015.

**Projected Increase of the Population for the U.S. & Regions
2005-2015**



- **Rhode Island's Aging Population**

Population changes will occur in Rhode Island over the next decade. These changes will impact the resident labor supply, thus influencing the capacity of the state to create jobs. Concern is growing that even though employers are aware that the population is aging, they do not fully understand the complexity of the challenges associated with the aging workforce. Since 2003, when its population peaked at 1,071,302, Rhode Island has lost

population annually. Between 2003 and 2008, Rhode Island lost 20,514 (-1.9%) of its residents. To meet the increasing workforce requirements over the next decade, employers need to look to older workers as a source of labor supply and consider ways to connect this age cohort to the labor market.

In 1950, 19 percent of Rhode Island’s population was 55 years or older. By 2000, this percentage increased to 23 percent and is projected to rise to 28 percent by 2015 and 32 percent by 2030. According to Census population projections, Rhode Island’s total working age population (aged 16 years and older) will grow at a relatively modest pace of 7.9 percent between 2005 and 2015. However, trends in population growth are expected to vary among age groups. Census projections indicate that all of the net increase in the size of the working age population will be among those aged 55 and older. The “baby boomers” (persons born between 1946 and 1964) entering the traditional pre-retirement and retirement ages sharply increase the size of this 55+ age group, which is expected to grow by 24.1 percent over the 2005 to 2015 period. In contrast, the working-age population aged 16-54 years is forecast to increase by just 0.8 percent.

In addition to the problem of the aging population, the size of Rhode Island’s “core working age” population (25-54 years) is projected to decline by 0.2 percent, primarily due to the loss of residents in the 35-44 age group. The number of persons aged 35-44 will decline by a total of 21,200 or 13.1 percent during the 2005-2015 period. Comparably, the percentage of teens aged 16-19 is projected to fall by 2.1 percent, while the percentage of young adults aged 20-24 is expected to grow by 9.2 percent, partially due to the increasing number of young foreign immigrants into the state.

Projections of the Size of the Working-Age Population in Rhode Island by Age Group, 2005-2015				
Age Group	2005 Estimate	2015 Projection	Absolute Change	Percent Change
16 and over	854,362	921,681	67,319	7.90%
16-19 years	64,324	62,977	-1,347	-2.10%
20-24 years	77,775	84,960	7,185	9.20%
25-29 years	66,143	78,991	12,848	19.40%
30-34 years	67,072	74,209	7,137	10.60%
35-44 years	162,117	140,872	-21,245	-13.10%
45-54 years	157,537	157,679	142	0.10%
55-64 years	111,283	146,751	35,468	31.90%
65 and	148,111	175,242	27,131	18.30%
Under 55	594,968	599,688	4,720	0.80%
55 and older	259,394	321,993	62,599	24.10%

Source: U.S. Census Bureau, 2007 Population Estimates, 2005 Estimates Revised
2015 projections tabulated by Center for Labor Market Studies, Northeastern University

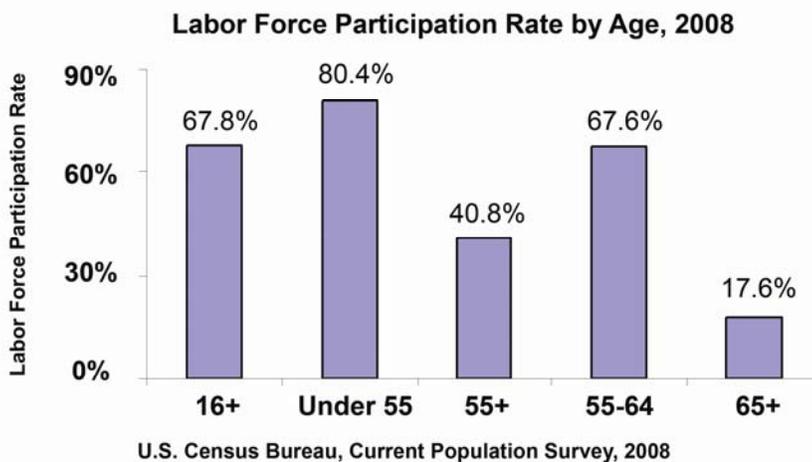
- **Labor Force Participation Rate**

In 2008, the labor force participation rate (the percentage of a population subgroup who are actively taking part in labor market activities) for the total working age population 16 years and older was 67.8 percent. The participation rate for older workers (aged 55+) was considerably lower than for the under 55 working age adults – 40.8 percent versus 80.4 percent. Within the 55 years and older age group, participation in the labor force was higher among the 55-64 pre-retirement cohort (67.6 %), compared to 17.6 percent for residents who were 65 years or older.

Typically, individuals with advanced education and higher skill levels have a higher rate of attachment to the labor market. Since there is a greater demand for high skills and education in today's labor market, this could present opportunities to those older workers who have additional education and experience. Moreover, higher levels of education present an added advantage of access to white-collar jobs that are physically less demanding and more attractive to older workers. In contrast, less educated workers who are displaced from blue-collar jobs have limited access to white-collar jobs. As a result, these workers are either restricted to seeking employment in low-wage/low-skill service jobs, which are generally characterized by a plentiful labor supply, or are forced to withdraw from the labor market completely.

Many people aged 55 and older who are currently working have a desire to continue working into the next decade. As the labor supply shrinks and the economy tightens, a rising demand for older workers could present opportunities for those who wish to remain in the labor force. The ability of the job market to generate opportunities for older workers is of increasing concern. A number of factors can raise workforce participation of older workers.

Incentives that might keep workers on the job include: changes to the retirement and pension systems to encourage older workers to remain in the workforce; new ways of organizing compensation and benefit systems; alternative workplace practices that reduce hours worked but retain participation by part-time work, self-employment, contracting and consulting; and expanding education and training activities to accommodate the older worker.



- **Ethnicity**

Rhode Island experienced a large increase in residents of Hispanic origin (of any race) over the 1990-2000 decade. In 1990, the state was comprised of 45,752 Hispanics, representing 4.6 percent of Rhode Island's total population. Only the white non-Hispanic population was larger, with 896,109 residents, approximately 90 percent of total population. Over the next ten years, the Hispanic population grew to 90,820 people, representing 8.7 percent of Rhode Island's total population. This was an increase of

45,068 residents, resulting in an incredible 98.5 percent increase in the Hispanic population. The most recent estimates from the Census Bureau's American Community Survey confirm that the number of Hispanics living in Rhode Island households continued to grow through 2007, reaching 118,934, an increase of 31 percent from 2000.

The explosive growth in those service sector and construction jobs in which natives are not so interested has attracted this immigrant group to Rhode Island and many other states throughout the country. Meanwhile, the white non-Hispanic population decreased by 24,606 residents (-2.9%) from 2000 to 833,827 in 2007. Other races also posted gains over the decade, but none as profound as the Hispanic population growth. The increase in this group helped offset the white non-Hispanic population decline to boost Rhode Island's overall population by 0.9 percent or 9,513 residents from 2000 to 2007. The U.S. Census Bureau has not projected race and ethnicity estimates for Rhode Island's population to 2015; however, based on the latest estimates from the American Community Survey, indications are that the Hispanic population will continue to grow over the next decade.

Ethnicity Data, Rhode Island Population						
	2000 Census	Percent of 2000 Population	2007 ACS	Percent of 2007 Population	Percent Change, 2000-07	Numeric Change, 2000-07
Total Rhode Island Population	1,048,319	----	1,057,832	----	0.9%	9,513
White, non-Hispanic	858,433	81.9%	833,827	78.8%	-2.9%	-24,606
Black, non-Hispanic	41,922	4.0%	52,102	4.9%	24.3%	10,180
Hispanic origin (of any race)	90,820	8.7%	118,934	11.2%	31.0%	28,114
2+ Races*, non-Hispanic	20,816	2.0%	15,701	1.5%	-24.6%	-5,115
Asian or Pacific Islander	23,736	2.3%	29,255	2.8%	23.3%	5,519
Other race, non-Hispanic	12,592	1.2%	8,013	0.8%	-36.4%	-4,579

*Residents reporting two or more races
Source: U.S. Census Bureau, Census 2000 and American Community Survey (ACS) 2

- **Language Spoken at Home**

According to the 2007 American Community Survey, 94.5 percent of Rhode Island's working-age residents (age 18 to 64) reported having a proficient understanding of the English language. Under this definition, English proficiency includes individuals who speak only English and persons who speak another language at home but also speak English "well" or "very well."

For example, of the 69,976 (10.3%) Rhode Islanders who speak some level of Spanish at home, 63.3 percent (44,273) also speak English "well" or "very well." In contrast, 36.7 percent (25,703) of the state's Spanish-speaking population speak "little or no English."

- **Education Level**

The U.S. Census Bureau has not projected educational attainment estimates to 2015 for the Rhode Island population. However, looking at the trend from Census 2000 to the 2007 American Community Survey, Rhode Island did see an increase in the number of residents 25 years of age and older who had attained at least an associate degree;

meanwhile, the number of residents having less than a high school degree declined. The largest percentage increase over the period occurred in graduate or professional degrees. In 2000, 67,642 residents were included in this classification, while in 2007 the number of graduate or professional degrees grew by 15,867, a 23.5 percent increase over the period. Bachelor degree holders also increased over this time period, climbing by 17,950 for a 16.3 percent increase. Also seen as a positive sign, the number of residents with less than a high school diploma dropped from 153,086 in 2000 to 120,959 in 2007, a 21.0 percent decrease.

▪ **Place of Birth**

According to the 2000 Census, 61.4 percent of Rhode Islanders were also born in Rhode Island, while 27.2 percent were either born in another U.S. state, Puerto Rico, U.S. territory, or abroad to U.S. parents.

Place of Birth						
	Census 2000	Percentage of 2000 Population	2007 ACS	Percentage of 2007 Population	Percent Change	Numeric Change
Total	1,048,319		1,057,832		0.9%	9,513
Born in RI	643,912	61.4%	620,540	58.7%	-3.6%	-23,372
Born in Other State	266,144	25.4%	282,117	26.7%	6.0%	15,973
Born Outside US*	18,986	1.8%	20,352	1.9%	7.2%	1,366
Foreign Born	119,277	11.4%	134,823	12.7%	13.0%	15,546

*Born in US Territory, Puerto Rico, or Abroad to US Parents

In 2000, approximately 119,300 Rhode Islanders were foreign-born, comprising 11.4 percent of the state's population. By 2007, the percentage of native-born Rhode Islanders in the state had decreased to 58.7 percent, while the number of residents born in other states or territories increased slightly to 28.6 percent. The percentage of foreign-born residents increased by 13.0 percent over the period to include 134,823 residents, or 12.7 percent of the total population of the state. The greatest number of foreign-born residents was from Latin America.

Foreign Born Population in Rhode Island			
	American Community Survey Data, 2007	Percentage of Population	Percentage of Foreign Born
Total	1,057,832	----	----
Foreign Born	134,823	12.7%	----
Region of Birth:			
Europe	35,352	3.3%	26.2%
Asia	21,296	2.0%	15.8%
Latin America	54,199	5.1%	40.2%
Other Areas	23,976	2.3%	17.8%
Naturalized Citizen	62,721	5.9%	46.5%
Not a Citizen	72,102	6.8%	53.5%

Source: US Census Bureau, 2007 American Community Survey

Latinos represented over 40 percent of all foreign-born Rhode Islanders and 5.1 percent of all Rhode Islanders. Native-born Europeans constituted 26.2 percent of foreign-born Rhode Islanders, or 3.3 percent of the total population. Of the 134,823 foreign-born residents in 2007, 62,721 (46.5%) were naturalized citizens, while 72,102 (53.5%) were not.

- **Migration**

The U.S. Census Bureau has tracked migration of the population from 1995 to 2000. In 2000, the Rhode Island population aged five years and older was estimated at 985,184. Of these residents, 572,209 (58.1%) were at the same Rhode Island residence in 1995 (nonmovers). Of the 412,975 movers, 290,449 (70.3%) were at a different residence but still living in Rhode Island. Therefore, 862,658 (87.6%) of Rhode Islanders in 2000 had been living in Rhode Island in 1995. Of the 122,526 movers, 25,546 had come from abroad, while the rest, 96,980, had been living in a different state in 1995 and moved to Rhode Island by 2000. This figure represents the total domestic immigrants for Rhode Island between 1995 and 2000.

In 1995, there were 384,193 Rhode Island residents who eventually moved by 2000. Of these, 290,449 (75.6%) moved elsewhere within Rhode Island, while 93,744 (24.4%) moved out of Rhode Island by 2000. This figure represents the total domestic outmigrants for Rhode Island between 1995 and 2000. The difference between immigration and outmigration, 3,236 people, is the domestic five-year net migration for Rhode Island. [Immigrants are generally defined as those people who moved into an area. Outmigrants are people who moved out of a specific area to some other place in the United States. Net migration is calculated by subtracting the number of outmigrants from the number of immigrants.]

The largest single segment of Rhode Island’s domestic immigration (27,015) was from Massachusetts. At the same time, the largest single segment of Rhode Island’s domestic outmigration (24,190) was to Massachusetts.

Top Ten States Rhode Islanders Moved To, 1995 - 2000		Top Ten States Rhode Islanders Moved From, 1995 - 2000	
Massachusetts	24,190	Massachusetts	27,015
Florida	12,871	New York	13,771
Connecticut	6,734	Connecticut	9,708
New York	6,669	California	5,669
California	5,005	Florida	5,539
Virginia	3,588	New Jersey	4,232
North Carolina	2,682	Pennsylvania	4,001
New Hampshire	2,577	Virginia	3,190
Pennsylvania	2,504	New Hampshire	2,115
Texas	2,246	Maryland	1,818
Total Top 10	69,066	Total Top 10	77,058

- **Domestic Migration of Young, Single, College-Educated People**

Young adults (ages 25-39) represent a significant share of domestic migration. Their decisions to migrate are most often job-related, housing-related or family-related. The migration of young adults also carries with it varying prospects for change, one of which is the potential of future population growth through child-bearing. Another prospect is

that young adults, especially those who are college-educated, may play a key role in the rejuvenation of economically depressed areas.

National statistics reveal that 75 percent of all single, college-educated adults between the ages of 25 and 39 relocated from 1995 to 2000, compared to 63 percent for non-college counterparts. According to the U.S. Census Bureau, there were 25,493 young (25 to 39 years old), single, college educated people in Rhode Island in 2000. Of these residents, 7,788 (30.5%) remained in the same residence they had in 1995 while another 10,209 (40.0%) moved within Rhode Island. Of the remaining movers into Rhode Island, 970 (3.8%) came from abroad while the rest, 6,526 (25.6%), represented the domestic immigration from elsewhere in the United States.

Young, Single & College Educated Migration, 1995 - 2000				
State / Region	Inmigrants	Outmigrants	Net Migration Number	Rate
Massachusetts	60,198	61,260	-1,062	-4.6
Connecticut	22,155	28,470	-6,315	-69.7
Maine	5,693	7,399	-1,706	-80.1
New Hampshire	8,005	11,159	-3,154	-114.8
Vermont	5,222	7,474	-2,252	-143.5
Rhode Island	6,526	10,751	-4,225	-147.0
Northeast	160,888	218,571	-57,683	-39.0
Midwest	127,535	214,017	-86,482	-67.6
South	251,191	221,754	29,437	16.7
West	254,658	139,930	114,728	86.1

Over the 1995-2000 period, Rhode Island had a domestic outmigration of 10,751 young, single, college educated residents. This movement resulted in a net migration of -4,225 valuable participants in Rhode Island's labor force. Rhode Island's net migration rate (-147.0%) of this key demographic ranks the state as 46th of the 50 states and the District of Columbia for retaining this subset of the population.

In fact, all New England states experienced a negative migration rate from 1995-2000 for young, single, college educated people. [The net migration rate is based on an approximated 1995 population, which is the sum of people who reported living in the area in both 1995 and 2000, and those who reported living in that area in 1995, but lived elsewhere in 2000. The net migration rate is the 1995 to 2000 net migration, divided by the approximated 1995 population and multiplied by 1,000.]

When young college-educated adults move into an area, they often bring with them a certain measure of vitality that can stimulate other areas of the economy from finance to construction and rehabilitation, from wholesale to retail businesses and to improvement in the local infrastructure. The discouraging side to the data for Rhode Island suggests that the state's young college educated adults are moving to areas where there may be brighter economic opportunities. The states with the highest migration rates are in the West and South, including Nevada (281.8), Colorado (157.7), Georgia (150.5), and Arizona (109.9).

Migration by Race or Ethnicity									
	Population 5 years & older	Same Residence (nonmovers)	Total Movers	Different Residence 5 Years Ago				From Abroad	
				Moved within RI	Inmigrants	Outmi- grants	5-Year Migration Net		Rate
Rhode Island	985,184	572,209	412,975	290,449	96,980	93,744	3,236	3.4	25,546
One Race (may be of Hispanic origin):									
White	842,640	513,311	329,329	238,638	78,949	78,766	183	0.2	11,742
Black or African American	41,673	17,721	23,952	15,763	5,281	5,170	111	2.9	2,908
American Indian/Alaskan Native	4,613	1,889	2,724	2,007	542	576	-34	-7.6	175
Asian	22,184	10,326	11,858	5,582	3,745	3,628	117	6.0	2,531
Native Hawaiian & Pacific Islander	392	152	240	152	88	21	67	206.2	---
Some Other Race	47,847	17,198	30,649	18,970	5,401	3,024	2,377	60.7	6,278
Two or more races	25,835	11,612	14,223	9,337	2,974	2,559	415	17.7	1,912
Hispanic or Latino (any race)	80,348	26,968	53,380	31,562	10,293	6,513	3,780	58.1	11,525
White alone, not Hispanic or Latino	814,134	503,513	310,621	227,890	75,223	76,166	-943	-1.2	7,508

- **Domestic Migration by Race and Ethnicity**

According to the U.S. Census Bureau, of the 985,184 residents aged five years and older in 2000, 80,348 (8.2%) were of Hispanic or Latino origin (any race). Census 2000 showed that this was the fastest-growing ethnic group in Rhode Island, adding 90,820 residents between 1990 and 2000. This represented a 98.5 percent increase in the Hispanic population over the decade.

Domestic net migration from 1995-2000 for Hispanics totaled 3,780, larger than the total population net migration (3,236) for Rhode Island for the same period. The largest number of Hispanics was most likely to come from New York (4,529), followed by Massachusetts (1,821).

In the table on the previous page, "One Race," as defined by the Census, refers to a single race category (White; Black or African American; American Indian/Alaskan Native; Asian; Native Hawaiian & Pacific Islander; Some Other Race), but may also include persons of Hispanic origin. Census data show that White (one race) had a positive net migration of 183, Black or African American (one race) 111 and Asian (one race) 117.

In contrast, White alone (not of Hispanic or Latino origin) had a negative net migration, losing 943 residents from 1995-2000. [The Census Bureau defines ethnicity (origin) as the heritage, nationality group, lineage, or country of birth of the person or the person's parents or ancestors before their arrival in the United States. People who identify their origin as Spanish, Hispanic, or Latino may be of any race. Race is considered a separate concept from Hispanic origin (ethnicity).]

> **Outlook to 2016**

- **Industry Outlook**

Rhode Island employment is expected to increase by over 47,000 jobs during the 2006-2016 projection period. Employment in 2016 is projected to reach 570,461, an increase of 47,550 (9.1%) from the 2006 employment level. Much of this growth is attributed to the increased demand for the products and services provided by the Health Care & Social Assistance; Accommodation & Food Services; Educational Services; Professional, Scientific & Technical Services; and Finance & Insurance sectors.

The largest gains continue to occur in the Health Care & Social Assistance (+15,019) sector. A number of factors, including a growing and aging population along with medical advances and new technologies, will result in an employment increase of some 15,000 (+19.7%) jobs. Within the Health Care & Social Assistance Sector, Nursing & Residential Care Facilities (+5,516), Ambulatory Health Care Services (+4,004), Social Assistance Services (+2,792) and Hospitals (+2,707) are all expected to grow at above-average rates. This sector is expected to account for 28 percent of all new job growth occurring in the state during the 2006-2016 projection period.

Rhode Island Industry Projections by Economic Sector 2006 - 2016				
Industry Title	2006 Estimated Employment	2016 Projected Employment	Numeric Change	Percent Change
Total, All Industries	522,911	570,461	47,550	9.1%
Health Care & Social Assistance	76,081	91,100	15,019	19.7%
Accommodation & Food Services	42,560	48,900	6,340	14.9%
Educational Services	46,322	51,000	4,678	10.1%
Self-Employed & Unpaid Family Workers	42,132	46,546	4,414	10.5%
Professional, Scientific, & Technical Services	21,569	25,680	4,111	19.1%
Finance & Insurance	26,492	29,895	3,403	12.8%
Retail Trade	51,714	54,550	2,836	5.5%
Construction	22,803	24,965	2,162	9.5%
Other Services (Except Government)	18,118	20,150	2,032	11.2%
Arts, Entertainment, & Recreation	7,693	9,145	1,452	18.9%
Transportation & Warehousing	9,834	11,250	1,416	14.4%
Administrative & Waste Services	25,388	26,800	1,412	5.6%
Wholesale Trade	16,969	18,255	1,286	7.6%
Information	10,878	12,050	1,172	10.8%
Management of Companies & Enterprises	9,341	10,500	1,159	12.4%
Real Estate & Rental & Leasing	6,847	6,940	93	1.4%
Utilities	1,144	1,160	16	1.4%
Mining	259	270	11	4.2%
Agriculture, Forestry, Fishing & Hunting	902	905	3	0.3%
Government	33,139	32,500	-639	-1.9%
Manufacturing	52,726	47,900	-4,826	-9.2%

The Accommodation & Food Services sector, which includes Food Services & Drinking Places (+5,271) and Accommodation (+1,069), is expected to grow by 15 percent during the projection period. Cultural changes in dining habits along with dual-income families will contribute to the job growth in this industry.

Average growth is expected in Educational Services as private and public schools and colleges strive to meet the needs of their students. An increase of nearly 4,700 jobs is expected during the period.

The Professional, Scientific and Technical Services sector is expected to grow at more than twice the average rate adding over 4,100 (+19.1%) jobs to the state's economy. Included in this sector are establishments engaged in performing services that require a high degree of expertise and training. In Rhode Island, this sector is dominated by businesses offering legal services, accounting and payroll services, computer services and architectural and engineering services to both businesses and individuals.

Approximately 3,400 new jobs are expected in the Finance & Insurance sector, due to gains in Securities, Commodity Contracts & Other Financial Investments (+1,596) and Credit Intermediation & Related Activities (+1,267) accounting for over half of the sector's projected employment.

Showing steady but slowing growth, nearly all industries in the Retail Trade sector are expected to grow, resulting in the addition of some 2,800 (+5.5%) new jobs. Over 2,000

new jobs are also expected in the Construction (+2,162) and Other Services (+2,032) sectors.

Following the national trend, continued employment declines are projected for Rhode Island's Manufacturing sector. Job losses of nearly 5,000 are expected, with the largest losses occurring in Miscellaneous Manufacturing (-1,771), Textile Mills (-1,124) and Fabricated Metal Products (-899). A few industries within this sector are expected to add jobs, with the largest gains projected for Chemical Manufacturing (+860) and Transportation Equipment Manufacturing (+532).

▪ **Occupational Outlook**

Job openings result from the need to replace workers who leave an occupation and the need to fill vacancies created by business expansion. During the 2006-2016 projection period, it is estimated that employers will need to find workers to fill over 171,000 job openings. Nearly one-third of the projected job openings are attributed to the economic growth that is expected to occur during the projection period. The remaining openings are due to replacement needs resulting from employee turnover.

Among the major occupational groups, the greatest number of expected job openings will occur in Food Preparation & Serving Related Occupations (+ 24,460), Office & Administrative Support Occupations (+23,914), Sales & Related Occupations (+19,391), and Health Care Practitioners & Technical Occupations (+11,565).

Occupational declines result from decreasing industry employment and from technological modifications. The only occupational group with a projected job loss is Production Occupations (-5.3%). It is important to note that while the number of production jobs is expected to decline, there will still be a substantial demand for workers in this occupational group resulting from the need to replace workers who leave their jobs. In addition, some occupations within the group are projected to grow during this period, resulting in 550 new job openings.

Rhode Island Employment by Major Occupational Group

	Employment 2006	Employment 2016	Net Change	Percent Change	Openings due to Growth	Openings due to Replacement
Total, All Occupations	522,911	570,461	47,550	9.1%	54,154	117,364
Food Preparation & Serving Related Occupations	45,408	52,319	6,911	15.2%	6,911	17,549
Healthcare Practitioners & Technical Occupations	33,423	38,755	5,332	16.0%	5,367	6,198
Healthcare Support Occupations	18,244	22,442	4,198	23.0%	4,230	1,887
Office & Administrative Support Occupations	85,692	89,541	3,849	4.5%	5,904	18,010
Education, Training, & Library Occupations	32,704	36,503	3,799	11.6%	3,807	6,497
Sales & Related Occupations	50,399	54,126	3,727	7.4%	3,902	15,489
Business & Financial Operations Occupations	22,456	25,803	3,347	14.9%	3,366	3,951
Personal Care & Service Occupations	16,811	19,935	3,124	18.6%	3,133	3,662
Construction & Extraction Occupations	27,447	29,980	2,533	9.2%	2,539	4,703
Community & Social Services Occupations	10,636	12,947	2,311	21.7%	2,311	1,788
Building & Grounds Cleaning & Maintenance Occupations	18,569	20,627	2,058	11.1%	2,058	3,114
Management Occupations	27,047	28,891	1,844	6.8%	1,922	5,914
Computer & Mathematical Occupations	10,136	11,934	1,798	17.7%	1,884	2,306
Installation, Maintenance, & Repair Occupations	16,729	17,895	1,166	7.0%	1,207	2,704
Arts, Design, Entertainment, Sports, & Media Occupations	9,492	10,390	898	9.5%	919	2,283
Transportation & Material Moving Occupations	28,705	29,445	740	2.6%	1,695	6,214
Architecture & Engineering Occupations	8,722	9,334	612	7.0%	616	1,963
Protective Service Occupations	10,765	11,321	556	5.1%	575	3,172
Life, Physical, & Social Science Occupations	3,934	4,369	435	11.1%	438	980
Legal Occupations	4,265	4,568	303	7.1%	320	750
Farming, Fishing, & Forestry Occupations	1,674	1,797	123	7.3%	128	306
Production Occupations	39,653	37,539	-2,114	-5.3%	922	7,924

- **High-Demand Occupations**

The top 50 occupations with the greatest number of annual openings represent numerous opportunities for finding employment in the years ahead. They are considered “High Demand” occupations. It is projected that during the 2006-2016 period, employers will need to fill over 171,000 jobs resulting from employee turnover and economic growth. These “High Demand” occupations will account for more than half of all job openings projected for Rhode Island.

Rhode Island High Demand Occupations 2006 – 2016			
Occupational Title	Annual Openings	Occupational Title	Annual Openings
Waiters & Waitresses	754	Tellers	146
Retail Salespersons	632	Stock Clerks & Order Fillers	125
Cashiers	583	Teacher Assistants	122
Registered Nurses	453	First-Line Supervisors-Office & Administrative Support Workers	122
Cafeteria & Concession Counter Attendants	361	Landscaping & Groundskeeping Workers	116
Customer Service Representatives	324	Dishwashers	114
General Office Clerks	314	Personal & Home Care Aides	114
Combined Food Prep & Serving Workers	285	Cooks, Restaurant	113
Nursing Aides, Orderlies, & Attendants	257	Truck Drivers, Light or Delivery Services	113
Child Care Workers	224	Secretaries, Except Legal, Medical, & Executive	109
Janitors & Cleaners	212	Truck Drivers, Heavy & Tractor-Trailer	107
Laborers, Freight, Stock, & Material Movers	203	Executive Secretaries & Administrative Assistants	103
Food Preparation Workers	195	Computer Systems Analysts	99
Bookkeeping, Accounting, & Auditing Clerks	190	Dining Room & Cafeteria Attendants & Bartender Helpers	95
Home Health Aides	176	Security Guards	90
Receptionists & Information Clerks	174	Team Assemblers	90
General & Operations Managers	173	Medical Secretaries	88
Secondary School Teachers, Except Special & Vocational Ed	166	Licensed Practical & Vocational Nurses	85
Social and Human Service Assistants	160	Cooks, Fast Food	83
Carpenters	159	Automotive Service Technicians & Mechanics	83
First-Line Supervisors-Retail Sales Workers	154	Counter & Rental Clerks	81
Accountants & Auditors	151	Pharmacy Technicians	79
Maids & Housekeeping Cleaners	151	Management Analysts	78
Bartenders	150	Plumbers, Pipefitters, & Steamfitters	75
Elementary School Teachers, Except Special Education	149		
Sales Representatives	147		

> **2016 Projected Training Requirements for Available Jobs**

Employment in Rhode Island is projected to grow at all education and skill levels, from jobs requiring on-the-job training to those requiring advanced degrees. During the 2006-2016 projection period, it is estimated that employers will need to find workers to fill over 54,000 new jobs and to replace some 1170,000 workers who will leave their jobs for various reasons.

Jobs where necessary skills are learned on the job make up the largest portion of the Rhode Island labor market. They account for 61 percent of the 2006 employment and dominate the occupational structure in many of the state's economic sectors. Twenty-seven percent (28,897) of these projected job openings are attributed to economic growth that is expected to occur during the projection period. The remaining openings (76,342) are due to replacements needs resulting from employee turnover.

Jobs where the minimum educational requirement is a college degree (associate degree or higher) accounted for 26.4 percent of the 2006 employment. Over one-third (32.8%) of the new job growth projected for the 2006 to 2016 period is expected to occur among jobs requiring an associate degree or higher.

The remaining jobs in the state's economy require work experience in a related occupation or vocational training. Together, they accounted for 14.6 percent of the 2006 employment. Jobs requiring vocational training are expected to grow (11.7%) faster than average, while slower-than-average growth is expected for jobs requiring work experience in a related occupation (7.4%).

Employment by Education and Training Requirements					
	Employment Estimate		Annual Openings		Total Annual Openings
	2006 Estimate	2016 Projection	Due to Growth	Due to Replacements	
Total, All Occupations	522,911	570,461	5,415	11,736	17,151
Jobs Requiring On-The-Job Training	308,714	331,710	2,897	7,650	10,547
Short-term on-the-job training	180,646	195,389	1,794	5,210	7,004
Moderate-term on-the-job training	91,485	97,388	830	1,643	2,473
Long-term on-the-job training	36,583	38,933	273	797	1,070
Jobs Requiring Vocational Training or Related Job Experience	76,384	83,379	752	1,377	2,129
Work experience in related occupation	44,877	48,179	357	860	1,217
Postsecondary vocational training	31,507	35,200	395	517	912
Jobs Requiring College Degrees	137,813	155,372	1,784	2,731	4,515
Associate Degree	25,189	29,068	390	480	870
Bachelor's Degree	65,018	73,567	865	1,281	2,146
Bachelor's or Higher Degree, Plus Work Experience	23,049	24,853	190	510	700
Master's Degree	10,373	12,039	170	197	367
Doctoral Degree	4,872	5,672	82	93	175
First Professional Degree	9,312	10,173	87	170	257

State Vision and Priorities

Question I.C. What is the Governor's vision for ensuring a continuum of education and training opportunities that support a skilled workforce? (§112(a) and (b)(4).) [See page 12 of original plan]

For Rhode Island to compete and prosper in the 21st century, economic success is dependent upon the creation and sustainability of a knowledgeable and skilled workforce that will support not only the growth of existing businesses, but the addition of new, high-wage and emerging industries. The systems that create the policies and implement the strategies that connect workers to the workplace must be both agile and innovative in their responsiveness to market-driven demands and shifts in the state's economy and demographics.

The Governor's vision for the economic recovery is grounded in the successful implementation of the new five-year *Strategic Workforce Plan for Rhode Island 2009-2014*, that provides strategic direction for the workforce system through a comprehensive common vision and statewide goals and objectives. The Governor, with facilitation by the Governor's Workforce Board Rhode Island, has formulated a plan that defines the goals and aligns both the strategies and resources through which all Rhode Island agencies, educational institutions, communities and employers can contribute. Partnerships and collaboration among these entities are critical to success in both the short and long term.

While assumptions about the future of Rhode Island's workforce and job market appear bleak by current indicators, the state has the opportunity to improve the forecast. Aligning the Recovery Act funds with the *Strategic Workforce Plan's* prioritized state initiatives will promote a more innovative public workforce system capable of sparking economic growth and providing workforce opportunities for our citizens.

Each of the plan's four primary goals is tied to a series of specific objectives that support its real-world application. These goals include:

1. **The Public System Grows, Retains, and Attracts Talent.** Rhode Island will maximize the capacity of the workforce development system to align, unify and flexibly address the skill demands of all employers and job seekers.
2. **Employers Attract and Retain a Highly Skilled Workforce.** Rhode Island employers will attract, employ and retain a skilled and educated workforce committed to lifelong learning, thus ensuring growth and prosperity.
3. **The Adult Workforce is Skilled and Agile.** Adults will have the knowledge and skills needed to meet changing economic demand – for their own and the state's economic prosperity.
4. **Youth are Ready for Work and Lifelong Learning.** Youth will become more aware of skill development opportunities in order to take better advantage of those which enable them to meet changing workforce demand – for their own and for the state's future prosperity.

The Strategic Workforce Plan challenges the public workforce system to support a culture of lifelong learning; to increase its efficiency, effectiveness, capacity and transparency; to create greater value-add to employers and individuals; to align its policies and resources across its partners; and to eliminate the barriers to skill development.

For employers, it calls for increasing investment training and increasing the number of both self-sustaining jobs and high-wage jobs. It calls on firms within an industry to partner and align to reduce skill gaps, to augment the number of transferable skill credentials available to their workers, and to expand the potential pool of qualified workers, as well as to support the creation of emerging industry partnerships around green technologies and green jobs.

For individuals, the plan supports an increase in the attainment of skill credentials, an increase in workforce attachment, and an increase in the employment rate of special populations. It calls for greater participation in adult education and for occupational skills training accompanied with basic skill training.

Finally, for youth – Rhode Island’s emerging workforce – the plan demands that the system increase access to work-preparedness activities, including participation in apprenticeships; increase the number of youth that attain workforce credentials, including a high-school diploma and skill certifications; decrease post-secondary remediation rates; and increase educator understanding of the labor market.

Question I.E. What is the Governor’s vision for ensuring that every youth has the opportunity for developing and achieving career goals through education and workforce training, including the youth most in need of assistance, such as out-of-school youth, homeless youth, youth in foster care, youth aging out of foster care, youth offenders, children of incarcerated parents, migrant and seasonal farmworker youth, youth with disabilities, and other youth at risk (§112(b)(18)(A.)) *[See page 15 of original plan]*

> **Multiple Stakeholder Collaborations**

- **Youth Development Committee of the Governor’s Workforce Board:** The mission of the Governor’s Workforce Board includes ensuring alignment of all the stakeholders throughout the entire human capital development system. This is particularly important to the competitiveness of the state’s future workforce. The Youth Development Committee of the Governor’s Workforce Board spearheads the strategic planning and coordination of youth policies. The group carries out the oversight of youth programs and initiatives.

The Governor’s Workforce Board spearheaded a unified strategic plan which brought together key stakeholders from the across the state to include state agencies, community- and faith-based organizations and advocates. This plan ensures that services provided to both youth and adults encompass the entire spectrum of abilities, backgrounds, resources and cultures. It specifically focuses on providing service to youth most in need, including those linked to the juvenile justice system, those in and aging out of foster care, youth with disabilities, pregnant and parenting teens and homeless and/or runaway youth.

- **The Governor’s Workforce Cabinet:** State department directors that oversee youth programs which provide direct services such as, health, safety, etc., ensure that policies

are aligned so that services provided are equitable and accessible to all youth who require them.

- **PK-16 Council:** A statewide dialogue on academic standards and credentials has been taking place under the auspices of the Governor's PK-16 Council (several of whose members overlap with either the Governor's Workforce Board and/or the Workforce Cabinet). This is to ensure the development and integration of models that cross the entire education and training system. This dialogue has been driving reform within the education system and encourages the blending and braiding of the youth workforce and education systems.

As a key component of his economic, education and workforce development improvement agenda, the Governor has charged the PK-16 Council with assuring the implementation of the following:

- Creating an action plan to improve math and science results.
 - Changing how science is taught in high school.
 - Developing new ways to teach algebra (I Can Learn Pilot Program).
 - Providing for math and science specialists.
 - Establishing statewide math and science curricula.
 - Requiring more science courses in order to earn a high school diploma.
 - Allowing math and science professionals to teach part-time.
 - Creating alternative teaching certifications for professionals.
 - Infusing real-world applications in science teaching.
 - Incorporating technology into teacher preparation.
 - Further strengthening the sciences at the post-secondary level.
 - Establishing a PK-16 policy board to ensure student success.
- **Rhode Island's Shared Youth Vision:** Since 2004 Rhode Island has had a state team consisting of representatives from the Departments of Labor and Training; Education; Children, Youth and Families; Human Services; Justice/Corrections; as well as state and local workforce investment board representatives, to examine ways in which services for Rhode Island's neediest youth can be more efficient and effective. In 2006, Rhode Island was awarded a federal grant to realize that vision. The Rhode Island Shared Youth Vision State Team was one of 16 state teams selected by the Shared Youth Vision Federal Collaborative Partnership to ground their vision in reality.

Through the technical assistance afforded by the federal grant, agencies serving youth in Rhode Island have positioned themselves as strategic partners and have developed a collaborative case management system that is yielding positive results for youth. While the case management system is still in the pilot phase, its results have called for an expansion of the model that will be regionalized across the state and allow for needy youth statewide to have non-duplicative access to workforce development and other services to help them transition successfully into adult life. Through its alignment with the Federal Shared Youth Vision Initiative, Rhode Island has created a model at the state and local levels to serve the state's neediest youth, to enhance the quality of services delivered and improve the outcomes for the youth served.

> **Rhode Island's "All Youth" Agenda**

The Governor's Workforce Board Rhode Island adopted an "All Youth" agenda in 2006. That new approach was grounded in the youth center concept, which has since expanded to 13 centers spread across the state and more than 50 vendors who providing the 10 youth program elements. All youth, regardless of education, socio-economic background or ability, are provided services based on their varying levels of need. The "All Youth" agenda is supported through the blending and braiding of federal Workforce Investment Act funds with state dollars, thus allowing greater flexibility in the way services are provided and eliminating the need for community providers to expertly provide all 10 program elements. As part of the "All Youth" agenda, a new joint Request for Proposal was created and utilized by Rhode Island's two local workforce investment boards, thereby allowing providers to bid to provide the best services they offer. In response, Rhode Island experienced a significant increase in the number of proposals received and today enjoys the benefit of over 50 vendors providing the service in which they excel; meanwhile, the youth centers serve as the central location for intake, assessment, case management and follow up. This was allowable due to the USDOL Employment and Training Administration's provision of a waiver that allowed the state to partner with other agencies to share resources. As a result, Rhode Island has moved from serving only 323 at risk youth in 2006 to serving 2,731 in PY 2007 (41% at risk) to 4,138 in PY 2008 (45% at risk).

The commitment to an "All Youth" agenda and the overhaul of the Youth Workforce Development System has beneficially positioned Rhode Island for the summer employment initiative under the Recovery Act. The Rhode Island system of youth centers, vendors, partners and potential partners, has provided the framework and capacity to launch plans quickly. The roots of this system reach deep into the employment community as each partner brings with them employer partners. Through its procurement process, Rhode Island ensures that funded programs are of high quality and are preparing youth for the high-demand occupations of the contemporary labor market. Rhode Island's goal is to serve an additional 2,000 low-income youth through the summer with the Recovery Act youth funds. Older, out-of-school youth will be encouraged to pursue training and receive needs-related payments under the Adult Recovery Act funding.

Question II. Identify the Governor's key workforce investment system priorities for the state's workforce investment system and how each will lead to actualizing the Governor's vision for workforce and economic development. (§§111(d) and 112(a.)
[See page 19 of original plan]

Previously, the development of workforce investment priorities in Rhode Island had been a disjointed process, making alignment across the system difficult. Hoping to align these priorities, the Governor's Workforce Board Rhode Island has been engaged in an unprecedented planning collaboration, involving all stakeholders, state and local government, employers and workers. The result is a comprehensive plan and newly institutionalized plan management process (the Plan Management Team) that have greatly improved the system's ability to identify strategic investment priorities and that allows the development of priorities to be adaptable and agile. This is important in light of the rapid and dramatic economic downturn that has occurred in Rhode Island since the strategic planning process began.

The strategic plan is based on four overarching goals:

1. The public system grows, retains, and attracts talent.
2. Employers attract and retain a highly skilled workforce.
3. The adult workforce is skilled and agile.
4. Youth are ready for work and lifelong learning.

The first goal seeks to transform and invigorate a more responsive public workforce system. The second enhances the employer's ability to attract and employ a skilled workforce committed to lifelong learning, thus ensuring growth and prosperity. Goals three and four address the workforce needs of the adults and youth, providing them with the skills and knowledge they need to succeed in an ever changing 21st century economy. Each goal contains measurable objectives and strategies aimed at actualizing the desired outcomes. With the Recovery Act funds, the Plan Management Team (PMT) can infuse additional resources to achieve the planned goals, while aligning to existing objectives and strategies.

The state's workforce investment priorities are reflected within the strategic plan and are clearly articulated as objectives under the four goals. Because of the comprehensive approach that the state has taken in their development, these priorities inherently address the central issues that will have the greatest impact in raising our workforce out of the current crisis and beyond. Recovery Act provisions correlate directly with and support many of these key priorities within the strategic plan.

Specifically, for adults the priorities with Recovery Act implications address increasing workforce attachment, increasing workforce mobility, increasing skill attainment rates and increasing skill credential rates. For youth, the new priorities ensure that our youth are ready for work and lifelong learning, increase their access to work preparation activities and increase the capacity of youth serving organizations. The strategic plan places significant emphasis on the workforce development system's transformation, particularly upon increasing alignment among stakeholders, eliminating barriers that inhibit the attainment of skills, leveraging resources, increasing efficiency and capacity, and finally encouraging a culture of lifelong learning in Rhode Island. This emphasis on system reform has put Rhode Island in a strong position to capitalize on the Recovery Act assistance in a way that will accelerate its transformation.

Overarching State Strategies

Question V.B. What strategies are in place to address the national strategic direction discussed in [Section 4] of this guidance, the Governor's priorities, and the workforce development issues identified through the analysis of the State's economy and labor market? (§112(b)(4)(D) and 112 (a).) [See page 51 of original plan]

Rhode Island's 2009-2014 strategic workforce plan provides a strong framework for applying Recovery Act funding towards actionable strategies in support of the state's consensus priorities and goals. Because it is firmly anchored in labor market data, was created with vast stakeholder input, and is managed and measured closely by an institutionalized plan management structure, the plan is highly adaptable to changing economic conditions. The current economic recession in Rhode Island began early in the planning process; therefore, many of the strategies are specifically designed to channel leveraged resources to a workforce in crisis. The actionable strategies that will be supported by Recovery Act funding include, but are not limited to:

- **Summer Employment Opportunities for Youth:** The local workforce investment boards' (LWIBs) creation of the Summer Employment Opportunities for Youth Summer Request For Proposals (RFP) is designed to introduce youth to the world of work and to increase work readiness skills. Funded under the Recovery Act, this initiative provides Rhode Island youth with structured, paid work experience placements and opportunities for skill development and career exploration along with work readiness programs that prepare youth for employment.
- **Needs Related Payments:** The local workforce investment boards will provide Recovery Act needs-related payments and supportive services to low-income Adults and Dislocated Workers who are monetarily ineligible for Unemployment Insurance (UI) or for extended benefits, due to insufficient wages. This effort can give our neediest workers additional resources to re-skill and educate themselves in the latest high growth training opportunities at a time when they need it most.
- **Customized Training and On-the-Job Training (OJT):** By offering customized trainings and OJTs within the workplace, local workforce investment boards systematically serve both employers and employees by enhancing the skill sets of new hires with the skills needed to improve capacity, efficiency, productivity and competitiveness. These programs serve a dual customer approach: to give the employers a much needed opportunity to retrain and educate their workforce, and to offset recruitment and training costs. Employees are afforded the opportunity to earn a living as they are being trained.
- **Industry Partnership/Career Pathways:** The Industry Skills Development Initiative has established a comprehensive, innovative vehicle through which the state's Adult Workforce development Systems meets and remains responsive to the human capital needs of Rhode Island employers. The initiative assists in linking low-income adults with career opportunities in high-demand, growth industries. Each Industry Partnership has identified the sector's training needs and responds to labor force shortages, directs training content, selects service providers and collaborates on strategies for developing the emerging workforce. The intent of the Industry Skill Development Initiative is to address the workforce needs of the state's high-growth, high-wage industries by upgrading their employees' skills, promoting industry career pathways and opportunities, and developing Rhode Island's labor force for a 21st-century economy. The initiative will leverage both Recovery Act and federal workforce training dollars and programs to expand Individual Training Account (ITA) offerings for unemployed and dislocated workers through the netWORKri One-Stop Centers.
- **Re-employment Services:** Reemployment services funded by the Recovery Act for Reemployment Services (RES) will be modeled on the Re-employment Eligibility Assessment Labor Exchange program menu of services. Increased outreach efforts will be made to those individuals collecting unemployment insurance in other areas of the state not currently located near a comprehensive One-Stop Career Center. Through these outreach efforts, technology, internet-based assessments and job search sites will be made available to Rhode Islanders; the opening of more office locations is also being explored. Ongoing best practices will be developed, and services will be flexible to meet the needs of job seekers and employers as the current economic trends evolve.

The Plan Management Team, along with stakeholders, continues to review policy and strategy options as new guidance and information becomes available regarding the Recovery Act and its implementation.

Service Delivery Strategies, Support for Training

Question IX.G. Describe innovative service delivery strategies the state has or is planning to undertake to maximize resources, increase service levels, improve service quality, achieve better integration, or meet other key state goals. [See page 102 of original plan]

The state has made a concerted effort to align workforce development programs in order to deliver more efficient, value-added services to customers and employers. The changing nature of the local and global economies has created a need to identify and upgrade the skills of displaced and incumbent workers as well as those entering the job market. Many industries have declined or diminished. Emerging industries will be more technologically demanding and require different knowledge, skills and abilities if workers are to be successful in the jobs these industries create. Greater emphasis has been placed on skills assessment and identification of transferable skills to ensure longer term employment opportunities and successful career transitions.

Industry Partnerships have been formed, skills gap analyses have been completed, and industry liaisons have a regular presence in the One-Stop Career Centers. The liaisons provide career path information, connect job seekers to industry employers and identify opportunities for training and employment. Industry advisory councils, comprised of businesses who are active members of industry associations, have been created to provide oversight and guidance for the development and procurement of customized training programs that address skills gap studies as well as critical industry needs. "Industry Greenhouses" have also been created to develop a pipeline to provide youth with opportunities for career exploration, work experiences and internships.

The job matching process and the quality of referrals to employers are enhanced by skills evaluation tools such as Prove It, which has a significant variety of online skills assessments offered in various languages, and by alternative testing formats such as audio testing. For those needing remedial assistance, Skills Tutor is an online remediation program that provides individuals with low-scoring basic skills in reading, math or computer literacy. They begin acquiring the occupational skills required for entrance into employment as well as the basic instruction necessary to enter a formal skills training program. The On-the-Job Training program is offered as an alternative to classroom training and provides the employer with an incentive to hire.

The PY08 WIA service level goal of 2,601 enrollments is a sizeable increase over the service levels reported for PY07. The workforce investment system is on track to meet, and likely exceed, WIA enrollment goals for PY08. In response to the economic downturn in Rhode Island, the state will be poised to respond to greater numbers of job seekers and employer customers alike through utilization of Recovery Act funding, alongside state funding allocations. For PY09 the state intends to increase service levels to unemployed, underemployed and special needs populations.

In order to maximize increases to training opportunities, particularly for customers reluctant to access training due to concern over future economic conditions, the local workforce

investment boards will issue a coordinated Needs-Related Payment policy. This policy, in conjunction with existing supportive service policies, will afford customers the opportunity to acquire the necessary re-tooling and skill upgrades for the duration of their training, while providing a means to pay living expenses. This financial assistance will allow customers to access short- and long-term training programs and improve their marketability in a competitive workforce while preparing them for new opportunities as the economy recovers.

Rhode Island has recently embarked on a new contextualized training initiative which seeks to integrate English for Speakers of Other Languages (ESOL) with high-growth occupational skills training. This initiative encourages collaboration between adult education and vocational training providers, along with employers. This pilot program for dislocated workers combines funding through the Governor's Workforce Board State Job Development Funds, Trade Adjustment Assistance and Workforce Investment Act funding. Due to the increased number of job seekers presenting limited English barriers, the state seeks to encourage additional vendors to think broadly in their development of high-growth training opportunities and to include special populations, such as those with limited English proficiency. The competitive bid process has yielded five high-growth contextualized training programs among three training vendors.

Under Recovery Act funding, the state plans to build on the successes of this initiative, by partnering with the Office of Adult Education to create other contextualized training programs that align with high-growth careers centered around health care and green jobs. The populations considered under this initiative include military veterans and their families, women in stable transitional housing, youth aging out of foster care, and transitioning youth involved with the juvenile justice system.

SECTION II. SERVICE DELIVERY

State Governance and Collaboration

Question III.A.2. Describe how the agencies involved in the workforce investment system interrelate on workforce, economic development, and education issues and the respective lines of authority. (§112(b)(8)(A).) [See page 24 of original plan]

The process of developing the state's strategic workforce plan over the last several years has enhanced Rhode Island's tradition of interagency collaboration. An important outcome of that process has been a widely-agreed upon policy and implementation governance structure centered on an interagency Plan Management Team and a standing stakeholder advisory group. The Plan Management Team consists of senior staff representatives from Rhode Island's workforce development-related state agencies, including the Department of Labor and Training; the Economic Development Corporation; the Department of Education; the Office of Higher Education; Department of Human Services; Department of Elderly Affairs; Department of Corrections; Department of Mental Health, Retardation and Hospitals; and the RI Department of Children, Youth and Families. The Plan Management Team is responsible for developing annual work plans that conform to the state's overall strategic workforce plan and for ensuring accountability by developing metrics, monitoring effectiveness and reporting on progress. This work is informed by the input of an advisory group that consists of outside stakeholders representing employers, labor, philanthropies and community- and faith-based organizations.

The Plan Management Team is a working committee of the Governor's Workforce Cabinet. The Workforce Cabinet is a forum designed to achieve consensus among agency directors to address policy and budgetary issues relating to workforce development. The Workforce Cabinet in turn makes recommendations to the Governor's Workforce Board Rhode Island. This institutionalized collaboration ensures a proper policy and fiscal review of Recovery Act funding specifically related to workforce.

The Governor has established an Office of Economic Recovery and Reinvestment (OERR) responsible for administering and complying with the federal Recovery Act. An important characteristic of the OERR is the required participation of all state cabinet agency heads receiving funding under the Recovery Act. The Director of the Rhode Island Department of Labor and Training, who also serves as a member of the Governor's Workforce Board Rhode Island, has instituted an internal policy team consisting of senior staff members to ensure that workforce investment dollars and programs under the Recovery Act are leveraged with other stimulus activities where appropriate.

Question III.C.1. Describe the steps the state will take to improve operational collaboration of the workforce investment activities and other related activities and program outlined in section 112(b)(8)(A) of WIA, at both the state and local level (e.g., joint activities, memoranda of understanding, planned mergers, coordinated policies, etc.). How will the State Board and agencies eliminate any existing state-level barriers to coordination? [See page 28 of original plan]

The primary collaborative interaction among the major agencies and local workforce investment boards continues to be through the structures, activities and committee work of the Governor's Workforce Board Rhode Island. The members of the Governor's Workforce Board are represented and actively participate on a number of cross-cutting interagency

committees, workgroups and other planning bodies. Because the Governor's Workforce Board leadership has access to the Governor, this relationship can facilitate joint activities, memoranda of understanding between the partners, and coordinated policy at the state and local level. The organizational entity responsible for the Workforce Investment Act, Wagner-Peyser Act, Unemployment Insurance, Trade Act services, and Registered Apprenticeship is the Department of Labor and Training. The Director of Labor and Training is an active member of the Governor's Workforce Board Rhode Island, and helps to ensure sustained collaboration and effective service delivery between these key workforce development programs.

Reemployment Services and Wagner-Peyser Services

Question IX.C4.b. Describe the reemployment services the state provides to

Unemployment Insurance claimants and the worker profiling services provided to claimants identified as most likely to exhaust their Unemployment Insurance benefits in accordance with section 3(c)(3) of the Wagner-Peyser Action (§112(b)(17)(A)(iv).)

[See page 90 of original plan]

Since 2005 the state has applied for and received a Reemployment and Eligibility Assistance Grant (REA) to work with those Unemployment Insurance customers most likely to return to employment and to assist them with achieving their reemployment goals. Each workforce development agency is mandated to implement a Worker Profiling and Reemployment Services system. Worker Profiling and Reemployment Services systems are intended to identify unemployment insurance beneficiaries who are most likely to exhaust their regular benefits, and refer them quickly to reemployment services to speed the transition to new employment. Based on an individual's personal characteristics and local labor market conditions, the probability of exhausting Unemployment Insurance benefits is estimated for each Unemployment Insurance recipient. While many services under Wagner-Peyser are the same and available to all customers seeking them regardless of their connection to the Unemployment Insurance system, reemployment services are specifically targeted to those individuals collecting Unemployment Insurance by providing early intervention services orientations reviewing both the Unemployment Insurance process and information on workforce development services such as résumé writing, interviewing, and job search tools. Customers are mandated to attend. In-depth skills analyses, using online software including Prove It, ONET skills assessment, and CareerScope (an interest and ability profiler), will be used to identify current and transferable skills and abilities needed to map out a realistic and achievable employability plan. In depth labor market information is given, and intensive job search activities are organized around assessment data. Ongoing interaction with the Industry Partnerships will be encouraged to continually monitor Industry Trends and to stay informed of any new areas of development such as the Green Technologies and Energy.

The state's new virtual One-Stop operating system, Geographic Solutions, will effectively match the skills of the job seeker to job orders using an ONET-based skills database to identify job opportunities using current skills or new areas of possible employment. Activities including job searches will be tracked and monitored to ensure faster return-to-work outcomes. Short-term training programs may play a role in upgrading skills or enhance the development of new ones through the Metrix system—a combination of self-assessment, Prove It and SkillSoft online skills training.

Employers who are writing job descriptions can access an interactive labor market which will assist with competitive and attractive wage rates to attract good talent. The same interactive feature is available for job seekers trying to establish their worth in the job market. A résumé feature will be available for job seekers to make customized versions which are relevant to the required skills of individual employment opportunities.

Enhanced spidering capabilities will gather current openings from a variety of different job boards including www.indeed.com. Virtual jobs fairs are being introduced as a web-based outreach tactic; traditional recruiting events and job fairs will continue to take place at the netWORKri Career Centers or developed on site at business locations.

Reemployment services offered through Recovery Act funding will be modeled on the REA menu of services. Increased outreach efforts will be made to those individuals collecting unemployment insurance in areas of the state not located near a Comprehensive One-Stop. Through these outreach efforts, technology, internet-based assessments and job search sites will be made available to Rhode Islanders; the opening of more office locations is also being explored. Ongoing best practices will be developed, and services will be flexible to meet the needs of job seekers and employers as the current economic trends evolve.

Question IX.C.1.b. Describe how the State will ensure the three-tiered service delivery strategy for labor exchange services for job seekers and employers authorized by the Wagner-Peyser Act includes: (1) self-service, (2) facilitated self-help service, and (3) staff-assisted service, and is accessible and available to all customers at the local level. (§112(b)(17)9a)(i).) [See page 83 of original plan]

Private sector jobs created as a result of Recovery Act projects will be encouraged to list through the Rhode Island Department of Labor and Training's job bank. This job bank is currently America's Job Exchange RI, but may be replaced by Job Central at a later date. All state employment openings created by the Recovery Act are temporary in nature and will be listed on the web site currently hosting all other state jobs. Recovery Act jobs will be categorized separately, indicating ARRA funding and limited duration. Links to web sites of all state agencies with associated Recovery Act employment opportunities will be listed for review of the scope and nature of associated projects.

Dedicated physical job boards with hard copies of postings, applications and diversity information will be made available for easy access at all netWORKri Centers, and as well as the Personnel Division of the Rhode Island Department of Administration. Ongoing media, including local TV stations and newspaper, will receive notice of opportunities to increase public awareness of available jobs. Recruiting or informational events regarding the Recovery Act employment opportunities will also be made available through the current Rhode Island Job Bank.

Rhode Island purchased a new Case Management Information System and is currently in the production phase with testing and training being conducted. The system purchased is the Virtual One-Stop System from Geographic Solutions and will contain Rhode Island's job bank.

Geographic Solutions has also agreed to add the following employer-based questions to the Rhode Island job bank:

- Is this a Green Job?
- Is this job order for work subsidized by the American Recovery and Reinvestment Act (Stimulus Package)?

These questions can be answered individually or in combination. There will be a link to a default definition for both questions. Additionally, an advanced job search is being modified to add search criteria for Green Jobs and American Recovery and Reinvestment Act Jobs for both preferred (employer self-service entered) and external jobs within the job bank. System job order reports will be modified to add filters for both categories. External jobs entered into the job bank will be identified or tagged as Green Jobs, initially based upon sourcing from a green job job board. Geographic Solutions is developing a set of criteria based on a combination of NAICS, O*NET and keywords. Additionally, Rhode Island's local workforce investment board areas will be encouraged to post all job openings (including those created by the vendors selected to operate the Summer Employment Opportunities for Youth program) in our new MIS system.

The Project Management Team working on implementation of the state's five-year strategic plan has been asked to ensure that their agencies encourage posting of all Recovery Act related jobs.

Adult and Dislocated Worker Services

Question IX.C.1.a. Describe state strategies and policies to ensure adults and dislocated workers have universal access to the minimum required core services as described in §134(d)(2). [See page 83 of original plan]

There is a unified approach to service delivery through the netWORKri Career Centers in both workforce investment areas to ensure consistency throughout the system. The system was designed so customers utilizing any one of the centers will have the same resources, technology, and access to programs. The state's priorities continue to align with WIA priority of service to economically disadvantaged populations. With the recent issuance of policy pursuant to priority of service for veterans, the state is incorporating additional service strategies for this targeted population, as identified in section IX.C.5.b (Veterans' Priority of Service). Priority of service will be targeted to customers who are economically disadvantaged and have a barrier to employment.

The universal population not having a barrier will only be able to access financially-assisted services to the extent that funds are available and that they need additional services to secure or retain self-sufficient employment. All individuals will be able to access core services including: information on financial aid assistance and Pell Grant funds; state-funded training opportunities including Individual Training Accounts, customized training, On the Job Training, Registered Apprenticeship, and adult education and literacy; group re-employment workshops; and self-service activities including expanded access to remote services through the state's consolidated management information system. In addition to the wealth of staff-assisted core services accessed through the netWORKri Centers, customers will be able to access online services including automated job search and job postings, Labor Market Information, assessment tools and online applications for select services.

Each of the netWORKri centers is designed to provide a “triage” approach for new customers accessing the system. From any point of access—including Rapid Response, Unemployment Insurance, the Reemployment and Eligibility Assessment program and Worker Profiling and Reemployment Services, Trade Assistance Act, Veterans’ Transition Assistance Program (TAP), etc.—one-stop staff members are trained to assist customers to determine the most appropriate level of service, targeted to individual needs. Staff members are also able to assess customer skills, abilities and career goals, and identify each of the state and federal programs for which a customer is eligible, all within a seamless service delivery approach.

> **Self-Service and Facilitated Self-Service**

Each netWORKri Career Center houses a resource area in which computer labs, fax machines, copiers, training vendor material, Labor Market Information and social service partner agency material are readily available in a self-service and facilitated self-service capacity. Customers can access a multitude of core Labor Exchange services in the resource area including various job banks, Career Infonet, RI RED, and Workforce Information. Resource specialists, knowledgeable in partner services and technology, such as adaptive technology for disabled customers are available in the resource room area to help customers navigate available resources and to identify when a referral to staff-assisted services may be an appropriate course of action.

> **Staff-Assisted**

Customers who receive staff-assisted services are assigned to employment counselors who work one-on-one with job seekers, employing a range of intensive labor exchange activities, such as comprehensive assessments, development of individual employment plans, individual and group counseling, testing and case management.

Question IX.C.1.c. Describe how the state will integrate resources provided under the Wagner-Peyser Act and WIA Title I for adults and dislocated workers, as well as resources provided by required One-Stop partner programs, to deliver core services.
[See page 84 of original plan]

WIA Title I Adult and Dislocated Worker and Wagner-Peyser services in Rhode Island are delivered through netWORKri in accordance with WIA requirements. Wagner-Peyser services will continue to be delivered by workforce development staff from the Rhode Island Department of Labor and Training.

In accordance with the Wagner-Peyser Act, the Rhode Island Department of Labor and Training supports the following functions: the provision of Wagner-Peyser funded staff resources at one-stops; the provision of Labor Exchange services to both job seekers and employers, including unemployment insurance recipients, veterans, migrant/seasonal farm workers; and the administration of the unemployment insurance work test and provision of reemployment services.

All partners, mandatory and optional, are asked to identify the core services they provide and identify those services accessible through the one-stops. Cross-training is provided to staff of different programs and agencies so that they understand each others’ mission and requirements.

All mandatory programs, as well as optional programs as they either self-identify or are determined appropriate by the local workforce investment boards, will be encouraged to co-locate or at least electronically connect to the one-stops.

At the point of entry to the One-Stop Career Center System, whether remote or in person, each customer receives some form of Wagner-Peyser Labor Exchange service. Through our “triage” approach to customer flow, one-stop staff assist customers with their employment and training goals and help identify other qualifying federal and state programs. By employing a co-enrollment service delivery, each customer is able to access the full range of one-stop and partner services for which they are eligible. For example, a Trade Adjustment Act customer who accesses the one-stop system via a Wagner-Peyser-funded netWORKri orientation will likely be referred to an employment counselor for a WIA-funded initial and comprehensive assessment of their current skill sets. Following a determination of need, the individual is referred to Trade Adjustment Act-funded occupational skills training in order to increase his or her skill level and gain a recognized industry credential, thereby improving the likelihood of success in the job market.

Question IX.C.3.a. Describe the Governor’s vision for increasing training access and opportunities for individuals including the investment of WIA Title I funds and the leveraging of other funds and resources. (§112(b)(17)(a)(i).) [See page 86 of original plan]

With an infusion of Recovery Act funding, the state will be able to serve greater numbers of unemployed and underemployed job seekers and target services to special populations presenting greatest need. The following is a list of planned and recently implemented initiatives with funding from Wagner-Peyser, WIA (including Recovery Act), Trade Adjustment Assistance, Job Development Funds, and the Department of Education:

- > **Unemployed Rhode Islanders who fail to qualify for unemployment insurance compensation due to exhaustion of benefits or insufficient wages:** The state intends to outreach to these individuals and align them with One-Stop reemployment services including WIA funded occupational skills training coupled with Supportive Services and Needs-related Payments.
- > **Eligible veterans, including disabled veterans, and their spouses:** The state intends to outreach to Veterans Administration hospitals, homeless shelters, Transition Assistance Program (TAP) sessions, and other veterans’ organizations and a) integrate service members into the full One-Stop system where they will receive priority of service for any service or program, and b) through a partnership with Office of Adult Education, align them with contextualized occupational skills training in the high-growth industries of health care, green jobs and/or Information Technology.
- > **Incarcerated youth ages 16-18:** The state intends to design a youth center within the RI Training School, which will provide work readiness and occupational skills training and credentialing within a high-growth sector for youth transitioning out of incarceration.
- > **Individuals impacted by domestic violence who find themselves homeless and in shelter programs:** Through a partnership with Office of Adult Education, alignment to One-Stop reemployment services including contextualized occupational skills training in the high-growth industries of health care, green jobs and/or Information Technology.

- > **Industry Skill Development Initiative:** This comprehensive, dynamic, and demand-driven Adult Workforce Development System which builds the skills of Rhode Island workers by aligning with high growth/demand industry partners. Industry Partnerships will: implement strategies to respond to identified skill gaps and immediate and long-term training needs; establish “Industry Greenhouses” for Rhode Island’s emerging workforce; implement career awareness strategies through the design and development of video productions to promote and highlight Rhode Island’s high-growth, high-wage industries; and develop industry-based One-Stop Career Centers. As part of this initiative, industry partners from Marine Trades, Information Technology, Construction, and Hospitality/Tourism have an active presence in the netWORKri Centers to help with job and career awareness among job seekers.
- > **Contextualized Occupational Skills Training Integrating English for Speakers of Other Languages (ESOL):** This dislocated worker initiative integrates ESOL with occupational skills training within a high-growth industry and a contextualized learning environment. ESOL instruction is provided with the goal of returning customers to the workforce as quickly as possible, after they have acquired a marketable certificate/credential. The high-growth industry training programs they have for the startup of this initiative include: Culinary (Hospitality/Tourism); Composite (Marine Trades); Bookkeeping/Accounting (Financial Services); Medical Assistant (Health Care); and Insurance Technician (Financial Services).
- > **Industry Skill Development Initiative:** Each industry has created Industry Advisory Councils comprised of representatives of participating industry partner companies. The major responsibility of the council is to provide general oversight and guidance for the development and procurement of training programs, ensuring that training responds to the skills gap studies and the critical needs of the industry, and providing industry connection between transitioning/unemployed workers and employment and training opportunities.
- > **Customized Training:** Employers are involved in designing demand-driven, industry-endorsed training programs to develop the skill sets necessary for the specific occupations within the workplace. Training providers can be selected from the state’s Eligible Training Provider List (ETPL), utilizing existing contracts with institutions of higher education and other training providers. The customized training should lead to the issuance of a valid certificate that meets WIA performance requirements, when appropriate.

Question IX.A.5. What models/templates/approaches does the state recommend and/or mandate for service delivery in the One-Stop Career Centers? For example, do all One-Stop Career Centers have a uniform method of organizing their service delivery to business customers? Is there a common individual assessment process utilized in every One-Stop Career Center? Are all One-Stop Career Centers required to have a resource center that is open to anyone? (§§112(b)(2) and 111(d)(2).) [See page 80 of original plan]

In the late 1990s, Rhode Island was deliberate in the design of every aspect of the One-Stop Career Centers including the physical layout and appearance, infrastructure, technology (including assistive technology), marketing, and service delivery plan to create a specific and concrete image for the netWORKri system. A customer walking into any one of the four centers would be exposed to the same type of environment and associate that with the image of netWORKri. Although each building is somewhat different, they all have the same look, feel, resources, technology, and approach to service delivery.

The focal point of each netWORKri is a large resource area where customers can access computers, copiers, fax machines, telephones, resource library and assistive technology. An “Express Desk” is the first point of contact where customers are triaged to determine the appropriate next step. Staff members are “on the move” in each resource area assisting customers at a level that is appropriate for each customer. The atmosphere is professional and customer-focused. In conjunction with the resource area, each netWORKri has a separate computer lab for group training and testing.

In response to Common Measures, the state convened several workgroups consisting of representatives from the State Workforce Investment Office, Workforce Development Services, and both local workforce investment boards, and charged them with the development of a common set of application forms. This common application captures key information including veteran status, disability self-identification, and low-income status, and is consistent with the reporting structure for WIA (including all mandated partner programs), Wagner-Peyser, and TAA programs. At the point of entry into the One-Stop Career Center, each job seeker is asked to complete an application form so that staff may identify job seekers who qualify for priority of service – such as those who are economically disadvantaged, persons with disabilities and veterans.

The culture in which the one-stops operate today has changed significantly since 1997. Today, computers and the internet are much more accessible for those who can truly work independently. Increasingly, those who come through our doors are those who cannot succeed on their own and have significant barriers. This is an important consideration in implementing the Governor’s Workforce Board Rhode Island recommendations and redesigning service delivery. While each of the one-stops will continue to have resource areas with universal access, the emphasis on service delivery will be assessment-oriented rather than the current triage approach to service delivery. Skill assessment tools, resources and workforce information will enable informed decision-making for system users.

The one-stops offer an array of assessment tools designed to measure customer interest, aptitude, skill analysis, basic education level and remedial proficiency. One-Stop staff members customize assessment services to the job seekers intended reemployment and/or training goal.

During the restructuring process, technology became more than connections to web sites and resources to résumé preparation. These services will still be an option, but online tools now aid in the assessment process, and resources are available for skills enhancement for occupations across industry sectors. Staff members have recently received training to facilitate and interpret these online tools and act as facilitators in the resource areas. User-friendly workforce information serves as a valuable resource to guide the decision-making process for the system and its users.

Customers who request additional services or are identified as needing more intensive services are referred to an Employment and Training counselor for intensive services, referral to training, or partner programs.

Staff members specializing in Business Services and aligned with specific industries are also available in each netWORKri to assist employers with a variety of hiring and recruiting needs, including placing job orders, organizing and coordinating job fairs and recruitments, providing information on programs (such as employee upgrade training and tax credits), and

connecting to other workforce partners—particularly the Economic Development Corporation.

The Rhode Island Department of Labor and Training is in the midst of converting to an integrated case management system for job seekers and employers. The new system, sponsored by Geographic Solutions, will enhance seamless integration of services and eliminate duplication. The state mandates that all partner staff who deliver USDOL, ETA programs will use this system. The jobseeker and employer modules in Geosol guide the assessment process and allow staff to collect comprehensive information on customers, thereby contributing to a seamless service delivery model. This new system will also provide remote self-service access for job seeker and employer customers, allowing for any-time access to job postings and other basic Labor Exchange services.

The assessment process at the One-Stop Career Centers is developing into a uniform approach with flexible options to address its customers' diverse abilities and skill requirements. It is also a measure of identifying skills for those individuals entering the workforce for the first time or those re-entering the workforce such as the senior population. These common and conveniently accessible assessment skills also provide opportunities for individuals with disabilities, as well as returning Veterans or transitioning Military Personnel, to showcase their skill sets and transferable skills and market their abilities more effectively. The Prove It skills assessment also provides a national comparison of test results for planning purposes and training development, and is potentially an economic development tool for talent identification.

Youth Services

Question IX.E.1. Describe the state's strategy for providing comprehensive, integrated services to eligible youth, including those most in need. (§112(b)(18).) [See page 15 of original plan]

The Governor's Workforce Board Rhode Island adopted an "All Youth" agenda in 2006. That new approach was grounded in the youth center concept which has since expanded to 13 spread across the state and more than 50 vendors providing the 10 youth program elements. All youth, regardless of education, socio-economic background or ability, are provided services based on their varying levels of need. The all youth agenda is supported through the blending and braiding of federal WIA funds with state dollars, thus allowing greater flexibility in the way services are provided and eliminating the need for community providers to expertly provide all 10 program elements. As part of the "All Youth" agenda, a new joint Request for Proposals was created and utilized by Rhode Island's two local workforce investment boards, thereby allowing providers to bid to provide the best services they offer. In response, Rhode Island experienced a significant increase in the number of proposals received and today enjoys the benefit of over 50 vendors providing the service in which they excel; meanwhile, the youth centers serve as the central location for intake, assessment, case management and follow up. This was allowable due to the USDOL Employment and Training Administration's provision of a waiver that allowed the state to partner with other agencies to share resources. As a result, Rhode Island has moved from serving only 323 at risk youth in 2006 to serving 2,731 in PY 2007 (41% at risk) to 4,138 in PY 2008 (45% at risk).

The commitment to an “All Youth” agenda and the overhaul of the Youth Workforce Development system has beneficially positioned Rhode Island for the summer employment initiative under the Recovery Act. The Rhode Island system of youth centers, vendors, the partners and potential partners, has provided the framework and capacity to launch plans quickly. The roots of the system reach deep into the employment community as each partner brings with them employer partners. Through its procurement process, Rhode Island ensures that funded programs are of high quality and are preparing youth for the high-demand occupations of the contemporary labor market. Rhode Island’s goal is to serve an additional 2,000 youth through the summer with the Recovery Act funds. Older, out-of-school youth will be encouraged to pursue training and receive needs-related payments under the Adult Recovery Act funding.

The Request for Proposals for Summer Employment programs called for activities to be age-appropriate and based on the population they intend to serve. The activities that are appropriate for a 20 year old will be radically different than what is appropriate for a 14 year old. Additionally, summer programs for older, out-of-school youth can be extended for a longer period of time than programs for younger youth, which must be at least six weeks in duration. Whether the program is geared towards younger or older youth, proposals must offer a combination of skill building, college exposure, career exploration and work readiness training that focuses on instilling 21st century employment skills. A combination of work-based and classroom-based learning activities may be needed to provide basic skill training, college and career training, and life skills, as well as exploration of demand-driven industries in Rhode Island. All proposals, however, must focus at least 20 percent of their program on work readiness activities. Older or out-of-school youth will be afforded the opportunity to transition into Individual Training Accounts or On-the-Job Training at the conclusion of their summer programming.

Rhode Island intends to get all of the Recovery Act money for youth dispersed during the summer of 2009. Because of Rhode Island’s existing Youth Workforce System, the state has been able to put a plan into place quickly to allocate the funds to community-based organizations and other entities so that they may provide services as soon as possible and get Rhode Island youth working. Due to the extensive partnerships involved, the state has been able to reach deep into the public and private employment sectors to find opportunities for the 2,000 additional youth expected to be served with the Recovery Act funding. Examples of opportunities span both sectors and range from work opportunities in the Providence Parks and Recreation Departments to those in health care organizations and marine trades. The procurement process calls for all proposals to prepare youth for demand-driven occupations, and each proposal is evaluated on such.

To reinforce the state’s desire for academic connectivity, the state included in its Request for Proposals a section developed by the Rhode Island Department of Education and encouraging its providers to leverage their resources and craft programs that combine workforce development with academic enrichment. Proposals that provide academic enrichment and/or occupational skills training are more desirable and are weighted as such during the review process.

Because Rhode Island is fortunate to have a large network of providers, supportive services and other provisions such as stipend payments can be and often are incorporated into proposals based upon the population the provider intends to serve. Additionally, because Rhode Island has a comprehensive system, many providers of supportive services are already in the network.

Veterans' Priority of Service

Question IX.C.5.b. What policies and strategies does the state have in place to ensure that, pursuant to the Jobs for Veterans Act (P.L.107-288) (38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor? [See page 95 of original plan]

The state has issued policy (see attached Workforce Investment Notice #04-09, Change 1) to the Local Workforce Investment Boards requiring the development of policy to insure veterans' priority of service, in accordance with Federal Register dated December 19, 2008 (20 CFR part 1010 Priority of Service for Covered Persons; Final Rule).

Veterans' priority of service includes, but is not limited to, the following U.S. Department of Labor-funded workforce programs:

- Workforce Investment Act (WIA) Adult and Dislocated Worker formula-funded programs
- Wagner-Peyser employment services
- Trade Act programs
- National Emergency Grants
- Senior Community Service Employment Program (SCSEP)
- Migrant and Seasonal Farmworker Program
- Indian and Native American Program
- H-1B Technical Skills Training Grants
- Job Corp
- WIA demonstration projects
- Youth Opportunity Grants
- WIA Youth formula-funded program
- Labor Market Information formula grants
- Pilots
- Research and Development
- Career One-Stop electronic tools
- Other internet-based self-service tools operated by DOL grantees

The existing Jobs for Veterans' Grant Five-Year State Plan is set to expire PY 2008. The new state plan will cover the period FY 2010-2014 and will incorporate further guidance on implementation of veterans' priority of service.

Service Delivery to Targeted Populations

Question IX.C.4.a. Describe the state's strategies to ensure that the full range of employment and training programs and services delivered through the state's One-Stop delivery system are accessible to and will meet the needs of dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farmworkers, women, minorities, individuals training for nontraditional employment, veterans, public assistance recipients and individuals with multiple barriers to employment (including older individuals, limited English proficiency individuals, and people with disabilities). (§112(b)(17)(A)(iv).) [See page 89 of original plan]

The federal guiding principals of customer choice and seamless integration were essential in the design of netWORKri to ensure programs and services are accessible to a universal population. In some cases, staff is designated to meet the needs of various populations and/or deliver services for a specific program, such as Veterans, Trade Adjustment Act, Workforce Investment Act, Reemployment Services, Rapid Job Entry for recipients of Temporary Aid to Needy Families (TANF), Migrant and Seasonal Farm Workers and employer services. In other instances, netWORKri partner agencies serve targeted populations through the One-Stop center system including the Department of Human Services and its Office of Rehabilitation Services, the Department of Elderly Affairs Title V Programs and the Community College of Rhode Island. In 2008, the Providence netWORKri hosted the state's first Youth Center, and in 2009, the system has grown to 13 centers statewide.

In 2008, the Rhode Island Department of Labor and Training assumed the employment preparation program designed to move individuals receiving TANF benefits to work. Staff members from both the Department of Labor and Training and the Department of Human Services are co-located in the One-Stop centers across the state to provide workforce development services to this population. The Department of Labor and Training has assigned a staff person to connect persons receiving public assistance with training opportunities offered on the Eligible Training Provider List. A process has been put in place to make the transition to training seamless to the consumer while meeting the needs of the Department of Human Services' reporting requirements for those receiving cash benefits.

The one-stops were designed with accessibility as a core requirement. Each netWORKri provides assistive technology for people with disabilities. Twenty percent of the work stations in the resource area are wheelchair accessible. Goodwill Industries, a non-profit agency that serves individuals with disabilities, is a partner, and its staff members are present three days each week in the Providence office. In addition, Rhode Island has a Disability Program Navigator (DPN) and has received national recognition for its work in this regard. The Disability Program Navigator has provided training in disability awareness as well as training geared towards accommodations and resources in the community that assist in the successful training and employment for people with disabilities.

Each one-stop has a library where customers can browse and access information in a variety of formats regarding state and community-based services to targeted populations.

SECTION III. OPERATIONS

Transparency and Public Comment

Instruction from Section II of State Planning Guidance Plan Development Process:
Include a description of the process the state used to make the Plan available to the public and the outcome of the state's review of the resulting public comments. (§§111(g) and 112(b)(9).) [See page 7 of original plan]

The state is taking many steps to ensure transparency in the use of the funding provided by the Recovery Act. These efforts are led by Governor Carcieri who formed, by Executive Order #09-04, the Office of Economic Recovery and Reinvestment. "Transparency and Accountability" have been identified as the areas of priority. The Office of Economic Recovery and Reinvestment, in conjunction with the State Department of Administration, will establish procedures for tracking and reporting on stimulus grants and programs that meet and exceed federal requirements.

On March 30, 2009, the Governor, along with the senate president and the director of Labor and Training, held a press conference detailing the nearly \$17.2 million in workforce training and employment grants funded by the Recovery Act. During the press conference, it was announced the local workforce investment boards would later that week issue a Request for Proposals for the "Summer Opportunities for Youth," a \$4-million dollar initiative funded by the Recovery Act to supply paid work experiences for youth. The press conference received significant media coverage and resulted in many inquiries regarding the program from youth, parents and vendors.

The process used to modify the state plan will meet the requirements outlined in Section 661.220 (d) of the Workforce Investment Act Final Rules. The process is being led by the Planning and Evaluation Committee of the Governor's Workforce Board Rhode Island. An initial draft modification was developed by the Rhode Island Department of Labor and Training as the designated state agency responsible for overseeing implementation of WIA and the Recovery Act, working on behalf of the Governor's Workforce Board Rhode Island. Comments and concerns expressed by a variety of agencies and advocate groups have been integrated into the draft. The Planning and Evaluation Committee will approve the draft plan modification at its May 14, 2009 meeting.

The draft modification will be posted to the Department of Labor and Training's web site (www.ri.gov/wio) on May 21, 2009. A public hearing will be noticed in a newspaper of general circulation in Rhode Island and held on May 21, 2009 at the Department of Labor and Training, Center General Complex, 1511 Pontiac Avenue in Cranston RI. Comments received before and during the hearing will be considered and, where appropriate, changes will be made prior to presenting the State's WIA/WP modification to the GWB for final approval on June 18, 2009.

Increasing Services for Universal Access

Question VI.C. What state policies are in place to promote universal access and consistency of service statewide? (§112(b)(2).) [See page 59 of original plan]

The Governor's Executive Order, signed in October 2005, identifying the One-Stop System as the primary deliverer of workforce development programs in the state, was a clear

mandate to organize the workforce investment system around the seamless delivery of services rather than maintain a system of disparate programs, funding streams and processes. In addition, the Governor's Workforce Board Rhode Island has made strategic investments in several initiatives to ensure that services delivered through the One-Stop System are aligned with the Governor's vision for an integrated workforce development system. Strong state leadership at the highest levels, as demonstrated by the Governor, the Governor's Workforce Board Rhode Island, PK-16 Council, and the Workforce Cabinet, fosters a policy environment conducive to integrated planning, funding and service-delivery strategies that promote universal access and consistency of service statewide.

A unified approach to service delivery through the netWORKri Career Centers exists in both workforce investment areas to ensure consistency throughout the system. The system was designed so customers utilizing any one of the centers will find the same resources, technology and access to programs. Priority of service to economically disadvantaged customers with an employment barrier is a state priority, mirroring the Workforce Investment Act priorities. All individuals will be able to access core services, including information regarding assistance with financial aid, state-funded training options and group orientations, as well as self-serve resources.

The state has updated all technology in the local One-Stop Career Centers and has allowed more self-service opportunities through newly purchased software packages designed to assist in skills assessment, remediation and career exploration. These tools also serve to ensure that recommendations for job training or employment opportunities are based on solid information gathered through state of the art tools.

The customer flow in the netWORKri Career Centers is sufficient to ensure access to WIA Title I intensive services and referral to training for those needing financial assistance. All one-stop partners sign Memoranda of Understanding to encourage targeted groups accessing services from partner programs. To accommodate the additional funding available through the ARRA the state has submitted a plan to hire 26 additional positions. These positions are primarily for staff in the One-Stop Career Centers to ensure the capacity to meet the demand.

Local Planning Process

Question VIII.D. Describe the state-mandated requirements for local areas' strategic planning, and the assistance the state provides to local areas to facilitate this process. ((§112(b)(2) and 20 CFR 661.350(a)(13).) [See page 67 of original plan]

The state provides guidance to the local areas formally through the issuance of Workforce Investment Notices (WINs) and informally through meetings and communications.

On April 14, 2009, WIN #08-14 was issued allocating the Adult, Dislocated Worker and Youth funding available through the Recovery Act.

A subsequent Workforce Investment Notice was issued providing guidance to the local areas regarding the local planning process necessary to modify their plans due to the infusion of Recovery Act funding. In order to facilitate and expedite the process, the state developed abbreviated procedures, modeled on the State Plan Modification procedures outlined in Training and Employment Guidance Letter #14-08.

The state will oversee the process to ensure that it meets the requirements of CFR 661.345. The draft modifications will be developed and approved through the boards' committee structure at open meetings. The modifications will be available to the community via public hearings and on the web site of the local workforce investment board. There will be a 30 day period for public comment. Draft modifications will be reviewed by state staff for compliance with the guidance as well as state and federal regulations. Necessary feedback will be provided prior to submission to the Governor for approval.

Procurement

Question VIII.F.5 Describe the competitive and non-competitive processes that will be used at the state level to award grants and contracts for activities under Title I of WIA, including how potential bidders are being made aware of the availability of grant and contracts. (§112(b)(16).) [See page 71 of original plan]

Recovery Act Youth funds will be used for summer employment opportunities. A joint Request for Proposals (RFP) was developed by the local areas. Governor Carcieri announced the funding opportunity at a press conference on March 30, 2009. A legal notice appeared in the Providence Journal on March 31, 2009; the local workforce investment areas notified numerous past, present and potential vendors via e-mail blasts. The RFP was made public on April 2, 2009; it could be downloaded from the local areas' web sites and hard copies were available at the local areas' administrative offices as well as the Providence netWORKri office.

Approximately 175 people attended a bidders conference on April 3, which included a presentation on the elements and requirements. A stenographer transcribed all questions and answers. In addition, the local area youth programming staff accepted e-mailed questions until April 13, 2009 that, along with the transcript from the bidders' conference, were posted to the local board's web site on April 15, 2009.

The proposals were read and ranked by teams of impartial reviewers from the individual local areas. The recommendations of the reviewers were presented to the Youth Councils; the Youth Councils then made the funding recommendations to the full local boards. The Workforce Partnership of Greater Rhode Island will vote on their awards on May 12 and Workforce Solutions of Providence Cranston will vote on the awards at their meeting on May 19, 2009. The programs can start as soon as the contracts are executed.

The plans for local workforce investment boards to award contracts to institutions of higher education or other eligible training providers have not yet been finalized, although discussions with the community college have begun. However, if it is determined that by using this provision of the law, education and training enrollments and capacity would be increased, the state would oversee the local boards' activities to ensure that high-demand occupations were targeted and that customer choice was not limited.

Technical Assistance

Question VIII.G.2. Describe how the state helps local areas identify areas needing improvement and how technical assistance will be provided. (§112(b)(14).) [See page 73 of original plan]

The state has already begun providing training and technical assistance to the local areas for programs funded by the Recovery Act. Workforce Investment Notices have been issued and the state is working very closely with local area staff (including new staff hired by the local board). Numerous meetings have been held to review the provisions of the Recovery Act. As an example, technical assistance regarding policy development around needs related payments is currently ongoing. Initial plans are that Recovery Act funds will be used to provide training and technical assistance to local areas.

Training to new workers will be provided by existing staff primarily through On-the-Job Training and job shadowing. In addition, the archived versions of Workforce3One's webinars should serve to be a valuable resource for new staff concentrating on Recovery Act programming. Staff hired to augment the State Workforce Investment Office will be charged with monitoring the local areas to ensure that all provisions of WIA and the Recovery Act are met, with the first priority being the Summer Employment Opportunities for Youth program. Technical assistance was provided to the local areas during the development of the summer employment program RFP. Staff from the Department of Labor and Training's Youth Services Division coordinated the meetings held to design the RFP, while staff from the State Workforce Investment Office attended to ensure that the document complied with all state and federal regulations. Best practices were researched to incorporate into the program design. The state also hosted the webinars presented by Workforce3One and encouraged staff from the local areas and the Workforce Development Services Division (including Youth Services) to attend.

Monitoring and Oversight

Question VIII.H. Describe the monitoring and oversight criteria and procedures the state utilizes to move the system toward the state's vision and achieve the goals identified above, such as the use of mystery shoppers, performance agreements. (§112(b)(14).) [See page 74 of original plan]

The state currently provides oversight of WIA in compliance with the Uniform Administrative Requirements (UAR) as well as 20 CFR 667.410(b)(2).

The Rhode Island Department of Labor and Training is required to monitor subrecipients' (subcontractors, subgrantees, etc) use of federal funds through site visits and other means to "provide reasonable assurances that the subrecipients administer federal awards in compliance with laws, regulations and the provisions of contract or grant agreements, and further, that performance goals are achieved." In order to meet the UAR requirements, the Rhode Island Department of Labor and Training monitors subrecipients at least once annually. In carrying out this requirement, risk factors are taken into consideration in determining whether monitoring needs to take place more often. Risk factors include, but are not limited to:

- Program complexity
- The monetary size of the grant or contract
- The subrecipients experience with grant oversight

The monitoring process includes:

- Reviewing financial and performance reports submitted by the subrecipient
- On-site visits to review financial and programmatic records and observe operations as well as to review EO compliance
- Issuing annual monitoring reports to the Workforce Investment Areas after review of all relevant documentation

The same scrutiny applied to WIA funding will be applied to all Recovery Act funding including reemployment services. All policies currently in place for WIA will also apply to Recovery Act activities. As part of the state's oversight responsibilities, local area monitoring schedules and guides have been requested to guarantee that the additional funding allocated to the local areas will be properly monitored. The local areas have hired new employees to augment existing staff. Reemployment Services will be closely monitored. Guides and procedures will be developed to provide oversight of the activities provided. The oversight will consist of ensuring that Unemployment Insurance beneficiaries suitable for Reemployment Services are identified as soon as possible. All services in the One-Stop System (both in-person and virtual) will be coordinated and made available to the Reemployment Services participant. Documentation of assessments conducted and services provided will be required. Internal fiscal controls necessary to meet regulatory guidelines are in place.

Special emphasis will be placed on the Summer Employment Opportunities for Youth program. With the substantial infusion of Recovery Act funding, the state anticipates that new vendors may be funded by the local areas. With the expected expedient implementation of the activity, the state will, early on in the program, work closely with the local areas to ensure that the organizations funded have the fiscal and programmatic expertise to operate the program efficiently and effectively. Site visits will be made to guarantee that not only are meaningful work experiences being provided but the sites are safe for the young people.

The state will require that the local areas implement a monitoring program for the Recovery Act youth activities that includes a documented monitoring tool that will provide the local monitors with the required information for which they should be verifying and a schedule of how often worksites will be visited. The worksite monitoring visits should ensure the following:

- Worksites meet the description and are operated in accordance with the signed worksite agreement;
- Reasonable working conditions exist (including that health and safety standards established under state and federal laws are being provided);
- All applicable state and federal labor standards laws and regulations (especially those that pertain to youth) are met;
- The work experience has meaningful and adequate supervision (with provisions made for supervision when the regular supervisor may not be available);
- An orientation has been provided to both youth participants and supervisors (as soon as possible to the beginning of the start of the program);
- Participant interviews are conducted;

- The work experience is achieving the goals for which it was designed (possibly with documented learning experiences);
- Payments to participants are made promptly as outlined;
- Time sheets are submitted as required;
- Basic work readiness skills are verified which may include the participant's ability to:
- Participants begin and end the work day at the appropriate time;
- Participants understand and follow supervisor requests;
- Participants plan, implement, complete and evaluate a valuable, real-life project
- The mandated supervisor to participant ratio is followed;
- Adequate procedures are in place to ensure that actual time worked is being recorded (which includes sign-in and sign-out sheets available at each worksite; and that the participant and supervisor both sign the time sheets);
- Emergency contact information is available for each participant.

A representative from the Department of Labor and Training's Labor Standards Division will provide information regarding Rhode Island's Child Labor Laws at the vendors' orientation meeting.

Accountability and Performance

Question X.C.1. Describe the state's performance accountability system, including any state-system measures and the state's performance goals established with local areas. Identify the performance indicators and goals the state has established to track its progress toward meeting its strategic goals and implementing its vision for the workforce investment system. (§§112(b)(3) and 136(b)(3).) [See page 105 of original plan]

The state's performance accountability system includes the 17 statutory performance measures outlined in Section 136 of the Act as well as the Common Measures policy issued in TEG 17-05. The same analysis will be applied to the activities funded by the Recovery Act. In addition, the office of Recovery and Reinvestment, created by Governor Carcieri through Executive Order #09-04, has identified "Accountability" as one of its main tasks. Procedures for tracking and reporting on Recovery Act projects and grant that meet and exceed the federal requirements will be established by the office of Recovery and Reinvestment.

The state will expect local areas to use the additional Recovery Act funding to increase the number of customers served substantially and to provide access to training for an increased number of adults, dislocated workers and youth. These training services will include the gamut of allowable activities and will provide those most impacted by the economic downturn with the skills necessary to advance in the workforce post-recession. The state will increase technical assistance and monitoring activities of the local areas to insure that they are meeting the goals established for the Recovery Act funding. Measurement will occur not only against the 17 statutory performance measures but also against the priorities identified in the Recovery Act, such as the Green Jobs Initiative and projects associated with the health care industry. As an example, the Summer Employment Opportunities for Youth program, with a goal of serving 2,000 additional youth, must be quickly implemented. The state is encouraging the local areas to use creative approaches for recruitment and enrollment procedures in order to achieve the service levels; in addition, the state encouraged the local areas to incorporate the Recovery Act's programmatic priorities into the program design.

The Request for Proposals for the summer employment initiative indicates that the performance measure to be met is work readiness. As part of the RFP requirement, the state mandated all programs to have at least 20 percent of their summer program dedicated to work readiness. The RFP also included guidance as to the tools to be used to measure skill gain in work readiness. As such, each participant will have pre- and post-assessments utilizing the methodology prescribed in the RFP to measure gains made in work readiness. This will be reviewed as part of the monitoring process to ensure compliance.

Assurances

1. The state assures that it will establish, in accordance with Section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures that may be to ensure the proper disbursement of, and accounting for, funds paid to the state through the allotments made under Sections 127 and 132. (§112(b) (11).)
2. The state assures that it will comply with Section 184(a)(6), which requires the governor to, every two years, certify to the secretary that:
 - the state has implemented the uniform administrative requirements referred to in Section 184(a)(3);
 - the state has annually monitored local areas to ensure compliance with the uniform administrative requirements as required under Section 184(a)(4); and
 - the state has taken appropriate action to secure compliance with section 184 (a)(3) pursuant to Section 184(a)(5). (§184(a)(6).)
3. The state assures that the adult and youth funds received under the Workforce Investment Act will be distributed equitably throughout the state, and that no local areas will suffer significant shifts in funding from year to year during the period covered by this plan. (§112(b)(12)(B).)
4. The state assures that veterans will be afforded employment and training activities authorized in Section 134 of the Workforce Investment Act, and the activities authorized in Chapters 41 and 42 of Title 38 US code. The state assures that it will comply with the veterans priority established in the Jobs for Veterans Act. (38 USC 4215.)
5. The state assures that the governor shall, once every two years, certify one local board for each local area in the state. (§117(c)(2).)
6. The state assures that it will comply with the confidentiality requirements of section 136(f)(3).
7. The state assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. (§181(b)(7).)
8. The state assures that it will comply with the nondiscrimination provisions of Section 188, including an assurance that a Methods of Administration has been developed and implemented (§188.)
9. The state assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of Section 188. (§185.).

10. The state assures that it will comply with the grant procedures prescribed by the secretary (pursuant to the authority at Section 189(c) of the act) which are necessary to enter into grant agreements for the allocation and payment of funds under the act. The procedures and agreements will be provided to the state by the ETA Office of Grants and Contract Management and will specify the required terms and conditions and assurances and certifications, including, but not limited to, the following:
 - > General Administrative Requirements:
 - 29 CFR 97 -- Uniform Administrative Requirements for State and Local Governments (as amended by the Act)
 - 29 CFR 96 (as amended by OMB Circular A-133) – Single Audit Act
 - OMB Circular A-87 – Cost Principles (as amended by the act)
 - > Assurances and Certifications:
 - SF 424 B – Assurances for Non-construction Programs
 - 29 CFR 37 -- Nondiscrimination and Equal Opportunity Assurance (and regulation) 29 CFR 37.20
 - 29 CFR 93 -- Certification Regarding Lobbying (and regulation)
 - 29 CFR part 98 – Drug Free Workplace and Debarment and Suspension Certifications (and regulation)
 - > Special Clauses/Provisions:
 - Other special assurances or provisions as may be required under federal law or policy, including specific appropriations legislation, the Workforce Investment Act, or subsequent executive or congressional mandates.
11. The state certifies that the Wagner-Peyser Act Plan, which is part of this document, has been certified by the State Employment Security Administrator.
12. The state certifies that veterans' services provided with Wagner-Peyser Act funds will be in compliance with 38 U.S.C. Chapter 41 and 20 CFR 1001.
13. The state certifies that Wagner-Peyser Act-funded Labor Exchange activities will be provided by merit-based public employees in accordance with DOL regulations.
14. The state assures that it will comply with the MSFW significant office requirements in accordance with 20 CFR 653.
15. The state certifies it has developed this pPlan in consultation with local elected officials, local workforce boards, the business community, labor organizations and other partners.
16. As a condition to the award of financial assistance from the Department of Labor under Title I of WIA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:
 - Section 188 of the Workforce Investment Act of 1998 (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against

beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I-financially assisted program or activity;

- Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
- Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The grant applicant also assures that it will comply with 29 CFR 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIA Title I-financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIA Title I-financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.

17. The state assures that funds will be spent in accordance with the Workforce Investment Act and the Wagner-Peyser Act and their regulations, written Department of Labor Guidance implementing these laws, and all other applicable federal and state laws and regulations.

Program Administration Designees and Plan Signature

Name of WIA Title I Grant Recipient Agency:

Address: State of Rhode Island
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
Facsimile Number: (401) 462-8872
E-mail Address: spowell@dlt.state.ri.us

Name of State WIA Title I Administrative Agency (if different from the Grant Recipient):

Department of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
Facsimile Number: (401) 462-8872
E-mail Address: spowell@dlt.state.ri.us

Name of WIA Title I Signatory Official:

Sandra M. Powell, Director
Department of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
Facsimile Number: (401) 462-8872
E-mail Address: spowell@dlt.state.ri.us

Name of WIA Title I Liaison:

Sandra M. Powell, Director
Department of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
Facsimile Number: (401) 462-8872
E-mail Address: spowell@dlt.state.ri.us

Name of Wagner-Peyser Act Grant Recipient/State Employment Security Agency:

Department of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
Facsimile Number: (401) 462-8872
E-mail Address: spowell@dlt.state.ri.us

Name and Title of State Employment Security Administrator (Signatory Official):

Sandra M. Powell, Director
Department of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920

Telephone Number: (401) 462-8878
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E-mail Address: spowell@dlt.state.ri.us

As the Governor, I certify that for the State of Rhode Island, the agencies and officials designated above have been duly designated to represent the State in the capacities indicated for the Workforce Investment Act, Title I, and Wagner-Peyser Act grant programs. Subsequent changes in the designation of officials will be provided to the U.S. Department of Labor as such changes occur. I further certify that we will operate our Workforce Investment Act and Wagner-Peyser Act programs in accordance with this Plan and the assurances herein.

Typed Name and Signature of Governor



Donald L. Carcieri, Governor

Date June 30, 2009

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