

**Governor's Workforce Board RI
Career Pathways System Task Force (CPSTF)**

February 7, 2013

Meeting Minutes

Committee Members present:	Brandon Melton, Chair, Marc Amato, Andrea Castaneda Charles Fogarty, Jill Holloway, Kevin McDevitt, William McGowan, Bill Parsons, Michael Sabitoni, Jeffrey Senese, Kathie Shields, Robin Smith
Committee Members not present:	Ray Di Pasquale, Deborah Gist, Bill Weedon
GWB Staff present:	Maureen Mooney
Others Present:	Malcolm Baxter, BIS; Paul Harden, RIEDC; Ruth Ricciarelli, HARI; Robin Adams, Professional Development Center

Call to Order

Chair Melton called the meeting to order at 8:10 a.m. He welcomed everyone and provided an overview of the agenda.

Minutes of Career Pathways System Task Force (CPSTF)

Chair Melton asked for a review of the meeting minutes of the December 17, 2013 CPSTF meeting. He asked if there was a motion to approve the meeting minutes.

Vote: W. McGowan motioned to approve the minutes of the 12/17/12 CPSTF meeting. M. Amato seconded the motion. The vote was unanimous; the motion passed.

Career Pathways System Taskforce 2.0

Chair Melton referred to the handout entitled "Career Pathways Committee, version 2.0". He spoke about the transition of the work of the taskforce into more of a leadership role. This includes providing oversight and ensuring alignment with the work affiliated with the Workforce Innovations Grant, EmployRI and data development. He mentioned the importance of aligning with the longitudinal data collection project overseen by the RI Department of Education (RIDE).

A. Castaneda spoke about the evaluation of programs noting it is in the development stage of the longitudinal data collection. Jeff Senese spoke of national research models and methodology available and suggested that the career pathways work requires policy level objectives. Chair Melton indicated the alignment of career pathways with the PACE grant and that Robin Smith would be providing an update on the grant later in the meeting.

Workforce Innovations Fund: "On Ramps to Career Pathways"

Chair Melton asked David Tremblay of the State Workforce Investment Office (SWIO) to provide an update on the Workforce Innovations Fund (WIF). D. Tremblay referred to the hand-out entitled "On-Ramps to Career Pathways Newsletter". He explained that the On-Ramps to Career Pathways is a three-year initiative involving several state agencies including: Department of Labor & Training (DLT), GWB, Department of Education (RIDE), Department of Human Services (DHS), the Community College of RI (CCRI) and the SWIO. He stated that this initiative focuses on building "on-ramps" to career pathways for workers at both a systems level and operational level. D. Tremblay provided a project update on the goals of the program. These goals include aligning: funding and policies, the work readiness credential and work experience, career mapping, technology tools and a pilot program for the one-stop career centers. He noted that the centers will be undergoing a business process re-design in early spring. He reviewed an On Ramps to Career Pathways chart which detailed the individual and systems change components to test system and program change at the netWORKri centers. D. Tremblay acknowledged the important partnerships for work surrounding the work readiness credential including the GWB, DLT, Industry Partnerships, RIDE and DHS. He noted that the WIF grant team is involved with the planning model for the Governor's proposed Work Immersion Program. There was a suggestion to include the Association of Independent Colleges and Universities (AICU) and Johnson and Wales University (JWU) in the strategic integration of the On-Ramps work along with the utilization of web tools: EmployRI, Way to go RI, and Bridge.com.

PACE Grant

Chair Melton asked Robin Smith of CCRI to provide an update on the grant program. She spoke about stackable credentials, non credit programs, and free training offered through the grant to unemployed and dislocated workers. She spoke about the collaboration with Tunstall in the move of their call center to Pawtucket and the customer service training offered through the PACE grant. R. Smith provided statistics from the grant after 8 months of programs. She stated there were 228 participants 52 of which are employed. She mentioned the active partnerships established with netWORKri and the Workforce Innovation Fund Grant team. R. Smith mentioned aligning the work associated with the PACE and WIF grant programs so as not to duplicate resources. R. Smith reviewed the training provided, and noted that although the courses were non-credit, they were robust. Other training included a CNA program, computer application specialist training, PACE tutoring for remedial skills and PACE to Employment. She explained that this is a 40 hour program containing a work readiness component. R. Smith mentioned partnerships established with Stepping UP, WPGRI, Tech College and other Industry Partners (IT and healthcare).

Governor's Work Immersion Program

Chair Melton asked Director Charles Fogarty to report on the Governor's Work Immersion Program. C. Fogarty provided an overview of the proposed program noting it is outlined in Budget Article 15. He stated that the Governor's Workforce Board is charged with developing a state work immersion program and a non-trade apprenticeship program. He indicated this would mean temporary, paid work experiences that provide meaningful learning opportunities for post-secondary school students and unemployed adults. C. Fogarty indicated that these programs will also provide assistance to businesses by training these individuals for potential employment. He mentioned the proposed funding of \$1M for FY2013 and for \$2M for FY2014. He noted that the non-trade apprenticeship program might include working with Atrion's IT apprenticeship program and also with the Industry Partnerships particularly marine trades, healthcare and hospitality. C. Fogarty emphasized the importance of leveraging resources and of creating partnerships in this effort.

A discussion followed. Jeff Senese stated that post secondary institutions already provide internship programs and suggested not "recreating the wheel". He suggested that the GWB utilize those resources currently in place at the colleges and universities throughout the state.

He stated that relationships with employers have been established and suggested leveraging and building on current systems. He suggested that the effectiveness of currently existing programs could be evaluated. Andrea Castaneda stated that the RI Department of Education (RIDE) is knowledgeable about and engaged with the programs at the career and tech centers. She echoed J. Senese's suggestion to coordinate with existing programs and offered that any proposal for the Work Immersion program should reach back to the career and technical centers. Brandon Melton suggested both informing and engaging the GWB Employer Advisory Group about the Work Immersion program.

Regarding non-trade apprenticeships, M. Sabitoni described an "earn while you learn" model utilized in the building and construction industry. He spoke about the success with differing disciplines and employers. He explained that a company signs a pledge of commitment for the season and that there is an annual cycling process. M. Sabitoni spoke about core skills of the trades indicating that soft skills were also a key component for success. He cited OSHA and safety training as examples. C. Fogarty emphasized the importance of funding apprenticeships in high growth industries and of providing data for these industries to the individuals interested in these programs. Kathie Shields spoke about the Tech Collective IT boot camp, the commitment, skills and education required for this program. She noted the need for continual learning and training even for those who have IT experience and/or education. She mentioned the participants signed a contract of commitment for the program.

Key Next Steps

Chair Melton stated that the CPSTF would be meeting again on May 9, 2013.

Adjournment

With no further business, Chair Melton asked if there was a motion to adjourn the meeting.

Vote: M. Sabitoni motioned to adjourn the meeting. A. Castaneda seconded the motion. The vote was unanimous; the motion passed.

The meeting was adjourned at 9:35 a.m.

Respectfully submitted,
Maureen Mooney