

Rhode Island On-Ramps to Career Pathways

Inputs	Activities	Interim Outputs	Outcomes	Impacts
Goal One: Shift resources and adjust policy, funding and programs to create career pathways				
Career Pathways Task Force maps; adult ed, training and private sector programs; RI funding streams report	Create and validate career pathways maps with employers; fill gaps; secure policy changes; develop web-based tool	3-4 career pathways maps with linkages; interagency agreements for braided funding; web-based tool developed	Increase in # of career pathways; increase in partnerships; funding aligned/integrated along pathways; re-alignment of workforce funds	Reduced training duplication Increase in funds invested in career pathways
Data collection/reporting systems across agencies	Identify common performance measures; develop data dashboard	Uniform measures and new interim measures estab.; data dashboard created	Use of measures to evaluate system performance; realignment of \$	Improved targeting of resources across the system
State and community support services State agency leadership	Map of services w/gaps; implement integration plan; technology solutions	Aligned services using technology for faster access	Increase in # of people connected to services; increased ability to target resources	Increase in employment retention Increase in program retention
Goal 2: Re-design a portion of career centers to provide locational and programmatic on-ramp systems to career pathways				
One-stop operations Career coaching/career portfolio tools New satellite locations Work readiness models, standards and trainings Existing work experience programs; employer commitment to expansion	Business process re-design at one stops; improve referral processes for target pops Launch online career portfolio tool & coaching Create work readiness standards and training modules with employers Align & expand work experiences along career pathways; pilot on ramp program with integrated work readiness/experience Train staff	Re-organization of two one-stops to facilitate career pathways pilot User-friendly career coaching; technology that supports career planning Trained staff Employer-vetted work readiness competencies Work readiness/work experience piloted in career centers New employers engaged in learning/training activities	More efficient and transparent processes; better linkages; better information for clients; Increased access to coaching; client online career plans # people on career path # people rcving coaching # people with career plan # people w/work readiness credential # people entering career pathways Increase in number of people participating in experiential work; more employers access work experience.	Increase in low-lit/low skilled customers receiving services Higher wages and retention; faster throughput of customers Increased customer and employer satisfaction People in pilot program have faster rate of hiring Increase in workers receiving private sector training/tuition Improved cost effectiveness of services

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