

**Fiscal Year 2015  
Annual Report  
July 1, 2014 – June 30, 2015**

(Including WIA-related information and outcomes)



*Working Together*

*For a Better Rhode Island*

**Cover Photo**

RI Marine Trades Association (RIMTA) pre-apprenticeship student Dean Domingoes clearing a mooring ball during his job shadow at Pirate Cove Marina. Dean was hired by Pirate Cove Marina upon graduation from the training. The Marine Trades and Composites Pre-Apprenticeship Training (PAT), funded through a GWB Innovative Partnership Grant, is a seven week training program that prepares students to start a career in the marine trades and composites industries. The PAT has a 100% graduation rate and a 92% job placement rate.

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## Introduction

The Governor's Workforce Board (GWB) was established by Executive Order on September 22, 2005 to integrate the functions of the State Workforce Investment Board (SWIB) and Human Resource Investment Council (HRIC). The GWB was formally established under RI General Law, Title 42-102, in June, 2014 as the primary policy-making body on workforce development matters for the State of Rhode Island, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities in the state. The GWB consists of 21 members representing business, labor, education, community, and government who establish workforce development policy and plans, allocate state Job Development Funds (JDF), and serve as the SWIB to oversee federal Workforce Investment Act Title I-B funds.

The GWB determines funding priorities for the JDF and allocates funds into several broad categories: funds for employers through incumbent worker training grants and industry partnership support; funds for youth centers and summer youth employment; funds for pre-employment services such as work readiness, work-based learning, and occupational skills training; and funds to increase workforce system capacity and integration. Since 2009, the legislature has also appropriated JDF funds directly to the RI Department of Education to support adult education services.

In FY 2015, the GWB engaged dozens of public and private sector workforce development partners to develop and publish the second *Biennial Employment & Training Plan for RI (FY2016 and FY2017)*. The Biennial Plan built upon the progress of the past two years, responded to political and economic changes, reaffirmed the four overarching priorities established in the first Biennial Plan, and offered specific recommendations. The GWB also expanded incumbent worker training, youth workforce development, Industry Partnerships, Work Immersion, and Innovative Partnerships in FY2015.

Of particular significance in FY2015 was the arrival of Governor Gina M. Raimondo, who has brought new vision and commitment to increasing the impact of RI's workforce development efforts. Grounded in the Governor's economic development plan, the Ocean State WAVE, and driven by the Governor's new workforce development strategy, Real Jobs RI, workforce development in RI is becoming increasingly employer-driven, sector-based, business-friendly, and accountable. The GWB has embraced Real Jobs, and allocated JDF funds in FY2015 to support the launch of Real Jobs.

This Annual Report incorporates all FY2015 activities of the Governor's Workforce Board in its capacity as the Human Resource Investment Council, as well as in its capacity as the State Workforce Investment Board. This report is again organized in accordance with the four statewide priorities outlined in the GWB Biennial Employment & Training Plan for RI – employer partnerships, work readiness, career pathways, and workforce system integration. This report also includes information and data related to Workforce Investment Act-funded activities. Finally, this report includes a preview of information of important workforce development activities for the coming fiscal year.

## **GWB Biennial Employment & Training Plan**

In 2011, the RI General Assembly directed the Governor's Workforce Board to develop a biennial employment and training plan that would provide an analysis of current workforce funding, an analysis of gaps in meeting worker and employer needs, and a plan for workforce spending in Rhode Island. In FY2015, the Board, in conjunction with a diverse advisory group of many public and private sector stakeholders, conducted an intensive planning and analysis process and submitted the plan to the Governor and General Assembly on November 15, 2014.

The Biennial Plan identifies current and emerging needs of industry and employers, the ability of the workforce to meet those needs, and the capacity of the workforce system to provide services and programs to meet both of those needs. The plan also recommends major priorities for the public workforce system over the next two fiscal years and offers action steps and funding strategies to accomplish these priorities. The current Biennial Plan for FY2016 and FY2017 reaffirmed the four overarching priorities for RI that were established in the first Biennial Plan – Employer Partnerships, Work Readiness, Career Pathways and Workforce System Integration.

### **Biennial Plan priorities (FY2016 and FY2017)**

#### ***Employer Partnerships***

The public workforce system and employers must continue to engage and grow in partnership, with each bringing its respective strengths to bear. These partnerships will ensure that training and education are responsive to, and aligned with, employer needs.

#### ***Work Readiness***

All youth and adults must have the opportunity to acquire core literacy, numeracy, and work-readiness skills (e.g., team work, communication, and problem-solving) necessary to succeed in the workplace.

#### ***Career Pathways***

The public workforce system, in partnership with employers, must provide youth and adults with a continuum of training, education, work experience and supportive services that lead to good jobs and careers in high-growth, high-demand, strategically important sectors of the Rhode Island economy.

#### ***Workforce System Integration***

The public workforce system must be fully integrated in order to coordinate planning, funding, and services; evaluate and report the effectiveness and efficiency of services; and align with state economic development strategies.

The complete Biennial Plan can be viewed at <http://www.gwb.ri.gov/pdfs/BiennialEmpTrainPlan1617.pdf>

# Employer Partnerships

## **Incumbent Worker Training Grants**

Incumbent Worker Training Grants are awarded annually through a Request for Proposal process and provide up to \$40,000 in matching grants to eligible businesses to upgrade the skills of their current workforce and increase the competitiveness and productivity of the company and its employees. In FY2015, the Governor's Workforce Board awarded a total of \$1,706,433 to 80 companies. A total of 6,479 people were trained, 362 received wage increases, 79 received a promotion, and 314 credentials were obtained.

## **Express Training Grants**

In FY2015, Express Training Grants provided matching funds to eligible businesses to increase the skills of current employees and increase the overall competitiveness and productivity of RI businesses and workers. Unlike the Incumbent Worker Training Grants, which are reviewed and awarded annually, Express Grant applications are accepted on a rolling basis. Businesses may apply more than once in a fiscal year, however, the maximum amount awarded to an individual business/organization is \$5,000 per fiscal year. The GWB awarded \$297,154 in Express Training Grants, which trained 928 employees of the 101 companies who received grants.

## **Export Assistance**

The Export Management Training Grant Program, in collaboration with CommerceRI, offers customized international business training to Rhode Island businesses to improve global competitiveness. In FY 2015, the GWB allocated \$55,298 for this program, which enabled 12 companies to train 79 employees.

*Note: In FY 2015, the GWB began a process to convert all Incumbent Worker Training Grants (including Annual, Express, and Export Assistance) to "on-demand" rolling grants that can be requested and awarded in a manner that best meets the training and fiscal needs of RI businesses, effective FY 2016.*

## **Industry Partnerships**

GWB Industry Partnerships are trade associations and non-profit organizations that work to align the state's training and education resources with the workforce needs of vital sectors of the RI economy. Industry partnerships actively engage employers and labor organizations to identify skills gaps, provide labor market projections, identify training and education resources, promote career opportunities, develop career pathways, and train current and future workers. In FY2015, the GWB supported industry partnerships in the following sectors: Health Care, Construction, Hospitality, Marine Trades, Defense, Information Technology, Bio Science, and Manufacturing. FY 2015 highlights include:

### **Industry: MARINE TRADES**

#### **Partner: RI Marine Trades Association**

#### **FY 2015 Funding: \$172,550**

- Added 41 new employer partners to marine trades association
- Developed three career pathways in Marine Mechanic, Composites Tech and Electrician for the marine industry
- 256 students and 65 employers participated in Marine Industry career awareness activities throughout the state
- Held a Job Shadow day in May 2015 for 67 students in coordination with Tech Collective, RI Hospitality and Junior Achievement
- Developed and implemented a Launch Operator Training program; 11 trainees graduated and secured employment

### **Industry: HEALTH CARE**

#### **Partner: UNAP/RI Hospital Health Care Education Trust (Stepping Up)**

#### **FY 2015 Funding: \$243,012**

- A Healthcare Convening was held at CCRI in Warwick which drew an attendance of more than 70 individuals to discuss workforce shortages, employer needs and educational gaps
- Provided career exploration, career coaching and work experiences to 49 un/underemployed adults
- Placed 29 trainees in internships with 14 employers
- Developed 9 job overview sheets to be used to outline career pathways in the healthcare industry
- Enrolled 18 trainees in the Healthcare Career Pathways class with 5 graduates securing employment

**Industry: HOSPITALITY**

**Partner: RI Hospitality Education Foundation**

**FY 2015 Funding: \$199,999**

- Assisted industry employers with posting 27 jobs on EmployRI and connected 32 job seekers with industry employers
- Developed 3 career pathways and began discussions with CCRI and employer on articulation for the training related to these career pathways
- Provided job coaching services to 32 On-Ramps candidates and placed 10 trainees from the On-Ramps program into employment
- Completed 5 occupational skills training programs with 132 total training participants
- Developed a hospitality training program for incarcerated women; enrolled 28 participants and graduated 13

**Industry: CONSTRUCTION**

**Partners: Building Futures/Providence Plan**

**FY 2015 Funding: \$161,955**

- Provided hands-on pre-orientation and field trip to Construction Career Days to 40 women interested in construction
- 30 individuals placed in construction trade employment with 12 different employers
- Working with Gilbane to approve aligned Associate Degree coursework developed with CCRI for apprenticeship program
- Successfully submitted and was awarded a USDOL Apprenticeship grant for Rhode Island
- Graduated 18 participants from a welding training with 11 securing employment.

**Industry: MANUFACTURING**

**Partner: Polaris MEP**

**FY 2015 Funding: \$194,332**

- A skill gap study was conducted by real-time electronic survey at the May Manufacturing Summit; data was made available in Fall 2015
- Continue to work with CCRI on the non-trade apprenticeship program for CNC Machinists
- Developed a Manufacturing Skills Standards Council (MSSC) CPT Certification program for high school students in which 15 students completed and 10 secured employment
- Manufacturing week saw 28 employers participate in a career showcase that was attended by over 200 students
- Placed 100 un/under employed adults in Experiential Learning Opportunities with 75 employers

**Industry: DEFENSE**

**Partners: Newport County Development Council/Mayforth Group**

**FY 2015 Funding: \$148,600**

- Developed 3 career pathways in electrical Engineer Technician, Electrical Engineer & Engineer Manager in the defense industry
- Launched first annual Defense Innovation Days with 300 participants
- Provided career exploration in coordination with Raytheon for over 60 students from Newport, Middletown, Portsmouth and Tiverton
- 12 students participated in a paid summer internship with Raytheon



- Developed a career awareness campaign for the defense industry that reached over 130 middle and high school students

**Industry: INFORMATION TECHNOLOGY**

**Partner: Tech Collective**

**FY 201 Funding: \$150,000**

- Provided HR and Professional development forums to 52 incumbent workers
- Added 7 new employer members to partnership
- Conducted an “Hour of Code” workshop with 5 employers for 75 students from 5 schools  
Coordinated speaking engagements with 6 industry representatives for 100 students
- Held 5 tours of local IT companies for 100 students from local high schools
- GRRL (Girls Reaching Remarkable Levels) Tech event was held at URI where 180 female students and 25 employers participated in 10 IT related workshops

**Industry: BIOSCIENCE**

**Partner: Tech Collective**

**FY 2015 Funding: \$149,999**

- Held annual GRRL Tech event, with Bioscience partnership from 25 employers for 270 female students interested in Bioscience
- STEM in the Middle program held for 90 junior high school students with 10 employers.
- 5 employer speakers spoke to over 100 students about careers in Bioscience.
- Increased employer partnership to include three new bioscience companies
- Placed 7 students in internships with 5 bioscience employers

## From GWB Industry Partnerships to Real Jobs RI

Since 2006, the GWB has promoted a sector-based approach to workforce development through its support of Industry Partnerships. GWB Industry Partnerships have provided key “workforce intelligence” about labor market trends, challenges, and opportunities in their sector, which have improved the ability of workforce development programs to respond to the needs of RI businesses and workers.

Building upon the foundational work of GWB Industry Partnerships, Governor Gina M. Raimondo announced the formation of Real Jobs RI in 2015. Real Jobs RI is a sector-based, demand-driven workforce and economic development initiative that is collaborative, flexible and business-led.

Much like GWB Industry Partnerships, Real Jobs partnerships will convene industry employers, training providers, and other key stakeholders in partnerships that build alliances to address business workforce demands. However, under the leadership of Governor Raimondo, Real Jobs partnerships will become the primary vehicle for identifying and addressing the workforce needs of RI businesses. Furthermore, Real Jobs funding will be responsive, business-friendly, and accountable for connecting or training workers for current and future job vacancies that businesses are looking to fill. Finally, Real Jobs partnerships will be closely aligned with the economic development priorities of Rhode Island.

In the coming year, it is expected that GWB Industry Partnerships will evolve into Real Jobs RI partnerships.

# Innovative Partnerships

The purpose of the GWB Innovative Partnership grants is to increase the alignment between business needs and workforce development strategies so that businesses have access to appropriately skilled employees, and that job seekers have the skills, training and support they need to meet employer demand in vital sectors of the Rhode Island economy.

Innovative Partnerships bring employers and education and training providers together to provide work-readiness, experiential learning, occupational skills training to prepare unemployed or underemployed adults for good jobs and careers.

In FY2015, the GWB supported 13 Innovative Partnerships with a total of \$1.75 million in funding, and with grants ranging from \$86,000 to \$190,000. Collectively, Innovative Partnerships served 507 un/underemployed adults who graduated from their respective programs. Of these, 357 participated in workplace-based learning, and 262 had secured employment as of June 30, 2015.

## Innovative Partnership grantees Include:

### **AccessPoint RI**

Provided training, internship and placement to 100 job seekers interested in the Direct Service Provider pre-certification program. Partners include Community College of RI Center for Workforce and Community Education, The Kent Center and The Governor's Commission on Disabilities.

### **Connecting for Children & Families**

The CCF training collaborative focuses on the Culinary Arts, from entry to middle-level and into management positions. The training Strategy is a four-component training program with a full complement of supports, career exploration and planning, and guidance. Upon completion, participants receive four industry-recognized credentials: *ServSafe™ Food Protection Manager Certification*, *First Impressions: Exceptional Customer Service™*, *Lasting Impressions: The Core of Communication™*, *Hospitality: The 3rd Language™* and each participant is matched with one of the employer partners to complete a 100-hour internship.

### **Foster Forward**

Provided class-room training, one-on-one coaching and work experience training to 60 youth in sectors such as retail, hospitality, food service and pet care. Employer partners include Ocean State Job Lot, LaSalle Bakery, Econotel, CVS, Golden Crest Nursing Home and The Dog House.

### **New England Institute of Technology**

NEIT provided 40 unemployed individuals with entry-level occupational skills training within the shipbuilding and machine technology industries. Employer partners include General Dynamics/Electric Boat, Guill Tool and Engineering, SENESCO Marine, Swissline Precision, Rhode Island Carbide, RIMA and RIMTA.

### **Open Doors**

A reentry pilot program for high risk offenders that begins during incarceration and provides comprehensive education, case management, supportive services, employment placement, occupational skills training and housing support. Upon release, participants are placed in a 20-hour a week, six month subsidized entry-level positions with one of our employer partners. They will also have the option to earn certifications and educational gains

### **RI Hospital**

Preparing workers for the healthcare field, RIH launched a 16- to 18-week program that includes RI Department of Health-approved CNA training program followed by a Lifespan CNA internship to 60 participants. Additional employer partners include Newport Hospital and Homefront Health Care..

**RI Manufacturers Association**

RIMA provided training and placement assistance to 32 participants in advanced manufacturing and CNC machining. Employer partners include Workforce Performance Solutions, Ferguson Perforating, Handles Unlimited, Greystone Corp., Groov-Pin, Warwick Screw, microPEP, RI Carbide, Seaside Casuals and Swissline Precision.

**RI Marine Trades Association**

Expanded an existing 205-hour pre-apprenticeship training program for 20 unemployed and underemployed Rhode Islanders. Employer partners include LaserPerformance, Newport Shipyard, Freedom Boat Club, Bristol Marine, IYRS, Kellogg Marine Supply, Gowerie Group and Hunt Yacht. Education partners are New England Institute of Technology, MTTI, Tiverton High School, Chariho Career and Technical Education and Warwick Career and Technical Education.

**Saint Antoine Residence**

Continued to expand its existing CNA program to homecare CNAs, build a CNA II pathway and expand incumbent support to include financial literacy for 42 Rhode Islanders. Partners include Homefront Health Care, Friendly Home, Overlook Nursing Home, Trinity Health, Friendly Home, Family Resources, Community College of RI and Stepping Up.

**Stepping Up**

Created RN clinical residency opportunities for 25 unemployed and underemployed participants who are currently accepted into a BSN program. Employer partners include Newport Hospital, Kent Hospital, Rhode Island Hospital, Bradley Hospital, Butler Hospital, AccessPoint and J. Arthur Trudeau Memorial Center.

**The Institute for the Study and Practice of Nonviolence**

Offered workforce readiness and life skills training, on-the-job training, four skill credentials, non-violence training and preparation for long-term employment to 24 unemployed residents with barriers to employment. Employer partners include Aramark, Butler Hospital, Gilbane, Manpower, Lopco Contracting, Office Recycling Solutions and Trinity Brew House.

**The Providence Plan/Building Futures**

Selected 20 trainees to participate in a residential construction pre-apprenticeship program. Building Futures has partnered with East Coast Interiors, Inc.

**Year Up**

Offered job and life skills training to 15 young adults—an earn-while-you-learn structure through paid corporate internships in sales and marketing. Year Up has partnered with Hasbro.

**On-the-Job Training**

Funded through the Workforce Investment Act and administered by the local workforce investment boards, On-the-Job Training matching grants subsidize up to six months of training curricula for new hires. This program offers businesses the cash flow to build workforce capacity quickly and allows businesses to train and hire locally. In FY 2014, 187 new hires from 68 companies were trained.

## **Job Training Tax Credits**

Another way that the GWB supports growing businesses is through the Job Training Tax Credit Act. Employers may receive tax credits equal to as much as 50 percent of their training costs, with a limit of \$5,000 per employee over a three-year period. Only \$1,000 of qualified expenses may be wages earned through training. The type of training varies widely, from academic remediation and ESL to technology applications and management skills. Job Training Tax Credits are available only to C Corporations and may not be claimed on RI personal income tax returns.

In FY 2015, the following companies listed below were approved to receive nearly \$4.3 million in tax credits in order to train more than 4,700 RI workers:

AAA Southern New England  
Collette Vacations  
General Dynamics Electric Boat

## **Employer Advisory Group**

In keeping with the Biennial Plan priority to expand employer partnerships, the GWB Employer Committee convenes a separate, larger Employer Advisory Group in order to further the Board's aim of increasing private sector input into the public workforce development system. The goal of the group is to serve as a bridge between the system and employers in Rhode Island, particularly those that are not part of established communication vehicles such as Industry Partnerships. The group serves as a feedback mechanism for information on the success of the public workforce system and for on-the-ground information on hiring and training needs.

In FY 2015, more than 40 GWB Employer Advisory Group members heard presentations and provided feedback on the following topics:

- Making the business case for diversity
- Youth in the workplace: An underutilized resource

### **Employer Outreach and Engagement**

In addition to the GWB Employer Advisory Group, and direct outreach to businesses at conferences and workshops, the GWB has also developed a variety of digital communication tools to raise awareness of workforce development funding and services for businesses, and to better understand and respond to business needs. Among these communication tools are the GWB website, the GWB monthly electronic newsletter, a GWB Facebook page, an Industry Partnership Facebook page, a GWB blog, and a GWB YouTube site. The GWB also works closely with the DLT's Business Workforce Center to further expand its connections to RI businesses.

# Work Readiness

## YouthWorks411

The YouthWorks411 network of youth workforce centers combine Workforce Investment Act (WIA) dollars with less-restrictive Job Development Fund dollars to serve all RI youth ages 14-24. Services include interest inventories, academic assessments and services, contextual learning, leadership development, job readiness and work experience. In FY 2015, the Governor's Workforce Board distributed \$500,000 in Job Development Fund dollars and \$3.39 million in WIA funding through the local workforce investment boards to operate 14 YouthWorks411 centers, through which 2,887 youth were served. Vendors and locations are listed below:

### **Comprehensive Community Action Program**

- Cranston
- Pawtucket
- Warwick
- Providence Skill Center (WIA only)

### **East Bay Community Action Program**

- Bristol
- Newport
- East Providence

### **Community Care Alliance**

- Woonsocket

### **Goodwill Industries of Rhode Island**

- Providence

### **Boys and Girls Club**

- Providence (WIA only)

### **South County Community Action Program**

- Charlestown
- Johnston
- North Kingstown
- North Providence
- Wakefield
- Westerly

## **Summer Youth Work Experience**

As part of an ongoing effort to help the state's youth explore careers and gain work readiness skills, the Governor's Workforce Board allocated \$1.5 million to provide Rhode Islanders ages 14-24 with subsidized summer work experience. This funding was matched with federal TANF funding from the RI Department of Human Services, bringing the total investment to \$2 million to serve 1,339 youth. In addition to arranging for summer job opportunities, the following agencies provided a bundle of services, including leadership training, financial literacy and academic remediation:

AS220

Blackstone Valley Community Action Program

Boys and Girls Club of Providence

Comprehensive Community Action Program

East Bay Community Action Program

Family Resources Community Action Program

Goodwill Industries

Institute for Study and Practice of Non-Violence

Lifespan/Rhode Island Hospital

Metropolitan Regional Center Tech (MET)

New England Laborers Academy

Riverzedge Arts Project

Rhode Island Marine Trades

Rhode Island Parent Information Network

Seven Hills Rhode Island

SER Jobs for Progress

Tri-Town Community Action Program

West Bay Community Action Program

Youth In Action

Young Voices

## **Bonuses for Youth Work Experiences**

As an incentive to provide work experiences for Rhode Island youth and unemployed adults, the GWB offered bonus funding of up to \$10,000 through its Incumbent Worker Training Grants and up to \$5,000 through its Express Grants to businesses that provided a school-year or summer internship to a youth, or a temporary work experience for an unemployed adult. In FY2015, 13 youth and four unemployed adults were provided a work experience through this initiative. By the end of FY 2015, this initiative was replaced by the much more successful GWB Work Immersion program.

## Work Readiness Credential

Businesses locally and nationally cite literacy and math skills along with soft skills as essential elements of work readiness. In surveys of GWB Industry Partners, 50 percent mentioned mathematics and 44 percent reading skills as high priorities for incoming workers. Among GWB Incumbent Worker Training grantees, 46 percent highlighted English language skills.

As part of multi-year federal Workforce Innovation Fund grant, the RI workforce development system launched a pilot program in two netWORKri one-stop centers. The grant, known as Workforce On-Ramps, includes the National Career Readiness Certificate Plus, developed by ACT, which measures the following skills and competencies:

- Applied mathematics;
- Applied reading;
- Reading for information;
- Work discipline;
- Teamwork;
- Customer service; and
- Managerial potential.

In FY15, Workforce On Ramps piloted an employer-verified work experience certificate in paid or unpaid employment or on-the-job training. In FY 2015, 470 individuals (79%) who completed training received the National Career Readiness Credential (NCRC). Over the next year, Workforce On Ramps will be phasing out, but the ACT NCRC tools will continue on a limited basis while increasing awareness with the state's employers. Additionally availability of the online tools will be further disseminated to other agencies like DCYF who took a keen interest in developing career pathways for incarcerated youth.

## Work Immersion

Created in 2013 and launched in 2014, Work Immersion completed its second operational year in FY2015. The FY2015 Work Immersion program offers 50% wage reimbursements to any RI business that provides a temporary paid work experience of up to 400 hours to a RI college student (or recent graduate) or an unemployed adult. An additional 25% reimbursement is paid to the employer if the participant is permanently hired upon completion of the work experience.

In FY2015, the GWB developed user-friendly on-line forms and conducted extensive outreach and promotion to businesses, colleges and universities, and pre-employment service providers, resulting in a large increase in participants and employer involvement. In FY2015, 25 college students and 87 unemployed adults were permanently hired as a result of the program. As of May 2015, Work Immersion has expanded to include Career and Technical High School students. Results of the CTE program will be included in the FY2016 Annual Report.

<b>FY15 Work Immersion Activity</b>	<b>Individuals</b>	<b>Businesses</b>	<b>Wage Subsidy</b>
Work Immersion for college students	416	114	\$892,495
Work Immersion for unemployed adults	290	102	\$627,614

## **Adult Basic Education**

Since 2007, the Governor's Workforce Board has collaborated with the RI Department of Education to target the segment of the workforce that lacks the necessary Adult Basic Education and work readiness skills in order to compete in the 21st century economy.

In FY 2015, GWB provided \$3.5 million to the RI Adult Education Initiative to support programs that integrated education and workforce development for adult learner. Adult Education providers served a total of 2,129 participants, of which 48% achieved educational gains of two or more grade levels, 541 gained employment, and 93 earned a GED credential or other high school credential. Participating programs in FY 2015 are listed below:

Amos House  
Aquidneck Island Adult Learning Center  
Blackstone Valley Community Action Program  
Community College of Rhode Island  
Comprehensive Community Action Program  
Dorcas International Institute of Rhode Island  
East Bay Comprehensive Education Program  
Education Exchange  
Genesis Center  
Institute for Labor Studies and Research  
Mentor  
Pawtucket School Department  
Progreso Latino  
Project Learn  
Providence Housing Authority  
Providence Plan – Youth Build  
South County Community Action Program  
Tri-Town Community Action Agency  
Westbay Community Action Program



## Career Pathways

### Workforce On-Ramps Pilot

Funded by a multi-year \$2.7 Workforce Innovation Grant from the U.S. Dept. of Labor, the Workforce On-Ramps pilot tested different ways to inform and connect job seekers to four different career pathways (CP) in Rhode Island's high-growth industries: Health Care, Hospitality, Information Technology and Manufacturing. FY 2015 concluded with a phasing out of some of the initiatives included in the grant, but still remained focused on sustaining certain elements like the Career Pathways maps, career coaching and work readiness tools and support.

At the end of FY 2015, a new Career Pathway's Manager was added to the leadership team which included representatives from the RI Department of Labor and Training, the State Workforce Investment Office, the Governor's Workforce Board, the RI Department of Education, the RI Department of Human Services, Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater Rhode Island which oversaw the implementation of the Workforce On-Ramps pilot.

Braided and blended funding streams involved in the pilot included Workforce Investment Act Title I and II, TANF, Carl Perkins, and Wagner Peyser. The Governor's Workforce Board provided in-kind training and coaching funds through its Industry Partners. On-Ramps worked with federal agencies to secure approval to pool funds based on anticipated outcomes, in order to increase efficiencies and enable agencies to collaborate more effectively.

### FY 15 On-Ramps Pilot Results

Data Categories	Qtr 6	Qtr 7	Qtr 8	Qtr 9	Qtr 10	Qtr 11	Qtr 12	Total to date
Enrollment in training	13	126	45	147	143	136	20	646
Completion of training	28	100	49	114	170	112	22	595
Number receiving NCRC credential	12	62	52	86	165	79	14	470
Number participating in work experience	2	6	62	31	149	55	46	371
Number employed	0	11	25	12	76	46	23	193

The pilot focus was on leading three key strategies to serve mostly low-skilled, low-literacy and long-term unemployed:

- 1) The work readiness credential as an employer-recognized certificate;
- 2) Industry-specific career coaching using On Ramps Career Coaching Standards; and
- 3) Subsequent work experience leading to employment with Training Planners

Ninety-two percent (92%) of those enrolled in training completed training with 470 NCRC Certificates and 371 work experience certificates. One overall compelling conclusion from the results was that participants were more successful when the pre-employment training provider had an established relationship with an

employer -- in combination with effective career coaching, case management, and a work experience opportunity in a career pathway.

In conclusion, the primary focus of the entire On Ramps program was systems change. One set of those systems changes has been threaded throughout the grant program with career pathways, supportive services, and cross-agency collaboration. A second set of systems changes were tested through the pilot, including the work readiness training and credential, work experiences, and career coaching. These system changes live-on in a workforce development strategy spear-headed by the GWB. Striving to get system change and alignment across agencies is a continuous process, and with the On-Ramps grant implementation, the GWB made progress toward developing a Career Pathways system.

### **Career Pathways Advisory Committee (CPAC)**

In FY 2015, the Governor's Workforce Board's Career Pathways Advisory Committee continued its work to develop an effective career pathways system in Rhode Island that will better align workforce skills with employer needs. The Career Pathways Advisory Committee met eleven times this fiscal year. Activities included developing career coaching standards, refining memorandum of understand between partners, and compiling RI career pathways best practices. Toward the end of the fiscal year, the committee developed working groups of policy, program, and capacity building. Attendance at the meetings was robust, with over 25 stakeholders from across the education and workforce system regularly attending.

Guided by Governor Raimondo's vision for career pathways, the CPAC will continue to exam current pathways and practices, focus on implementing new pathways strategies and tools, and develop metrics to evaluate the effectiveness of career pathways in addressing the needs of vulnerable populations, while meeting the workforce needs of RI businesses.

### **Individual Training Accounts**

The federal Workforce Investment Act (WIA) allows eligible job seekers access to up to \$5,500 in free short-term training if that training corresponds with the occupational skills desired by area employers. Therefore, each year, the State Workforce Investment Office creates a list of approved programs in areas proven, through labor market projections and business community intelligence, to address RI workforce needs. Potential enrollees in Individual Training Accounts are referred through the netWORKri one-stop career system. The actual accounts are overseen by Rhode Island's two local workforce investment boards.

In FY 2014, 427 RI job seekers requiring short-term skill upgrades received over \$1,764,402 in subsidized training in areas such as health care, information technology, construction and manufacturing. Approved training providers are listed below:

### **WIA Eligible Training Provider List**

911 Programs, Inc.

Access Point RI

Agora Career Academy

American Safety Programs and Training, Inc.

Amos House

Aveda Institute Rhode Island

Bancroft School of Massage Therapy

Bastien Academy, Inc.

Bishop Keough Regional High School

Blue Angel Education, Inc.

Boston University

Bristol Community College

Bryant University Executive Development Center

Catherine Hinds Institute of Esthetics

Chef Walter's Cooking School

Clean Edison, Inc.

Coastal Career Academy, Inc.

Community Care Alliance FKA Family Resources

Community College of Rhode Island

Comprehensive Educational Services

Confident Captain/Ocean Pros

Connecting for Children and Families, Inc.

Consolidated Consulting and Recruiting Services, LLC  
Cookie Place Café  
Crossroads Rhode Island  
Diver's Academy of the Eastern Seaboard  
Dogpatch  
Dorcas Place  
East Providence Career and Technical Center  
EEG, Inc. dba Empire Beauty School  
Fab Tek Technology  
Fine Mortuary College, LLC  
Generations Comprehensive Rehabilitative Services  
Genesis Center  
Goodwill Industries of Rhode Island  
Health Care Connections Nursing Services, Inc.  
Health Care Training Services, Inc.  
Health Training Center  
Heavy Construction Academy  
Hispanic Technology & Education Programs (HITEP)  
International CDL, LLC  
International School for Health Careers  
International Yacht Restoration School  
Lincoln Technical Institute  
Look Image Academy  
LS Coding & Education, LLC  
MEdCerts, LLC  
Motoring Technical Services, Inc.  
Nationwide Diesel Technologies, Inc.  
New England Business Educational Systems  
New England Casino Dealer Academy  
New England Emergency Medical Training  
New England Institute of Technology  
New England Tractor Trailer Training School  
New Horizons Computer Learning Center

Newport Community School  
Newport School of Hairdressing  
Northeast Maritime Institute, Inc.  
Ocean State Technical Services, LLC  
Opportunities Industrial Center of Rhode Island (OIC)  
Paul Mitchell School  
Providence Skills Center  
Quality and Productivity Solutions, Inc.  
Rhode Island Allied Health Institute  
Rhode Island College (Outreach Programs)  
Rhode Island Community Training Center  
Rhode Island Construction Training Academy  
Rhode Island Hospitality Association  
Ridley-Lowell Business and Technical Institute  
Rob Roy Academy, Inc.  
Roger Williams University  
Saint Antoine Residence  
Salter School  
Southeast Lineman Training Center  
Saint Jude Home Care, Inc.  
Tailor-Made Training  
Teamsters Local 251 Driver Academy  
Thielsch Engineering, Inc.  
Toni and Guy Hairdressing Academy  
UNAP / RIH Education Fund  
University of Rhode Island College of Continuing Education  
Viridis Learning, Inc.  
Woodlawn Community Development Corporation  
Worcester Polytechnic Institute  
Workforce Performance Solutions (Jackson Whyte, LLC)  
Year Up

# Workforce System Integration

## Unified Workforce Development Expenditure and Program Report

The Unified Workforce Development Expenditure and Program Report (UEP) is a compendium of all state and federal dollars devoted to workforce development activities across state agencies in RI and the activities and outcomes that result from those investments. It also serves as a resource for decision making about future resource allocation. An interagency team contributes to the publication of the UEP, including all state agencies designated in Title 42-102-9 and the state college system. These include:

- RI Department of Labor and Training
  - State Workforce Investment Office
  - Workforce Development Services
- RI Department of Corrections
- Governor's Workforce Board
- Executive Office of Health and Human Services
  - Department of Behavioral Health, Developmental Disabilities and Hospitals
  - Department of Children, Youth, and Families
  - Department of Human Services
  - Office of Rehabilitative Services
- RI Department of Education
  - Career and Technical Education
  - Adult Education
- RI Office of the Post-Secondary Commissioner
  - Community College of Rhode Island
  - Rhode Island College
  - University of Rhode Island
- USDOL – Exeter Job Corps Academy

Several new data elements were included in this year's UEP, including: total individuals trained, total individuals receiving work readiness training, and total number of employer partners in workforce development activities.

The UEP is submitted annually to the Governor, Senate President, and Speaker of the House on or before November 15.

## Legislative Update

Following the major overhaul of the GWB statute in 2014, there were no legislative changes in 2015 specific to the GWB. However, the General Assembly enacted several new initiatives of Governor Gina M. Raimondo that relate to workforce development, including programs to enable students to obtain college credits and/or industry-supported training while still in high school, last dollar scholarships to make RI colleges more affordable, a loan forgiveness program to encourage college students to remain in RI after they graduate, as well as numerous complementary economic development initiatives.

In accordance with the changes to the GWB statute in 2014, the GWB added additional seats to its governing board in FY2015, including the Secretary of Commerce and the chair of each of the two local Workforce Investment Boards.

On the Federal level, guidelines and deadlines for implementation of the new Workforce Innovation and Opportunity Act (WIOA), which was passed in 2014, were published by the USDOL in FY2015. The GWB has closely monitored the evolving federal requirements and began the WIOA implementation process in FY2015. The GWB and the State of RI are well-prepared for, and well-aligned with, the new WIOA

components, including business engagement, sector strategies, career pathways, target populations, eligibility criteria, and performance measures.

## **Comprehensive System Improvement Plan**

The 2014 legislative changes to the GWB statute included a requirement that the GWB prepare a Comprehensive System Improvement Plan (CSIP) to be submitted along with the Unified Workforce Development Expenditure & Program Report (UEP) in November, 2015. The CSIP is required to “facilitate the seamless and coordinated delivery of workforce services...consistent with the goals and objectives of the board's statewide employment and training plan,” by identifying recommendations and barriers for system improvement, along with the responsible agency and time frame for achieving such recommendations. In FY2015, the GWB engaged numerous partner agencies, as well as an outside consulting firm, to begin the process of developing the CSIP.

## **Stakeholder Outreach**

In addition to working closely with board members, grant recipients, individual businesses and public workforce system partners, the activities and staff of the GWB intersect with a diverse cross-section of Rhode Island organizations that included the following in FY 2015:

Association of Independent Colleges & Universities of RI	Office of Senator Sheldon Whitehouse
bRIedge.jobs	Providence Center
Brown University	Providence College
Bryant University	Providence Plan Data Hub
Capital Good Fund	Providence Sky Chiefs
Center for Freedom & Prosperity	RI Business Coalition
Central RI Chamber of Commerce	RI College
City of Providence	RIC STEM Center
City of Newport	RI Foundation
CommerceRI	RI House of Representatives
Community College of RI	RI Housing Authorities
Division of Statewide Planning	RI Institute for Labor Studies & Research
Economic Progress Institute	RI Nursery & Landscape Association
Generation Citizen (Alvarez High School)	RI Professional Development Center
Genesis Center	RI Public Expenditure Council
Greater Providence Chamber of Commerce	RI School of Design
Green Infrastructure Coalition	RI Senate
Groundwork Providence	RI Science and Technology Advisory Council
Jewish Alliance	RI Student Loan Authority
Johnson & Wales University	Roger Williams University
NAACP-RI	Salve Regina College
National Association of Workforce Boards	ServeRI
New England Institute of Technology	STEAM Engine
Northern RI Chamber of Commerce	United Way of RI
Opportunities Industrialization Center (OIC)	University of RI
Office of Congressman David Cicilline	URI Business Engagement Center
Office of Congressman James Langevin	URI Office of Experiential Learning
Office of Management & Budget	Veterans Administration
Office of Senator Jack Reed	Workforce Alliance
	Working Cities

## **Looking Ahead in FY2016**

### **Real Jobs RI**

Real Jobs RI, led by the Department of Labor & Training, is the signature workforce development initiative of the Raimondo administration. In FY2016, Real Jobs is expected to establish numerous strategic partnerships in key sectors of the state that closely align with priority industry clusters identified by CommerceRI. In addition to supporting employer-led training, Real Jobs will develop new metrics that will enable the state to better track the impact of its workforce development efforts at an individual, company, industry, and statewide level. Real Jobs also intends to “braid” various federal and state funding streams in a manner that will reduce the structural barriers to meeting the training needs of RI businesses and workers. The GWB will continue to fund, assist, and evaluate the efforts of Real Jobs RI in FY2016.

### **Comprehensive System Improvement Plan**

As noted above, the GWB will produce and submit a Comprehensive System Improvement Plan (CSIP) for the State of Rhode Island in November, 2015. The CSIP will provide an updated analysis of Rhode Island’s workforce development needs and services, and will offer recommendations “to facilitate the seamless and coordinated delivery of workforce services” in order to significantly improve the useability, efficiency, and impact of services for employers, students, and workers. The CSIP is expected to incorporate the vision and strategies of the Raimondo administration, as well as to lay the foundation for the WIOA State Plan that must be submitted to the US Department of Labor in March, 2016.

### **WIOA Implementation**

In FY2016, the GWB and DLT will continue to engage partner state agencies, businesses, sector intermediaries, education and training providers, community-based organizations, and other stakeholders to develop policies and plans that will enable RI to maximize the benefits of the new Workforce Innovation and Opportunities Act (WIOA) for RI businesses and workers. A new, 4-year WIOA state plan will be submitted to the federal government in March, 2016.

## WORKFORCE INVESTMENT ACT WAIVERS

The Workforce Investment Act allows for states to request waivers of certain sections of the Law and/or regulations in order to improve services to participants and employers. The following waivers were in place for Program Year 2014:

1. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

This waiver addresses the data collection barriers related to meeting training provider requirements and has increased the number of programs submitted by the community college and other entities that are available to deliver training to Adult and Dislocated Worker participants. This waiver has maximized customer choice, an integral part of WIA. By providing more options to participants, they are able to select appropriate training programs leading to higher entered employment and retention rates and average earnings. This training activity does advance the President's Job-Driven elements due to the close collaboration that the State of Rhode Island's public workforce system is fostering between training providers and Industry Partnerships. Both Local Areas reported using the waiver in PY14 and that the wider range of training providers resulting from it was important to their performance outcomes in that more providers choices facilitated greater opportunity to meet in-demand occupational skills training.

2. Waiver of the required 50 percent employer contribution for customized training at WIA Section 101 (8) (C).

This waiver has not been utilized as no employers have taken advantage of customized training. Hopefully this will change as the economy improves and hiring expands. The anticipated performance outcome is an increase in employer participation, an increase in participation rates for job seekers and a greater benefit to employers by having a labor pool with the marketable skills they require. Entered employment rates, retention and average earning should all increase due to the explicit involvement of the employer. This activity would advance the President's Job Driven elements. Neither Local Areas reported use of this waiver.

3. Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITA) for older and out-of-school youth.

This waiver allows the use of ITAs for youth in which an assessment has determined that an ITA is the appropriate and best strategy. Being allowed to charge the ITA cost to the Youth program instead of the Adult or Dislocated Worker programs, would reduce the dependence on limited adult funds and would contribute to the ability of LWIBs to meet their 30 percent out-of-school expenditure requirement. This waiver was utilized on a limited basis, but with good success, in PY14. It increased the opportunity for youth to receive credentials and to find employment. It has resulted in more flexibility in delivering services based on the individual needs of participants as is the intention under WIA and since all training is geared toward the needs of Rhode Island employers, it does advance the President's Job-Driven elements. It has also allowed older youth to pursue occupational goals without the additional barrier of having to meet adult or dislocated worker eligibility requirements. Local Areas reported use of the waiver and that it had a positive impact on their youth outcomes.

4. Waiver of the State Workforce Investment Board (SWIB) membership requirements at WAI Section 111(b).

This waiver allows the Governor to appoint fewer members to the SWIB while still maintaining a business majority and the appropriate mix of labor representatives. This configuration allows the Board to focus on strategic issues more effectively and averts difficulties in achieving a quorum as is often the case with a larger group. This streamlined, business-led arrangement indirectly impacts overall system outcomes by ensuring an engaged board on policy and accountability matters.

5. Waiver to use Rapid Response Funds for Incumbent Worker Training at 20 CFR 661.420 (c).

This waiver, to allow 20 percent of Rapid Response funds to be used to support Incumbent Worker Training, provides Rhode Island with the flexibility it needs to meet the growing need of employers who are experiencing difficulty during the economic recession and slow recovery. The purpose of the program is to help established Rhode Island businesses provide training and education for current workers, resulting in layoff aversion and reduced employee turnover. Although utilized in the past, it was not used during PY 14. As the recovery continues hopefully it will be a valuable tool for Rhode Island businesses. This activity would advance the President's Job Driven elements. This is not applicable to Local Areas performance.

6. Waiver of the collection of seven of the Data Elements of the WIA Standard Record Data for Incumbent Workers (20 CFR 666 and 667.300(a)).

This waiver reduces the data collection burden for businesses served under WIA-funded incumbent worker training programs. Under the waiver, the State does not collect the following WIASRD elements: single parent (704), unemployment compensation eligible status (401), low income (702), TANF (600), other public assistance (602), homeless individual and/or runaway youth (700), and offender (701). This waiver was utilized once during PY11 to assist a small business that was facing economic difficulties. Because of the waiver, the data collection was reduced, thereby making the program more attractive to the business owner. The training allowed the workers to avoid being laid off. The waiver was not utilized in PY 14. This activity would advance the President's Job Driven elements.

7. Waiver to allow the State of Rhode Island to Waive Credential / Certificate Attainment for Participants in the On-the-Job Training Program (20 CFR 666.100).

This waiver allows the training program design to be more responsive to employer and employee needs as the training outline can be created for a specific industry, business or worksite. Eliminating the credential/certificate reporting requirement for those participating in the OJT program encourages its use and has had a positive impact on performance. This activity is directly related to the President's Job Driven agenda since employers determine the skills an individual position requires and actually deliver the training themselves. Both Local Areas reported using this waiver in PY14. This waiver is viewed favorably because it is responsive to employers without unfairly impacting credential performance outcomes.

8. Waiver to Allow the State of Rhode Island to Increase Employer Reimbursement for the On-the-Job Training Program (WIA Section 101 (31 )(B))

This waiver allows for the implementation of a sliding reimbursement scale, based on company size, for employers participating in the On-the-Job Training program. Small businesses are more willing to participate in the program due to the increased reimbursement. This activity does advance the President's Job Driven elements. Workforce Solutions of Providence Cranston made significant use of this waiver in its efforts to meet the needs of the employers in its workforce area.

9. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the State from the Requirement to Conduct Evaluations.

Because of the continued reduction in the Governor's Reserve Fund in PY14, it has become impossible to carry out all required activities. By eliminating the need to conduct evaluations, the state is able to use the funds to carry out those activities that are most directly related to the strategic implementation of the



state's workforce development activities. Rhode Island did not conduct any WIA funded evaluations in PY14.

10. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) to exempt the State from the Requirement to Provide Local Workforce Investment Areas with Incentive Grants.

Because of the continued reduction in the Governor's Reserve Fund in PY14, it has become impossible to carry out all required activities. By eliminating the need to provide incentive grants, the state is able to use the funds to carry out those activities that are most directly related to the strategic implementation of the state's workforce development activities.

11. Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.

This waiver was not utilized during PY14 due to the availability of state funding for this purpose. This activity would advance the President's Job Driven elements.

### **Customer Satisfaction Measures**

Rhode Island does not have an approved Common Measure waiver; therefore we continue to report against all 17 statutory measures, including Employer and Participant Customer Satisfaction.

In Program Year 2014, telephone surveys were used for data collection. The questions asked were designed to inquire as to how the participant or employer first learned about the services provided, the level of satisfaction and to determine if the services could be improved.

A total of 223 Participants completed the surveys, resulting in a response rate of 38.7% and an overall satisfaction rate of 81.56%.

A total of 710 Employers completed the surveys, resulting in a response rate of 38.4% and an overall satisfaction rate of 66.22%.

The results will be shared with the State's workforce development system in an effort to improve service quality. In addition, any suggestions made for improvement will be investigated for feasibility and possible implementation.

## Financials

Under RI General Law Section 42-102, the Governor's Workforce Board encompasses both the RI Human Resource Investment Council and the State Workforce Investment Board. Therefore, the board's activities are financed by two funding streams—the state's Job Development Fund (JDF) and the federal Workforce Investment Act (WIA).

The Job Development Fund is financed by a 0.21 percent assessment of employers' taxable payroll, and the GWB receives 0.19 percent of these payments. JDF funds support pre-employment training, incumbent worker training, youth development programs, adult education, and other workforce development activities.

Federal WIA funds provide employment, training, literacy and vocational opportunities for those most in need. Each state's allocation is determined on a federal level and takes into consideration a number of local and national employment indicators.

### JDF/GWB ACTUAL STATE FY 2015

<b>Fund Availability</b>	
Cash Carry-in	\$ 4,372,928
Anticipated Collections	\$ 13,937,582

<b>Less:</b>	
DOR/Employer Tax Unit	\$ 711,175
DOA Centralizations	\$ 77,750
Facilities	\$ 48,637
Administrative and Overhead Costs	\$ 959,994
Grants and Awards	\$11,105,545

<b>Balance</b>	<b>\$ 5,407,409</b>
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<b>Less:</b>	
Contractually Obligated Carry-Over (FY16)	\$ 3,496,435
Board Allocated Carry-Over (FY16)	\$ 1,824,829

<b>Balance</b>	<b>\$ 86,145</b>
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## Financials

<b>WIA ACTUAL</b>	
<b>STATE FY 2015</b>	
<b>Disbursed Funding</b>	<b>\$11,808,339</b>
Rapid Response	\$1,122,054
Local WIB Funding	\$9,878,001
SWIO Set-Aside	
Disbursals	\$547,041
Administration and Overhead	\$261,243
<b>Disbursements/ Expenditures by Program Type</b>	<b>\$11,808,339</b>
Adult	\$3,584,250
Youth	\$3,663,369
Dislocated Worker	\$4,560,720

# Governance

## GWB Board of Directors

As of June 30, 2015

### CHAIR

- Constance A. Howes, JD, FACHE, Executive Vice President for Women's Health, Care New England Health System

### VICE CHAIR

- Stefan Pryor, Commerce Secretary

### MEMBERSHIP

- Suzanna Alba, Director of Alumni Affairs & College Relations, RI College
- Mario Bueno, Executive Director, Progreso Latino
- Timothy L. Byrne, Business Manager, Local 51, United Association of Plumbers and Pipefitters
- Channavy Chhay, Executive Director, Center for Southeast Asians
- Robin Coia, Assistant Administrator, New England Laborer's Labor-Management Cooperation Trust
- Monica Dzialo, M.Ed., CRC, QRC, Business Relations Supervisor, DHS/Office of Rehabilitation Services
- John C. Gregory, President and CEO, Northern RI Chamber of Commerce
- Mike Grey, Vice President of Operations, North East Region, Sodexo School Services
- Scott Jenson, Director, RI Department of Labor & Training
- Steve Kitchin, VP of Corporate Education and Training, New England Institute of Technology
- Paul A. MacDonald, President, Providence Central Federated Council
- Cheryl Merchant, President/CEO, Hope Global
- George H. Nee, President, Rhode Island AFL-CIO
- Nina Pande, Executive Director, Federal Hill House
- Janet Raymond, Senior Vice President of Economic Development and Operations, Greater Providence Chamber of Commerce
- Susan Rittscher, President and CEO, Center for Women and Enterprise
- Bahjat Shariff, Vice President of Operations, Howley Bread Group
- Martin R. Trueb, Vice President & Treasurer, Hasbro
- Ken Wagner, Commissioner, RI Department of Elementary and Secondary Education

#### Board Meetings

During Fiscal Year 2015, the Governor's Workforce Board held nine Board of Directors meetings. Minutes of Board meetings are linked to the Governor's Workforce Board website at [www.gwb.ri.gov](http://www.gwb.ri.gov). The website also includes a current schedule of Board meetings.

# **Governor's Workforce Board**

## **Standing Committees**

### **EXECUTIVE COMMITTEE**

Constance A. Howes, Chair  
Robin M. Coia  
Monica Dzialo  
Mike Grey  
Susan Rittscher  
Martin R. Trueb

### **STRATEGIC INVESTMENTS & EVALUATION COMMITTEE**

Mike Grey, Chair  
Suzanna Alba  
Mario Bueno  
Channavy Chhay  
Constance A. Howes  
Scott Jensen  
Cheryl Merchant  
George H. Nee  
Martin R. Trueb

### **ADULT EDUCATION AND LITERACY COMMITTEE**

Susan Rittscher, Chair  
Suzanna Alba  
Mario Bueno  
Robin M. Coia  
Paul A. MacDonald  
George H. Nee  
Nina Pande

### **YOUTH DEVELOPMENT COMMITTEE**

Robin M. Coia, Chair  
Timothy L. Byrne  
Scott Jensen  
Steve Kitchin  
Nina Pande  
Bahjat Shariff

### **EMPLOYER COMMITTEE**

Martin R. Trueb, Chair  
Monica Dzialo  
John Gregory  
Mike Grey  
Constance A. Howes  
Janet Raymond

## **Workforce Partnership of Greater Rhode Island**

### **CHAIR**

Steven Kitchin, Vice President for Corporate Education and Training

### **VICE CHAIR**

Paul L. Ouellette, Northern RI Chamber of Commerce

### **MEMBERSHIP**

Robin Ann Smith, Community College of Rhode Island

Lauren Slocum, Central R Chamber of Commerce

Deborah Anthes, RI Dept. of Human Services

Kathleen Grygiel, Office of Rehabilitative Services

Kevin Bettencourt, Interplex Engineered Products

Paul Harden, Rhode Island Commerce Corp.

Joseph DeSantis, CEO, Tri-Town Community Action

Karen Jedson, Warwick Dept. of Tourism Culture and Development

Scott Greco, RI Dept. of Labor & Training

Tomas Hughes, St. Joseph Health Services of RI

Robert Langlais, Unemployment Insurance, RIDLT

Roger LaFlamme, White Flame LLC

Sharon Lee, RIDE

Mark Mancinho, RI AFL-CIO

Dorothy Mattiello, Hope Global

Darrell Waldron, Rhode Island Indian Council

Jason Menard, Exeter Job Corps

Paul Wielgus, Coastway Community Bank

Ray Pingitore, Teamsters Local 251

James White, RIDLT

Scott Seaback, RI Temps, Inc.

Gail Thomas Fay, Lawyer

Taylor & Fay, Healthcentric Advisors

Victoria Gailliard-Garrick, Davies Career & Technical High School

Dean Patterson, AAA Southern New England

Bob Cooper, Governor's Commission on Disabilities

Vanessa Cooley, RIDE

Jennifer Rossi-Stephens, United Way of RI

Jason Vlaun, General Dynamics/Electric Boat

## **Workforce Solutions of Providence and Cranston**

### **CHAIR**

Janet Raymond, Greater Providence Chamber of Commerce

### **MEMBERSHIP**

Marc Amato, WALCO

Robin Ann Smith, Community College of Rhode Island

Victor Barros, RI Commerce Corporation

Keri Borba, AAA Southern New England

Steve Boyle, Greater Cranston Chamber of Commerce

Courtney Cannata, Gilbane Building Co.

Robert Cagnetta, Heritage Restoration, Inc

Vanessa Cooley, RIDE

Kimberly Cordeiro, Cadence, Inc.

Robert Delaney, Institute for Labor & Studies Research

Sorrel Devine, Providence Housing Authority

Alexis Devine, Lifespan

Carmen Diaz-Jusino, Center of Woman & Enterprise

Lawrence DiBoni, City of Cranston

Joseph DiPina, Providence School Department

Monica Dzialo, Office of Rehabilitation Services

Kenneth Filarski, FILARSKI/Architecture, Planning, Research

Hy Goldman, Greylawn Food, Inc.

Jody A. Jencks, Care New England

Lisa Johnson, Marriott Providence Downtown

Donna Kimmel, GTECH S.P.A.

Tim Kinnaman, TC Kinnaman

Rick Laferriere, CVS Regional Learning Center

Robert Langlais, RIDLT

Phillip Less, RIDE

Jeffery Machado, Goodwill Ind.

Joanne McGunagle, Comprehensive Community Action

Jason Menard, Exeter Job Corps Academy

Karen Paolucci, Yushin America, Inc

Debra Quinn, Society of Human Resource Management

Hector Rivera, RIDLT

Hillary Salmons, Providence After School Alliance

Raymond Sepe, Electro Standards Laboratory, Inc.

Kathie Shields, TECh Collective

Heather Singleton, RI Hospitality Education Foundation

R. Craig Sipe, Electric Boat

Michael Traficante, New England Laborers Union

Darrell Waldron, Rhode Island Indian Council

James White, RIDLT

## Contact Information

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Kristen McKenna  
Coordinator of Labor and Training Programs, Career Pathways Manager

Dan Brown  
Chief Implementation Aide

Patricia Pelletier  
Chief Implementation Aide, State Workforce Investment Office

Amelia Roberts  
Assistant Coordinator of Employment and Training Programs

Marjories Uceta  
Coordinator of Employment and Training Programs, ETPL Programs



**WIA Formula Financial Statement for PY 2014**

Total Funds All Sources	Available	Expended	Balance Remaining
Total Funds All Sources	\$17,002,040	\$11,808,339	\$5,193,701
Adult Program Funds PY14/FY15	\$2,653,222	\$1,893,153	\$760,069
<i>Carry-in Monies</i>	\$1,214,640	\$1,214,640	\$0
Dislocated Worker Program Funds PY14/FY15	\$2,893,528	\$1,470,228	\$1,423,300
<i>Carry-in Monies</i>	\$1,400,259	\$1,400,259	\$0
Youth Program Funds PY14	\$3,073,957	\$2,067,033	\$1,006,924
<i>Carry-in Monies</i>	\$1,038,438	\$1,038,438	\$0
Local Administration Funds PY14/FY15	\$957,858	\$0	\$957,858
<i>Carry-in Monies</i>	\$799,084	\$794,250	\$4,834
Rapid Response Funds PY14/FY15	\$1,213,221	\$647,200	\$566,021
<i>Carry-in Monies</i>	\$474,854	\$474,854	\$0
Statewide Activity Funds PY14/FY15	\$1,034,829	\$560,134	\$474,695
<i>Carry-in Monies</i>	\$248,150	\$248,150	\$0
<b>Cost-Effectiveness</b>			
Total		\$3,705	
Adult Programs		\$3,865	
Dislocated Worker Programs		\$3,044	
Youth Programs		\$4,405	

## Workforce Investment Act Report

All required elements are reported uniformly so that a state-by-state comparison can be made.

Table A - Workforce Investment Act Customer Satisfaction Results						
Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - ACSI	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	80	81.56	223	576	576	38.7
Employers	77	66.22	710	3285	1849	38.4

Table B - Adult Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	81.00%	79.20%	297
			375
Employment Retention Rate	89.00%	90.60%	318
			351
Six Months Average Earnings	\$ 12,000	\$ 13,616	\$ 3,975,995
			292
Employment and Credential Rate	68.00%	55.30%	110
			199

Table C - Outcomes for Adult Special Populations								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	72.30%	60	71.40%	10	33.30%	2	66.70%	36
		83		14		6		54
Employment Retention Rate	86.70%	52	63.60%	7	100.00%	3	96.10%	49
		60		11		3		51.0
Six Months Average Earnings	\$10,817.10	\$ 508,404	\$16,651	\$ 99,905	\$9,810	\$ 29,431	\$13,811	\$ 649,113
		47		6		3		47
Employment And Credential Rate	55.20%	37	45.50%	5	66.70%	2	55.00%	11
		67		11		3		20

Table D - Outcome Information by Service Level for the Adult Program						
Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	90.60%	58	74.50%	108	78.90%	131
		64		145		166
Employment Retention Rate	89.80%	88	89.30%	108	92.40%	122
		98		121		132
Six-Months Average Earnings	\$11,549	\$958,563	\$14,470	\$1,418,049	\$14,409	\$1,599,383
		83		98		111

Table E - Dislocated Worker Program Results			
Reported Information	Negotiated Performance	Actual Performance Level	
Entered Employment Rate	82.0 %	84.5 %	458
			542
Employment Retention Rate	92.0 %	94.1 %	411
			437
Six Months Average Earnings	\$ 17,000	\$ 17,048	\$ 6,546,603
			384
Employment and Credential Rate	72.0 %	65.8 %	196
			298

Table F - Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	82.90%	34	80.00%	4	74.60%	91	50.00%	1
		41		5		122		2
Employment Retention Rate	95.50%	21	100.00%	6	95.40%	82	0.00%	0
		22		6		86		0
Six-Months Average Earnings	\$ 19,914	\$ 378,364	\$ 19,099	\$ 95,495	\$ 16,186	\$ 1,181,569	\$ 0	\$ 0
		19		5		73		0
Employment and Credential Rate	63.60%	14	100.00%	2	73.60%	39	0.00%	0
		22		2		53		0

Table G - Outcome Information by Service Level for the Dislocated Worker Program						
Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	87.00%	60	75.70%	137	89.40%	261
		69		181		292
Employment Retention Rate	94.30%	66	93.10%	134	94.60%	211
		70		144		223
Six Months Average Earnings	\$13,832	\$829,899	\$19,176	\$2,416,208	\$16,669	\$3,300,495
		60		126		198

Table H.1 - Youth (14-21) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education Rate	0.0	49.5	183
			370
Attainment of Degree or Certificate Rate	0.0	36.8	134
			364
Literacy and Numeracy Gains	0.0	46.5	107
			230

Table H.1.A - Outcomes for Youth Special Populations*								
Reported Information	Public Assistance		Veterans		Individuals With Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	48.50%	128	0.00%	0	46.70%	7	65.20%	137
		264		0		15		210
Attainment of Degree or Certificate Rate	30.80%	78	0.00%	0	33.30%	6	62.50%	125
		253		0		18		200
Literacy and Numeracy Gains	50.40%	60	0.00%	0	25.00%	2	46.50%	107
		119		0		8		230

Table H.2 - Older Youth Results (19-21)*			
Reported Information	Negotiated Performance	Actual Performance Level	
Entered Employment Rate	72.10%	75.90%	82
			108
Employment Retention Rate	79.00%	93.80%	75
			80
Six Months Average Earnings	\$ 3,000	\$ 4,332	\$ 303,245
			70
Employment and Credential Rate	51.50%	42.20%	51
			121

Table I - Outcomes for Older Youth Special Populations*								
Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	77.10%	47	0.00%	0	100.00%	2	76.40%	81
		61		0		2		106
Employment Retention Rate	97.30%	36	0.00%	0	100.00%	1	93.80%	75
		37		0		1		80
Six-Months Average Earnings	\$ 4,296	\$ 141,777	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,332	\$ 303,245
		33		0		0		70
Employment and Credential Rate	41.50%	27	0.00%	0	50.00%	1	42.90%	51
		65		0		2		119

Table J - Younger Youth Results (14-18)*			
	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	96.80%	99.30%	395
			398
Diploma or Equivalent Attainment Rate	70.00%	43.40%	36
			83
Retention Rate	68.00%	63.70%	100
			157

Table K - Outcomes for Younger Youth Special Populations						
Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	99.30%	296	100.00%	24	97.80%	135
		298		24		138
Diploma or Equivalent Attainment Rate	40.40%	23	100.00%	4	41.60%	32
		57		4		77
Retention Rate	62.10%	77	100.00%	4	64.20%	97
		124		4		151

**Table L - Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	88.70%	282	\$5,266	\$1,516,590	7.10%	21	\$6,446	\$1,753,358	68.70%	90
		318		288		297		272		131
Dislocated Workers	93.00%	466	\$111	\$7,036,840	7.20%	33	\$7,446	\$3,261,311	58.60%	153
		501		6,350,980		458		438		261
Older Youth	94.90%	75	\$4,844	\$310,042	9.80%	8	\$2,569	\$197,839		
		79		64		82		77		

**Table M - Participation Levels**

	Total Participants Served	Total Exiters
Total Adults	18,052	14,497
Total Adults (self)	16,342	13,463
WIA Adults	17,146	13,952
WIA Dislocated Workers	943	576
Total Youth (14-21)	705	413
Younger Youth (14-18)	393	260
Older Youth (19-21)	312	153
Out-of-School Youth	492	252
In-school Youth	213	161

**Table N - Cost of Program Activities**

Program Activity		Total Federal Spending
Local Adults		\$3,107,793.00
Local Dislocated Workers1		\$2,870,487.00
Local Youth		\$3,105,471.00
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$1,122,054.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$808,284.00
Statewide Allowable Activities WIA Section 134(a)(3)	<b>Program Activity Description</b>	
	RKM Associates (non-add) \$33,635	\$0.00
	Miscellaneous (non-add) \$513,406	\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
Total Statewide Allowable Activities(Non-		\$0.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$11,014,089.00</b>

**Table O - Local Performance (Include this chart for each local area in the state)**

Local Board (eta code: 44020): Workforce Partnership of Greater Rhode Island

Status: **Submitted**

Local Area Name	Total Participants Served	Adults	13,194
		Dislocated Workers	549
		Older Youth (19 - 21)	221
		Younger Youth (14 - 18)	248
ETA Assigned Number	Total Exiters	Adults	11,455
		Dislocated Workers	329
		Older Youth (19 -21)	99
		Younger Youth (14 - 18)	148
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.00	81.00
	Employers	77.00	66.00
Entered Employment Rates	Adults	81.00	76
	Dislocated Workers	82.00	84
	Older Youth	72.10	69
Retention Rates	Adults	89.00	92
	Dislocated Workers	92.00	95
	Older Youth	79.00	97
	Younger Youth	68.00	62
Six-Months Average Earnings	Adults	12,000.00	14,832
	Dislocated Workers	17,000.00	17,777
Six Months Earnings Increase	Older Youth	3,000.00	5,206
Credential/Diploma Rates	Adults	68.00	50
	Dislocated Workers	72.00	65
	Older Youth	51.50	34
	Younger Youth	70.00	30
Skill Attainment Rate	Younger Youth	96.80	98
Placement in Employment or Education	Youth (14 - 21)	0.00	54
Attainment of Degree or Certificate	Youth (14 - 21)	0.00	46
Literacy or Numeracy Gains	Youth (14 - 21)	0.00	49
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance		<input type="radio"/> Not Met <input checked="" type="radio"/> Met <input type="radio"/> Exceeded	



**Table O - Local Performance (Include this chart for each local area in the state)**

Local Board (eta code: 44005): Workforce Solutions of Providence/Cranston			
Status: <b>Submitted</b>			
Local Area Name	Total Participants Served	Adults	3,952
		Dislocated Workers	394
		Older Youth (19 - 21)	91
		Younger Youth (14 - 18)	145
ETA Assigned Number	Total Exiters	Adults	2,497
		Dislocated Workers	247
		Older Youth (19 -21)	54
		Younger Youth (14 - 18)	112
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.00	77.00
	Employers	77.00	78.00
Entered Employment Rates	Adults	81.00	87
	Dislocated Workers	82.00	86
	Older Youth	72.10	91
Retention Rates	Adults	89.00	89
	Dislocated Workers	92.00	92
	Older Youth	79.00	90
	Younger Youth	68.00	67
Six-Months Average Earnings	Adults	12,000.00	11,210
	Dislocated Workers	17,000.00	14,367
Six Months Earnings Increase	Older Youth	3,000.00	3,407
Credential/Diploma Rates	Adults	68.00	71
	Dislocated Workers	72.00	68
	Older Youth	51.50	59
	Younger Youth	70.00	73
Skill Attainment Rate	Younger Youth	96.80	100
Placement in Employment or Education	Youth (14 - 21)	0.00	44
Attainment of Degree or Certificate	Youth (14 - 21)	0.00	27
Literacy or Numeracy Gains	Youth (14 - 21)	0.00	40
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance		<input type="radio"/> Not Met <input checked="" type="radio"/> Met <input type="radio"/> Exceeded	

Table P - Veteran Priority of Service		
	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	614	
Covered Entrants Who Received a Service During the Entry Period	609	99.20%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	76	12.40%

Table Q - Veterans' Outcomes by Special Populations						
Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
	Entered Employment Rate	73.3%	11 15	69.2%	9 13	100.0%
Employment Retention Rate	87.5%	7 8	87.5%	7 8	0.0%	0 0
Six Months Average Earnings	\$17,830.00	\$124,812.00 7	\$124,812.00	\$124,812.00 7	0	0 <b>0</b>

<a href="#">Adult Education</a>	Exactstaff	Pocasset Bay Retirement
AAA	Extreme Cuts Family Service	Living
Advantage Glass	Falvey Linen	Popeye Chicken
Arnold Lumber	FGX International	Providence Biltmore
AS220	Fogarty Center	Providence Children's
Balise	General Dynamics Electric	Museum
Bayada	Boat	Prov Community Health Cntr
Beautiful Beginnings	Gregg's Restaurant	Providence En Espanol
Best Western Hotel	Greysmith	Providence Housing Authority
Big Lots Warwick	Habitat for Humanity	Providence Public Library
Big Nazo Puppets	Hallworth House	Re-Focus
Burlington Coat Factory	Hampton Inn & Suites	Renaissance Hotel
Calise Bakery	Hasbro Children's Hospital	Rhode Island Builders
Capital City Community	Highlander	Association
Center	Hilton Garden Hotel	Rhode Island Hospital
Capital Grille	Homefront Healthcare	Rhode Island Parent Info
Care New England	Homestead Bakery	Network
CAV	Hope Global Manufacturing	RI Hospital Gift Store
Cedar Crest Nursing Center	Hope Webbing	RIPTA
Center for Woman &	Hotel Viking	Roger Williams Day Care
Enterprise	Hyatt Regency Hotel	Saccoccio & Associates
Charlesgate Nursing Center	Inspiring Minds	Architects
Charlesgate Senior Living	International Charter School	Savers
Chelo's	Job Lot	Sedna
Cherry Hill Manor	Jobs in RI	Seven Hills RI
Residence Inn Marriott	Khadarlis	Silver Lake Community
Cherry Hill Nursing Center	L & B Foods	Center
Children's Friend	La Quinta	Smith Hill Early Childhood
Chilis	Legal Sea Food	Cntr
Christopher Dodge Bed &	Licht Properties	South Providence Library
Breakfast	Lifespan	S. Prov Neighborhood
Cinema World	LJ's Barbecue	Ministries
Citizens Bank	Lola Fashion Boutique	South Street Café
City Arts	Lopco Contracting	Standard Parking
City of Pawtucket	Lowe's	Steere House Nursing Center
Coastal Medical	Marriott Hotel	Sushi Express
Coastway Community Bank	Marriott Providence	The University Of Rhode
Comfort Inn	Martin's Maintenance	Island
Cookie Place	McCormick and Schmicks	TJ Maxx
Courtyard by Marriott	Mediterraneo	To Life Adult Day Center
Crossroads	Mount Pleasant Hardware	Toys r Us
Crowne Plaza	Neighborhood Health Plan	Training through Placement
CVS	Newport Harbor Hotel	Travelers
Debbie's Staffing	Northeastern Landscaping	Twin River
Dimeo	Nursing Placement	U.S. Temp Agency
Dolce Vita	Oakhill Nursing and Health	UNITE-HERE Local 217
Downtown Providence Parks	Cntr	VIPS Inspiring Minds
Conservancy	Ocean State Job Lot	Visiting Angels
East Gate Nursing Home	Omni Hotel	Walmart
Economic Progress Institute	Orchard View Manor	Waterfire Providence
Eden Park Cleaners	PASA/the Hub	West Bay Retirement Living
Edesia Global Nutrition	Pawtucket Credit Union	Wexford Laboratories
Solutions	PC Libraries	Whittet-Higgins Company
Electric Boat	PetCo	Woonasquatucket River
Elmwood Adult Day Center	Pierce Manor	Watershed Council
Elmwood Textiles		Workers Mania

### GWB Employer Advisory Group

AAA Southern New England  
AGI Construction  
Atrion Networking Corporation  
ATW Companies  
Bristol Marine  
Butler & Messier Insurance CCRS  
Chromatic Inc.  
Dimeo Construction Fidelity  
Gem Mechanical Services, Inc.  
General Dynamics-Electric Boat  
Gilbane Co.  
Groov-Pin Corporation  
Guill Tool & Engineering Company  
Hayward  
Interplex Industries, Inc.  
Netsense, a division of Innovex  
Providence Granola Project  
Psychological Centers  
Siena Restaurant  
St. Clare Home  
Taco, Inc.  
TC Kinnaman Welding Solutions  
TCP Learning  
Technic, Inc  
The Brickle Group  
Thielsch Engineering  
Toray Plastics (America), Inc.  
West View Nursing  
Whittet-Higgins  
Yardney Technical Products  
Yushin America Inc.

### Express Grants

Abacus Health  
American Development Institute LLC  
Atlantic Paper & Twine Auto Valet, Inc.  
Biomedical Structures, LLC  
Blow Molded Specialties, Inc.  
Calise & Sons Bakery, Inc.  
Centreville Savings Bank  
Collette Travel Services, Inc.  
Dimeo Construction Company  
DiPrete Engineering

East Bay Manufacturers  
EBS Econotel Business Systems, Inc.  
Elite Physical Therapy, Inc.  
Embolden Design, Inc.  
Enow Inc.  
Envision Technology Advisors LLC  
GA Schackner  
Gencorp Insurance Group, Inc.  
Goetz Composites  
Goodwill-Bradley, Inc.  
Hall Inc.  
Herrick & White Ltd.  
Hickley Yacht Services  
Hope Nursing Home Care  
Hope Valley Industries  
Interplex Engineered Products  
IYRS School of Technology & Trades  
JH Communications  
Journey to Hope, Health & Healing  
Leedon Webbing Co., Inc.  
LFI, Inc.  
Meister Abrasives USA, Inc.  
Milestone Dental Care, Inc.  
Modular Thermal Technologies  
MVW Slatersville, LLC  
Nakowicz Financial Services, Inc.  
National Laminating, Inc.  
North Atlantic Distribution  
North Star Marketing Inc.  
Ocean State Job Lot  
Oliver Hazard Perry Rhode Island  
Polaris MEP  
Portsmouth Veterinary Clinic  
Quantum Newport  
Quick Fitting, Inc.  
Rhode Island Community Food Bank  
Rhode Island Telephone, Inc.  
RI Carbide Tool Co  
RI Marine Trades Association  
Rock Spot Climbing  
Roger Wilkie Jr. Builder Inc.  
Roger Williams Park Zoo  
Ronstan International Inc.  
Saccoccio & Associates  
Sansiveri, Kimball & Company, LLP  
SES America, Inc

Shannon Motors  
Silver Lake Community Center, Inc.  
Spectrum Thermal Processing  
Stolberger Inc. dba Wardwell Braiding  
SyNet, Inc.  
Tanury Industries  
Taylor Box Company  
The InSCO Group  
The PSO Advisory LLC  
The Washington Trust Company  
The Watch Hill Boat Yard  
Toray Plastics (America), Inc.  
Vishay Electro Films  
Visiting Nurse Services of Newport and Bristol

### Incumbent Worker Training Grants

AAA Southern New England  
Admiral Packaging, Inc  
Ahlers Design  
Aidance Skincare  
American Ecotech  
American Systems Corporation  
Amos House  
Atrion Networking SMB, LLC  
Banneker Industries Inc.  
Barrington Print & Copy Bottling Group, LLC  
Bouckaert Industrial Textiles  
Bridge Technical Talents  
Calise & Sons Bakery, Inc.  
Carjon Air Conditioning & Heating  
Carousel Industries of N. America  
Center for Women & Enterprise  
Child & Family Services of Newport  
Child Care Consultants & Facilities  
Concordia Manufacturing, LLC  
Décor Craft Inc  
Dimeo Construction Company  
DiSanto, Priest & Co.  
Dominion Diagnostics LLC  
Edesia  
Electric Boat Corporation  
Electro Standards Laboratories

Elite Physical Therapy, Inc.  
Epoch Sleep Centers, LLC  
F.A.F., Inc.  
Federal Electronics  
Fielding Manufacturing  
Flock Tex, Inc  
Gem Mechanical Services,  
Inc.  
Gem Plumbing & Heating, Inc.  
Global View Communications,  
Inc.  
Guill Tool and Engineering  
Co, Inc  
Herrick & White Ltd.  
Hodges Badge Company, Inc.  
Home Instead Senior Care of  
RI  
Hope Global  
Hyman Brickle & Son, Inc.  
International Packaging Corp  
Interplex Engineered  
Products  
Konica Minolta Business  
Solutions USA Inc.  
Liberty Cedar, Inc.  
LOPCO Contracting Inc.  
Lumetta  
Materion Technical Materials  
Maxson Automatic Machinery  
Company  
Medport LLC  
Narragansett Bay Insurance  
Company  
National Marker Company  
NetCenergy, LLC  
The Town Dock  
PACE Organization of Rhode  
Island  
Pezzuco Construction, Inc.  
Precision Turned  
Components  
Preventure  
Rhodes Pharmaceuticals L.P.  
RI Carbide Tool Co.  
Rite-Solutions, Inc.  
Rolling Frito-Lay Sales, LP  
Sansiveri, Kimball &  
Company, LLP  
SEA CORP  
Stephen Turner Inc  
Swissline Precision MFG  
Taco, Inc.  
TechComm Partners, Inc  
Technic, Inc.  
The Children's Workshop, Inc.  
Toray Plastics (America), Inc.  
TribalVision, LLC

Tunstall  
Twin River Casino  
VR Industries  
Whittet-Higgins Company  
Wood River Health Services  
XIMEDICA  
Yushin America, Inc.

### Industry Partnerships

Construction  
Associated General  
Contractors  
Brown University  
Build RI  
Cardi Corporation  
Dimeo Construction  
Equality Construction  
Gilbane Building Company  
H. Carr and Sons, Inc  
Shawmut Design &  
Construction

### Bioscience

Alexion Pharmaceuticals  
Amgen  
Community College of RI  
Constellation Energy  
Davol, Inc./C.R. Bard  
Epivax  
NABsys  
Narragansett Bay  
Commission  
Neurotech USA  
RI Department of Health  
RI EPSCoR  
RI STEM Center at RI  
College  
Rhodes Technologies  
Rhodes Pharmaceuticals, LP  
Skills USA RI  
Tedor Pharma  
University of Rhode Island  
Warwick Sewer Authority  
Ximedica

### Defense

A2B Tracking  
AAA Alarms and Fire  
Protection  
Alion  
American Ecotech  
American Systems  
Applied Radar  
ASA Science  
BAE Systems  
Balfour Beatty

Banneker  
Baystate Financial  
Booz Allen Hamilton  
Boston Engineering  
Bridge Tech Talent  
BTP systems  
CACI  
Capewell  
CT Center for Advanced  
Technology  
DDL Omni  
Eagle Electric  
EaglePicher LLC., Yardney  
Division  
Edwards Wildmann  
Electro Standards  
Laboratories  
Engineering Services  
Network  
Epsilon Systems Solutions  
Evans Capacitor Company  
Federal Electronics  
Gateway Ventures  
GD-Electric Boat  
GD-Information Technology  
GD-Mission Systems  
Guill Tool  
HCH Enterprises  
ICI Services  
Kahn Litwin  
KMS Solutions  
L-3  
Lockheed Martin  
Malcom Technologies  
Massa Products  
Mayforth Group  
McLaughlin Research Corp  
Meller Optics  
MIKEL  
Moog - Science and Defense  
Navatek  
Newport Chamber of  
Commerce  
NGG Services  
Northrup Grummen  
P3I  
Paratronix  
Pell Center for International  
Relations and Public Policy  
Progeny  
Prometheus-U.S.  
Propel-LLC  
Purvis  
Quantech Services  
Raytheon BBN  
Raytheon IDS  
RDSI

Rite-Solutions  
SAIC  
Salve Regina - Business  
Outreach  
SEA Corp  
Small Business  
Administration - RI  
Sonalysts  
System Resource  
Management  
URS  
Veterans Assembled  
Electronics  
VR Industries

Hospitality  
Andino's Italian Restaurant  
Angelo's Palace Pizza  
Asia Grille  
Best Western Airport Inn  
Billy's Restaurant  
Bistro 22  
Blue on the Water  
Bonefish Grill  
Brick Alley Pub & Restaurant  
Burrito Company  
Café Nuovo  
Chapel Grille  
Chelo's Restaurants  
Chez Pascal  
Chomp Kitchen & Drinks  
Chow Fun Food Group  
Christopher & Regan  
Insurance  
Circe  
Coast to Coast Promotional  
Products  
Comfort Inn - Warwick-  
Procaccianti  
Courtyard by Marriott  
Cracker Barrel Old Country  
Store  
Davenport's Bar & Grill  
DeWolf Tavern  
Discover Newport  
Ecolab  
Employment 2000  
Ernie's Old Harbor  
Restaurant  
Forty 1 Degrees North  
George's of Galilee  
Waterfront Seafood  
Restaurant  
Gracie's  
Providence Chamber of  
Commerce  
Greenwood Inn

Gregg's Restaurants & Pub  
Hammerhead Grill  
Hampton Inn & Suites -  
Providence-Warwick Airport  
Harbor Lights Country Club  
Haruki Cranston- Kibe  
Hemenway's Seafood  
Restaurant  
Hibi Shabu Shabu  
Hilton Garden Inn  
Hilton Providence  
Hope and Main Incubator  
Kitchen  
Hotel Providence  
Hyatt Regency Newport  
Iron Works Tavern  
Johnson & Wales University  
Judd Brown Designs &  
Jefferson Group Architects  
Judd Brown Designs, Inc.  
Kahn, Litwin, Renza & Co.,  
Ltd.  
Kizirian Photography  
LaQuinta Inns & Suites  
LAZ Parking/Ultimate  
Hospitality  
Lodge Pub and Eatery  
Lombardi's 1025 Catering &  
Take Out  
Marriott - Newport Hotels  
Martiesian & Associates  
McGrath Clambakes  
Meritage  
Mill Street Inn  
Mills' Tavern  
MS Walker  
Newport Harbor Corporation  
Newport Harbor Hotel  
Newport Preservation Society  
Oak Hill Tavern  
Ocean State Sandwich  
Company  
OceanCliff Hotel  
Omni Providence Hotel  
Packaging and More  
Pamfilio's Ristorante &  
Catering  
Pane E Vino Ristorante &  
Enoteca  
Panera Bread  
Pizzico East Bay  
Point Street Dueling Pianos  
Portofino Bar & Grille  
Pranzi Catering & Events  
Preservation Society of  
Newport

Professional School of  
Bartending  
Providence Biltmore Hotel  
Providence Marriott  
Downtown  
Providence Performing Arts  
Center  
Red Stripe - Providence-  
OSJL  
Regan Communications  
Renaissance Prov Downtown  
Hotel  
Residence Inn by Marriott  
Residence Inn by Marriott -  
Warwick  
Rhode Island Tourism  
Division  
Rhody Joe's  
RI Airport Corporation/T.F.  
Green  
Russell Morin Fine Catering  
Sakonnet Golf Club  
Scales & Shells Restaurant &  
Raw Bar  
Shelter Harbor Golf Club  
Sheraton Providence Airport  
Hotel  
Siena Restaurants  
Snap Chef  
Spring House Hotel  
Spumoni's Italian Seafood  
Restaurant  
Subway Development Group  
Sysco Boston  
The Company Picnic Co.  
The Hotel Viking  
The Lodge Pub & Eatery  
The National Hotel  
The Ocean House  
The Village Inn Hotel &  
Conference Center  
Top of the Bay  
T's Restaurants  
Twin River Casino  
US Foods  
Vanderbilt Grace  
West River Café  
Woonsocket Motor Inn  
Wyndham Garden  
Providence  
Yellow Kittens

Information Technology  
AAA Northeast  
AGI Construction, Inc.  
Ahlers Design  
AIPSO

Amica  
Atrion Networking  
Corporation  
Atrion SMB  
Beacon Mutual Insurance  
Bishop Keough High School  
Brave River Solutions  
Bridge Technical Talent  
Bryant University Economic  
Dev. Center  
Care New England  
Community College of RI  
Computer Associates, Inc.  
Constellation Energy  
Corporate Colleague  
Connections  
Custom Computer Specialists  
Dassault Systèmes Simulia  
DMacVoice & Media  
Duffy Sweeney  
East Greenwich Chamber of  
Commerce  
Echo Messaging  
Electric Boat  
Ella J. Designs  
Envision Technology  
Advisors  
FM Global  
Family Services of RI  
Fidelity  
Junior Achievement of RI  
IBM  
IGT (GTECH)  
Innovex  
Intersystems  
KPMG LLC  
Lighthouse Computer  
Services  
Lincoln Appraisal Group  
NAIL  
National Aeronautics and  
Space Administration  
Naval Undersea Warfare  
Center  
NetCenergy  
New England Institute of  
Technology  
Ocean Exploration Trust  
OSHEAN  
Oversee Yachts, Inc.  
Precision Design Studios  
Providence Mutual  
Providence Plan  
Raytheon  
Rhode Island College  
RI Foundation

RI Museum of Science and  
Art  
RI State House – Legislative  
Services  
Roger Williams University  
Scandia Consulting, Inc  
Secure Future Tech  
Solutions  
Smart Management  
Starpoint Solutions  
STEM Center at RI College  
Swipely  
TF Green Airport  
The Groden Center  
United States Navy  
University of Rhode Island  
Verizon Wireless

#### Manufacturing

A. T. Wall  
ChemArt  
Electric Boat  
Guill Tool  
Hexagon Metrology  
Materion  
Nordson EFD  
Raytheon  
TACO  
Taylor Box  
The Brickle Group  
Toray Plastics America Inc.  
WALCO  
Yushin America

#### Marine Trades

Bristol Marine  
Clean Bays  
Clear Carbon and  
Components  
Conanicut Marine  
Goetz Composites  
Hall Spars  
Hinckley Yachts  
Hunt Yachts  
Laser Performance  
Maritime Solutions  
New England Boatworks  
Newport Shipyard  
Old Port Marine  
Pirate Cove Marina  
Quantum Sails  
Resolute Racing Shell  
RI Mooring

#### Healthcare

Academy for Career  
Exploration

AccessPoint RI  
Adult Day Center  
Blackstone Valley CAP  
Bradley Hospital  
Butler Hospital  
Care New England Health  
System  
Clínica Esperanza  
Coastal Medical Group  
Connecting for Children &  
Families  
Coventry Skilled Nursing &  
Rehab  
Dorcas International Institute  
of RI  
Emerald Bay Retirement  
Living  
EPOCH Senior Living Center  
Evergreen Home Health  
Center  
Grand Islander Health Center  
Health Centre  
Homefront Health Care  
Institute for Labor Studies &  
Research  
J. Arthur Trudeau Memorial  
Center  
Jonnycake Center of  
Westerly  
Kent Hospital  
Landmark Medical Center  
Lifespan  
Living Rite Center of  
AccessPoint  
Living Rite Center of Seven  
Hills  
Memorial Hospital of RI  
Mount Saint Rita Health  
Newport Community Mental  
Health  
Newport Hospital  
Overlook Nursing &  
Rehabilitation  
Providence Community  
Health Cntrs  
Rehabilitation Hospital of RI  
Rhode Island Hospital  
RI Action Coalition  
Saint Antoine Residence  
SEIU 1199NE  
S. County Community Action  
Agency  
Teamsters Union Local 251  
The Basic Needs Network  
The Education Exchange  
The Elms  
The Genesis Center

The Miriam Hospital  
The WARM Center  
Thundermist Health Center  
Tower Street School  
Community Cntr  
United Nurses & Allied  
Professionals  
University Medicine  
VNA of Care New England  
Westerly Hospital  
Westview Nursing Home  
Women & Infants Hospital

**Innovative Partnership  
Grants**

AccessPoint: DSP Pre-  
Certification  
Bridges Inc.  
Generations Inc.  
Jewish Alliance of Greater RI  
Looking Upwards  
The Kent Center

Connecting for Children &  
Families: Culinary Arts  
Angelo's Palace Pizza  
Barbara's Diner  
Because He Lives-Meal Site  
Brick Alley Pub  
The Burrito Company  
Capital Grille  
Ciro's Tavern on Cherry  
Di Carlo Restaurant  
Elmwood Diner  
Gator's Pub  
Kay's Restaurant  
Marriott Providence  
Northern RI Community  
Services  
The Lodge Pub & Eatery  
Panera Bread  
Pamfilio's Italian Deli and  
Catering  
Pawtucket Country Club  
Residence Inn Marriott  
Richard's Pub  
Saint Antoine Residence  
SNAP Chef  
Spark Bar and Tapas  
Sodexo  
Tavern 744  
Twin Oaks  
Twelve Acres  
The Villa  
Twin River Casino  
Tockwotton on the Waterfront

Uno Chicago Grill  
Winston's Beef Burgers and  
Wings  
Woonsocket Head Start Child  
Development Association

RIMTA: Pre-Apprenticeship  
Training

Bristol Marine  
Clean Bays  
Clear Carbon and  
Components  
Conanicut Marine  
Goetz Composites  
Hall Spars  
Hinckley Yachts  
Hunt Yachts  
Laser Performance  
Maritime Solutions  
New England Boatworks  
Newport Shipyard  
Old Port Marine  
Pirate Cove Marina  
Quantum Sails  
Resolute Racing Shell  
RI Mooring

NEIT: SAMI

Electric Boat  
Guill Tool & Engineering  
RI Carbide  
Swissline Precision  
VIBCO

OpenDoors: 9 Yards

BBC Burgers  
ComputerWorks  
Foster Construction  
Office Recycling Solutions

Rhode Island Hospital: STAT

Coastline EAP  
Community Nutrition  
Education RI  
Heritage Hills Nursing Home  
Homefront Health Care  
Lifespan

Saint Antoine Residence:

TEAMhealth  
Ballou Home  
Friendly Home  
Heberts Health Center  
Heritage Hills  
Highlands  
Homefront Health Care  
Overlook Nursing Home

Trinity Health

Stepping Up: Passport to  
Practice

Kent Hospital  
Memorial Hospital of Rhode  
Island  
The Miriam Hospital  
Rhode Island Hospital  
Newport Hospital  
Women & Infants Hospital  
Thundermist Health Center  
Bradley Hospital  
Coventry Skilled Nursing and  
Rehab  
VNA of Care New England  
Kent Rehab  
Seven Hills Rhode Island  
University Medical Group  
Butler Hospital  
Saint Antoine  
AccessPoint Rhode Island

Year Up  
Hasbro

Institute for the Study and  
Practice of Nonviolence

Agawam Hunt Club  
Amos House  
Aramark Education  
Gilbane  
H. Carr & Sons  
Institute for the Study and  
Practice of Nonviolence  
Local 121  
Lopco – Painting &  
Contracting  
Mach & Jack Construction  
NAACP Providence Branch  
Pilgrim Title Insurance  
Company  
Trinity Brewhouse  
True Value Construction  
Volt Workforce Solutions  
Wes's Rib House  
Whittet-Higgins Company

Foster Forward: Works  
Wonders  
Burlington Coat Factory  
CVS  
Econotel Business Solutions  
Golden Crest Nursing Center  
Howley Bread Group  
La Salle Bakery



Ocean State Job Lot  
The Dog House

Building Futures: Residential  
Construction Pre-  
Apprenticeship Program  
ECI, Inc.

RIMA: Advanced  
Manufacturing and CNC  
Machinist Training

Astro Med  
Bradford Soap  
Day O Lite  
Express Employment  
Professionals  
Formax  
Handles Unlimited  
MCM Technologies  
MicroPep  
Old Castle  
RI Carbide  
Schneider Machining  
Swissline Precision Inc.

#### OJT

A. Fire & Safety Company  
Active Data Solutions, LLC  
Advanced Business  
Machines DBA Innovex  
Air Filtration Systems, LLC  
Amtrol, Inc.  
Aspen Aerogels  
Atrion Networking  
Corporation  
Cabinet Assembly Systems  
Corp  
Cherry Hill Manor  
Christian Brothers Hardwood  
Floors  
Chronomatic, Inc.  
Completely Custom LLC  
Cox Electric, LLC  
Custom Computer Specialists,  
Inc.  
Daniel J. Rubiano, CPA &  
Co., Inc.  
Debug Pest Control Inc.  
Edward M. Simpson, CPA,  
Inc.  
Electro Standards  
Laboratories  
Emissive Energy Corp.  
Enterprise Rent-a-Car  
Envision Technology  
Advisors, LLC  
Eva Ruth's Foods, Inc.

Fine Designs, Inc. d/b/a  
Signarama  
Fontaine Inspections, Inc.  
Hart Engineering  
Heritage Restoration, Inc.  
International Packaging Corp  
Interplex  
Joseph M. Beagan, Attorney  
at Law  
Kent Ears Nose & Throat, Inc.  
Laires & Son Auto Repair, Inc.  
Lucier CPA, Inc.  
Mahr Federal, Inc.  
Mesco Corporation  
Miniature Casting  
Corporation, Inc.  
MMC Staffing Corp.  
Multi-State Restoration  
Narragansett Sailing LLC  
Newberry Public Relations  
and Marketing, Inc.  
North Kingstown Chamber of  
Commerce, Inc.  
O&G Studio, LLC  
Ocean State Technical  
Services, LLC  
Pay Day, Inc.  
Providence Biltmore Hotel  
PuroClean  
Resmini Law Associates  
Rilassamento Massage LLC  
d/b/a Massage Envy  
Robert Merluzzo Dental Lab,  
Inc.  
Rojas Auto Service LLC  
Salvatore Mancini Resource  
& Activity Center  
Senesco Marine, LLC  
Siren Marine, Inc.  
Tasca Automotive Group  
TC Enterprises, Inc. d/b/a  
Miracle Method of Prov  
The Brown Center,  
Excellence in Vision Care  
The Genesis Center  
Toray Plastics (America), Inc.  
Trico Specialty Films LLC  
Venturcap Investment Group  
V  
VR Industries, Inc.  
WALCO  
Walso  
WaterFire Providence  
White Machine, Inc.  
Yushin America, Inc.

#### Work Immersion

A. Ricciotti Insurance  
Associates, LLC  
A.T. Cross Company  
AccessPointRI  
(add)Ventures  
AG-Fincov Biltmore Owner  
LLC American Ecotech  
American Surplus, Inc.  
American Tool Company  
Amica Mutual Insurance  
Company  
Anchor Insulation  
AICU  
Atrion Networking SMB, LLC  
Banneker Industries Inc.  
Baystate Financial  
BBC Burger  
Beacon Mutual Insurance  
Company  
Beautiful Day  
Bel Air Finishing Supply  
Bridge Technical Talent  
Btech Acoustics LLC  
Buffalo Wild Wings  
Cadence Science  
Caldwell & Johnson, Inc  
Capstone Mechanical  
Carl Weinberg & Co., LLP  
Children's Shelter of  
Blackstone Valley, Inc  
Collette Travel Services, Inc.  
Colonial Machine & Tool Co.  
Inc.  
Community Action  
Partnership of Providence  
Community Care Alliance  
Contractors Network, Inc.  
Coto Technology, Inc.  
Cranston Public Schools  
Direct Action for Rights &  
Equality  
DelMonaco Productions, Ltd.  
Dimeo Construction  
Company  
Dome Publishing Company  
Dorcas International Institute  
of RI  
Dr. Tadeusz Szytkowski, Inc.  
East Side Clinical Laboratory  
Eastgate Nursing & Rehab  
EB Cleaning LLC  
EH Turf Supply, Inc.  
Electro Standards  
Laboratories  
Enterprise Rent a Car of RI,  
LLC

eSavV Technologies  
ETCO Incorporated  
First Warwick Hotel Investors  
LLC  
Foolproof Brewing Company  
General Fabrics Company  
Generations Comprehensive  
Health & Rehabilitation  
Greystone of Lincoln  
Guill Tool and Engineering  
Co, Inc  
Hall's Garage, Inc.  
Heavy Metal Corp  
Hillsgrove Servicer, Inc.  
Hilton Providence  
Hope Valley Industries  
HW Temps Inc  
Independence Trail  
Foundation  
Integration Inc./TechCentric  
Interplex Engineered  
Products  
Jeanne Jugan Residence  
Kahn, Litwin, Renza & Co.  
Ltd.  
Kaiju Studios dba  
Observatory  
Lenmarine dba Bristol Marine  
LOPCO Contracting Inc.  
Marc Allen Inc.  
Marguerite Concrete  
Contractors, Inc  
Maro Display Inc  
Matter Communications, Inc  
MCM Technologies, Inc.  
Michael Giles dba Blacknight  
Studios  
Michael J. Hayden, DO  
Multi-State Restoration, Inc  
National Glass and Gate  
Service Inc  
NESCTC Security Agency,  
LLC  
New England Boatworks, Inc.  
New England Institute of  
Technology  
Nordson EFD  
North Atlantic Distribution  
Ocean House  
Old Slater Mill Association  
Olneyville Housing  
Corporation  
Palio, Inc  
Paul Schneidenbach  
Pay Day, Inc.  
Performance Restoration, Inc.  
Perreault & Company Ltd.

Piccerelli, Gilstein &  
Company, LLP  
Pilgrim Screw Corp  
Pirate Cove Marina, Inc.  
Porter Machine, Inc  
Portsmouth Veterinary Clinic  
PRA Employment LLC  
Prabin Khadka  
Precision Turned  
Components  
Providence Student Union  
Providential Partners, LLC  
PURVIS Systems  
Incorporated  
Quality Spraying  
Technologies Inc.  
R&D Technologies, Inc.  
R.B. Queern & Co. Inc.  
RAA Inc. dba Angelo's  
Restaurant  
Residence Inn Providence  
Resilient Kids  
Resolute Racing Shell LTD  
Rhode Island Medical  
Imaging, Inc.  
Rhode Island Mooring  
Services Inc.  
RI Carbide Tool Co  
RI Marine Trades Association  
Rice Machinery  
Rosco Manufacturing, LLC  
Rusco Enterprises, Inc.  
Saint Antoine Residence  
Sansiveri, Kimball &  
Company, LLP  
Scott's Doors and Windows  
Scott T. Whittum, CPA  
SEA CORP  
SES America, Inc  
Shores Market  
Siena, Inc.  
Siena Cucina-Enoteca  
Siren Marine, Inc.  
Spurwink RI  
Stephen H. Penza  
Swissline Precision MFG  
The Education Exchange  
The Hinckley Company  
The Ryan Center, URI  
The Salvation Army  
The Washington Trust  
Company  
Tiffany & Co.  
Toray Plastics (America), Inc.  
Town of Narragansett  
Town of North Smithfield  
TPG Companies, Inc

TribalVision, LLC  
Tunstall  
Tuscan Food Inc.  
Univ Emergency Medicine  
Foundation  
University of Rhode Island  
Verve Inc.  
Vibco, Inc.  
VNS Home Health Services  
Weekapaug Inn  
Wildtree Herbs, Inc.  
Women & Infants Hospital  
Xzito Creative Solutions, LLC

### Youth

4H Clubs of RI  
788 Sports  
A Child's View Daycare  
AAA  
All 4 Seasons Landscaping  
All About Kids Too  
Alphabet Soup Daycare  
Amanda's Pantry  
Amazing Kids Academy  
Anchor Subaru  
Angelika & Me  
Angelo's Restaurant  
Artee Fabric  
Artistic Hair Design  
Arturo Joe's  
Ashaway Free Library  
Atomic Salon  
BBBS  
Beacon Charter High School  
Beautiful Beginnings  
Bella Vista Landscaping  
Betty's Candies  
Big Brothers Big Sisters  
Big Nazo Puppets  
Bike Newport  
Billy Taylor House  
Blithwold Mansion  
Bomb Squad Basketball  
Academy  
Borrelli's Bakery  
Boys & Girls Club  
Woonsocket  
Boys and Girls Club East  
Providence  
Boys and Girls Club Newport  
Boys and Girls Club Warwick  
Boystown  
Bravo  
Bristol Good Neighbors  
Bristol Housing Authority  
Bristol Parks and Rec  
Bristol Senior Center

Brumble Bikes  
Burlington Coat Factory  
BVCAP – Lead Center  
BVCAP – Woodlawn  
Community Cntr  
BVCAP – Youth Success  
CACD  
Calcutt Middle School  
Camelot Pet Resort  
Camp Hawkeye  
Camp Hoffman - Girl Scout  
Camp  
Capital Good Fund  
Capital Grille  
Capitol Ridge Nursing Home  
Carcieri's Stop and Compare  
CCAP Headstart  
Cedar Crest Nursing Home  
Center for Women and  
Enterprise  
Central Falls City Hall  
Central Falls DPW/Highway  
Dept  
Central Falls Fire Department  
Central Falls High School  
Central Falls Library  
Central Falls Parks and Rec  
Central Falls Planning  
Department  
Central Falls Police  
Central Falls School  
Department/GCA  
Cherry Hill Manor  
Child and Family  
Child Inc.  
Chili's Restaurant  
Citadel Law Office  
City Arts  
City of Cranston  
City of Woonsocket (Parks &  
Rec, Recycling, Janitorial)  
Clouds Hill Victorian House  
Museum  
Coastway Community Bank  
Coats Farm  
College Visions  
Collette Vacations  
Community Care Alliance  
Community College of Rhode  
Island  
CompuClaim  
Conimicut Point Candles  
Connecting for Children and  
Families  
Consolidated Consulting and  
Recruiting Services, LLC  
COOP Boutique

Core Tech Services  
Courtyard by Marriott  
Courthouse Center for the  
Arts  
Coventry Parks Clean Up  
Craft (BMX Store)  
Cranston Animal Shelter  
Cranston Chambers  
Cranston City Hall  
Cranston Head Start  
Programs  
Cranston School Department  
Crayons & Lollipops  
Crayons & Lollipops Early  
Learning  
Creative Hair Design  
Critter Hut  
Crossroads RI  
Cumberland Boys & Girls  
Club  
Cumberland Highway  
Department  
Cumberland Parks & Rec  
Cunha Trucking and Moving  
Co.  
CVS Caremark Corp.  
Dave's Marketplace  
Davisville Library  
Dimeo Construction  
DownCity Design  
Downtown Prov. Parks  
Conservancy  
Dr. Thomas McCauley  
E&B Printing  
East Providence City Hall  
East Providence Housing  
Authority  
East Providence Library  
East Providence Parks and  
Rec  
East Providence School  
Department  
East Providence Senior  
Center  
EBCAP Food Pantry  
EBCAP Head Start  
EBCAP Human Resources  
EBCAP RSVP  
EBCAP Youth Center  
Electric Boat  
Elmwood Sports  
E's Divine & Pet Salon  
Extreme Airsoft  
Family Service of RI  
Farm Fresh RI  
Ferguson Animal Hospital  
FICO Electric

Fogarty Manor, PHA  
Galego Court, PHA  
G-Force  
Goat Island Marina  
Goodwill Industries of Rhode  
Island  
Greco Brothers  
Green Paw Spa  
Greenville Library  
Hampton Inn & Suites  
Healy Physical Therapy  
Herreshoff Marine Museum  
Highlander Charter School  
Hopkins Manor  
Humphrey's Building and  
Supply Co.  
Il Fornello Restaurant  
Imagination Station  
Inspiring Minds  
ISPN  
Interplex  
J & H Automotive  
J&T's Grille  
Jack and Jill Daycare  
Jange Construction  
Johnny Cake Center of  
Peace Dale  
Johnson Parks and  
Recreation  
Johnston Clean Up  
Johnston Dept. of Public  
Works  
Johnston Municipal Court  
Johnston Park & Recreation  
Johnston School Dept.  
Jonnycake Center  
Jordan's Barbershop  
Joyful Learning Child Care  
Academy  
Khadarlis  
Kingstown Crossing  
Landmark Hospital  
Lemyers Auto  
Lepre Physical Therapy  
Liddle Tots II  
Lifespan  
Lincoln Senior Center  
Little Angels Academy  
Little Learners Academy  
London Bridges Day Care  
M&G Transportation  
MacColl YMCA  
Maezy's Restaurant  
Magic Years  
Mama's Sweet Treats  
Marcia Hair Salon  
Marian J. Mohr Library

Mariner Grille  
Martin Luther King Center  
Massage Envy  
Matunuck Oyster Bar  
McGinitiy Textiles  
Merrill Lynch, Bank of  
America Corp.  
MET Summer Camp  
MIDAS  
Molino Photography  
Mommy's Favorites  
Mount Hope Learning Center  
Mount Pleasant Hardware  
Mt. Hope High School  
Multi State Restoration  
Music One  
N.P. Recreational Center  
Nails in Detail  
Narragansett Parks and Rec  
Neighborhood Health Plan of  
RI  
N.E. Laborers' Training  
Academy  
New Horizons  
Newport Hospital  
Newport Housing Authority  
Newport Preservation Society  
Next Level Fitness Gym  
Norman Bird Sanctuary  
North Kingstown Animal  
Shelter  
North Kingstown Park & Rec  
North Providence Library  
North Providence Recreation  
Northstar Marketing  
Ocean State Waves  
Ocean Tides Culinary Arts  
Olly's Pizza  
One Olneyville  
Over the Rainbow Learning  
Center  
P & P Auto Sales  
Parkholm  
Pawtucket Board of  
Canvassers  
Pawtucket Boys & Girls Club  
Pawtucket City Hall  
Pawtucket Credit Union  
Pawtucket Library  
Pawtucket Maintenance  
Pawtucket Mayor's office  
Pawtucket Planning Dept.  
Pawtucket Red Sox  
Pawtucket School  
Department  
Pawtucket YMCA

Pawtucket Youth  
Center/CCAP  
Percision Saw and Mower  
Pet Refuge  
Pete's Barbershop  
Pets Suplies Plus  
PixOnTV  
Planned Parenthood of  
Southern N.E.  
Pocasset Bay Retirement  
Living  
Pristine Care Wash  
Progresso Latino  
Prospect Heights, PHA  
Providence After School  
Alliance  
Providence Childrens  
Musuem  
Providence Housing Authority  
Pure Pet Paradise  
Quidnessett Baptist Church  
Raytheon  
Razee Motorcycle Center  
Read, Talk, and Play  
Real Services Inc.  
Recycle a Bike  
Renaissance Adult Day  
Health Center  
Rhode Island Marine Trades  
Rhody Trans. & Wholesale  
Inc.  
RI College Unity Center  
RI Department of Health  
RI Dept. of Administration  
RI Dept. of Children, Youth &  
Families  
RI Division of Fish and  
Wildlife  
RI Hospital, A Lifespan  
Partner  
RI Hospitality Education  
Foundation  
RI Parent Information  
Network  
RI Quality Institute  
Rise Above Construction  
RISPCA  
Riverbend Athletic Club  
RiverzEdge  
Rj's Diesel/Jonnycake Center  
Saccoccio & Associates  
Architects  
Saint Antoine Residence  
Saint Elizabeth Place  
Salon D'Talia  
Salon Envy  
Savers

SCCAP - FCCP Office  
SCCAP - Maintenance  
SCCAP - SYE Office  
Scott's Kennels  
Seaport Studios  
Section 8 Housing  
Seven Hills  
Shampoochie's  
Signature Cable  
Sixteen on Center  
Slater Mill  
Slaters Exeter Auto  
Smith Hill Early Childhood  
South County Art Supply  
South County  
Collision/Ocean Tides  
South Kingstown Parks and  
Rec  
South Kingstown Public  
Library  
S. Prov. Neighborhood  
Ministries  
Spa Mosaic  
St. Edward's Church  
St. Edward's Food &  
Wellness Center  
St. Martin Deporres Senior  
Center  
Stephen Kessler  
Landscaping  
Subway  
Sugar Mama's Sweets &  
Treats  
Sunset Stables  
Super Scoops Ice Cream  
Sweet Cakes Bakery and  
Café  
Swissline Precision  
Manufacturing  
Taso's Restaurant  
The Call  
The Center for Dynamic  
Learning  
The Center for Innovation &  
Entrepreneurship  
The Center for the  
Advancement of Minority  
Contractors  
The Hyatt Regency at Goat  
Island  
The MET School  
The Scallop Shell  
The Village Restaurant  
The Washington Trust  
Company  
Thundermist Medical Center  
Tiverton High School

TJ MAXX  
TJMAXX/Scavello Sisters  
Grooming  
Tony's Pizza  
Totally Kids  
Tower St. Community Center  
Tri-Town Community Action  
Agency  
University of RI USDA  
University Orthopedics  
Voccola Law Services  
Walgreens  
Warren Parks & Recreation  
Warwick Beach  
Warwick Chamber of  
Commerce  
Way to Grow Daycare  
Welcome Market  
West End Community Center  
Westerly Public Library  
Wilcox Park  
Woonasquatucket River  
Watershed  
Woonsocket Parks and  
Recreation  
Woonsocket School  
Department  
World Martial Arts  
WW Landscaping

**Back Cover:** RI Marine Trades Graduation Day, April 2015  
Front row- Dean Domingoes, Brittany Saez, Alison Reindeau  
Middle row- Ian Almeida, Robert Stackhouse, Colin Freitas  
Last row- Duanne McBride, Jesse Malo, Robert Murgo

RIMTA students received the following stackable certificates:  
RIMTA certificate of completion  
OSHA 10 card  
Forklift Certification from NE Tech  
US Coast Guard Boater Safety Card



**Governor's Workforce Board RI  
1511 Pontiac Ave.  
Cranston, RI 02920-4407  
(401) 462-8860  
TTY Relay available through 711**

**Auxiliary aids and services are available upon  
request for individuals with disabilities**

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