

# RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING WORKFORCE INVESTMENT ACT

## Annual Report Program Year 2012



Lincoln D. Chafee, Governor of the State of Rhode Island  
Charles J. Fogarty, Director of the RI Department of Labor and Training



# ON THE COVER



Key to photographs on cover:  
1: Misquamicut State Beach  
2: Carolina Trout Fishery  
3: Colt State Park  
4: Winnepaug Pond  
5: East Bay Bike Path  
6: Misquamicut State Beach

After Super Storm Sandy pounded Rhode Island in October 29, 2012, some coastal areas were in ruins. Beaches were decimated and sand was swept five-feet high across some roads. Wave-buffed trash was tossed in protected wetlands. The 14.5 miles East Bay bike path was clogged with downed trees. Crews worked diligently, moving sand, clearing debris and restoring order.

The Carolina Trout Fisher sustained significant damage when fallen trees damaged the raceways allowing 80,000 trout to escape. Until the raceways were repaired, the hatchery could not be restocked.

Sites that were restored with the help of work crews funded by National Emergency Grant monies included:

- Arcadia Management Area
- Burlingame State Campground
- Charlestown Breachway
- Colt State Park
- DEM Marine Fisheries/Coastal Fisheries Laboratory (Jerusalem/Matunuck)
- East Bay Bike Path
- East Beach
- East Matunuck State Beach
- Fort Adams State Park
- Goddard Memorial Park
- Misquamicut State Beach
- Roger Wheeler State Beach
- Salty Brine Beach
- Westerly Town Beach
- Winnepaug Pond

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# INTRODUCTION

Program Year 2012 was a year of both challenges and accomplishments for the Rhode Island Workforce Development System. And the entire system, whether board members, staff, vendors, contractors, training providers, or industry partners, all rose to the occasion to better the workforce development services provided to job seekers and employers.

First, the challenges. Rhode Island continues to struggle with a disappointing recovery from the recession that began in 2007. During this program year, the unemployment rate has dropped from 10.5 percent in July 2012 to 8.8 percent in June 2013. Although movement in the right direction has been made, the recovery has been at a slower pace than expected. To accelerate this progress, the Department of Labor and Training instituted an innovative outreach approach of service delivery to meet the needs of our state's employers.

Secondly, faced with the reality of reduced federal funding for workforce development services, Rhode Island made the difficult decision to close its netWORKri office in Pawtucket in September of 2012. Given the obligation of managing the public's resources in a fiscally responsible way, and without the federal funds needed to support the operational expenses of the center, the action was necessary. Yet despite the physical loss of the center, the workforce development needs of the local constituency still had to be

met. This was achieved through the development of a partnership with the Office of Information and Library Services.

A third major challenge occurred in October of 2012 when Rhode Island sustained significant damage due to the effects of Super Storm Sandy. Many of our coastline communities and natural resources were severely impacted. The Rhode Island Department of Labor and Training quickly responded to this natural disaster to ensure that our recreational areas were ready for the start of the tourism season.

Yet despite these challenges, the workforce development system achieved many accomplishments of which we are very proud. Among these are:

- Five-Year Integrated State Plan: Led by the Governor's Workforce Board, a Five-Year Strategic Plan was submitted to and approved by the U.S. Department of Labor. This plan addresses the priorities and service delivery strategies being utilized to strengthen our state's economy.
- Incentive Grant: Due to the fact that both the Department of Labor and Training and the Department of Education exceeded their Program Year 2011 Workforce Investment Act performance goals, the State of Rhode Island was awarded an Incentive Grant from the Department of Labor. RIDE and DLT plan to use funds from the incentive awards to purchase technology tools. DLT

# INTRODUCTION CONT.

will use its portion to acquire data-analytics technology that will help track the progress of employment programs and analyze specific trends in workforce development. RIDE will implement technology for use in adult education classrooms.

- Summer Employment for Youth: Preparing the future workforce has always been of importance to the workforce development system. During PY2012, the state's two local workforce boards leveraged funds from the Job Development Fund and the Department of Human Services to provide summer employment and work-readiness activities to approximately 1,300 youth.
- Workforce Innovation Fund Grant: Rhode Island was awarded a three-year, \$3 million grant that began on July 1, 2012. The first year of On-Ramps (through June 30, 2013) focused on planning, identifying and aligning funds for braiding, intensive program and business process redesign, securing the nation-

ally recognized work readiness credential, and developing the work experience credential. On-Ramps is leveraging over \$900,000, the majority of which is direct allocations from funding streams including WIA Title I, Wagner Peyser, WIA Title II, Perkins Funds, Temporary Aid to Needy Families, the Community College of RI, and the Governor's Workforce Board. Policies related to work readiness and work experience have been aligned, and standardized referral systems were created. The second year of On-Ramps will include launching the pilot and continuing systems change work.

Clearly Program Year 2012 was an eventful one for Rhode Island's workforce development system; one that saw innovative service delivery implementation, increased leveraging of resources; targeted services to employers; and policy alignment; all while once again meeting all of the Workforce Investment Act negotiated performance standards.

# BOARD MEMBER LISTINGS

## Governor's Workforce Board RI Members PY2012

|   |  |
|---|--|
| <b>Chair</b><br>Constance A. Howes,<br>JD, FACHE    | President and Chief Executive Officer,<br>Women & Infants Hospital                             |
| <b>Vice Chair (through 4/13)</b><br>William McGowan | Business Manager, IBEW Local 2323  |
| Mario Bueno   | Executive Director, Progreso Latino  |
| Timothy L. Byrne<br>(appointed 5/13)                | Business Manager, Local 51, United Association of<br>Plumbers and Pipefitters                  |
| Robin M. Coia                                       | Assistant Administrator, New England Laborers' Labor-<br>Management Cooperation Trust          |
| Ray M. Di Pasquale                                  | Commissioner, RI Board of Governors for Higher Education<br>President, Community College of RI |
| Charles J. Fogarty                                  | Director, RI Department of Labor and Training  |
| Deborah A. Gist                                     | Commissioner,<br>RI Department of Secondary and Elementary Education                           |
| Mike Grey   | Vice President of Operations, North East Region<br>Sodexo School Services                      |
| Juana Horton  | President and CEO, Horton Interpreting Services  |
| Paul A. MacDonald                                   | President, Providence Central Federated Council  |
| Brandon Melton                                      | Senior Vice President of Human Resources, Lifespan   |
| Cheryl Merchant<br>(appointed 5/13)                 | President and Chief Executive Officer, Hope Global   |
| Sharon O. Moylan                                    | Realtor/Associate, Coldwell Banker   |
| Robert Nangle                                       | President, Meridian Printing   |
| George H. Nee                                       | President, RI AFL-CIO  |
| Manuela Raposo<br>(appointed 4/13)                  | Director, RI Welcome Back Center   |
| Cathy A. Streker                                    | Vice President, Human Resources and Benefits, Textron  |
| Martin R. Trueb                                     | Senior Vice President and Treasurer, Hasbro  |
| Pheamo R. Witcher<br>(through 4/13)                 | President/Executive Director, The Genesis Center   |

# BOARD MEMBER LISTINGS CONT.

## Workforce Partnership of Greater RI Board Members PY2012

|                                     |  |
|-------------------------------------|--|
| <b>Chair</b><br>Steven H. Kitchin   | Vice President, Corporate Education and Training,<br>New England Institute of Technology                     |
| <b>Vice Chair</b><br>Paul Ouellette | Senior Vice President, Community Development and<br>Workforce Training, Northern RI Chamber of Commerce      |
| <b>Treasurer</b><br>Lauren Slocum   | President/CEO,<br>Central RI Chamber of Commerce   |
| <b>Secretary</b><br>Robin Ann Smith | Associate Vice President, Center for Workforce and<br>Community Education, Community College of RI           |
| Michael J. Black                    | President, National Marker   |
| Ernest "Gip" Cabral                 | President, Cabco Engineering Co.   |
| Diane Cook                          | Administrator, RI Department of Human Services   |
| Vanessa Cooley                      | Coordinator, Statewide Career and Technical Education,<br>RI Department of Education                         |
| Bob Cooper                          | Executive Secretary,<br>Governor's Commission on Disabilities  |
| Joseph DeSantis                     | Chief Executive Officer, South County Community Action<br>Chief Executive Officer, Tri-Town Community Action |
| Alexis Devine                       | Youth Development Coordinator, Lifespan  |
| Thomas Fay, Esq.                    | Kirshenbaum and Kirshenbaum  |
| Guy Gauvin                          | General Manager, The Hinkley Company   |
| Victoria Galliard-Garrick           | Director, Davies Career and Technical High School  |
| Kathleen Grygiel                    | Deputy Administrator, RI Office of Rehabilitative Services   |
| Paul Harden                         | Business and Workforce Development Manager,<br>RI Economic Development Corporation                           |
| Karen Jedson                        | Director, Warwick Department of Tourism,<br>Culture and Development  |
| Wendy E. Kagan                      | Senior Vice President of Human Resources,<br>Bank Newport  |
| Peter Koch                          | Chief Executive Officer, Koch Eye Associates   |
| Robert Langlais                     | Assistant Director of Income Support,<br>RI Department Labor and Training                                    |
| Dr. Sharon Lee                      | Director of Office of Multiple Pathways, RI Department of<br>Education                                       |
| Mark Mancinno                       | Political and Legislative Director, RI AFL-CIO   |

## Workforce Partnership of Greater RI Board Members PY2012 (cont.)

|                      |   |
|----------------------|---|
| Dorothy Mattiello    | Vice President of Human Resources, Hope Global                      |
| Joseph W. Oakes, Jr. | President, VR Industries, Inc.                                      |
| Gail Patry           | Senior Director of Quality Programs, Healthcentric Advisors         |
| Raymond Pingitore    | Director of Members Assistance Program, Teamsters Local 251         |
| Mark Riolo           | Director, Exeter Job Corp   |
| Scott Seaback        | President, RI Temps, Inc.   |
| Jason Vlaun          | Chief of Human Resources, General Dynamics/Electric Boat            |
| Jay Visnjic          | General Manager, Hampton Inn & Suites                               |
| Darrell Waldron      | Executive Director, RI Indian Council                               |
| James White          | Veteran's Services Coordinator, RI Department of Labor and Training |
| Paul G. Wielgus      | Executive Vice President, Coastway Community Bank                   |

# BOARD MEMBER LISTING CONT.

## Workforce Solutions of Providence/Cranston Board Members PY2012

|                                     |  |
|-------------------------------------|--|
| <b>Chair</b><br>Janet Raymond       | Senior Vice President,<br>Greater Providence Chamber of Commerce                                   |
| <b>Vice Chair</b><br>Michael Paruta | Director, Workforce Development/Human Resources<br>Care New England                                |
| <b>Secretary</b><br>Robin Ann Smith | Associate Vice President, Center for Workforce and<br>Community Education, Community College of RI |
| Dr. Guy Alba                        | Head of Guidance, Providence School Department   |
| Marc Amato                          | Chief Operating Officer, WALCO   |
| Deborah Anthes                      | Program Services Officer, Center for Child/Family<br>RI Department of Human Services               |
| Victor Barros                       | Urban Development Manager,<br>RI Economic Development Corporation                                  |
| Garry Bliss                         | Director of Community Development,<br>Planning and Development, City of Providence                 |
| Steven Boyle                        | President, Greater Cranston Chamber of Commerce  |
| Gina Clapprood                      | Branch Manager, Manpower   |
| Michael Colasante                   | President, Michelangelo's Restaurant and Catering  |
| Vanessa Cooley                      | Coordinator, Career and Technical Education,<br>RI Department of Education                         |
| Robert Delaney                      | Executive Director,<br>Institute for Labor and Studies Research                                    |
| Alexis Devine                       | Youth Development Coordinator, Lifespan  |
| Sorrel Devine                       | Director of Resident Services,<br>Providence Housing Authority                                     |
| Carmen R. Diaz-Jusino               | Program Director, Center of Women and Enterprise   |
| Lawrence DiBoni                     | Director of Economic Development, City of Cranston   |
| Steve Duvel                         | RI Operations Manager, Gilbane Building  |
| Monica Dzialo                       | Workforce Development Supervisor,<br>RI Office of Rehabilitation Services                          |
| Sherry Ferdinandi                   | Sherry Ferdinandi, CPA   |

## Workforce Solutions of Providence/Cranston Board Members PY2012 (cont.)

|                                      |  |
|--------------------------------------|--|
| Kenneth J. Filarski                  | Principal and Founder, FILARSKI/Architecture, Planning and Research          |
| Raymond A. Filippone (through 12/12) | Assistant Director of Income Support, RI Department of Labor and Training    |
| Hy Goldman                           | Sales Manager, Greylawn Food, Inc.   |
| Ann Gooding                          | Director of Communications, Planning and Development, City of Providence     |
| John Jacobson                        | President, JTJ Investments, LLC  |
| Tim Kinnaman                         | Owner, TC Kinnaman Welding Solutions   |
| Rick Laferriere                      | Manager, Workforce Initiatives, CVS/Caremark                                 |
| Robert Langlais (beginning 1/13)     | Assistant Director of Income Support, RI Department of Labor and Training    |
| Dr. Philip Less                      | Director, Adult Basic Education, RI Department of Education                  |
| Chris Lombardi                       | Secretary-Treasurer, Laborers Local 226                                      |
| Jeffery Machado                      | Chief Executive Officer, Goodwill Industries                                 |
| Joanne McGunagle                     | Executive Director, Comprehensive Community Action                           |
| Karen L. Paolucci                    | Human Resources Manager, Yushin America, Inc.                                |
| Debra Quinn                          | State Workforce Readiness Director, Society of Human Resource Management     |
| Socrates Ramirez                     | Assistant General Manager, Renaissance Downtown Hotel                        |
| Mark Riolo                           | Executive Director, Exeter Job Corp Academy                                  |
| Hector Rivera                        | Chief, Employment and Training Programs, RI Department of Labor and Training |
| Hillary Salmons                      | Executive Director, Providence After School Alliance                         |
| Dr. Jeffrey Senese                   | Vice President for Academic Affairs, Johnson & Wales University              |
| Raymond B. Sepe                      | President, Electro Standards Laboratory, Inc.                                |
| Heather Singleton                    | Vice President of Operations, RI Hospitality and Tourism Association         |
| Craig R. Sipe                        | Manager of Human Resources, Electric Boat, Quonset Point Facility            |
| Peter Stipe                          | Director, Training and Development, AAA Southern New England                 |
| Michael Traficante                   | Director of Governmental Affairs, New England Laborers Union                 |
| Darrell Waldron                      | Executive Director, Rhode Island Indian Council                              |
| James White                          | Veteran's Services Coordinator, RI Department of Labor and Training          |

# BEST PRACTICES

## **NATIONAL EMERGENCY GRANT/SUPER STORM SANDY CLEANUP**

On October 29, 2012, Rhode Island, like most of the eastern seaboard, was hit by Super Storm Sandy. The storm, which was the worst to hit the Ocean State in many decades, severely damaged many of our state's most valuable natural resources. Within days, in response to this natural disaster, the Rhode Island Department of Labor and Training (DLT) applied for a Disaster National Emergency Grant from the US Department of Labor. The \$1.5 million grant, awarded on November 7, 2012, allowed for long-term unemployed Rhode Islanders to be hired as temporary workers to assist with clean-up efforts of public properties affected by the storm.

To address the magnitude of the damages, Governor Chafee announced a partnership between the DLT and the Department of Environmental Management (DEM): "This collaboration serves two valuable purposes: getting unemployed Rhode Islanders back to work and getting Rhode Island parks and beaches ready to enjoy in the coming months."

Through the encouragement of DLT Director Charles Fogarty, recruitment efforts were directed to unemployed veterans. Director Fogarty explained: "Veterans make great employees. Their military service has taught them important workplace skills, such as teamwork, dependability and problem-solving." Many

of the temporary workers hired were, in fact, veterans.

DEM Director Janet Coit welcomed the assistance: "Getting our recreational facilities up and running for Memorial Day is a top priority at DEM and for the millions of folks who use them during the warm weather. We are so grateful to Director Fogarty for this collaboration which boosts DEM's efforts at just the right time."

It was then that the hard work began. In all, a total of 99 temporary workers were hired to assist with the cleanup efforts. Much of the work performed at state recreational areas such as Colt, Goddard and Fort Adams State Parks and the East Bay Bike Path involved the removal of debris caused by Super Storm Sandy. Work crews picked up acres of garbage and debris and cleared out fallen tree limbs and vegetation destroyed by the storm. At DEM's Marine Fisheries Coastal Fisheries Laboratory in Matunuck, the storm surge brought extremely high water levels that swept through some buildings and into the Succotash Salt Marsh. The surge brought significant amounts of debris into the area, including bait barrels full of rotten fish, pieces of docks and pilings from the Port of Point Judith, and swept trash onto the beach, parking lot and salt marsh surrounding the fisheries lab.

The boat shed at the Coastal Fisheries Laboratory also sustained damage. The five-member work crew stabilized and painted the building and removed derelict gear that had

been damaged by the flooding. The beach side of the fisheries laboratory, which is located on Succotash Road in Matunuck, experienced significant erosion. Workers transplanted beach roses into some of the highly eroded areas and provided ongoing maintenance to help the shrubs survive. The workers trimmed trees, cleared brush and picked up debris.

“With the assistance of the temporary workers hired through this grant, the Coastal Fisheries Lab has taken on a fresh, new look,” said DEM Director Janet Coit. “They were a huge help in getting the building stabilized, and the beach and surrounding salt marsh areas are now pristine and healthy. The workers have been incredible, and thanks to them, the area now looks like a park.”

The Town of Westerly was hit particularly hard by the storm. In order to assist the municipality, Director Fogarty arranged for additional temporary employees to augment the town workers with clean-up efforts. After several months of high volume debris removal, Amy Grzybowski, Westerly’s Director of Planning, Code Enforcement & Grant Administration, described the town’s experience with the NEG as follows:

“On October 29, 2012, Westerly was severely impacted by Super Storm Sandy with damage that hadn’t been witnessed since Hurricane Carol in 1954. In the Misquamicut area of town, we were faced with 5-6 feet of sand on the roadways, 500 impacted structures, some even destroyed, and tons of construc-

tion debris.

“The National Emergency Grant through the RI Department of Labor and Training was able to provide necessary support to assist in recovery efforts. Initially, 20 laborers helped clean up almost 80 tons of debris in a few short weeks in unimproved land that had no easy access and tenuous footing. This was nothing short of amazing. FEMA agreed to pay for the disposal costs, but could not assist with labor. This was vital to the recovery. These laborers also were able to clean up debris, dead vegetation, painting the town pavilion, and other tasks that were also extremely important for opening to tourism in the summer 2013 season.

“They allowed the public works department to focus on their normal daily activities and they handled storm-related projects. The NEG grant also provided clerical support in the building office during a time that has continued to be non-stop while property owners rebuild and recover from Super Storm Sandy.

“We are grateful for all of the federal support received through the NEG and most importantly to the laborers and staff that helped to complete these projects.”

#### **BUSINESS WORKFORCE CENTER OUTREACH**

The Business Workforce Center (BWC) implemented a new business outreach strategy involving the concentration of delivery of services by counties throughout the state. Often working with Chambers

of Commerce to initiate contacts to businesses in the area, BWC Staff make every effort to visit as many local businesses to inform them of services and provide them with information to support efforts for retention and growth as well as layoff aversion alternatives. Collaborative efforts and joint visits with the RI Economic Development Corporation are part of the service delivery plan. Business Workforce Center staff visit employers throughout the State year round any time as well as the concentrated area outreach. Customized information and incentives are provided to the business to help them make informed decisions with their workforce development needs. The Business Workforce Center, located at the RI Department of Labor and Training, offers walk-in business services Monday-Friday as well as the availability of a toll-free line to speak to a Business Service Specialist regarding their needs.

#### **COLLABORATION WITH LIBRARIES**

To ease the transition as the Pawtucket *netWORKri* closed, an innovative and collaborative partnership developed between the Department of Labor and Training and the Office of Library and Information Services. Through this partnership, residents of the Pawtucket area had access to various workforce development services at the library located in downtown Pawtucket. Staff assigned to other *netWORKri* offices traveled to Pawtucket to conduct job search

# BEST PRACTICES CONT.

workshops in the library's computer lab. The workshops addressed topics such as Résumé Writing, Interviewing Skills, Introduction to EmployRI (English and Spanish), and Using LinkedIn to Conduct a Job Search. DLT also provided computers to local non-profit agencies to allow access to the state's virtual career center, EmployRI.org. Eventually, the need for the on-site workshops diminished; however, the computers remain located throughout the area to allow area residents easy access to EmployRI.

## **WORKFORCE INNOVATION FUND GRANT/WORKFORCE ON-RAMPS**

Workforce On-Ramps is a three-year Workforce Innovation Fund grant awarded to the Rhode Island Department of Labor and Training by the U.S. Department of Labor, Employment and Training Administration. This initiative focuses on improving the coordination, implementation and outcomes for Rhode Island's workforce system.

Workforce On-Ramps promotes systems change through:

- braiding multiple funding streams from several state agencies, establishing a work readiness credential with an assessed and experiential portion;
- establishing career maps and eventually pathways in Rhode Island's high-demand industries;

- implementing new coaching and work readiness tools; and aligning key support services;

Workforce On-Ramps will test and refine systems changes through a pilot that will serve 1,000 participants with a mix of work readiness, work experience, and coaching activities in the state's one-stop career centers and also at key community-based partner locations.

The first year of On-Ramps (through June 30, 2013) focused efforts on planning, including hiring of key staff, establishing the leadership team, identifying and aligning funds for braiding, intensive program and business process redesign, securing the nationally recognized work readiness credential, and developing the work experience credential.

On-Ramps is leveraging over \$900,000, the majority of which is direct allocations from funding streams including WIA Title I, Wagner Peyser, WIA Title II, Perkins Funds, TANF, CCRI, and the Governor's Workforce Board. Through the pilot, the state is aligning policies related to work readiness and work experience, and creating standardized referral systems.

The second year of On-Ramps will include launching the pilot and continuing to refine systems change.

# WAIVER PROCESS

The following waivers were in effect for all or part of PY2012.

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

Rationale: 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.

Performance Outcomes: This waiver has maximized customer choice, an integral part of WIA. By providing more options, the waiver allows participants to better select appropriate training programs, leading to higher entered employment, retention rates and average earnings.

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

Rationale: This waiver allows for a sliding scale reimbursement for the employer match, based on company size. The waiver will make the program more attractive to small businesses.

Performance Outcomes: This program has been redesigned; however, no employers have yet taken advantage of it. Hopefully this will change as the economy improves and hiring expands. The anticipated perfor-

mance outcomes are 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.

**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.**

Rationale: This waiver allows the use of ITAs for youth for whom assessment has determined an ITA to be the appropriate and best strategy. The ability to charge the ITA cost to the Youth program, instead of to the Adult or Dislocated Worker program, would reduce the dependence on limited Adult funds and would contribute to the ability of local workforce investment boards to meet their 30 percent out-of-school expenditure requirements.

Performance Outcomes: Although utilized in the past, this waiver was not used during PY2011. However, with the onset of diminished adult funding, it is expected to be a valuable tool in the future. It has increased the opportunity for youth to receive credentials. It has resulted in more flexibility in delivering services based on the individual needs of participants as intended under WIA and has allowed older youth to pursue their occupational goals without the additional barrier of meeting adult or dislocated worker eligibility requirements.

# WAIVER PROCESS CONT.

#### **4. Waiver of the State Workforce Investment Board membership requirements at WIA Section 111(b).**

Rationale: This waiver allows the Governor to appoint fewer members to the State Workforce Investment Board 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 among a larger group.

Performance Outcomes: The result of this waiver has been a more active, influential and involved board due to its smaller size.

#### **5. Waiver to use Rapid Response Funds for incumbent worker training in WIA Regulations 20 CFR 661.420(C).**

Rationale: This waiver, which allows 20 percent of Rapid Response funds to be used to support incumbent worker training, provides the flexibility to meet the growing need of employers who are experiencing difficulty during the economic recession and recovery. The purpose of the program is to help established businesses provide training and education for current workers, resulting in layoff aversion and reduced employee turnover.

Performance Outcomes: This waiver, approved midway in PY2010, was utilized once in PY2011 to assist a small business that was facing economic difficulties. Three employ-

ees attended training; all completed the training and received credentials. The business owner was very pleased with the outcome and reported that the company's financial situation had improved due to the training.

#### **6. Waiver of collection of seven of the data elements in Section 1 of the WIA Standardized Record Data for incumbent workers trained with WIA funds in WIA Regulations 20 CFR 661.420 (C).**

Rationale: 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 data elements: single parent (117), unemployment (unemployment compensation eligible status at participation 9,118), low income (119), TANF (120), other public assistance (121), homeless individual and/or runaway (125) and offender (126).

Performance Outcomes: This waiver, approved midway in PY2010, was utilized once in PY2011 to assist a small business that was facing economic difficulties. Because of this waiver, the data collection required to enroll the incumbent workers in the training was reduced, thereby making the program more attractive to the business owner.

**7. Waiver to allow the State of Rhode Island to waive credential/certificate attainment for participants in the On-the-Job Training program WIA Regulations 20 CFR 666.100 (a) (1) (iv) for Adults and 20 CFR 666.100 (a) (2) (iv) that requires attainment of recognized credential/certificate for performance.**

Rationale: This waiver allows the training program design to be more responsive to employer and employee needs as it can be specifically created for an industry, business or worksite. Eliminating the credential/certificate reporting requirement for those participating in the OJT program encourages its use and has a positive effect on retention and average earnings performance outcomes. Performance Outcomes: This waiver has provided the local workforce investment areas with greater flexibility and access to the OJT program without negatively impacting credential/certificate-related performance standards.

**8. Waiver to allow the State of Rhode Island to increase employer reimbursement for On-the-Job Training program WIA Section 101 (31) (B) and WIA Regulations 20 CFR 66.710.**

Rationale: 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. Performance Outcomes: The use of this waiver has allowed the local

workforce investment areas to increase employment opportunities for hard-to-serve individuals, to increase the percentage of employers using OJT as a means of hiring and retaining a skilled workforce, to increase the number and percentage of workers trained and hired through the OJT program and to raise skill proficiencies for workers that will result in increased worker viability.

**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.**

Performance Outcomes: Because of the reduction to five percent in the Governor's Reserve Fund, it has become impossible to carry out all required activities. By eliminating evaluations, the state is able to use the funds to conduct those activities that are most directly related to the strategic implementation of the state's workforce development priorities.

**10. Waiver of WIA Section 134(a) (2)(B)(iii) and 20 CFR 665.200(e) to exempt a state from the requirement to provide local workforce investment area incentive grants.**

Performance Outcomes: Because of the reduction to five percent in the Governor's Reserve Fund, it has become impossible to carry out all of the required activities. By eliminating the need to provide incentive grants to local areas, the state is able to use the funds to conduct those activities that are most directly related to the strategic implementation of

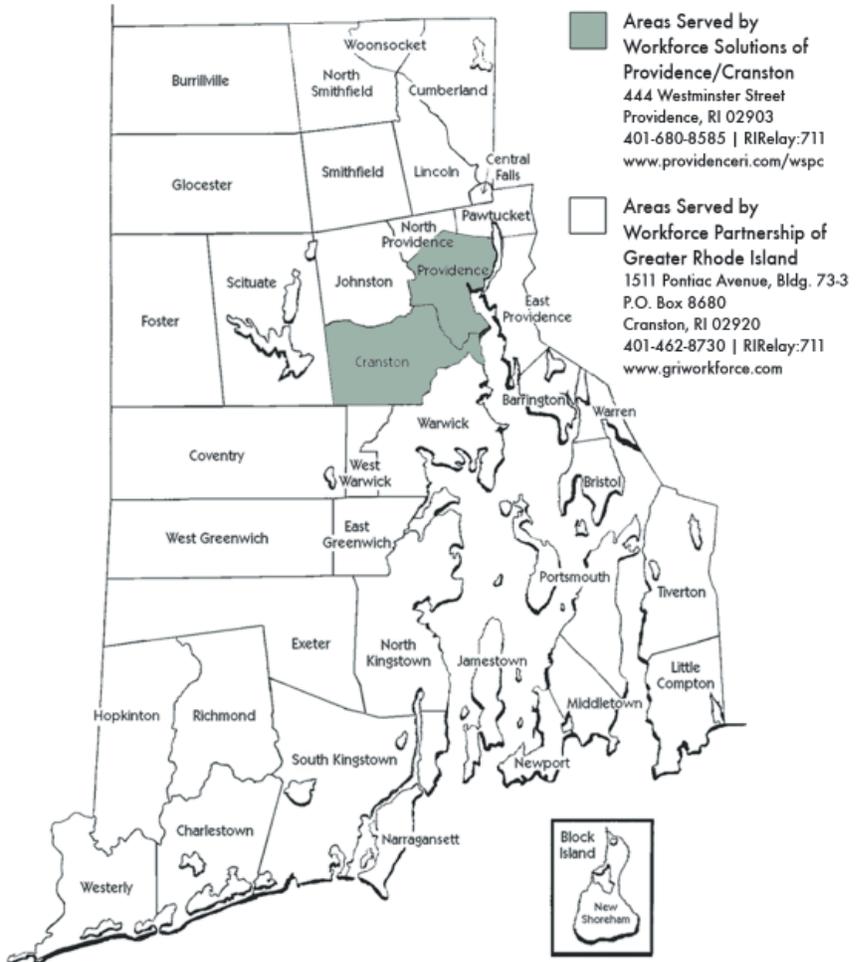
the state's workforce development priorities.

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

Rationale: This waiver, which allows up to 20 percent of local Dislocated Worker funds to be used to support incumbent worker training, provides local areas with the flexibility it needs to meet the growing need of employers who are experiencing difficulty during the economic recession and recovery. The purpose of the program is to help established businesses provide training and education for current workers, resulting in layoff aversion and reduced employee turnover.

Performance Outcomes: This waiver was approved recently and has not yet been utilized by either local area. This waiver provides the opportunity to more effectively address layoff aversion by expanding incumbent worker training activities with a demand-driven, business focus. Investing public resources to support technical, operational or soft skills training of workers is a practical strategy for layoff aversion; it retains good jobs, creates more jobs as workers are promoted or advance and preserves critical industries in Rhode Island. A better trained workforce is the most effective retention tool.

# WORKFORCE INVESTMENT AREAS



Both workforce boards are led by the Governor's Workforce Board RI  
 1511 Pontiac Avenue, Bldg. 72-2  
 Cranston, RI 02920  
 401-462-8714 | RIRelay:711  
[www.gwb.ri.gov](http://www.gwb.ri.gov)

Oversight, monitoring and policy are provided by the State Workforce Investment Office  
 1511 Pontiac Avenue, Bldg. 72-3  
 P.O. Box 20157, Cranston, RI 02920  
 401-462-8780 | RIRelay:711  
[www.dlt.ri.gov/WIO](http://www.dlt.ri.gov/WIO)

# PERFORMANCE CHARTS

## WIA Financial Statement PY2012

| Total Funds<br>All Sources                   | Available    | Expended     | Balance<br>Remaining |
|--|--------------|--------------|----------------------|
| Total Funds All Sources                      | \$14,416,499 | \$10,915,637 | \$3,500,862          |
| Adult Program Funds PY12/FY13                | \$2,721,153  | \$1,556,388  | \$1,164,765          |
| <i>Carry-in Monies</i>                       | \$828,046    | \$828,046    | \$0                  |
| Dislocated Worker Program Funds PY12/FY13    | \$2,979,818  | \$2,100,731  | \$879,087            |
| <i>Carry-in Monies</i>                       | \$891,313    | \$891,313    | \$0                  |
| Youth Program Funds PY12                     | \$3,152,831  | \$2,827,905  | \$324,926            |
| <i>Carry-in Monies</i>                       | \$52,395     | \$52,395     | \$0                  |
| Local Administration Funds PY12/FY13         | \$983,756    | \$252,896    | \$730,860            |
| <i>Carry-in Monies</i>                       | \$634,575    | \$634,575    | \$0                  |
| Rapid Response Funds PY12/FY13               | \$1,182,349  | \$1,006,657  | \$175,692            |
| <i>Carry-in Monies</i>                       | \$67,011     | \$67,011     | \$0                  |
| Statewide Activity Funds PY12/FY13           | \$579,978    | \$354,446    | \$225,532            |
| <i>Carry-in Monies</i>                       | \$343,274    | \$343,274    | \$0                  |
| <b>Cost-Effectiveness</b>                    |              |              |                      |
| Total  |              | \$3,231.61   |                      |
| Adult Programs (per participant)             |              | \$3,068.76   |                      |
| Dislocated Worker Programs (per participant) |              | \$2,508.00   |                      |
| Youth Programs (per participant)             |              | \$4,923.58   |                      |

## PY2012 Time Periods Reported

| Reporting Item                                | Dates                                 |
|---|---------------------------------------|
| Total Participants                            | July 1, 2012 to June 30, 2013         |
| Total Exiters                                 | April 1, 2012 to March 31, 2013       |
| Customer Satisfaction                         | January 1, 2012 to December 31, 2012  |
| Entered Employment and Credential Rates       | October 1, 2011 to September 30, 2012 |
| Retention and Earnings Rates                  | April 1, 2011 to March 31, 2012       |
| Diploma/Equivalent and Skill Attainment Rates | April 1, 2012 to March 31, 2013       |

# PERFORMANCE CHARTS CONT.

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: American Customer Satisfaction Index | Number of Surveys Completed | Number of Customers Eligible for the Survey | Number of Customers Included in the Sample | Response Rate |
|-----------------------|------------------------------|--|-----------------------------|---|--|---------------|
| Participants          | 79.0%                        | 79.2%  | 330                         | 612   | 509  | 64.8%         |
| Employers             | 76.0%                        | 70.7%  | 1,145                       | 2,342                                       | 1,749                                      | 65.5%         |

The participant response rate was 68.2 percent and the employer response rate was 81.3 percent. Results are not intended to make any inference beyond the survey's respondents.

**Table B - Adult Program Results**

| Reported Information           | Negotiated Performance Level | Actual Performance Level |             |
|--------------------------------|------------------------------|--------------------------|-------------|
| Entered Employment Rate        | 69.0%                        | 73.3%                    | 316         |
|                                |                              |                          | 431         |
| Employment Retention Rate      | 86.4%                        | 87.0%                    | 531         |
|                                |                              |                          | 610         |
| Average Earnings Rate          | \$11,503                     | \$11,775                 | \$5,757,903 |
|                                |                              |                          | 489         |
| Employment and Credential Rate | 62.3%                        | 60.2%                    | 200         |
|                                |                              |                          | 332         |

**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        | 73.6%   | 89          | 70.0%    | 14        | 37.5%                         | 3        | 64.7%             | 22        |
|                                |   | 121         |          | 20        |                               | 8        |                   | 34        |
| Employment Retention Rate      | 85.2%   | 144         | 84.0%    | 21        | 88.9%                         | 8        | 81.5%             | 22        |
|                                |   | 169         |          | 25        |                               | 9        |                   | 27        |
| Average Earnings Rate          | \$9,644   | \$1,244,039 | \$17,628 | \$334,930 | \$8,663                       | \$51,975 | \$12,372          | \$210,318 |
|                                |   | 129         |          | 19        |                               | 6        |                   | 17        |
| Employment and Credential Rate | 67.2%   | 82          | 50.0%    | 9         | 75.0%                         | 3        | 55.0%             | 11        |
|                                |   | 122         |          | 18        |                               | 4        |                   | 20        |

**Table D - Other Outcome Information for the Adult Program**

| Reported Information      | Individuals Who Received Training Services |             | Individuals Who Only Received Core and Intensive Services |             |
|---------------------------|--|-------------|---|-------------|
|                           |  |             |   |             |
| Entered Employment Rate   | 79.1%                                      | 212         | 63.8%   | 104         |
|                           |  | 268         |   | 163         |
| Employment Retention Rate | 88.1%                                      | 296         | 85.8%   | 235         |
|                           |  | 336         |   | 274         |
| Average Earnings          | \$12,975                                   | \$3,464,259 | \$10,332  | \$2,293,644 |
|                           |  | 267         |   | 222         |

**Table E - Dislocated Worker Program Results**

| Reported Information           | Negotiated Performance Level | Actual Performance Level |              |
|--------------------------------|------------------------------|--------------------------|--------------|
|                                |                              |                          |              |
| Entered Employment Rate        | 76.4%                        | 78.1%                    | 704          |
|                                |                              |                          | 901          |
| Employment Retention Rate      | 88.9%                        | 89.4%                    | 903          |
|                                |                              |                          | 1,010        |
| Average Earnings Rate          | \$16,400                     | \$16,440                 | \$13,842,090 |
|                                |                              |                          | 842          |
| Employment and Credential Rate | 66.6%                        | 64.0%                    | 388          |
|                                |                              |                          | 606          |

# PERFORMANCE CHARTS CONT.

**Table F - Outcomes for Dislocated Worker Special Populations**

| Reported Information           | Veterans |           | Individuals with Disabilities |           | Older Individuals |             | Displaced Homemakers |     |
|--------------------------------|----------|-----------|-------------------------------|-----------|-------------------|-------------|----------------------|-----|
|                                |          |           |                               |           |                   |             |                      |     |
| Entered Employment Rate        | 83.7%    | 41        | 80.0%                         | 8         | 72.2%             | 96          | 0.0%                 | 0   |
|                                |          | 49        |                               | 10        |                   | 133         |                      | 1   |
| Employment Retention Rate      | 92.5%    | 49        | 90.0%                         | 9         | 86.8%             | 125         | 0.0%                 | 0   |
|                                |          | 53        |                               | 10        |                   | 144         |                      | 1   |
| Average Earnings Rate          | \$20,182 | \$908,189 | \$14,642                      | \$131,774 | \$17,714          | \$1,966,244 | \$0                  | \$0 |
|                                |          | 45        |                               | 9         |                   | 111         |                      | 1   |
| Employment and Credential Rate | 62.9%    | 22        | 80.0%                         | 4         | 55.7%             | 44          | 0.0%                 | 0   |
|                                |          | 35        |                               | 5         |                   | 79          |                      | 1   |

**Table G - Other Outcome Information for the Dislocated Worker Program**

| Reported Information      | Individuals Who Received Training Services |             | Individuals Who Only Received Core and Intensive Services |             |
|---------------------------|--|-------------|---|-------------|
|                           |  |             |   |             |
| Entered Employment Rate   | 83.2%                                      | 495         | 68.3%   | 209         |
|                           |  | 595         |   | 306         |
| Employment Retention Rate | 90.1%                                      | 592         | 88.1%   | 311         |
|                           |  | 657         |   | 353         |
| Average Earnings Rate     | \$16,992                                   | \$9,396,401 | \$15,383  | \$4,445,689 |
|                           |  | 553         |   | 289         |

**Table H.1 - Youth (aged 14-21) Program Results**

| Reported Information                 | Negotiated Performance Level | Actual Performance Level |     |
|--------------------------------------|------------------------------|--------------------------|-----|
|                                      |                              |                          |     |
| Placement in Employment or Education | 0.0%                         | 46.9%                    | 180 |
|                                      |                              |                          | 384 |
| Attainment of Degree or Certificate  | 0.0%                         | 49.7%                    | 198 |
|                                      |                              |                          | 398 |
| Literacy and Numeracy Gains          | 0.0%                         | 57.7%                    | 169 |
|                                      |                              |                          | 293 |

**Table H.2 - Older Youth (aged 19-21) Program Results**

| Reported Information      | Negotiated Performance Level | Actual Performance Level |           |
|---------------------------|------------------------------|--------------------------|-----------|
| Entered Employment Rate   | 74.3%                        | 70.9%                    | 78        |
|                           |                              |                          | 110       |
| Employment Retention Rate | 76.0%                        | 75.7%                    | 84        |
|                           |                              |                          | 111       |
| Average Earnings Rate     | \$1,700                      | \$3,228                  | \$296,974 |
|                           |                              |                          | 92        |
| Credential Rate           | 58.5%                        | 52.9%                    | 74        |
|                           |                              |                          | 140       |

**Table I - Outcomes for Older Youth Special Populations**

| Reported Information      | Public Assistance Recipients | Veterans  |      | Individuals with Disabilities |        | Out-of-School Youth |         |           |
|---------------------------|------------------------------|-----------|------|-------------------------------|--------|---------------------|---------|-----------|
| Entered Employment Rate   | 70.6%                        | 48        | 0.0% | 0                             | 0.0%   | 0                   | 71.3%   | 77        |
|                           |                              | 68        |      | 0                             |        |                     |         | 3         |
| Employment Retention Rate | 76.5%                        | 39        | 0.0% | 0                             | 0.0%   | 0                   | 75.5%   | 83        |
|                           |                              | 51        |      | 0                             |        |                     |         | 1         |
| Average Earnings Rate     | \$3,474                      | \$152,839 | \$0  | \$0                           | -\$456 | -\$456              | \$3,194 | \$290,640 |
|                           |                              | 44        |      | 0                             |        | 1                   |         | 91        |
| Credential Rate           | 51.2%                        | 43        | 0.0% | 0                             | 20.0%  | 1                   | 53.3%   | 73        |
|                           |                              | 84        |      | 0                             |        | 5                   |         | 137       |

**Table J - Younger Youth (aged 14-18) Results**

| Reported Information             | Negotiated Performance Level | Actual Performance Level |     |
|----------------------------------|------------------------------|--------------------------|-----|
| Skill Attainment Rate            | 96.7%                        | 94.3%                    | 434 |
|                                  |                              |                          | 460 |
| Youth Diploma or Equivalent Rate | 62.0%                        | 56.9%                    | 62  |
|                                  |                              |                          | 109 |
| Retention Rate                   | 72.4%                        | 58.1%                    | 133 |
|                                  |                              |                          | 229 |

# PERFORMANCE CHARTS CONT.

**Table K - Outcomes for Younger Youth Special Populations**

| Reported Information        | Public Assistance Recipients | Individuals with Disabilities | Out-of-School Youth |
|-----------------------------|------------------------------|-------------------------------|---------------------|
| Skill Attainment Rate       | 93.6%                        | 353                           | 7                   |
|                             |                              | 377                           | 15                  |
| Youth Diploma or Equivalent | 51.7%                        | 45                            | 1                   |
|                             |                              | 87                            | 4                   |
| Retention Rate              | 58.6%                        | 89                            | 4                   |
|                             |                              | 152                           | 12                  |
|                             |                              |                               | 91.3%               |
|                             |                              | 46.7%                         | 53.9%               |
|                             |                              | 33.3%                         | 57.5%               |
|                             |                              |                               | 188                 |
|                             |                              |                               | 206                 |
|                             |                              |                               | 55                  |
|                             |                              |                               | 102                 |
|                             |                              |                               | 123                 |
|                             |                              |                               | 214                 |

**Table L - Other Reported Information**

| Reported Information | 12-Month Employment Retention Rate | 12-Month Earning Increase (Adults and Older Youth) or 12-Month Earning Replacement (Dislocated Workers) | Non-Traditional Employment | Placement in | Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment | Entry into Unsubsidized Employment Related to Training Received by Those Who Completed Training Services |         |             |       |     |
|----------------------|------------------------------------|---|----------------------------|--------------|--|--|---------|-------------|-------|-----|
| Adults               | 85.6%                              | 595   | \$5,815                    | \$3,750,834  | 9.5%   | 30   | \$5,269 | \$1,554,420 | 59.4% | 126 |
|                      |                                    | 695   |                            | 645          |  | 316  | 295     | 212         |       |     |
| Dislocated Workers   | 89.3%                              | 960   | \$128                      | \$15,208,038 | 5.8%   | 41   | \$7,036 | \$4,692,798 | 50.1% | 248 |
|                      |                                    | 1,075   |                            | \$11,915,820 |  | 704  |         | 667         |       | 495 |
| Older Youths         | 71.5%                              | 88  | \$2,566                    | \$251,432    | 11.5%  | 9  | \$2,105 | \$143,162   |       |     |
|                      |                                    | 123   |                            | 98           |  | 78   |         | 68          |       |     |

**Table M - Participation Levels**

| Reported Information           | Total Participants Served | Total Exiters |
|--------------------------------|---------------------------|---------------|
| <b>Total Adult Customers</b>   | 11,521                    | 10,510        |
| Total Adult, Self-Service Only | 9,558                     | 9,174         |
| WIA Adult                      | 10,335                    | 9,672         |
| WIA Dislocated Worker          | 1,193                     | 838           |
| <b>Total Youth (14-21)</b>     | 585                       | 375           |
| Younger Youth (14-18)          | 374                       | 250           |
| Older Youth (19-21)            | 211                       | 125           |
| Out-of-School Youth            | 406                       | 251           |
| In-School Youth                | 179                       | 124           |

**Table N - Cost of Program Activities**

| Program Activity  | Total Federal Spending               |                     |
|---|--------------------------------------|---------------------|
| Local Adults  | \$2,384,434                          |                     |
| Local Dislocated Workers  | \$2,992,044                          |                     |
| Local Youth   | \$2,880,300                          |                     |
| Rapid Response (up to 25%) WIA Section 134(a)(2)(B)               | \$1,073,668                          |                     |
| Statewide Required Activities (up to 5%) WIA Section 134(a)(2)(B) | \$697,720                            |                     |
|   | <b>Program Activity Description</b>  |                     |
| Statewide Allowable Activities WIA Section 134(a)(3)              | One-Stop Support                     | \$58,270 (non-add)  |
|   | Miscellaneous                        | \$639,450 (non-add) |
|   | Total Statewide Allowable Activities | \$697,720 (non-add) |
| <b>Total of All Federal Spending Listed Above</b>                 | <b>\$10,028,166</b>                  |                     |

# PERFORMANCE CHARTS CONT.

**Table O - Local Performance**

|  |                           |                       |        |
|--|---------------------------|-----------------------|--------|
| Local Area Name:<br>Workforce Partnership of<br>Greater Rhode Island | Total Participants Served | Adults                | 10,013 |
|  |                           | Dislocated Workers    | 883    |
|  |                           | Older Youth (19-21)   | 118    |
|  |                           | Younger Youth (14-18) | 248    |
| ETA Assigned #: 44015  | Total Exiters             | Adults                | 9,355  |
|  |                           | Dislocated Workers    | 565    |
|  |                           | Older Youth (19-21)   | 73     |
|  |                           | Younger Youth (14-18) | 146    |

| Reported Information   |                      | Negotiated Performance Level | Actual Performance Level |
|--|----------------------|------------------------------|--------------------------|
| Customer Satisfaction  | Program Participants | 79.0%                        | 80.9%                    |
|  | Employers            | 76.0%                        | 70.8%                    |
| Entered Employment Rates   | Adults               | 69.0%                        | 68.4%                    |
|  | Dislocated Workers   | 76.4%                        | 82.0%                    |
|  | Older Youth          | 74.3%                        | 69.7%                    |
| Retention Rates  | Adults               | 86.4%                        | 88.1%                    |
|  | Dislocated Workers   | 88.9%                        | 90.6%                    |
|  | Older Youth          | 76.0%                        | 67.2%                    |
|  | Younger Youth        | 72.4%                        | 52.3%                    |
| Average Earnings (Adults/DWs)<br>Six Months Earnings Increase<br>(Older Youth) | Adults               | \$11,503                     | \$12,820                 |
|  | Dislocated Workers   | \$16,400                     | \$17,527                 |
|  | Older Youth          | \$1,700                      | \$2,841                  |
| Credential/Diploma Rates   | Adults               | 62.3%                        | 55.8%                    |
|  | Dislocated Workers   | 66.6%                        | 61.3%                    |
|  | Older Youth          | 58.5%                        | 49.4%                    |
|  | Younger Youth        | 62.0%                        | 50.0%                    |
| Skill Attainment Rate  | Younger Youth        | 96.7%                        | 94.7%                    |
| Placement in Employment<br>or Education  | Youth (14-21)        | 0.0%                         | 44.2%                    |
| Attainment of Degree<br>or Certificate   | Youth (14-21)        | 0.0%                         | 51.5%                    |
| Literacy or Numeracy Gains   | Youth (14-21)        | 0.0%                         | 63.4%                    |

**Description of Other State Indicators of Performance  
(WIA Section 136(d)(1))**

| Overall Status of Local Performance | Not Met | Met | Exceeded |
|-------------------------------------|---------|-----|----------|
|                                     | 1       | 9   | 7        |

**Table O - Local Performance\***

|   |                           |                       |     |
|---|---------------------------|-----------------------|-----|
| Local Area Name:<br>Workforce Solutions of<br>Providence/Cranston | Total Participants Served | Adults                | 317 |
|   |                           | Dislocated Workers    | 255 |
|   |                           | Older Youth (19-21)   | 93  |
|   |                           | Younger Youth (14-18) | 126 |
| ETA Assigned #: 44005   | Total Exiters             | Adults                | 317 |
|   |                           | Dislocated Workers    | 219 |
|   |                           | Older Youth (19-21)   | 52  |
|   |                           | Younger Youth (14-18) | 104 |

*\*The Total Adult Participants Served and Total Adult Exiters for Workforce Investment Area #44005 appear to be inaccurate. It is possible that these cohorts were under-reported due to a management information system data migration issue. The matter is being researched.*

| Reported Information   |                      | Negotiated Performance Level | Actual Performance Level |
|--|----------------------|------------------------------|--------------------------|
| Customer Satisfaction  | Program Participants | 79.0%                        | 76.8%                    |
|  | Employers            | 76.0%                        | 70.8%                    |
| Entered Employment Rates   | Adults               | 69.0%                        | 77.9%                    |
|  | Dislocated Workers   | 76.4%                        | 77.9%                    |
|  | Older Youth          | 74.3%                        | 72.7%                    |
| Retention Rates  | Adults               | 86.4%                        | 86.0%                    |
|  | Dislocated Workers   | 88.9%                        | 88.5%                    |
|  | Older Youth          | 76.0%                        | 84.9%                    |
|  | Younger Youth        | 72.4%                        | 69.7%                    |
| Average Earnings (Adults/DWs)<br>Six Months Earnings Increase<br>(Older Youth) | Adults               | \$11,503                     | \$10,598                 |
|  | Dislocated Workers   | \$16,400                     | \$14,870                 |
|  | Older Youth          | \$1,700                      | \$3,753                  |
| Credential/Diploma Rates   | Adults               | 62.3%                        | 66.7%                    |
|  | Dislocated Workers   | 66.6%                        | 72.7%                    |
|  | Older Youth          | 58.5%                        | 57.9%                    |
|  | Younger Youth        | 62.0%                        | 70.3%                    |
| Skill Attainment Rate  | Younger Youth        | 96.7%                        | 94.0%                    |
| Placement in Employment<br>or Education  | Youth (14-21)        | 0.0%                         | 50.6%                    |
| Attainment of Degree<br>or Certificate   | Youth (14-21)        | 0.0%                         | 47.3%                    |
| Literacy or Numeracy Gains   | Youth (14-21)        | 0.0%                         | 47.1%                    |

**Description of Other State Indicators of Performance  
(WIA Section 136(d)(1))**

| Overall Status of Local Performance | Not Met | Met | Exceeded |
|-------------------------------------|---------|-----|----------|
|                                     | 0       | 10  | 7        |





# **RI Department of Labor and Training**

State Workforce Investment Office • 1511 Pontiac Avenue • Cranston, RI 02920-4407  
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