



Meeting Minutes

Attendees:

Monica Dzialo, Chair, ORS	Chris Tanguay, DLT
Chris Matteson, RIMA	Jill Holloway, PDC
Dan Toussaint, RIMA	Kim Stack, URI
Demetria Moran, RIC	Lori DiPina, DCYF
Karisa Tashjian, RIPLI	Rick Brooks, GWB
Joe Agresti, DLT-LMI	Linda Larsen, URI Transportation
Kristie Costa, RI Hospitality	Pat Pelletier, GWB
Brian Dursi, RIMTA	Philip Less, RIDE
Michelle Brophy, BHDDH	Carlos Ribeiro, WPGRI
Judith Titzel, Building Futures	Doug Tingle, OPC
Judith Fox, BHDDH	Sharon Miles, CCRI
Laura Carbone, Stepping Up	Lisa Tomasso, TPC-Recovery Works
Liana Fenton, Middletown Schools	Ken Findlay, DOC
Shana Bloom, Stepping up	

1. Introduction

Chair Monica Dzialo welcomed everyone to the meeting and announced that at each Career Pathways meeting she will ask two members to present to the group providing broader insight into what their organization does. Chair Dzialo then asked everyone to introduce themselves.

2. CPAC Member Presentation, Stepping Up – Shana Bloom

Stepping Up works with Rhode Island's unemployed and underemployed giving them health care opportunities to work with a career ladders program. Many of these individuals cannot see their way out of poverty. Stepping Up offers a training period and then an internship. Approximately 545 unemployed and underemployed Rhode Islanders have benefited from this program, 90% have received internships which have led to actual positions. Stepping Up offers different curriculums, soft skills, career exploration skills, listening, and time management to people who have no sense of what the workforce looks like and gives them opportunities at entry level. An example might be a single mom who wants to change her life may come in and get job in dietary, take classes, move on to a CNA position up to a nursing program and then a nursing internship or apprenticeship. The Stepping Up program staff work with incumbents to help them work through the pipeline.

Laura Carbone stated that Stepping Up is a two track system working with The Genesis Center and Dorcas Place for the community pipeline. They work with immigrants, taking them through the pipeline. They get eight weeks of job readiness, five weeks of internship and then are place in a job. The other track is the incumbent program for people that are in the hospital and want to become nurses, techs or ultrasound respiratory therapists and also would take CCRI basic classes that people need in order to apply to the Health Science majors at CCRI.

Rick Brooks stated that the Governor is very focused on ensuring workforce development programs are demand driven and employer led and questioned how Stepping Up ensures the training being done is closely aligned with what the employers need. Connie Howes responded that a survey went out on Survey Monkey that asked employers what they are looking for in CNA , why there is such a turnover, what kind of chain do they need, what kind of chain are they lacking when they get on the job. Two days of focus groups will also be conducted that ask employers exactly what they need and the results will be put into writing.

The presentation concluded and was opened for questions:

Q: If a person is interested in health care should they go to Stepping Up?

R: They should call Stepping Up; when a pipeline is starting up they will be contacted.

Q: Is the soft skills training something that is home grown?

R: Yes, we have an instructor, we have done an on-line power point program on the website. The assignments relate to subject matter on their job or personal life and how they handle things. They submit responses to the instructor and he provides feedback.

Q. At what point do you address their criminal background?

R: For the pipeline, they have to provide a BCI. For minor infractions, most of the times the hospital will take the applicant, it is case by case.

3. CPAC Member Presentation, RIMTA – Brian Dursi

The Rhode Island Marine Trades Association was established in 1964 and has over 300 members. The strength of the Association is in the diversity of the membership; boat builders and manufacturers, sailmakers, distributors, wholesalers, charter boat companies, marine insurance, marine finance, marine photographers, magazines, education providers, sailing camps, and Coast Guard licensing.

- RIMTA is a critical industry for Rhode Island's economy
- MT contributes 2.5 billion dollars annually, 118 million in taxes and fees
- No sales tax on boats through the last 20 years
- Education has a direct impact on career pathways
- RIMTA owns and operates Providence Boat Show
- RIMTA hosts an Annual Career Day

For entry level youth work force – RIMT ran two youth work programs in summer of 2015 through GWB and Workforce Partnership of Greater RI

- Wooden boat building course – 14 to 16 year olds
- Marketing Internship Course – 18 to 24 year olds

Apprenticeship – RIMT runs Pre-apprenticeship Training programs twice a year – 7 week program - 280 hours – employer driven

Advanced and incumbent training – employer driven

The Pre-apprenticeship Training Program is entry level in the marine industry with a combination of direct training by employers themselves as well as education partners such as MTTI, NEIT and IYRS. Its success is due to being practical, measurable and flexible. Each cycle is designed to meet current demands of employers. Employer participation is critical – the employers are doing training, seeing applicants in person and doing the hiring afterwards. As the students go through the interview process they go through a skills assessment process and there is a commit pledge expected from them. This program has been run through five cycles and with 50 students – 100% were trained with graduation completions – Over 90% have had jobs waiting for them at the end of the program; 6 months later 76% of them still had jobs in the industry.

The presentation concluded and was opened for questions:

Q: Is there a place in the program for older adults to get in entry level?

R: The Pre apprenticeship program has anywhere from 18 and older.

Q: What is the pathway for the launch driver?

R: Repair work in the boatyards, knowledge and safety of driving boats.

Q: Are positions posted through your website?

R: The pre-apprenticeship training application is on the website; the website was recently revamped.

Q: Which middle schools are offering after school workshops?

R: Barrington is the first school and will grow from there.

Q: What are the number of people employed in the Marine Trades?

R: Roughly 5 or 6 thousand

Q: Do you usually have waiting lists for the programs?

R: There is a list for the Pre-apprenticeship program, they go through an interview process, a skills assessment, it is really based on their dedication to move into the program and wanting to be hired immediately afterwards.

4. Capacity Building – K. McKenna

CLASP – Center for Law and Social Policy – PP Presentation

Career Pathways Explained: A Strategy to Help Workers and Employers Meet Today's Job Skill Demands

Key components:

- Grow the pipeline of skilled workers
- Connects progressive levels of education, training, support services
- Multiple entry points so individuals can begin their career path at the most appropriate skill level
- Multiple exit points so individuals can enter workforce at various milestones and easily return to their education when they are ready- between jobs or while they are working
- Well-connected and transparent education – ensure participants can get credit for their education and experience in the future

Important for career pathways to integrate four key functions:

1. Quality education and training
2. Consistent and non-duplicative assessments of participants' assets and needs
3. Support services and career navigation assistance
4. Employment services and work experience

Sustainable Career Pathway System

Shared vision, Engaged employers, Funding, Data & metrics, Policies and partnerships

Participant metrics to include in our analysis of effectiveness

- Credit accumulation
- License/Certificate attainment
- Degree attainment
- Initial employment
- Employment retention
- Earnings progression

5. CPAC – Building the Pipeline for Career Pathways Success Discussion: What are best practices?

Goals: Ensuring quality, outcomes by building the connective tissue – K. McKenna stated the importance of having a discussion and strategy to ensure all CP's have the **Key elements of Career Pathways** mentioned above:

Participants in the audience and committee members made comments on ways we can work together to evaluate the career pathways we create to make sure they are measurable.

Q: What is the evidence to support the activities noted in the Best Practices Guide?

R: Right now the Best Practices Guide is a comprehensive guide to what kinds of CP work is being done throughout the state. The CPAC needs to take it a step further and start evaluating the actions in the guide for effectiveness and to determine what needs to be done in the future. This document can be used in the future to drill down; what is working, what isn't and where more capacity needs to be built.

Q: What works with Real Jobs RI?

R: K. McKenna mentioned we are hosting retreat at CCRI to help them begin the process of building stackable programs for better pathways.

- RIMA representatives noted that it would be helpful to have industry partners in the room for that discussion and K. McKenna will take that suggestion to RI Higher Education.
- There was also a comment that CTE needs to be recognized as a viable pathway for all students not just those whom are nontraditional students.
- R. Brooks noted that ABE programs and other providers can work with Industry by trying to understand their needs and ABE providers are very interested in beginning that dialogue especially as it relates to RJRI.

6. On-line Career Coach System – TORQ

K. McKenna presented the TORQ system which is an On-line career coach used in Massachusetts.

Respectfully submitted,
Patricia Pelletier