



Governor's Workforce Board Retreat
October 16, 2014
Save the Bay
100 Save the Bay Drive, Providence RI
11:30 – 4:00 pm

MEETING MINUTES

Board Members Present: Constance Howes, Board Chair, Mario Bueno, Channavy Chhay, Monica Dzialo, Charles Fogarty, John Gregory, Mike Grey, Juana Horton, Cheryl Merchant, Sharon Moylan, Bob Nangle, George Nee, Jim Purcell, Bahjat Shariff, Martin Trueb

Board Members Absent: Robin Coia, Tim Byrne, Deborah Gist, Paul MacDonald

GWB Staff Present: Rick Brooks, Sherri Carello, Dan Brown, Amelia Roberts

DLT Staff Present: Sue Chomka, Angelo DaFonseca, Lisa D'Agostino, Sean Fontes, Kate Greenwell, Mavis McGetrick, Donna Murray, Nancy Olson, David Tremblay, Mike Healey

Others Present: Deborah Anthes, DHS; Malcolm Baxter, BIS; Shannon Brawley, Commerce RI Board Member; Jessica David, Neil Steinberg, RI Foundation; Sarah Griffen; Paul Harden, Commerce RI; Robert Kalaskowski, RI Senate Policy; Linda Katz, EPI; Stephen Osborn, RIDE; Janet Raymond, Providence Chamber of Commerce; Amy Rice, Governor Chafee's Office; Anne Walsh, WSPC; Tom West, TPMA

Welcome and Overview

Chair Howes called the meeting to order at 12:00 pm and welcomed everyone to the Retreat. She highlighted the agenda items and topics that would be addressed and asked everyone to introduce themselves and discuss a goal or outcome they would like the state workforce system to achieve.

Biennial Employment & Training Plan for the State of RI (FY2016-2017)

Presentation of labor market statistics

Chair Howes asked Donna Murray and Kate Greenwell from the Labor Market Information Division to present on the current labor market conditions in Rhode Island. D. Murray highlighted key statics on population changes from 2000 – 2013, educational attainment, labor force participation by age and educational attainment, and discussed the unemployment, industry, and occupational outlook from 2012-2022.

Overview of Economic Forum

David Tremblay discussed the major topics presented to the Biennial Plan Advisory Committee by Labor Economists at the July 18th Economic Forum. He highlighted the point of perspective from economists Peter Cappelli, Neil Mehrotra, and Paul Harrington, relating to the persistent high unemployment rate among young individuals, composition of firms, the Beveridge curve in

relation to the skills gap, and matching employer skill requirements with job seekers by condensing the supply chain.

Key Takeaways from Research and Stakeholder Engagement

Chair Howes asked Tom West to present the key findings and results from the various in-puts used to inform the FY16-17 Biennial Employment and Training Plan recommendation and action items. T. West discussed the business survey results, noting the respondents want to hire people with soft skills and relevant work experience, and most plan to hire within the next year. He indicated a Best Practice Scan was used to conduct research in the four priority areas: Employer Partnerships, Work Readiness, Career Pathways, and Public Workforce System. He provided examples of other states' innovative efforts, highlighting programs that have addressed the development of soft skills, experiential learning, academic performance, and apprenticeship and pre-apprenticeship programs. T. West further discussed key takeaways from the literature review, noting the focus on internships and work experiences, collaboration between education, public workforce, and economic development, generational differences, STEM education, and addressing barriers to success. He reviewed the outcomes from the Business/Industry and Service Provider focus groups, acknowledging the need for increased responsiveness, collaboration, and communication with the education system.

Presentation and discussion of Biennial Plan Progress Report

Chair Howes asked Rick Brooks and Tom West to review the progress of the FY14-15 Biennial Plan priorities. R. Brooks discussed accomplishments to date and reviewed recommendations for the FY16-17 Biennial Plan Priorities developed by the Biennial Plan Advisory Group. Tom West asked for feedback from Board members to evaluate, edit, and restructure the recommendations and action steps of Biennial Employment and Training Plan.

Live Edit Feedback of Recommendations

Employer Partnerships:

- Engage employers around initiatives to reach smaller businesses and create employer demand.
- Recommendations should be focused and not spread among too many priorities
- Combine #1 and #3

Work Readiness:

- #6 is operational
- Primary focus on private sector businesses to expand internships
- bRIdge.jobs awareness as a bullet point in #5
- Combine #1, 4, and 6
- The importance of ESL and GED proficiency and should be captured in the plan
- How effective are some of the goals and how do we measure success and identify programs that work?
- Secretary of Commerce to tie all workforce develop efforts together

Career Pathways:

- Dual enrollment – change to “Promote funding for dual enrollment”
- Add alignment with Commerce RI in #3
- Tie career pathways development to sectors identified by Commerce RI and/or DLT as strategically determined
- Add establish process for high wage high demand jobs identified
- Combine 3 and 5

Public Workforce System:

- Summit discussion, have business, industry, and educator representatives present
- Better measure of success through longitudinal data analysis
- Add comprehensive system improvement plan to recommendations
- Change priority to “Public/Private Workforce System” or just “Workforce System”

GWB Investment Strategies and Priorities

Review of GWB Investments

Chair Howes asked R. Brooks to provide an overview of FY14-15 investments and outcomes. R. Brooks reviewed the breakdown of investments and discussed programs supported within each funding category. R. Brooks provided an update of outcomes for FY14 GWB programs, including Incumbent Worker Training, Industry Partnerships, Youth Development, Adult Education, Innovative Partnerships, Jobs Initiatives, and Work Immersion. Referring to the financial analysis spreadsheet, R. Brooks noted the Board has around \$1.4 million in planned/anticipated carry-forward to expend. He discussed a few of the new investment ideas to spend the unobligated funds such as GED test fee waivers, partial wage subsidies to promote paid work experiences for CTE students, and investments in specific target populations.

Discussion of criteria for investment of unobligated funds

	Table 1	Table 2	Table 3	Table 5	Table 6
Waiver of GED Test Fees	X	X		X	
Adult Education		X	X	X	
Youth Development		(Summer Youth, discuss with LWIBs to find other sources of funding)	(Summer)	X	X
Comprehensive System Improvement Plan	X				X
Target Populations	(high demand occupations)		X		
Universal Access to Work Readiness Testing	X				
Incumbent Worker Training		X	(Express)		
Paid Work Experiences for CTE students			X		
Marketing/Outreach	X				
Pre-Employment Training			X	(Innovative Partnerships)	
Hire Consultant for WIOA integration				X	

Adjournment

With no further business, the meeting was adjourned at 3:54 pm.

Respectfully submitted,
Amelia Roberts