# REAL JOBS Rhode Island

# Partnership Profiles 2019

February 2019

# Real Jobs Rhode Island
# Program Report
**(2/01/2019)**

Real Jobs RI grows business-led partnerships that build workforce solutions to address their unique workforce challenges. Solutions can include:

- **Placing new employees into immediate job openings;**
- **Upskilling current employees to advance skills and/or remain competitive;**
- **Helping Business owners and entrepreneurs advance their ventures;**
- **Creating pipelines of talent for the future.**

Real Jobs RI is a win-win because companies get the talent they need to compete globally and grow locally, and Rhode Islanders get opportunities to thrive in a flourishing economy.

## It starts with employers....

**32** Sector Partnerships

**769** Employers Served*

**16** Industry Sectors

## ...who develop workforce solutions....

**160** New Hire Training Activities

**109** Incumbent Worker Training Activities

**12** Pipeline Development Activities

## ...and connect Rhode Islanders with opportunities....

**2821** New Hires Placed

**2136** Incumbent Workers Upskilled

**100** High School & College Internships Completed

**10** New Career & Technical High School Programs

**5057**
**Total People Served**

# Data and Performance

**$3,811**
**Cost per Individual**
(New Hire and Incumbent Workers Completed, exclusive of pipeline activities and other non-Training Costs)

**$5,500**
Benchmark Cost- WIOA ITA Allowance (Training Costs only)

**New Hire Training**

**3288** Completed → **2821** Employed

**$33,124 Average Wage at Placement**
(Self Reported - New Hire Training)

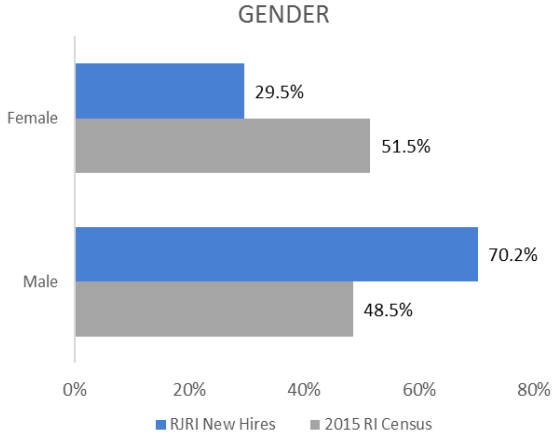
**86% Employed Upon Completion**
(New Hire Training)

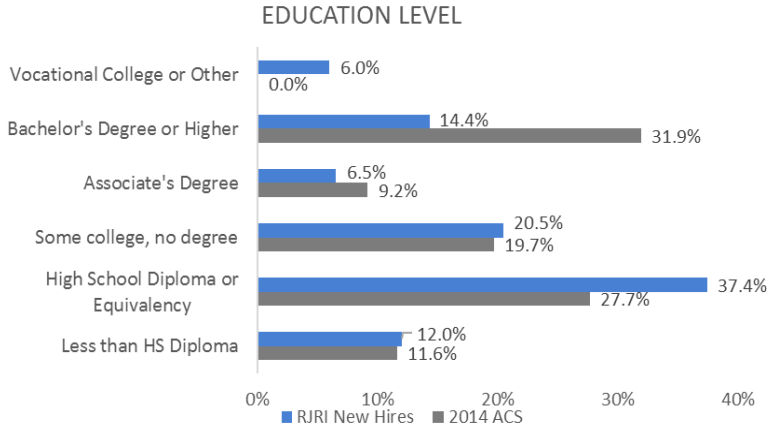
**75% Employed After Two Quarters**
(New Hire Training)

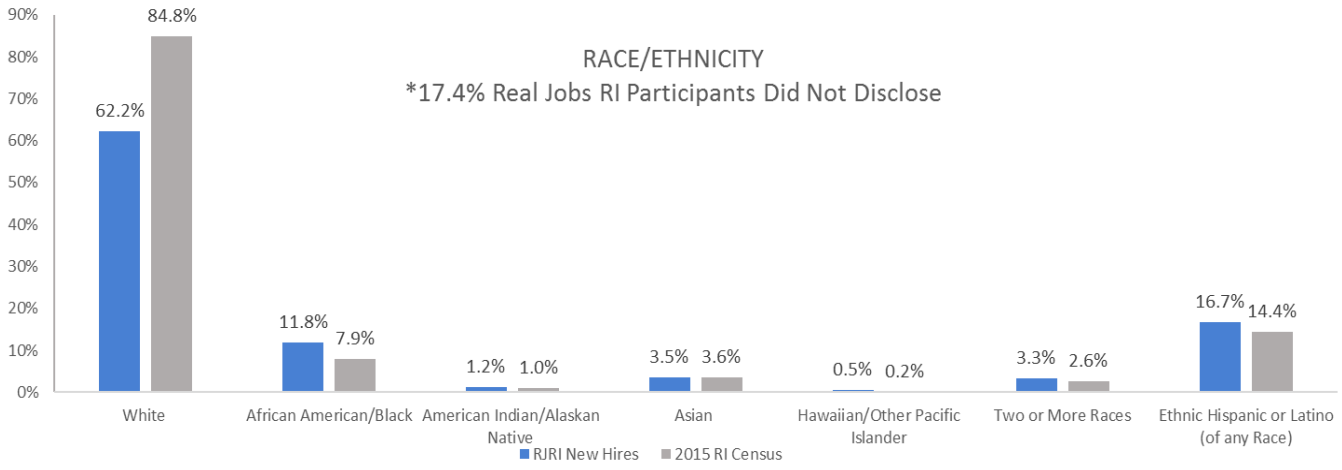
**Incumbent Worker Training**

**2136** Completed

**47% Received Wage Increase After Training**
(Incumbent Worker Training)



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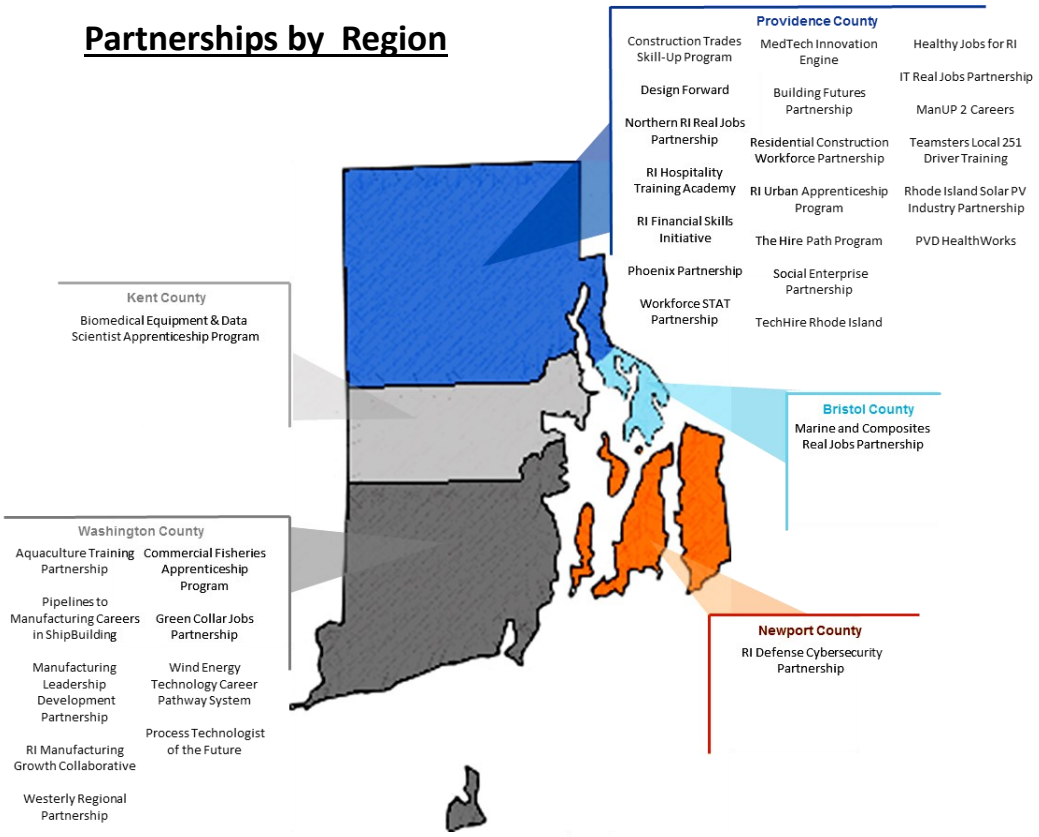

Agriculture

# Investing and Strengthening Workforce Development in Green Collar Jobs

## Partnership Profile

**Lead Applicant:** The RI Nursery and Landscape Association (RINLA)

**Employers Partners:** Fleurs, Inc., Wild and Scenic, The Farmer's Daughter, Shoreline Landscaping, Earth Care Farm

**Strategic Partners:** Apprenticeship RI, Building Futures, Career and Technical Schools: Ponaganset, Chariho, Narragansett, Foster-Glocester

## Objective Summary

This partnership's focus will be piloting an apprenticeship program with RINLA members, creating a training program and recruitment strategy with career and technical schools, exploring a RINLA human resources service program, and developing a plan to create a new talent pool for Rhode Island's agriculture and landscaping industry.

The long-term goal of the partnership is to have a pre-apprenticeship, apprenticeship, and two-year degree pathway, which will lead to job placements and career opportunities with living wages.

- ✓ Train or Place Job Seekers
- ✓ Train Current Workers
- ✓ Future Workforce Pipeline Development

## Achievements to Date

**30**

**Participants Enrolled in Apprenticeships**

FOR MORE INFORMATION

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# Aquaculture Training Partnership

Aquaculture

## Partnership Profile

**Lead Applicant:** The Education Exchange

**Employers Partners:** East Coast Shellfish Growers Association, Cedar Island Oysters, Behan Family Farms, East Beach Farm, East Beach Oyster Farm, Matunuck Oyster Farm, Watch Hill Oysters, Ocean State Shellfish Cooperative, Walrus and Carpenter Oysters, American Mussels, American Mussel Harvesters, Salt Pond Oyster Company, Jamestown Oyster Company

**Strategic Partners:** Roger Williams University, The Coastal Institute – URI, Town of South Kingstown, Michael Jarret, Literacy Volunteers of Washington County, Welcome House of South County, Jonnycake Center of Peace Dale, Families Leaning Together Through Literacy

## Objective Summary

This partnership created a training program aimed to assist in filling the needs of oyster farmers. Unemployed and underemployed participants learn the essential skills needed in the aquaculture industry including comprehension of shellfish biology, boating, farming, safely serving oysters and effective communication skills. Participants receive work-site training and receive ServSafe Kitchen Management and Alcohol certifications.

Train or Place Job Seekers

Train Current Workers

## Achievements to Date

**49**

**Job Seekers Placed into Employment**

**2**

**Incumbent Workers Trained**

**Employers Served to Date:** American Mussel Harvesters, Inc, Behan Family Farms, Bluff Hill Cover Oyster Company LLC, Dead Eye Dick's Restaurant, East Beach Oyster Co., F/V Mattie & Maren Inc, Fox Island Oyster, Mary Murphy's Irish Pub, Matunuck Oyster Bar, Meldgie's Diner, Newport Yachting Center, Ocean Mist, Rail Explorers, Rhocky Rhode Oysters, Salt Water Farms, LLC, Tara's Tipperary Tavern, Walrus & Carpenter Oysters, Watch Hill Oysters, Windjammer Surf Bar, Ocean House

### FOR MORE INFORMATION

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Bioscience

# Biomedical Equipment and Data Scientist Apprenticeship Program

## Partnership Profile

**Lead Applicant:** Claflin Medical Equipment

**Employers Partners:** Claflin Medical Equipment, Claflin Company, South County Hospital, VA Memorial Hospital, Rhode Island Free Clinic

**Strategic Partners:** Community College of Rhode Island, Year Up, Apprenticeship RI

## Objective Summary

Claflin Medical Equipment led the creation of innovative three-year apprenticeship programs for Biomedical Equipment Technicians and Data Scientists through partnerships with the Community College of Rhode Island, Year Up, and Apprenticeship RI. Apprentices are often recruited from the pool of young adults enrolled in the Year Up program.

This apprenticeship program results in an associates degree from Community College of Rhode Island, technology certifications, and employment in the Biotechnology Industry. It includes workplace skill development, on-the-job training, academic training and industry certifications.

Train or Place Job Seekers

## Achievements to Date

**10**

**Job Seekers Placed into Employment**

**Employers Served to Date:** Claflin Medical Equipment

FOR MORE INFORMATION

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# Medtech Innovation Engine

Bioscience

## Partnership Profile

**Lead Applicant:** MedMates

**Employers Partners:** Ximedica, Aspiera, HealthID, Blue Cross Blue Shield, Synchronized Sales, Sproutel, Neighborhood Health Plan of RI

**Strategic Partners:** Tech Collective, Rhode Island Bioscience Leaders, Brown, Science and Technology Advisory Council

## Objective Summary

As the convening leaders in the life sciences field, the MedTech Innovation Engine seeks to provide future job creators with the tools and resources needed to succeed as entrepreneurs in the areas of life science, medical technology and health and wellness. Participating entrepreneurs receive free support services from industry mentors in the form of early-stage feasibility checks, later-stage huddles, 101 workshops, and a business accelerator program.

**Train Current Workers**

## Achievements to Date

**46**

**Incumbent Workers Trained**

FOR MORE INFORMATION

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Bioscience

# Workforce Innovation Partnership

## Partnership Profile

**Lead Applicant:** Westerly Education Center

**Employers Partners:** Pfizer, Thielsch Engineering, Eurofins Lancaster Labs, Toray Plastics America, Inc., Amgen, Rhodes Pharmaceutical, Tedor Pharmaceutical, Greysail Brewing Company, Kenyon Industries, Eurofins Spectrum Analysis, Roger Williams Medical Center

**Strategic Partners:** Skills for Rhode Island's Future, University of Rhode Island, Community College of Rhode Island, Westerly High School, William M. Davies, Jr. Career & Technical High School, Rhode Island Department of Education, Building Futures RI

## Objective Summary

Process Technologists are in demand in industry sectors across the state including medical research, environmental testing, pharmaceutical, chemical, plastic and textile manufacturing, and even beverage brewing.

A new workforce training program under development at the Westerly Education Center will provide participants with the baseline competencies needed to enter employment across these sectors. Many employers have already committed to offer priority hiring to program graduates.

Train or Place Job Seekers

## Achievements to Date

**68**

**Job Seekers enrolled in training programs**

FOR MORE INFORMATION

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# Commercial Fisheries Apprenticeship Program

Commercial Fishing

## Partnership Profile

**Lead Applicant:** East Farm Commercial Fisheries Center of Rhode Island (CFCRI)

**Employers Partners:** The Town Dock, Fox Fisheries, Goldenwood Fisheries, Virginia Marise Fisheries, Ocean State's Fisherman Association, Rhode Island Commercial Fisherman's Association, Rhode Island Lobsterman's Association, Rhode Island Shellfisherman's Association, Rhode Island Monkfisherman's Association, Pt. Judith Memorial Foundation, Atlantic Offshore Lobsterman's Association, Rhode Island Party & Charter Boat Association

**Strategic Partners:** Commercial Fisheries Research Foundation, University of Rhode Island Fisheries Center, North East Safety Training Corporation, Superior Trawl, Rhode Island Depatment of Environmental Management, Trawl Works, TriCounty Community Action, Rhode Island Office of Veteran Affairs

## Objective Summary

This partnership will address the shortage of skilled commercial fishermen due to the lack of an existing talent pipeline.

Training will provide participants with the skills needed to be successful crewmembers on commercial fishing vessels and obtain full-time employment.

This program will create a framework for the fluid integration of the next generation of wild seafood harvesters.

Train or Place Job Seekers

## Achievements to Date

**14**

**Participants Completed Apprenticeships**

FOR MORE INFORMATION

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Construction

# Business Skills for the Construction Trades

## Partnership Profile

**Lead Applicant:** West Elmwood Housing Development Corporation

**Employers Partners:** Rhode Island Black Contractors Association, NeighborWorks Blackstone River Valley, Providence Revolving Fund, Coast Modern Construction, ACR Construction

**Strategic Partners:** YouthBuild Providence, KITE Architects, Amos House, Roger Williams School of Continuing Studies

## Objective Summary

This partnership offers a robust training program for small business owners in the Construction Industry. The goal is to train and provide these job creators with the tools needed to grow their companies through competitive bidding and increased contract projects. In turn, they will be able to hire more employees.

The training program curriculum includes topics such as managing payroll, licensing, and permitting. Participants also have access to a Contractor Support Center to provide free or low-cost technical assistance for a full year after completion of the training program.

**Train Current Workers**

## Achievements to Date

**17**

**Incumbent Workers Trained**

**Employers Served to Date:** ACR Construction, Chattelle Brothers Construction, Gowoe Home Improvement & Remodeling Inc., JC Electric, MRS Construction, RE Coogan Heating, Rough & Ready Construction

FOR MORE INFORMATION

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# Building Futures

Construction

## Partnership Profile

**Lead Applicant:** Building Futures

**Employers Partners:** Rhode Island Building & Construction Trades Council, Build RI, Associated General Contractors – Rhode Island, Gilbane Building Company, Shawmut Design & Construction, East Coast Interiors Inc., Equality Construction, H. Carr & Sons, Deepwater Wind LLC, Rossi Electric Company

**Strategic Partners:** Brown University – Facilities Division, City of Providence – Purchasing, ONE Neighborhood Builders, Rhode Island AFL-CIO, University of Rhode Island – LRC/Economics, Greater Providence Chamber of Commerce, Shechtman-Halperin-Savage LLP

## Objective Summary

The Building Futures Partnership provides training participants with the skills needed to succeed in the Commercial Construction Industry.

Through training programs designed for entry-level and incumbent workers, participants are prepared for immediate construction job openings or entry into paid apprenticeship programs.

Target populations include veterans, ex-offenders, and the unemployed and underemployed.

Train or Place Job Seekers

Train Current Workers

## Achievements to Date

**53**

**Job Seekers Placed into Employment**

**30**

**Incumbent Workers Trained**

**Employers Served to Date:** Amazon, Believers Drywall, Colorscapes, Controlled Environment Structures, D'Ambra Construction, DiSandro Masonry, Federal Concrete, ECI, Flooring Solutions, HB Welding, Home Healthsmith LLC, J. Zarella Plumbing, MacKenzie Painting, Maron Construction, Massey Plate Glass, RI Welding & Fabricating, RICON Construction, Rossi Electric, Ruggiero Brothers, Sweeney Drywall, Tavares Construction, The Waterproofing Co., Unique Metal Works, Delta Mechanical Contractors

FOR MORE INFORMATION

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Construction

# Residential Construction Workforce Partnership

## Partnership Profile

**Lead Applicant:** Rhode Island Builders Association (RIBA)

**Employers Partners:** Rhode Island Builders Association (900 member firms), Rhode Island Building Materials and Lumber Dealers Association (approximately 32 member firms), DiStefano Brothers

**Strategic Partners:** Providence Revolving Fund, Building Officials Association, New England Institute of Technology, Youth Build, MTTI, Milenio Latino Institute, Rhode Island Career & Technical Schools (10), Youthbuild, Exeter Job Corps

## Objective Summary

The Rhode Island Builders Association convenes the Residential Construction Industry to address its real-time workforce needs. As part of it's strategy, RIBA created a job board to connect employers with open positions and candidates looking for work. Through the job board and industry convenings, RIBA is positioned to respond to industry needs by facilitating the development or improvement of training programs and curriculum. Free new hire and incumbent worker training programs offered include OSHA-10 certification in Spanish, lead paint abatement, ESL for construction, and incumbent leadership training.

The partnership also works with youth in the school system to generate interest in industry employment through activities including construction projects, treehouse builds, and participation in the annual Rhode Island Home Show.

- ✓ Train or Place Job Seekers
- ✓ Train Current Workers
- ✓ Future Workforce Pipeline Development

## Achievements to Date

**73**
Job Seekers Placed into Employment

**136**
Incumbent Workers Trained

**10**
High School Student Internships

**Employers Served to Date:** Arnold Lumber, Corsettie Construction, Coventry Lumber, Davitt Design Build, Deslandes Construction, FS Electric, John Pagliaro, National Lumber, P.S.I Property Management, Picerne Homes, Premier Land Development, Tower Construction Corporation, National Building Products, DiStefano Brothers Construction, Inc., 4 Trades Construction, Herrick & White

### FOR MORE INFORMATION

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# Rhode Island Urban Apprenticeship Program

Construction

## Partnership Profile

**Lead Applicant:** United Association of Plumbers and Pipefitters, Local 51

**Employers Partners:** HART Engineering Corporation, Delta Mechanical Contractors LLC, Nexgen Mechanical Inc., Aero Mechanical Inc., New England Trace

**Strategic Partners:** Mayforth Group, New Commons, Progreso Latino, Urban Ventures, Center for Southeast Asians

## Objective Summary

This partnership aims to create new talent pipelines for plumbing and pipefitting occupations through the development of training programs targeting women and minority groups that are underrepresented in the field.

Through a pre-apprenticeship program, participants learn about the use and care of tools, OSHA safety, Smart Mark, basic math, and psychology in the workplace. This curriculum is intended to meet the work-force needs of employers and connect participants to employment in the plumbing, pipefitting, and re-frigeration industry. After completing the pre-apprenticeship program, participants may apply to enter into an industry apprenticeship.

The partnership also developed a new welding "Weld to Work" program.

Train or Place Job Seekers

## Achievements to Date

**25**

**Job Seekers Placed into Employment**

**Employers Served to Date:** Hart Engineering Corp., IBEW Local 99, Nexgen Mechanical Inc, Delta Mechanical Contractors, Electric Boat, Arden Engineering Const, LLC, Pinnacle Logistics

### FOR MORE INFORMATION

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Defense

# Pipeline to Manufacturing Careers in Ship Building

## Partnership Profile

**Lead Applicant:** Electric Boat Corporation

**Employers Partners:** Electric Boat, Guill Tool, Toray, Applied Radar, VR Industries

**Strategic Partners:** New England Institute of Technology, Community College of Rhode Island, Office of the Postsecondary Commissioner of Higher Education, Westerly Education Center, Rhode Island Department of Education, Providence Career and Technical Academy, William M. Davies Career and Technical High School, Warwick Area Career and Technical Center, Coventry Area Career and Technical Center, Chariho Area Career and Technical Center, Cranston Area Career and Technical Center

## Objective Summary

In response to the increased workforce demand created by newly awarded contracts to General Dynamics Electric Boat to produce and repair submarines for the U.S. Navy, this partnership has developed a multi-faceted strategy to build and sustain a robust talent pipeline. New workforce training programs in Maritime Trades were created in partnership with the New England Institute of Technology, the Westerly Education Center and the Community College of Rhode Island, and an innovative post-employment training model was tested and implemented by Electric Boat; ensuring a 97% training program success rate.

While focused on recruiting veterans as well as unemployed and underemployed adults, the partnership is also cultivating the next generation of tradespeople by working with the RI Department of Education and career and technical schools across the state to expand demand-driven programming in Maritime Trades.

- ✓ Train or Place Job Seekers
- ✓ Train Current Workers
- ✓ Future Workforce Pipeline Development

## Achievements to Date

**1309**
Job Seekers Placed into Employment

**13**
Incumbent Workers Trained

**8**
New CTE Programs

**43**
High School Student Internships

**Employers Served to Date:** Electric Boat

### FOR MORE INFORMATION

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# RI Defense and Cybersecurity Partnership

Defense

## Partnership Profile

**Lead Applicant:** Southeastern New England Defense Industry Alliance (SENEDIA)

**Employers Partners:** Dell SecureWorks, PURVIS Systems, Raytheon Company, Rite-Solutions, SEACorp

**Strategic Partners:** Community College of Rhode Island, Roger Williams University, University of Rhode Island, Brown University, New England Institute of Technology, Bryant University, Johnson & Wales University, Rhode Island Department of Education, JASON Learning

## Objective Summary

The RI Defense and Cybersecurity partnership addresses the diverse workforce needs of Rhode Island's robust Defense Economy.

Current partnership activities include Cybersecurity Rapid Certification Training for both job seekers and incumbent workers, Cybersecurity and Undersea Technology internships for college students, Defense Industry career awareness activities, curriculum development for K-12 students, and a wide range of convenings for industry employers, professionals, and academics. Additionally, SENEDIA serves as the industry coordinator for the cybersecurity-focused P-TECH program in Newport, RI, which enables high school students to graduate with both a high school diploma and an industry-focused associate's degree. In conjunction with the Department of Veterans Affairs, the partnership is launching a new veterans internship program to place veterans in high demand, well paying jobs.

- Train or Place Job Seekers
- Train Current Workers
- Future Workforce Pipeline Development

## Achievements to Date

**52**
Job Seekers Placed into Employment

**9**
Incumbent Workers Trained

**1**
New CTE Program

**63**
College Internships Completed

**Employers Served to Date:** Adler, Pollack & Sheehan, American Systems, Amica Insurance, ATC, Atrion, Beta, Inc., CVS, Drum Rock Products, East Coast Technology Group, KMS, McLaughlin Research Corp, Mikel, Navatek, PowerDocks, Purvis Systems, Raytheon, RI Airport Authority, RI DoIT, RI EMA, RI State Police, Rite Solutions, SeaCorp, SecureWorks, Guill Tool, BETA-Inc, Tiverton Schools.

### FOR MORE INFORMATION

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Design

# Design Forward

## Partnership Profile

**Lead Applicant:** DESIGNxRI

**Employers Partners:** Taylor Box Company, Orange Square, Bradford Soap Works, KITE Architects, Blue Cross Blue Shield of Rhode Island, Ximedica

**Strategic Partners:** DownCity Design, Rhode Island School of Design Continuing Education

## Objective Summary

This partnership was developed to provide new resources to support one of the fastest growing industry sectors both locally and nationally. In order to support Rhode Island's growing Design Economy and build up the talent pipeline, DESIGNxRI has developed and implemented a three-pronged workforce training strategy to help new and existing design leaders and institutions adapt to emerging trends and prosper.

In addition to offering programming for industry-focused individuals and institutions, the partnership is cultivating the next generation of design talent through youth engagement and career awareness activities, including student internships. In collaboration with the City of Providence, DESIGNxRI has launched the "Catalyst Workshops" as a new component of their Real Jobs Partnership, providing early-stage Design ventures seed funding and training to become job creators .

- Train or Place Job Seekers
- Train Current Workers
- Future Workforce Pipeline Development

## Achievements to Date

**1**
Job Seekers Placed into Employment

**105**
Incumbent Workers Trained

**38**
High School Internships

**Employers Served to Date:** Integrated Media Group, Sophaya, Addventures, Armbrust, BCBS, Business Innovation Factory, DiLeonardo, DownCity Design, Fuzion Design, IO Labs, KITE, Lullabot, Motel, NuLabel
OCTO, Oomph Inc., Orange Square, RISD, studio MEJA, Taylor Box, Tellart, Union Studio, WorkShop, Ximedica, CVS Health, Bradford Soap, Elmwood Health Center

### FOR MORE INFORMATION

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# Implementing Rhode Island Wind Energy Technology Career Pathway System

Energy

## Partnership Profile

**Lead Applicant:** North Kingstown Chamber of Commerce

**Employers Partners:** Aladdin Electric, Vensys Energy, RI Fast Ferry, Anvil International, Quonset Development Corporation, UA-Local 51

**Strategic Partners:** New England Institute of Technology, University of Rhode Island, Community College of Rhode Island, North Kingstown Schools, Exeter Job Corps

## Objective Summary

In response to a quickly-emerging Wind Energy Technology Industry in Rhode Island, this partnership will focus on the development of a career pathways training program that can supply skilled workers to satisfy future demand. They will be working with multiple education entities across the state to utilize and augment existing training programs to fit the needs of this budding industry.

Rhode Island endeavors to be a national leader in the cultivation and utilization of offshore wind energy.

Future Workforce Pipeline Development

## Achievements to Date

FOR MORE INFORMATION

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Energy

# Rhode Island Solar PV Industry Partnership

## Partnership Profile

**Lead Applicant:** Office of Energy Resources

**Employers Partners:** Newport Solar, SolarFlair Energy, Inc., SunWatt Solar, Trinity Solar, Bright Planet Solar, Inc., Clean Energy Collective, RGS Energy

**Strategic Partners:** Cadmus Group, Commerce RI's Renewable Energy Fund, Opportunities Industrialization Center of Rhode Island, Associated Building Contractors-RI Chapter, Northeast Clean Energy Council, BW Research

## Objective Summary

The clean energy movement and the need for clean energy workers in Rhode Island has led this partnership to focus on the creation of a pipeline of uniquely trained electricians to meet the current and future workforce needs of Rhode Island's growing Solar Industry.

Programming under development will help fulfill the state's commitment to support over 20,000 clean energy jobs by 2020.

**Train Current Workers**

## Achievements to Date

**20**

**Incumbent Workers Trained**

FOR MORE INFORMATION

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# RI Financial Skills Initiative

Finance & Insurance

## Partnership Profile

**Lead Applicant:** Rhode Island Bankers Association

**Employers Partners:** Bank of America, BankRI, BankFive, BankNewport, Centreville Bank, Citizens Bank, Coastway Community Bank, Freedom National Bank, Home Loan Investment Bank, Savings Institute Bank & Trust, Santander Bank, Washington Trust, Webster Bank

**Strategic Partners:** University of Rhode Island – Business Engagement Center

## Objective Summary

The RI Financial Skills Initiative has focused on addressing the challenge of the aging banking workforce. Without a pipeline of emerging talent in Rhode Island with the requisite skills to replace them, specific occupations within banking are at risk of a supply shortage.

The Rhode Island Financial Skills Initiative convenes employers, education providers, and a trade association, to provide Rhode Island's Banking Industry with the training resources and talent needed to remain successful. Its first round solution focused on commercial lending and frontline banking through a customer-built credit-bearing training offered in partnership with the University of Rhode Island.

## Achievements to Date

**48**

**Incumbent Workers Trained**

**Employers Served to Date:** Bank Newport, BankRI, Centreville Bank, Coastway Community Bank, Freedom National Bank, Home Loan Bank, Savings Institute & Trust, TD Bank, Washington Trust Bank, Webster Bank, Santander Bank, Bank of America, Citizens Bank

FOR MORE INFORMATION

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Healthcare

# Healthy Jobs RI

## Partnership Profile

**Lead Applicant:** Rhode Island College

**Employers Partners:** Care New England, Gateway Healthcare, CharterCARE, Nalari Health, South County Hospital

**Strategic Partners:** Hospital Association of Rhode Island, Central Falls School District, Rhode Island Department of Behavioral Health, Developmental Disabilities and Hospitals, RI Department of Health, Welcome Back Center, Substance Abuse and Mental Health Leadership Council, Community Care Alliance, North Providence School Department

## Objective Summary

This partnership has focused on enhancing skills in behavioral healthcare for job seekers and incumbent workers. The Healthcare Industry is tasked to integrate mental and behavioral healthcare with physical healthcare needs, which creates a demand for skilled healthcare professionals with specialized training in this area. Rhode Island College (RIC) has developed a training program to meet these needs.

Addressing another issue within the industry; the partnership recognized that there was no state certification program in Rhode Island for Community Health Workers (CHWs). In response, RIC created a state certification for the CHW positions and launched the first CHW training pilot earlier this year. Upon implementation, this program is intended to create a pool of skilled workers in the field. The new CHWs and partnering employers will also be supported by the revitalization of the Community Health Worker Association.

Train or Place Job Seekers

Train Current Workers

## Achievements to Date

**14**

**Job Seekers Placed into Employment**

**13**

**Incumbent Workers Trained**

**Employers Served to Date:** Blackstone Valley Community Health, BVAP, Care New England, Perspectives, Blue Cross Blue Sheild, Lifespan

### FOR MORE INFORMATION

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Rhode Island College
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# PVD HealthWorks

Healthcare

## Partnership Profile

**Lead Applicant:** City of Providence / Office of Economic Opportunity

**Employers Partners:** Lifespan Corporation, Care New England, CVS Health, Providence Community Health Center, Groden Network, ReFocus, CCAP, CareLink

**Strategic Partners:** Workforce Solutions for Providence/Cranston, RIC-Institute for Education in Healthcare, Building Futures, Apprenticeship RI, Community College of Rhode Island, Genesis Center, Skills for Rhode Island's Future, Rhode Island Nurses Institute Middle College, Greater Providence Chamber of Commerce

## Objective Summary

This partnership plans to broker training pipelines, career pathways, and other training solutions to meet high demand employer needs, match qualified healthcare and social assistance professionals with employers looking for top talent, strategically connect partners around shared needs, and actively foster system solutions to minimize siloed efforts.

The first two industry-responsive programs supported by this partnership will be a Medical Assistant (MA) and Direct Support Professional (DSP) training.

## Achievements to Date

**20**

**Job Seekers Placed into Employment**

FOR MORE INFORMATION

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Healthcare

# Workforce STAT Partnership

## Partnership Profile

**Lead Applicant:** RI Hospital – Lifespan Partner

**Employers Partners:** RI Hospital, Newport Hospital, The Miriam Hospital, Lifespan Corporate Services, Homefront Health Care

**Strategic Partners:** Lifespan Workforce Development, Homefront Health Care

## Objective Summary

This partnership will be providing new hire training for jobseekers entering into the CNA Workforce STAT program.

Through a process of recruiting, testing and interviewing, the participants will be chosen from a large pool of candidates. Certified Nursing Assistant (CNA) trainees will receive a clinical internship, a workforce readiness program, a credential upon program completion, and support services to insure stability. Five cohorts of CNA Workforce STAT trainings are planned over the next year.

Train or Place Job Seekers

## Achievements to Date

**6**

**Job Seekers Placed into Employment**

**Employers Served to Date:** Rhode Island Hospital, The Miriam Hospital– Lifespan

FOR MORE INFORMATION

Alexis Devine
RI Hospital– Lifespan Partner
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# RI Hospitality Training Academy

Hospitality

## Partnership Profile

**Lead Applicant:** Rhode Island Hospitality Association (RIHA)

**Employers Partners:** Chelo's Hometown Bar & Grille, Chez Pascal, Gregg's Restaurants and Pubs, Harbor Lights, Hotel Viking, Lucia Italian Restaurant, McGrath Clambakes, Meritage Restaurant, Newport Restaurant Group, Ocean House, Omni Hotels & Resorts, Packaging & More, Panera Bread, Providence Marriott Hotel, Pt. Judith Country Club, Regan Communications, Simone's Restaurant, T's Restaurant, Tallulah on Thames, Vanderbilt Grace, Wyndham Garden Providence and more.

**Strategic Partners:** RI Hospitality Education Foundation, National Restaurant Association Educational Foundation, Johnson & Wales University, Community College of Rhode Island, American Hotel & Lodging Educational Institute, Workforce Solutions of Providence Cranston, Providence Cranston Workforce Investment Board

## Objective Summary

The Rhode Island Hospitality Association (RIHA) has created training programs for in-demand jobs in the Hospitality Industry, including a training program for mid-level foodservice managers and line-cooks, so that employers will have the trained workforce they need to be successful and competitive, and workers will have access to well-paying jobs.

Incumbent worker training programs are offered to obtain nationally-recognized industry certifications.

RIHA is also facilitating relations with employers, CTE/K-12 schools, higher education and community organizations, to inform students and job-seekers about the opportunities available in the hospitality and lodging industries.

- Train or Place Job Seekers
- Train Current Workers
- Future Workforce Pipeline Development

## Achievements to Date

**8**
Job Seekers Placed into Employment

**912**
Incumbent Workers Trained

**1**
K-12 Career Awareness Program

**Employers Served to Date:** Chomp Kitchen & Drinks, Courtland Club, Horizon Beverage, Nara, Point Judith Country Club, Providence Biltmore Hotel, Providence Marriott Hotel, Russell Morin Fine Catering, Sakonnet Golf Club, Security RI, The Capital Grille, Twin River Casino, Zambarano Hospital, Anthony's Coal Fire Pizza

### FOR MORE INFORMATION

Heather Singleton
RI Hospitality Association
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Information Technology

# IT Real Jobs Partnership

## Partnership Profile

**Lead Applicant:** Tech Collective

**Employers Partners:** AIPSO, Amica Insurance, Atrion Networking Corporation, Brave River Solutions, Computer Associates, Envision Technology Advisors LLC, IGT, OSHEAN, Rhode Island Quality Institute, Secure Future Tech Solutions, United Natural Foods Inc., Worldways Social Marketing

**Strategic Partners:** Opportunity@Work, General Assembly, Rhode Coders, Bryant University, Community College of RI, New England Institute of Technology, Rhode Island College – Adult Education, Chariho Career and Technical Center, Coventry High School, Rhode Island Department of Education, Rhode Island STEM Center, Warwick Area Career and Tech, Junior Achievement of RI, pathidi, Providence After School Alliance, SkillsUSA RI, itSM Solutions, LaunchCode, New Horizons, Center for Women and Enterprise, MedMates, StartUp Community of Rhode Island

## Objective Summary

This partnership seeks to map the education and training needs of the industry to create new programs to fill opportunity gaps. In the process, it will support Rhode Island's technology ecosystem by training both incumbent workers and job-seekers for entry to mid-level jobs, primarily in coding. Tech Collective has partnered with General Assembly to continue the Web Development Immersive training for unemployed and underemployed Rhode Islanders based on the demands of the industry. The partnership is also supporting Rhode Coders, an introductory computer science training program based in the state's public libraries.

Additionally, the partnership is working to support and expand pipeline education through the P-TECH program in the Providence Career and Technical School.

Train or Place Job Seekers

Future Workforce Pipeline Development

## Achievements to Date

**26**

Job Seekers Placed into Employment

**1**

New CTE Program

**Employers Served to Date: Upserve, Wayfair, Care New England, Marstone, AutoScribe Informatics**

### FOR MORE INFORMATION

Shannon Menihan
Tech Collective
Shannon.Menihan@tech-collective.org

# TechHire Rhode Island

Information Technology

## Partnership Profile

**Lead Applicant:** Opportunity@Work.Inc.

**Employers Partners:** Atrion-A Carousel Co., Datarista, Envision Technology Advisors, Johnson & Johnson, Kenzan Media, Southeastern New England Defense Industry Alliance, Virgin Pulse

**Strategic Partners:** General Assembly, Providence Public Library, Skills for Rhode Island's Future, Tech Collective

## Objective Summary

To meet the needs of the rapidly changing Information Technology Industry, this partnership aims to train and place Rhode Islanders into entry-level technology jobs through an online marketplace that facilitates interactions between individuals, education providers, and employers.

The partnership endeavors to expand learning pathways, transform hiring practices, and build inclusive tech communities.

Train or Place Job Seekers

## Achievements to Date

FOR MORE INFORMATION

Manufacturing

# Leadership Development Partnership of Rhode Island

## Partnership Profile

**Lead Applicant:** Toray Plastics (America), Inc.

**Employer Partners:** Toray, AstroNova, Inc., TACO Comfort Solutions, Dominion Diagnostics

**Strategic Partners:** University of Rhode Island Alan Shawn Feinstein College of Education and Professional Studies (CEPS)/Office of Strategic Initiatives (OSI), Polaris MEP

## Objective Summary

This partnership came together to address the dire need to prepare future leaders to the fill positions of those exiting the workforce, as this is a paramount issue for many local manufacturers.

This partnership has launched two training programs, one for new and emerging leaders, and the other for experienced leaders to become mentors to those emerging. The programs are competency-based and include not only classroom training, but mentoring and on-the-job, project-based activities, with credits from the University of Rhode Island upon completion. This partnership is developing an online leadership curriculum, e-learning tools, resources and tutorials that can be used by participants and other stakeholders to refresh their learning.

**Train Current Workers**

## Achievements to Date

**117**

**Incumbent Workers Trained**

**Employers Served to Date:** AstroNova, Chemart, Dominion Diagnostics, Meridian Printing, TACO Comfort Solutions, Toray Plastics America, Aspen Aerogels, Guill Tool

### FOR MORE INFORMATION

Donna Malley
Toray Plastics
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# Phoenix Partnership

Manufacturing

## Partnership Profile

**Lead Applicant:** Hyman Brickle & Son, Inc.

**Employers Partners:** Aspen Aerogel, Boukaert Industrial Textiles, Becker Manufacturing Company, VIBCO, Hyman Brickle & Son, Inc.

**Strategic Partners:** Polaris MEP, New England Institute of Technology

## Objective Summary

This partnership has successfully created the Manufacturing Center of Excellence (MCE) employee training program and is continuing to expand their training efforts.

Currently offered incumbent worker training programs provide employees with the knowledge and skills needed by local manufacturers to enhance their value and advance within their organization. Courses are uniquely tailored to meet the needs of the employers as well as employees. The goal is to create new jobs through a back-fill system of promotion. Courses were developed in collaboration with Phoenix employer partners and training partners, Polaris MEP and the New England Institute of Technology.

**Train Current Workers**

## Achievements to Date

**244**

**Incumbent Workers Trained**

**Employers Served to Date:** BIT, ETCO, Lucas Milhapt, NGC, Inc. dba The Town Dock, Chemart, Hyman Brickle & Son, Inc., Aspen Aerogels

FOR MORE INFORMATION

Lindsey Brickle
Hyman Brickle & Son Inc.
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Manufacturing

# Rhode Island Manufacturing Growth Collaborative

## Partnership Profile

**Lead Applicant:** Polaris MEP (University of Rhode Island Research Foundation)

**Employers Partners:** Chemart, Pilgrim Screw, Yushin, Hexagon Metrology, Guill Tool, Taylor Box Company, Steel Yard, Goodwin Bradley, East Bay Manufacturing

**Strategic Partners:** Rhode Island Manufacturers Association, Rhode Island Marine Trades Association, International Yacht Restoration School, Workforce Performance Solutions, University of Rhode Island, Community College of Rhode Island

## Objective Summary

In an effort to meet the demands of the Manufacturing Industry, this partnership has rolled out a variety of training programs for job seekers that provide foundational skills, welding skills, and basic-to-advanced manufacturing skills.

An Advanced and Modern Manufacturing Pre-Apprenticeship (AMMPA) program is establishing a career pathway for high school students, a Weld-to-Work entry-level program provides a career pathway for unemployed adults, and a Fast Track to CNC Manufacturing program recently launched in partnership with the Community College of Rhode Island to fill the vacant positions of partnering employers while participants earn free college credits toward an Associate's Degree in Advanced Manufacturing.

Incumbent worker training programs are also offered to help local manufacturers comply with evolving industry standards and sustain operational efficiency.

- ✓ Train or Place Job Seekers
- ✓ Train Current Workers
- ✓ Future Workforce Pipeline Development

## Achievements to Date

**139**
Job Seekers Placed Into Employment

**221**
Incumbent Workers Trained

**8**
High School Student Trained

**Employers Served to Date:** Alcor Scientific, eNow, Inc., Igus, Interplex Engineered Products, Providence Yarn, Spectrum Thermal Processing, Yushin America,, Amtrol, AT Wall, Footlocker, Greystone Lincoln, Handles Unlimited, High Purity New England, Jade Plastics, Jay Packaging, Savers, Target, The Plastics Group, Met Life, Ivory Ella, Hyman Brickle & Son, Inc., The Beck Companies, The Bosworth Company, Swissline Precision, Ugol Woodworks LLC., Symmetrix Composite Tooling, Bradford Soap

### FOR MORE INFORMATION

Lindsey Brickle
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# Marine and Composites Real Jobs Partnership

Marine Trades

## Partnership Profile

**Lead Applicant:** Rhode Island Marine Trades Association (RIMTA)

**Employer Partners:** This partnership serves the entire recreational boating and composites industries in RI (approximately 700 employers). Each year, the partnership works with approximately 30 employers on their individual workforce needs including Bristol Marine, Goetz Composites, Hunt Yachts, Jamestown Boatyard, New England Boatworks, Resolute Racing Shell, Ship to Shore, Symmetrix Composite Tooling, Newport Shipyard and many others

**Strategic Partners:** Composites Alliance of RI, Polaris MEP, MTTI, Confident Captain, International Yacht Restoration School of Technology and Trades, New England Institute of Technology, Workforce Solutions of Providence/Cranston, University of Rhode Island, Coventry High School, Warwick Area Career and Technical Center, Chariho Area Career and Technical Center, East Providence School Department, Bristol-Warren School District, Rhode Island Department of Education

## Objective Summary

The partnership was built to address industry demand for a skilled workforce and create pathways to careers in Marine Trades for future generations. This partnership has created and executed multiple training programs. The Rhode Island Marine Trades Association (RIMTA) has established a pre-apprenticeship program to address the need for entry-level workers and incumbent worker training designed to skill-up Rhode Island's existing marine and composites workforce. Other programming includes a Launch Driver program, which trains and certifies participants with in-demand skills and certifications, Charter Yacht training, which trains entry-level crew for the super yacht industry and greenhouse career readiness programming, which develops a pathway to careers in the Marine Trades by providing real work experiences to middle and high school students.

- ☑ Train or Place Job Seekers
- ☑ Train Current Workers
- ☑ Future Workforce Pipeline Development

## Achievements to Date

**81**
Job Seekers Placed Into Employment

**140**
Incumbent Workers Trained

**50**
High School Students Trained

**Employers Served to Date:** Aquidneck Custom Composites, AVID Products, Bristol Marine, Bristol Yacht Club, Brooks Marine Group, Conanicut Marine Services, DC Hanos Welding, East Greenwich Yacht Club, Edgewood Yacht Club, Goetz Composites, Ichiban Paint, Ida Lewis Yacht, J Thompson Marine Carpentry, Maritime Solutions, Newport Shipyard, Norton's Mooring, Ocean Link, Resolute Racing Shell, Rose Island Lighthouse Foundation, Save the Bay, Town of Narragansett, US Watercraft

### FOR MORE INFORMATION

Jen Huber
RI Marine Trades Association
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Regional

# ManUp2Career

## Partnership Profile

**Lead Applicant:** Man Up, Inc.

**Employers Partners:** Craftmaster's Professional Contractors, Pezzuco Construction, RI Carbide Tool Company, Office Recycling Solutions, General Dynamics Electric Boat

**Strategic Partners:** New England Institute of Technology, Rhode Island Training School, Rhode Island Adult Correctional Institution

## Objective Summary

The goal of this partnership is to provide participants that are low income and/or ex-offenders with pre-vocational training, life skills training, counseling and support to help them build social, financial, career and legal stability.

In providing these services to ex-offenders, the program is designed to guide participants in making positive and informed choices about life and their careers. Participants are referred to additional industry-specific trainings based on their interests and aptitude. The most successful training referral relationship is with the New England Institute of Technology for enrollment in Welding and Machining programs designed to meet employer demand.

Train or Place Job Seekers

## Achievements to Date

**36**

**Job Seekers Placed Into Employment**

**Employers Served to Date:** Goodwin-Bradley Pattern Co., Iron Works Tavern, Marzilli Machine, N.E. Home Delivery Service, Namco Pool Service, North End Motors, Pezzuco Construction, Pilgrim Screw, R&R Machine, The Steel Yard, LOWE'S, Electric Boat Corporation

FOR MORE INFORMATION

Rhonda Price
Man Up, Inc.
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# Real Jobs Partnership of Northern Rhode Island

Regional

## Partnership Profile

**Lead Applicant:** Connecting for Children and Families

**Employers Partners:** Amica Insurance Company, Bank of America, Citizens Bank, Navigant Credit Union, Pawtucket Credit Union, Innovex

**Strategic Partners:** Northern Rhode Island Chamber of Commerce, Roger Williams University, Community College of Rhode Island

## Objective Summary

The NRI Career Academy provides competency-based training that meets the goals, skills gaps, and real-time opportunities in banking, insurance, call centers, and bookkeeping/accounting positions identified by employer partners. The Career Academy will grow over time by providing training to meet demand and close skills gaps across an increasing variety of industries. The partnership seeks to place northern Rhode Island jobseekers into jobs that are in high-demand and are part of a career path that lead to family-sustaining wages.

Train or Place Job Seekers

## Achievements to Date

**82**

**Job Seekers Placed Into Employment**

**Employers Served to Date:** Alex and Ani, Agoda**,** Beacon Hospice, BJ's, CCF -Coleman Elementary, Connecting for Children & Families, CVS Health, House of Hope, Naviagnt Credit Union, Price Rite, RI DOT (Transportation), RiteAide, Tunstall, Woodlawn Credit Union, AAA of Southern New England, The Agency Paiva, Santander Bank, Bank of America, Citizens Bank, LOW-E'S, Metlife, Lifespan, 3MK Inc., Citizens Bank, Tasca Buick, Agency Paiva. The Plastics Group

### FOR MORE INFORMATION

Terese Curtin
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tcurtin@ccfcenter.org

Regional

# The HirePath

## Partnership Profile

**Lead Applicant:** Opportunities Industrialization Center (OIC) of Rhode Island, Inc.

**Employers Partners:** Electric Boat, Thielsch Engineering, ACE Mattress Recycling, Providence Foundation (over 100 member firms)

**Strategic Partners:** Amos House, New England Institute of Technology, Rhode Island Public Transit Authority, Providence Career and Technical Academy, Workforce Solutions of Providence-Cranston

## Objective Summary

The OIC has provided pre-vocational training, case management and career counseling to help participants build stability and provide employers with a pipeline of socioeconomically diverse talent.

Focused on the unique needs of businesses and job seekers in the Providence metro region, OIC provides comprehensive recruitment, career readiness, and job placement services to help individuals build social, financial, and career stability.

The services provided by OIC set a strong foundation for participants who are introduced to a number of career and training opportunities for subsequent referral to either industry-specific training programs or direct job placement.

**Train or Place Job Seekers**

## Achievements to Date

**36**

**Job Seekers Placed Into Employment**

**Employers Served to Date:** Aerotek Staffing, Amos House, BT & Interiors, Inc., Cardis/Atlas Box, Cathedral Art Metal, Consolidated Container Company, Dunkin Donuts, Fire & Ice, God Bless Construction, Gregg's, Heat Transfer Products, Macy's, Microtech Staffing, North American Shoe, Pepsi Cola Bottling Co., Peter I. Longo Building Co., Snap Chef, Stericycle, Stop & Shop, Symmetrix Composite Tooling, Warwick Ice Cream, Walmart, Electric Boat Corporation, Children's Friend

### FOR MORE INFORMATION

Michael Van Leesten
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# Westerly Regional Real Jobs Partnership

Regional

## Partnership Profile

**Lead Applicant:** Ocean Community Chamber of Commerce (OCCC)

**Employers Partners:** Westerly Hospital, Washington Trust Company, Darlington Fabrics/Moore Company, Westerly Public Schools, Ocean Community YMCA, Ocean House, Grey Sail Brewery, Valenti Toyota, Servpro of Washington County, Hauser Chocolatier, Professional Planning Group, Hoyt Fillipetti & Malaghan, UPS, Ivory Ella, Elms Assisted Living, Shoreline Painting, RCM Technologies, Davis Standard, McQuades Grocery Store, Neurorestorative, UBS, TJ Maxx, Biotech Pest Control, Tower Street Community Action Center, Alley Katz Bowing Center, and more

**Strategic Partners:** Operation Stand Down RI, Literacy Volunteers of Washington County, Education Exchange, Families Learning Together (WPS Family Literacy), Westerly Library and Wilcox Park, Westerly EDC , Johnny Cake Center and more

## Objective Summary

The Westerly Regional Real Jobs Partnership has developed training designed to lead to employment across industries for successful participants. Participants train in essential skills, digital literacy, job readiness, and resume writing.

The OCCC also takes this training into the high schools for a BIZ Camp that is meant to establish these essential skills at a younger age and increase the employability of the students and the talent pipeline for employers.

Train or Place Job Seekers

Future Workforce Pipeline Development

## Achievements to Date

**105**

Job Seekers Placed Into Employment

**120+**

High School Biz Camp Participants

**Employers Served to Date:** Alley Katz Bowling Center, Apple Rehab, Arrowhead Dental, Atlantic Bach Park, Bake Fresh, Biotech Pest Control, Bridge Restaurant, Buffums Cottage, Clark Farms, Davies Standards, Elms Assisted Living, Exceptions Consignments, First Physical Therapy, Flyhawk Parking, Frank Olean Center, Hauser Chocolates, Homestead Properties, Ivory Ella, JC Penny, Johnnycake Center, Mario's Pizza, Matunuck Oyster Bar, Copart, Ashaway Line and Twine, Tower Street Community Center

### FOR MORE INFORMATION

Lisa Konicki
Ocean Community Chamber
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Social Enterprise

# Social Enterprise Partnership

## Partnership Profile

**Lead Applicant:** Social Enterprise Greenhouse

**Employers Partners:** Optimity Advisors, Blount Fine Foods, UNFI, Delta Dental, Blue Cross Blue Shield Rhode Island

**Strategic Partners:** Brown University, University of Rhode Island

## Objective Summary

In order to support the startup community culture in Rhode Island by being a catalyst for entrepreneurs and early state ventures, this partnership will provide entrepreneurs with the networks, resources and expertise they need to grow their businesses.

Efforts will specifically focus on the Food, Health & Wellness and Environment industries.

Train Current Workers

## Achievements to Date

**21**

**Incumbent Workers Trained**

FOR MORE INFORMATION

Kelly Ramirez
Social Enterprise Greenhouse
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# Teamsters Local 251 Driver Training

Transportation

## Partnership Profile

**Lead Applicant:** Teamsters Local 251 Driving School

**Employers Partners:** YRC Freight, New Penn Motor Express, ABF Freight, DMS, Centrex Distributors

**Strategic Partners:** IBEW Local 99

## Objective Summary

This partnership seeks to train highly qualified, professional, safe commercial truck drivers to fill the demand of local employers in the Transportation Industry and IBEW Local 99 that are actively looking to employ these individuals.

Through a comprehensive eight-week training course, participants will be prepared for a successful career with wages that exceed Rhode Island's median wage.

Train or Place Job Seekers

## Achievements to Date

**17**

**Job Seeker Placed Into Employment**

**Employers Served to Date:** Rose Construction, Gordon Food Service, McLaughlin and Moran, Centrix, YRC Freight

FOR MORE INFORMATION

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# Real Jobs RI Affiliate Program: Skills For Rhode Island's Future

## Impact Report

SKILLS FOR RHODE ISLAND'S FUTURE

**978**
Rhode Islanders placed in jobs and training programs

**162**
High School Interns Placed

**$21.6M**
Economic Impact
Based on 12-months of employment for placed candidates

**4 1 9 0**
Candidates have received career enhancement services

**76**
Employer Partners

**48**
Community Partners

Reporting Period: October 2016 – December 2018

REAL JOBS
Rhode Island

www.dlt.ri.gov/realjobs

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**RI Department of Labor and Training**

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