

## CAREER PATHWAYS ADVISORY COMMITTEE

---

The Career Pathways Advisory Committee met on Wednesday, December 14, 2016, at the Rhode Island Department of Labor & Training, Cranston.

Attendance was as follows:

Sarah Blusiewicz: present  
Dan Brown: present  
Tom Callahan: present  
Sherri Carello: present  
Lisa Carnevale: **absent**  
Shannon Carroll: present  
Robin Coia: present  
Bob Delaney: present  
Lori DiPina: present  
Liana Fenton: present  
Ken Findlay: present  
Mike Burk: present  
Linda Larsen: present  
Mike Grey: present  
Jill Holloway: present  
Heather Hudson: present  
Brian Hull: present  
Rob Kalaskowski: present  
Linda Katz: present  
Steve Kitchin: present  
Lisa Larsen: present  
Philip Less: present  
Christian Matteson: present  
Mary Ellen McQueeney Lally: present  
Arthur Nevins: present  
Nancy Olson: present  
Stephen Osborn: present  
Nina Pande: present  
Carlos Ribeiro: present  
Chris Mansfield: present  
Jim Riley: present  
Amelia Roberts: present  
Tim Ryan: present  
Tom Sabbagh: present  
Matthew Santacroce: present

Bahjat Shariff: present  
Heather Singleton: present  
Robin Smith: present  
Daniel Sutton: present  
Colleen Jermain: present  
Lisa Tomasso: present  
Andrew Bramson: present  
Nancy Martin: present  
Hillary Salmon: present  
Mark Kraics: present  
Milan Lamage: present  
Gayle Dzekswicz: present  
Bob Delaney: present  
Mike Grey: present  
Anne Walsh: present  
Claudia Stanizzewski: present  
Mike Burk: present  
Meghan Nhar: present  
Kathleen Greenwell: present  
Malcom Baxter: present  
Jen Huber: present  
Karen Mellor: present  
Zach Mezera: present  
Jill Farrell: present

Co-chair Bahjat Shariff and co-chair Robin Coia welcomed everyone to the meeting, and then asked everyone to introduce themselves.

## **I. PREPARE RI ACTION PLAN**

Heather reviewed the Prepare RI Action Plan and discussed the goal to adopt CPAC goals, and mission. Prepare Rhode Island is a commitment by the state of Rhode Island to improve the career readiness and postsecondary attainment of all students in order to prepare all youth with the skills they need for the jobs that pay. Heather announced that waiting to hear in the next few weeks whether or not we'd get the grant that the Governor's Office is interviewing and in the upcoming weeks a decision will be made to whether or not Rhode Island has received the \$2million New Skills for Youth Grant (NSFYG).

The NSFYG funding will be used to strengthen Rhode Island's career readiness programs. Heather noted that with the NSFYG with or without winning the grant this work will still move forward. RIDE is the lead entity for the work with support from GWB and DLT.

The Unified Action Plan for Career Readiness has been endorsed by the Governor's Skills Cabinet and the GWB. Co-chair Shariff added that the plan is worth reading. Heather noted that the previous youth committee is now combined with career pathways. She added that the GWB will still have an Adult Education Committee that will focus on out of school youth and adults seeking employment.

Co-chair Coia expressed her excitement about this new committee. She highlighted the demand of kids looking for jobs and emphasized that the focus should be on K-12 education.

Heather discussed the objectives of the Unified Action Plan for Career Readiness:

- 1) Strengthen Employer Engagement;
- 2) Promote Quality and Rigor in Career Pathways for all Students;
- 3) Establish a Career-Focused Accountability System;
- 4) Scale Pathways that Culminate in Credentials of Value; and
- 5) Ensure Cross-Institutional Alignment.

Steve Osborn from RIDE noted that we partnered with RIPEC to look at the investments made throughout the state that support career readiness and to identify potential gaps in ensuring investments are truly demand driven.

Under objective three, ESSA may look at holding schools accountable not only by graduation rates, performance in math and science but also in career readiness.

Tom Sabbagh from the Community College of Rhode Island (CCRI) acknowledged that President Hughes of CCRI announced that changes are on the way at CCRI pertaining to scale-pathways such as dual-enrollment.

Heather also reviewed implementation planning and explained the overarching objectives:

- Promote quality and rigor in career pathways for all students;
- The goal by 2020 is to have all students have access to flexible career pathways through a high quality mixed-delivery model that includes but is not limited to traditional CTE programming;
- Include career-focused indicators as part of the state's ESSA accountability system and will hold schools accountable for career education outcomes;
- Rapidly scale high-quality work-based learning and career awareness and exposure programming to reach all students by 2020; and
- Align state and federal funding stream.

Heather discussed that CPAC will focus on building career pathways for all youth, to ensure that students in high school and college are connected to career readiness opportunities to ensure career awareness/exploration, academic/technical expertise and work-based learning experiences. CPAC will ensure that various stakeholders that touch youth K-20 adopt demand-driven framework that will prepare students with skills for good jobs in the 21st century.

Heather then described the Prepare RI performance data and discussed key terms, emphasizing that definitions like career readiness and flexible career pathways will be very useful as they serve as the work product of the state's Core team to reflect discussions of the state's Career Readiness Working Group. She noted that these terms also reflect the agreement of the Governor's Skills Cabinet leaders who represent every workforce development agency/structure in state government.

## **II. REVIEW OF REAL JOBS RI FOR YOUTH PROPOSAL**

Feedback from the Board retreat, board members, Real Jobs RI partnerships and other community leaders expressed support for the recommended action step in the Biennial Plan to Expand Real Jobs Rhode Island to make strategic connections with K-12.

Co-chair Shariff asked Rob Kalaskowski to provide an update.

Career awareness and connecting K-12 students with work-based learning has mostly been accomplished through Summer Youth Employment, Youth Centers administered by the Local Workforce Board's (LWB).

The #1 request from surveyed employers is to strengthen educational programs that prepare students for jobs and careers in high-demand occupations and industries.

#### Proposal

- Invest in career readiness for students in K-12 through existing Real Jobs partnerships.
- Of the 24 Real Jobs Rhode Island partnerships, approximately 3-4 are already working with K-12 schools and/or CTE programs.
- The Defense industry, RIMTA and Design have already established a relationship with schools to increase student understanding of their industry and offer work-based learning opportunities.

Brian Hull stated the connection between to local school departments is very important. They have reached out the Superintendent of Providence Public Schools, Chris Maher. Hull expressed concern that Providence students are largely low-income youth.

Heather expressed the focus of the plan is to ensure all students have an opportunity to have career awareness and exploration that will provide students opportunity to get excited for different career opportunities. She also discussed that we know that not every student is going to be able to obtain a high-wage job out of high school, but the goal of the plan is to set high expectations and align the program to meet the needs of employers.

### **III. REVIEW OF SUMMER EMPLOYMENT YOUTH SUMMER PROPOSAL**

Co-chair Shariff asked Heather to provide an update.

The GWB awards \$1.5 million of Job Development Funds (JDF) to the two Local Workforce boards (LWB) for Summer Youth Employment.

Heather expressed the demand from students for programs like this. Last year, more than 4,000 youth applied for summer employment and just over 1,000 were served. Under the current program structure, less than half of the providers have a connection or place students in high wage, high demand sectors.

While nearly 90% of youth served in the summer program are in-school youth, each youth center and provider develops their own relationship with certain schools.

Under the current program structure, less than half of the providers have a connection or place students in high wage, high demand sectors.

GWB is proposing the summer youth employment focus on the following three areas:

- 1) Demand Driven
- 2) Connection to K-12
- 3) Streamlined and increased communication

The meeting adjourned at 9:40 a.m.