



**Career Pathways Advisory Committee
Meeting Minutes
June 22, 2015
9:00 – 10:30 am, 73-1**

Attendees:

Monica Dzialo, ORS, Committee Chair	Chris Matteson, RIMA
Carlos Ribeiro, WPGRI	Dan Toussaint, RIMA
Amelia Roberts, GWB	Sharon Lee, RIDE
David Tremblay, GWB	Carmen Ferguson, DHS
Sarah Griffen, On-Ramps	Robin Smith, CCRI
Kim Chouinard, RIDE	Sharon Miles, CCRI
Jill Holloway, PDC	Connie Howes, Care New England, Board Chair
Lisa Tomasso, Providence Center	Liana Fenton, Middletown Schools
Shana Bloom, Stepping Up	Tracy Miller, Workforce Consultant
Philip Less, RIDE	Linda Larsen, Defense IP
Kim Stack, URI	Michelle Brophy, BHDDH
Rick Brooks, GWB	Steve Kitchin, NEIT
Claudia Staniszewski, LISC	Ken Findlay, DOC
Connor McCourt, RIMA Intern	Brian Dursi, RIMTA
Brittany Morrison, GWB	Doug Tingle, OPC

Welcome/Introductions

Chair Dzialo welcomed everyone to the meeting and provided an overview of the agenda. She thanked members for their work and discussed the July and August meeting dates.

CPAC Member Programs Descriptions

RI Adult Education Professional Development Center - Jill Holloway

- Adult Education serves populations such as refugees, immigrants, youth who do not make it through the traditional system, older learners
- PDC started in 2007 by RIDE and RI Foundation, and federal grants
- Non-profit
- Measures Educational gains
- GWB largest funder - Funds are distributed to organizations that provide adult education services
- 40% of learners are employed, 45% of learners are looking for work
- Developed website library for adult education learners
- Resource hub through longitudinal data grant

RI Manufacturers Association – Chris Matteson and Dan Toussaint

- 2500 open positions in manufacturing

- MSSC – CPT industry-wide certification program
- Discussed modules: Virtual learning
- 3500 colleges and universities that accept this certification
- Fundamental basis for manufacturing
- Introducing to incumbent workers
- Meet demand of employers as well as workforce system
- Recruiting now flyer – Innovative Partnership grant from GWB
- 28 completed program and
- Looking at training 60 participants in FY16
- Works with East Providence Career and Tech
- Dream it, Do it – educates students and parents about careers in manufacturing
- Manufacturing Day – addresses misconceptions about manufacturing and anyone can take a tour of a manufacturing facility
- 350 – 400 students take a tour of Yushin America
- Elevating training as technology increases
- NIM certification
- Advanced manufacturing training programs that meet the on-demand occupations
- Developing programs that train participants in the basic skills
- College students may attend Manufacturing expo
- Girls manufacturing program to increase interest in manufacturing among women
- Expanding MSSC CPT program to serve hard-to-serve populations
- Strong machining programs, but not broad manufacturing programs
- 15% of manufacturing workers will retire, thousands of job openings in the next couple of years
- Can't meet the demand – provide entry level training to get participants in the door
- Difficulty finding population that were in the manufacturing industry before
- What are minimum qualifications – 7th and 8th reading level, can't have dual citizenship, clean record, transportation
- Screening tools to identify best employer for them
- Mirror MSSC with NCRC

Adult Education Career Pathways Plan

- Discussed the purpose and goal of the initiative
- Using Labor Market information to carry out coordinated activities with interagency programs
- Why career pathways have emerged as an important focus in ABE
 - Requirement of postsecondary education for jobs
 - Secondary credential is no longer sufficient
 - ½ middle skill jobs require AA degree
- Key components of local career pathways
 - Coordinate with interagency partners
 - Identify sector or industry and engage employers
- Where are we now?

- State Work Plan Part 2 due this week
- Expand the number of ABE programs
- Strengthen the implementation of career pathways in ABE programs
- For programs with no career pathways activities
 - Abe programs will be asked to implement at least one career pathways component
- Examples of career pathways activities
 - Modules of courses, transition programs, career exploration
 - Something regular and focused
 - Hands on pathways programs such as carpentry and hospitality
 - Meeting requirements of WIOA
 - Bridging to college and contextualizing curriculum, dual enrollment, create ways to fast-track people and keep their focus
- How is it going to look different from 2 years ago?

Adult Education Committee Discussion

- 3 measurable and manageable initiatives around career pathways that others can align their efforts with
- Pilot program can help with measurable data and outcomes management
- Stackable credentials that demonstrate competencies such as NCRC
- Clear menu of options that work
- Southern NH has a clear competency based model related to adult based learners, specific industry base
- Only give a few choices
- Chair Dzialo took the NCRC and saw its value, but it may not be suitable for all populations
- Providing higher level of support that makes a difference to the adult learner – accountable career pathway organization that take responsibility for the adult learner
- How to support adult learners once they've received a credential
- Statewide career coaching
- Executive function skills for adults and assessments
- Cultural competencies
- How to align Adult Education and other workforce development career pathways efforts
- Larger effort at RIDE – CTE and comprehensive school – how to align with high growth areas
- CCRI – accelerated learning program mirroring Baltimore model
- HS credential should be primary credential
- Accountable career pathways
 - BHDDC and DOC peer work – could train peers to work through pathways
- HS diploma is no longer sufficient under WIOA
- Aligning HS diploma with a nationally recognized credential
- Relevancy of good LMI data

- Self management skills under WIOA, digital literacy
- How affect recruitment strategies – rethink who getting into the program, should this change?
- Different pathways for different populations
- 15% are classified as not working or not looking for work
- Lack of private industry interest

Summary of Discussion and Feedback

1. Use labor market information to understand demand
2. Support and following up with participants for self-management skills and resources
3. Credentials and strategies that demonstrate competencies
4. How to stay flexible to keep things moving for career pathways participants as regulations and licensing changes

*Chair Dzialo announced the July 13, 2015 meeting has been **cancelled**. The next meeting will be August 24, 2015.*