Governor's Workforce Board Rhode Island
Today's Vision... Tomorrow's Opportunity.

Attendees:

Monica Dzialo, Committee Chair	Shana Bloom, Stepping Up
Steve Kitchin, NEIT	Christian Cowan, Polaris MEP
Sarah Griffen, On-Ramps	Constance Howes, Governor's Workforce Board Chair
Michelle Brophy, BHDDH	Philip Less, RIDE
Ruth Gobeille, Polaris MEP	Kim Chouinard, RIDE
Carmen Ferguson, DHS	Keith Stokes, Defense Industry Partner
Shana Bloom, Stepping Up	Heather Singleton, RI Hospitality Associaton
Jill Holloway, RIAEPDC	Jim Purcell, OPC
Rick Brooks, GWB	Laura Carbone, Stepping Up
Karisa Tashjian, RIFLI	Lisa Tomasso, TPC RecoveryWorks
Susan Daly, RIMTA	Vanessa Cooley, RIDE
Kim Washor, URI	Michelle Brophy, BHDDH
Linda Larsen, URI Transportation Center	David Tremblay, DLT
Chris Mansfield, CCAP	Amelia Roberts, GWB
Carlos Ribeiro, WPGRI	Brittany Morrison, GWB
Liana Fenton, Middletown Schools	Claudia Staniszewski, LISC

Introductions
- Chair Dzialo advised attendees to read the Providence Journal article about 4th-8th grade student testing
- Discussed the importance of developing a solid Career Pathways System
- Attendees introduced themselves and the organizations or agencies they represent
- Sarah Griffen highlighted the goals of the meeting: identify best practices in other states and apply them to Rhode Island, establish a memorandum defining the responsibilities of Career Pathways partners, and breaking out into workgroups by action plan priorities to determine key areas of focus
- Goal for the next meeting: focus on Career Pathways for K-12
- Goal for the future: focus on dual enrollment and prior learning assessments

Stakeholder Memorandum of Agreement
- Sarah Griffen reviewed the sections of the sample memorandum created by Kim Chouinard
- Preamble of sample memorandum:
  - Getting the context of the legislature
  - Explaining why Career Pathways is important
- Body of sample memorandum:
  - How to create a system for Career Pathways and a strong, concrete structure
  - General partner commitments, roles and responsibilities
- Sarah Griffen asked attendees to review the memorandum and to focus primarily on the purpose general partner commitments

MOA Feedback from Partners
- Connie Howes - there needs to be a clear consensus on the categories or levels of partners: a range from who is most involved/necessary to who is the least, establishing the roles of the different types of partners. Higher Education needs to be added.
- Rick Brooks - define who has the authority from each agency to enter into the agreement
- Ruth Gobeille - define Career Pathways Look at it from two different perspectives: Participant's perspective - how to define it for them. Second is the general understanding of Career Pathways - it is a structure, a tool that can be used by MANY different occupations
- Michelle Brophy – add partners and a section to elaborate on the public agencies that offer supportive services that align with Career Pathways
- Make sure post secondary and training resources are both included in 4th paragraph. Define dual enrollment → needs articulations
- Look at K-12 and beyond → there really is no limit. Section discussing occupations that are "in demand" is too limiting; should look at what will be in demand in the FUTURE not just the present
- Monica Dzialo - look at articulation agreements as a measure especially for older demographic whose experience could count towards credits
- Jim Purcell – remove Local Workforce Investment Boards from Scope of Work
- Karisa Tashjian – add general outcomes and evaluation section in addition to specific partners Scope of Work. Look for transparent data from partners to begin defining performance measures
- Define the beginning and end of who Career Pathways will serve
- 4th Paragraph – delete "adult" from "adult students" → too limiting

Best Practices Videos (Minnesota and Oregon): Goal→ show how Career Pathways works and what practices make them work well
- Shana Bloom - who are those looking for services going to see? What entity will provide support?
- New staff person for GWB in Career Pathways will serve as support
- Sarah Griffen – the Portland Community College Program is a Career Pathways program that provides support services

Capacity Building Workgroup
- How to build capacity?
  - BRIDGE PROGRAMS
- Look at supplied packet and pick two or create two new goals for building capacity
- Make sure to look at folks with significant barriers to employment
- New goal: gather inventory of all partners' assets for all other partners to use.
  - Ex. Higher Ed. could have an online program that partners could use as a resource
  - Could become part of partner agreement that all of their resources would be available to other partners
  - Could be done through a categorization method
    - Ex. I need "X" does anyone have a system/resource similar to that currently?
- Look for high demand high wage jobs → should be our training focus
  - Demand side, role of businesses should be the focus
  - Look for labor market info, industry partners' data, employer business committee data → use all the resources we can find to figure out which programs should be funded based on the demand side
- Get a better understanding of the current service providers

- Eligible Training Provider List → make it a general resource BUT only if it is revamped to include outcome requirements
- DEMAND DRIVEN + PERFORMANCE DRIVEN = GREATES RESULT
- How many of the training providers actually have licenses?
  - 15 out of over 100 was the number brought to the table
  - Are the trainees not the trainers getting the licenses though? → clarify the process
- Also: streamline the process to get through the pathway→ currently it takes too long and people will drop out of the pathway training and pay for unaffiliated training that is faster
- Make sure Rhode Islanders are getting training that prepares them as well as MA and CT residents → because right now MA and CT residents are getting hired before RI residents
  - This has to do with not only training for jobs but also our education K-12 system:
  - PROVIDENCE PLAN'S DATA: Young adults 16-24 years old taking aptitude testing in RI score significantly lower than those taking the same test in MA and CT.
- Goals before the next meeting
  - Look at eligible training provider list and figure out how to clean it up
  - Figure out state resources and $ actually being spent on training in ALL areas
  - Look at list of high demand jobs in RI, or create a list

Policy Workgroup
- Discussion on where the CPAC is aligned with Governor's newly appointed CTE Board/Trust
- Legislative overlap that needs to be addressed
- General area to be considered → align CPAC with other policy making entities in the state that may impact Career Pathways policy
- CTE Board/Trust may not be aware of the CPAC
- A liaison should be assigned from the CPAC and CTE Board to represent their respective group at each others meetings
- Look into STEM Center that is also currently doing similar work
- Eliminate duplication
- Do people see barriers to CP → examples are closing of CTE centers and age restrictions in manufacturing apprenticeship
- Aligning credentials and articulation agreements → there should be some consistency and standard process among colleges and universities to obtain agreements

Programming Workgroup
- Need to determine how career pathways fit within comprehensive schools and charter schools in addition to CTE - all have the potential to deliver career pathways programming
- There is a language barrier – we need a translator between education and business and need to tailor language to the audience to whom we are speaking:
  Education: focused on budgets, schedules, regulations, and core competencies
  Business: focused on wages/hours; state regulations/economic development
- Concern that business is over-credentialing for what they need; they sometimes ask for a Bachelor's degree when it isn't really needed.
- Need to create a uniform system within which programs/schools/employers operate:
  - at its entry has work readiness and career pathway exploration
  - that follows to a core of innovative programs that prepare individuals for careers (through all the various systems K-12, CTE, training organizations, colleges) that include: soft skills, technical skills, character skills, and academic skills

- o that results in skills/capacities that employers need and will hire for
- o and that can be repeated as individuals move along their pathway
- We also need robust data tracking to be able to track individuals and programs for progressions and outcomes

Overall Feedback from Group Work
- Policy - David Tremblay
  - o Career Pathways Committee Identify other organizations dealing with policy or those who influence policy to make sure that our efforts are all aligned
  - o Eliminate systemic restrictions → age restrictions for youth, CTE facilities closing
  - o Ex-offender restrictions
  - o Change the fact that public education isn't offered after work hours or on weekends
  - o Standardize credentials and how they will transfer, focused on the ease of articulation
  - o Get industry involved in the process
  - o Add Jim Purcell to the conversation

- Programming - Sarah Griffen
  - o Youth → Career exploration and exposure, ensure that all youth leaving high school have a defined career path/track and know how to get to the career they want
  - o Contextualized curriculum
  - o Make pathways faster
  - o Increase career exploration internships
  - o Business → to say what they need → soft skills and experience
  - o Teacher externships at businesses → IPs, CTE

- Capacity Building - Kim Chouinard
  - o Categorize partners and create an inventory of all of our assets to share with other partners
  - o Build our capacity to link to high demand, high wage occupations and align with the competitive borders' (demand driven)
  - o Review a list of training providers and decide who is cutting it and who isn't
  - o Create accelerated training

Final Remarks
- Tech requirements for RFP will need a review committee
- K-12 challenges → determine the best practices
- April 1st 9am-12pm at CCRI → meeting with representatives of healthcare industry to discuss where the real demands for jobs are
  - o We can determine what the training we fund is hitting and what it's missing
  - o Email Sarah prior to attending as this is supposed to be a meeting with a majority of those in the industry
  - o Next meeting Monday, April 20