

**Governor's  
Workforce  
Board**  
Rhode Island



Today's Vision... Tomorrow's Opportunity.

# Annual Board Meeting

June 18, 2009 ✧ 7:30 –10:00 a.m.

Rhodes on the Pawtuxet  
Cranston, RI

## ✧ MEETING AGENDA ✧

Welcome

John J. O'Hare  
Acting Executive Director

Chairman's Address  
Consent Agenda

Joseph J. MarcAurele  
Chairman

Greetings

The Honorable Donald L. Carcieri  
Governor

Strategy in Action

William McGowan  
Vice Chair

Nancy J. Olson  
Acting Chief

Presentation of Awards

- ✧ Workforce Innovation Award
- ✧ Board Appreciation Award

Adjournment

# **June 18, 2009 MEETING CONSENT AGENDA**

**(Detailed Information Follows as Appropriate)**

## **Items 1-8**

### **Item 1: WIA Consent Agenda**

At the June 2, 2009 meeting, the Planning & Evaluation Committee reviewed and endorsed seven Workforce Investment Notices for Program Year 2008/09 for Board approval. (These are listed with hyperlinks for detailed information on the following page.)

### **Item 2: Locals Final 1 Year Plan Approval**

At the June 2, 2009 meeting, the Planning and Evaluation Committee reviewed and endorsed the one-year local plans for Program Year 2009 from the Workforce Partnership of Greater Rhode Island and Workforce Solutions of Providence/Cranston for the period, July 1, 2009 - June 30, 2010 for the local workforce investment area to receive formula allotments under the Workforce Investment Act. Executive summaries for each of the local plans follow.

### **Item 3: Draft WIA/WP Modification to the Two-Year State Plan**

At the June 2, 2009 meeting, the Planning and Evaluation Committee reviewed and endorsed the draft plan for the modification for the State Workforce Investment Office. The hyperlink to the plan follows. [Draft WIA/WP Modification](#)

### **Item 4: Final WIA/WP Modification to the Two-Year State Plan**

At the June 2, 2009 meeting, the Planning and Evaluation Committee approved the process for the public comment period of this plan modification. A public comment period began on May 21, 2009 and ended at the conclusion of the public hearing on June 15, 2009. Any comments received at the public hearing will be taken under advisement and may necessitate further modification to the state plan. The Executive Summary follows.

### **Item 5: FY 2010 Initial Funding Recommendations**

The Strategic Investments Committee endorsed funding recommendations for FY2010 at the June 4, 2009 meeting. The detail of endorsed funding priorities follows.

### **Item 6: FY2010 Adult Education Program Funding Requests**

At its meeting on June 4, 2009, the Strategic Investments committee approved FY2010 funding requests for Adult Education programs (\$4,640,000) and challenge grants tied to the goals of the GWB strategic plan (\$125,000). Detailed information on the approved funding requests follows.

### **Item 7: Workforce Expansion Grant**

At its meeting on June 4, 2009, the Strategic Investments Committee approved a Workforce Expansion Award in the amount of \$77,280 for Advanced Financial Services, Inc. The grant summary sheet follows.

### **Item 8: Continuation of Board Business**

In the event it becomes necessary to conduct business during the months of July and August, at its June 4, 2009 meeting the Executive Committee approved requesting a resolution from the Board that the Committee be granted the authority to act on behalf of the Board during this period.

## ITEM 1 – WIA CONSENT AGENDA

### WIA POLICY ISSUANCES

**Background:** The US Department of Labor's Employment and Training Administration (USDOL, ETA) requires that the WIA Statute and Regulations be implemented by the issuance of State Policy by the Governor. USDOL, ETA, from time to time, issues changes in policy impacting the administration of the Workforce Investment Programs in Rhode Island. These issuances are called Training and Employment Guidance Letters (TEGLs) and require that changes in State policy be implemented to conform to changes in federal policy and communicated to the workforce development system. In addition, these communications now include policy issuances for initiatives funded by the Governor's Workforce Board's Job Development Fund when appropriate.

REFERENCES: [All WIA Policy Issuances 1999-2008](#)

### New Workforce Investment Notices

WIN NOTICE #	DATE	SUBJECT
<a href="#">08-17</a>	5/11/09	<a href="#">Local Plan Modification Guidance</a> This issuance provides guidance to local areas regarding modification procedures relative to the receipt of additional funding through the American Recovery and Reinvestment Act (ARRA) of 2009 and Program Year 2009 Workforce Investment Act Formula funds.
<a href="#">08-18</a>	5/21/09	<a href="#">Workforce Investment Act Title I/ Wagner Peyser Act</a> This issuance provides notice that the State Workforce Investment Office of the RI Department of Labor & Training will hold a public hearing on Monday, June 15, 2009 to solicit comments regarding the required modification to the One-Year Title 1B WIA/Wagner Peyser State Workforce Plan relative to the receipt of additional funding through the American Recovery and Reinvestment Act of 2009 (ARRA).
<a href="#">01-02 (change 7)</a>	5/19/09	<a href="#">Subsequent Eligibility Certification Process of Eligible Training Providers Programs/Providers</a> This issuance provides ongoing information and guidance to local Workforce Investment Areas, training providers and other netWORKri partners regarding the Eligible Training Provider Performance Requirements for Subsequent Eligibility.

WIN NOTICE #	DATE	SUBJECT
<a href="#"><u>08-19</u></a>	5/22/09	<a href="#"><u>Dislocated Worker Allocations for PY 2009</u></a> This issuance provides Dislocated Worker Allocations for PY2009.
<a href="#"><u>08-20</u></a>	5/22/09	<a href="#"><u>Allocations for Adult and Youth Programs for PY 2009</u></a> This issuance provides Locals with the Workforce Investment Act (WIA) Adult and Youth allocations for PY2009.
<a href="#"><u>08-21</u></a>	5/22/09	<a href="#"><u>Confidentiality Agreement for Youth Providers</u></a> This issuance provides the local workforce investment area with the “Individual Access and Confidentiality Agreement” and ensures individual employee compliance for utilization of the Geographic Solutions Virtual One-Stop system.
<a href="#"><u>08-22</u></a>	5/22/09	<a href="#"><u>Workforce Investment Act and Wagner-Peyser Performance Accountability Reporting for the American Recovery and Reinvestment Act of 2009</u></a> This issuance transmits guidance regarding the American Recovery and Reinvestment Act (ARRA) of 2009 performance accountability reporting procedures for activities authorized under the Workforce Investment Act (WIA) of 1998 and Wagner-Peyser (WP) Act. Also to announce changes to the reporting requirements for the Workforce Investment Act Standardized Record Data (WIASRD).

**CONSIDERATION:** The policies listed for PY 2008/09 above were issued pursuant to federal and GWB policy as appropriate.

**POSSIBLE ACTION:** Review and approval of policy issuances.

Item 2: Locals Final 1 Year Plans



**Workforce Investment Plan  
for the  
Greater Rhode Island  
Workforce Investment Area**

**For the Period  
July 1, 2009 – June 30, 2010**

# *The Workforce Partnership of Greater Rhode Island*

## **One Year Plan for Program Year 2009 Executive Summary**

### **INTRODUCTION**

The Workforce Partnership of Greater Rhode Island (WPGRI) is pleased to present its one year plan for Program Year 2009 (July 1, 2009 through June 30, 2010) in accordance with the requirements of the Workforce Investment Act (WIA) of 1998. Through its past years of experience in the legislative and philosophical mandates of the Act, the organization has grown to embrace a collaborative and regional approach to developing the skills of the area's workforce. While WPGRI has emphasized the state's high growth, high demand industries, the organization remains committed to addressing the workforce needs of Rhode Island's small business community, a vital cog in driving economic growth throughout the Ocean State. The governing Board of Directors and its administrative staff share a common vision in the goals and objectives of this plan as well as a strong commitment to ensure its effective implementation.

In its capacity as the Local Workforce Investment Board (LWIB) for the Greater Rhode Island Workforce Investment Area, encompassing thirty-seven of Rhode Island's thirty-nine communities, the organization continues to develop and oversee a complex and comprehensive system of services and programs. The organization is confident that this One-Year Plan continues to address the needs of our diverse constituencies in ways that are responsive to individuals, employers and industry groups, as well as local and regional dynamics.

The WPGRI also recognizes that changing economies, new policies, demographic and statistical shifts, and other unforeseen factors may necessitate periodic adjustments. Therefore, the organization is confident that the plan allows for sufficient flexibility to modify its approach, while remaining committed to its primary goals and objectives.

Since its inception in 1982 under the Job Training Partnership Act, the Workforce Partnership of Greater Rhode Island has lead workforce development efforts by facilitating partnerships among statewide agencies, organizations and industry sectors to develop a systemic approach to workforce, economic, and educational development. The organization remains committed to this role and believes that its efforts have positively impacted the ongoing development and dynamic impact of Rhode Island's One-Stop Career Center system, known as *netWORKri*. In all aspects of this plan, the organization will be guided by its vision and mission:

#### **The Vision...**

*"The Workforce Partnership of Greater Rhode Island will collaborate with business, labor education leaders and community based organizations to establish a dynamic, outcome driven, visible resource providing measurable and comprehensive market based employment and training services.*

*These services will include the provision of information, technical assistance and life-long training opportunities to customers.*

*Employers will have access to a well trained, dependable workforce."*

**The Mission...**

*"The mission of the Workforce Partnership of Greater Rhode Island is to provide strategic leadership to meet the current and future human resource needs of Rhode Island's employers and to ensure a well trained, self-sufficient and adaptable workforce."*

**THE ONE-YEAR  
WORKFORCE INVESTMENT ACT PLAN**

FOR THE

**PROVIDENCE/CRANSTON  
WORKFORCE INVESTMENT AREA**

FOR THE PERIOD

**JULY 1, 2009 TO JUNE 30, 2010**

SUBMITTED BY

**THE PROVIDENCE/CRANSTON  
WORKFORCE INVESTMENT BOARD**

**DRAFT: APRIL 1, 2009**

## EXECUTIVE SUMMARY

The Providence/Cranston Workforce Investment Board embraces the opportunity to reaffirm our commitment to the purpose, goals and objectives of the Workforce Investment Act and the major design principles of Rhode Island's one-stop system netWORKri and the work of the Governor's Workforce Board. This plan specifically addresses the scope of work that will be provided under the authority of the Workforce Investment Act. The plan will be modified to include services authorized under the American Recovery & Reinvestment Act of 2009 as the principles espoused by that legislation are integrated into the workforce development system.

Workforce Solutions of Providence/Cranston (W/S of P/C) will promote the principles of the Workforce Investment Act (WIA). In this difficult economic times, it is important that the public workforce system be responsive to the needs of the unemployed, underemployed, dislocated workers and area businesses by providing a seamless, integrated delivery of services.

The Providence/Cranston Workforce Investment Board has approved the use of On-The-Job-Training and Customized Training as a training option. The board has given job seekers and employers an additional tool to employ workers trained to the specific requirements of the employer.

The Providence netWORKri one-stop center will be organized around the needs of customers and will provide users with valuable information that will help them make good choices; whether about whom to hire, what type of career to seek, or what educational opportunities best fit their needs.

Providence netWORKri will feature an integrated program delivery approach. Individual programs may remain and separate funding streams may continue to exist, but staff at the one stop will collaborate so as to create the feeling that services are comprehensive and fully linked whenever appropriate.

The Providence netWORKri will produce measurable results for its customers, both in terms of outcomes (placements, enrollment in school, retention of hired workers, etc.) and process (customer satisfaction).

With respect to employer services, the Providence netWORKri Office will provide a unified approach to delivering workforce services. Services for employers will include recruitment/hiring assistance, training brokering, needs analysis, OJT and Customized Training and help in accessing the Rhode Island Job Development Fund for incumbent worker training and other financing mechanisms.

The Governor's Workforce Board recognizes that federal Workforce Investment Act (WIA) dollars alone cannot meet the short- and long-term labor force demands generated by Rhode Island's high-growth industries. Similar to the efforts of the LWIBs and the Governor's Workforce Board to strengthen the state's Youth Workforce System, the LWIBs believe that the adult workforce delivery system can be built by leveraging existing federal workforce training dollars with additional state investments. The intent of the Industry Skill Development Initiative (ISDI) is to address the workforce needs of the state's high-growth, high-wage industries by upgrading their employees' skills, promoting industry career opportunities, and developing

Rhode Island's labor force for a 21st century economy through an alignment of the Ocean State's workforce training programs and resources.

The Providence/Cranston Workforce Investment Board WIB has developed the following vision and mission statements that are aligned with the state vision and goals to ensure a comprehensive and effective workforce development system that brings together all the key players in the region to leverage public and private sector assets.

### **VISION STATEMENT**

*To create a rich, vibrant, competitive economy in the Providence/Cranston workforce investment area where people find good jobs, employers find the skilled workers they need and where all parties find the Providence/Cranston workforce investment area a place where they want to live, work, and invest.*

### **MISSION STATEMENT**

*To continuously improve the Providence/Cranston workforce investment area's capacity to connect people, employers, jobs, education and service.*

## **Item 4: Final WIA/WP Modification to the Two-Year State Plan**

### **WORKFORCE INVESTMENT ACT/WAGNER-PEYSER ACT STATE PLAN MODIFICATION EXECUTIVE SUMMARY**

A State Plan Modification is required as the result of receipt of additional funding through the American Recovery and Reinvestment Act of 2009 for the period July 1, 2009 through June 30, 2010. This modification aligns the four primary goals within the Strategic Workforce Plan for Rhode Island 2009-2014 while fulfilling the intent of the Recovery Act to preserve and create jobs, promote the nation's economic recovery and to assist those most impacted by the recession.

Because Rhode Island's 2009-2014 strategic workforce plan is firmly anchored in labor market data, was created with vast stakeholder input, and is managed and measured closely by an institutionalized plan management structure, it is highly adaptable to changing economic conditions. Since the current economic recession in Rhode Island began early in the plan's process, many of the strategies are specifically designed to channel leveraged resources to a workforce in crisis. The significant investment of stimulus funds presents an extraordinary and unique opportunity for the workforce system to accelerate its transformational efforts to achieve new levels of effectiveness.

The Governor's Workforce Board RI, legislated under the federal Workforce Investment Act (WIA) of 1998, administers workforce investment services for all Rhode Island cities and towns. This plan modification describes the state's workforce investment strategies related to services for adults, dislocated workers, youth and employers.

## **Item 5: FY 2010 Budget Recommendations**

**Governor's  
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Today's Vision... Tomorrow's Opportunity.

### **GOVERNOR'S WORKFORCE BOARD RI HRIC JOB DEVELOPMENT FUND FY '10 INITIAL FUNDING RECOMMENDATIONS**

<b>Category</b>	<b>FY '10 Prior Allocations</b>	<b>New Requests/ Recommendations</b>	<b>Total</b>
<b>FY '10 Allocation Priorities</b>			
Workforce Training	0	1,000,000	1,000,000
Workforce Expansion	0	0	0
Partnership Grants	0	1,500,000	1,500,000
Industry Skill Development Initiative	2,997,800	0	2,997,800
Youth Strategies	0	2,000,000	2,000,000
Adult Education / Literacy	0	4,650,000	4,650,000
Business Retention	0	0	0
Capacity Building	0	0	0
<b>Totals</b>	<b>2,997,800</b>	<b>9,150,000</b>	<b>12,147,800</b>

## **Item 6: FY 2010 Adult Education Funding Requests**

TO: Strategic Investments Committee, Governor's Workforce Board – RI

FROM: Johan E. Uvin, RIDE.

RE: FY 2010 Investments

DATE: May 29, 2009

This memorandum presents investment recommendations from the Adult Education Committee for State FY2010 in several areas. The Youth Development Committee has also endorsed some of the recommendations. The recommendations are all related directly to one or more of the goals, objectives, and strategies in the strategic plan. They concern the following areas:

- FY2010 funding for adult education programs: \$4,640,000.
- FY2010 funding for challenge grants tied to strategic goals: \$125,000

### **1. FY2010 funding for adult education programs: \$4,640,000. (Approved by Strategic Investments Committee)**

FY 2010 represents the third and last year of the funding cycle of FY 2008 – FY 2010. FY 2010 funding amounts include funding to support adult education agencies selected by the multi-year grant competition held in winter 2007/ spring 2008, as well as funding for the Professional Development Center, the Interagency Demonstration Project on Aquidneck Island (now also known as the Newport Skills Alliance), and the Urban One Stop Career Center Literacy Initiatives. FY2010 funding amounts further include targeted resources to support performance bonus payments for agencies that have exceeded federal, state and local agency targets.

Given the success of the Providence component of the Urban One Stop Career Center Literacy Initiative, it is recommended to change the status from demonstration project to grant status and increase funding to \$100,000 from \$50,000 today to allow for increased service capacity and to support data entry into the RI Department of Education's (RIDE) MIS system.

Given the delay in the start-up of the Urban One Stop Literacy Initiatives in Pawtucket and Woonsocket, keep this project in demonstration project status but make funding conditional upon meeting specific milestones to be negotiated and release not less than \$55,000 and up to \$75,000, as justified.

Given the success of the onramp component of the Interagency Demonstration Project on Aquidneck Island, change the status from demonstration project to grant status, allocate \$125,000 to this grant, and capture outcome data in RIDE's MIS for the onramp components.

Given reductions in federal resources available for adult education in the state, reduce, if needed in a manner consistent with reductions made to programs funded with non-JDF funding, the funding levels of adult education grant JDF recipients using the results of Annual Performance Review as a guide and using a 10% harm limit. This will ensure high performing programs will be able to maintain full funding.

**2. FY2010 funding for challenge grants tied to strategic goals: \$125,000  
(Approved by the Strategic Investments Committee)**

The Adult Education Committee requests the following resources from the Strategic Investments Committee to provide seed funding for development of system components related to strategies deemed critical, as per the strategic plan of the Governor's Workforce Board Rhode Island.

- \$75,000 to test and evaluate the use of technology-based college preparation services for adults in transition to post secondary education/training focused on health care through a partnership with Quality Partners, the RI Transition to College Initiative and the Health Care Learning Network. Use this seed funding as a challenge grant to generate at least an identical amount in co-investments to make it possible to test this with 2-3 cohorts in at least two locations.
- \$50,000 to challenge the Rhode Island Welcome Back Center and the One Stop Career Centers to formalize the coordination of services and develop a plan for service expansion for future consideration of the Committee to serve foreign-born professionals in one additional sector deemed critical to the Rhode Island economy.

## **Item 7: Workforce Expansion Grant**

### **Governor's Workforce Board – RI**

Economic Development Corporation

Workforce Expansion

Grant Proposal Summary Sheet

Name of company: Advanced Financial Services, Inc.

Industry: Financial Services Company

Employees to be hired: 60

Job Titles: 60 - Loan Officers

Rates of pay: \$25,000 annually

Grant Request: \$77,280

EDC Staff Recommendation: \$77,280

Staff Comments:

Background information:

For 26 years, Advanced Financial Services, Inc. has been a direct-to-consumer originator of residential mortgage loans. AFS is an approved Seller/Servicer of Fannie Mae and Freddie Mac loans, has FHA direct endorsement approval, and is an active member in the Mortgage Bankers Association (MBA). AFS currently originates business across 43 states out of its Middletown, Rhode Island headquarters.