



BUILDING TOMORROW'S WORKFORCE TODAY

WORKFORCE PARTNERSHIP OF GREATER RHODE ISLAND

PY 2009/FY2010 WIA PLAN MODIFICATION 1

For the period of
July 1, 2009 through June 30, 2010

WORKFORCE PARTNERSHIP OF GREATER RHODE ISLAND
Local Workforce Investment Board

ONE-YEAR WIA PLAN
July 1, 2009-June 30, 2010

MODIFICATION NO. 1 – PROGRAM YEAR 2009

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**WORKFORCE PARTNERSHIP OF GREATER RHODE ISLAND
Local Workforce Investment Board**

**ONE-YEAR WIA PLAN
July 1, 2009-June 30, 2010**

MODIFICATION NO. 1 – PROGRAM YEAR 2009

EXECUTIVE SUMMARY

This Modification No. 1 to the One-Year Workforce Investment Act (WIA) Plan for the Workforce Partnership of Greater Rhode Island (WPGRI) has been prepared in accordance with instructions provided by the Rhode Island State Workforce Investment Office (SWIO). The purpose of this Modification is to:

- Present American Recovery and Reinvestment Act (Recovery Act) of 2009 (PY08; July 1, 2009 through June 30, 2011) allocated funding and projected service levels for WIA Adults, Dislocated Workers, and Youth throughout the thirty-seven communities that comprise the Workforce Partnership of Greater Rhode Island; and
- Present Program Year 2009 (PY09; July 1, 2009 through June 30, 2010) allocated funding and projected service levels for WIA Adults, Dislocated Workers, and Youth throughout the thirty-seven communities that comprise the Greater Rhode Island Workforce Investment Area; and
- Outline new policies approved by the WPGRI's Board of Directors since their endorsement of the organization's Final WIA Plan

**WORKFORCE INVESTMENT ACT
PLAN MODIFICATION SIGNATURE SHEET**

This Workforce Investment Act (WIA) Plan modification number 1 is entered into between the office of the Governor, State of Rhode Island and Providence Plantations, hereinafter referred to as the Grantor and the Workforce Partnership of Greater Rhode Island hereinafter referred to as the Local Workforce Investment Board.

This modification of our PY 2008 WIA Recovery Act program will:

- Provide new funding levels for Adult, Youth and Dislocated Worker Programs;

TOTAL of \$7,589,844 – see budget pages for details

- Reduce our original allocation of:

Adult \$ to \$

Youth \$ to \$

Dislocated Worker \$ to \$

due to recapture rescission transfer of funds;

- Increase our original allocation of:

Adult \$ to \$

Youth \$ to \$

Dislocated Worker \$ to \$

due to the reallocation of funds; transfer of funds; supplemental appropriation;

- Not effect the funding level of the WIA program but modifies the Expenditure Plan and Participant Service Levels according to the attached pages.

This modification of our PY 2009 WIA program will:

- Provide new funding levels for Adult, Youth and Dislocated Worker Programs;

TOTAL of \$7,635,159 – see budget pages for details

- Reduce our original allocation of:

Adult \$ to \$

Youth \$ to \$

Dislocated Worker \$ to \$

due to recapture rescission transfer of funds;

- Increase our original allocation of:

Adult \$ to \$

Youth \$ to \$

Dislocated Worker \$ to \$

due to the reallocation of funds; transfer of funds; supplemental appropriation;

- Not effect the funding level of the WIA program but modifies the Expenditure Plan and Participant Service Levels according to the attached pages.

All work performed under this Workforce Investment Act Plan and any subsequent approved modifications will be in accordance with (1) the Workforce Investment Act of 1998 and the Rules and Regulations promulgated thereunder, (2) the State of Rhode Island WIA 1-year Plan, (3) the Workforce Investment Board and (4) other directives issued by the U.S. Department of Labor or the Governor of Rhode Island. This WIA Plan modification is effective when signed by the authorized official of the Grant Recipient and the Grantor.

<u>Typed Name of Grant Recipient</u>	<u>Signature</u>	<u>Date</u>
Christine M. Grieco, Executive Director		
<u>Typed Name of Grantor</u>	<u>Signature</u>	<u>Date</u>
Sandra Powell, WIA Liaison		

MODIFICATION CONTENT

1. [Ref. WIA Sec. 118(b)(1)(B)] Have the current and projected employment opportunities in the local area changed? The unemployment rate has increased dramatically to a high of 13%
 YES NO Describe if yes.
2. [Ref. WIA Sec. 118(b)(1)(C)] Have the job skills necessary to obtain such employment opportunities changed? A higher skill level is needed for current vacancies
 YES NO Describe if yes.
3. [Ref. WIA Sec. 118(b)(2)] Has the one-stop delivery system designated in the local area changed?
 YES NO Describe if yes.
4. [Ref. WIA Sec. 118(b)(2)(B)] Are all memoranda of understanding signed between the local board and each of the one-stop partners?
 YES NO Describe if no.
5. [Ref. WIA Sec.118 (b)(4)] Have the type and availability of adult and dislocated worker employment and training activities in the local area changed?
 YES NO Describe if yes. **Addition of OJT and Customized Training programs**
6. [Ref. WIA Sec. 134(d)(4)(G)(ii), Regs. Sec. 663.430] Has the local Individual Training Account (ITA) system and the procedures for ensuring that exceptions to the use of ITAs changed?
 YES NO Describe if yes.
7. [Ref. WIA Sec.134 (d)(4)(G)] Has the process to procure contracts for training services, if exceptions to the ITA process are made, changed?
 YES NO Describe if yes.
8. [Ref. WIA Sec.118 (b)(6)] Has the type and availability of youth activities in the local area changed?
 YES NO Describe if yes.
9. [Ref. WIA Sec. 117(d)(3)(B)(i)(III), 118(b)(8)] Has the fiscal agent responsible for the disbursal of grant funds changed? The Rhode Island Department of Labor and Training continues to serve as fiscal agent
 YES NO Describe if yes.
10. [Ref. WIA Sec.118 (b)(9)] Has the competitive process used to award the grants and contracts for activities carried out under this plan changed?
 YES NO Describe if yes.
11. [Ref. WIA Sec. 134(d)(4)(E) Regs. 663.600, 661.350(a)(11)] Are funds allocated to the local area for adult employment and training activities limited and are the priorities the same as previously projected?
 YES NO Describe if no.

FY 2010 (PY2009) Local Plan Modification Questions for the American Reinvestment and Recovery Act

SECTION I. Context, Vision, and Strategy

1. Please update your analysis to indicate how the economic downturn has impacted the local area economy and the labor market context. This analysis should include current and anticipated impacts on employment by sector, current and projected demographics of the available labor pool including income levels as appropriate, and describe any skills gaps the area faces, based on the skills held by current and expected dislocated workers and the skills demanded by industries and occupations expected to grow through economic recovery.

Introduction

The Recovery Act as signed by President Barack Obama on February 17, 2009 is intended to preserve and create jobs, promote the nation's economic recovery, and assist those most impacted by the recession. In utilizing the funding in the Recovery Act and to play a vital role in Rhode Island's economic recovery, the Workforce Partnership of Greater Rhode Island will be guided by the following four principles:

- Transparency and accountability in the use of Recovery Act funding;
- Timely spending of the funds and implementation of activities;
- Increasing workforce system capacity and service levels; and
- Using data and workforce information to guide strategic planning and service delivery

The Workforce Investment Act (20 CFR 661.355) states that modifications to the local plan may be required under certain situations, including when significant changes in local economic conditions occur or there are changes in financing available to support WIA Title 1 and partner provided WIA services. The current economic crisis and the infusion of funds as a result of the Recovery Act meet these conditions; therefore a modification to the plan is necessary.

Economy and Labor Market Context

Rhode Island's economic momentum began to shift in 2007. As escalating foreclosures and rising gas prices plagued the Rhode Island economy, employers cut a monthly average of 3,325 jobs during the last five months of the year. On a year-over-year basis, the number of employed RI residents dropped 7,900 between January 2007 and January 2008. This figure represents the highest level of unemployed RI residents since February 1995. The unemployment rate at that time was 5.7%

The picture worsened further in 2008. The fallout from the economic downturn had spread into many sectors of the state's job market. From December 2007 to December 2008, RI jobs declined 22,000 (4.5 %) due to job losses in nearly all economic sectors. Rhode Island's labor force, which had been growing since 2004, weakened considerably in 2008, following the same trend as the job numbers. The unemployment rate in December 2008 had climbed to 10%.

January 2009 marked the twelfth straight month of job losses for Rhode Island, and the thirteen consecutive months of job declines for the US. By June 2009, the RI Department of Labor and Training reported that the state's seasonally adjusted unemployment rate had reached 12.4%. Furthermore, the number of individuals exhausting their UI benefits is at its highest level since 1997.

Rhode Island Labor Force Trends - June 2009

			% Change					% Change
	Jun 2009	May 2009	Jun 2008	May 09	Jun 08	2009	2008	
Labor Force and Unemployment (1,000s)								
<i>(Seasonally Adjusted)</i>								
R.I. Labor Force	569.7	566.0	567.5	0.7%	0.4%	565.4	568.4	-0.5%
R.I. Employed	499.0	497.6	524.0	0.3%	-4.8%	502.3	528.8	-5.0%
R.I. Unemployed	70.7	68.4	43.5	3.4%	62.5%	63.1	39.6	59.5%
R.I. Unemployment Rate	12.4%	12.1%	7.7%	2.5%	61.0%	11.2%	7.0%	60.3%
U.S. Unemployment Rate	9.5%	9.4%	5.6%	1.1%	69.6%	8.7%	5.2%	67.8%

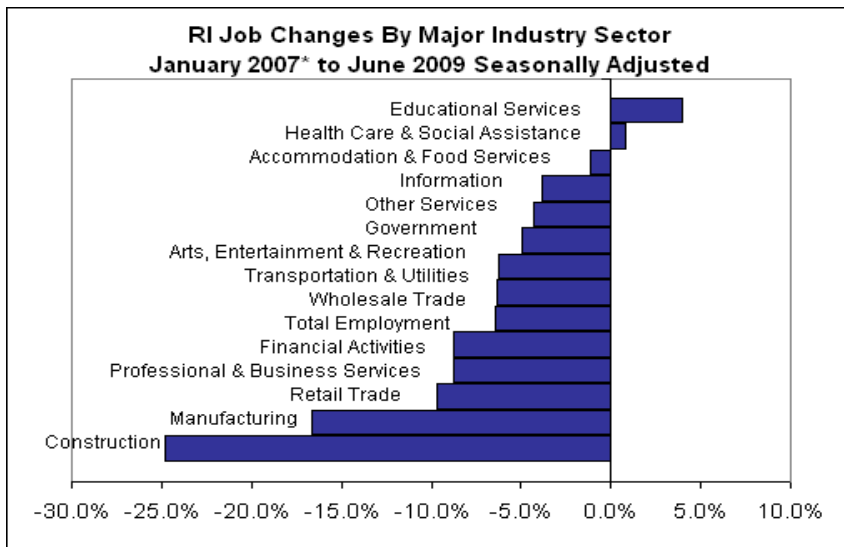
According to data provided by the RI Department of Labor & Training's Labor Market Information (LMI) unit, the Rhode Island economy has lost 25,500 (-5.2%) jobs since the start of the national recession in December 2007 and a total of 33,500 (-6.7%) jobs since its employment peak in January 2007¹.

Rhode Island Establishment Employment January 2007 to June 2009 *Seasonally Adjusted*

	Jan-07	Jun-09	Net Change	
			Number	Percent
Total Employment	496,400	462,900	-33,500	-6.7%
Construction	23,800	17,900	-5,900	-24.8%
Manufacturing	51,700	43,100	-8,600	-16.6%
Wholesale Trade	17,200	16,100	-1,100	-6.4%
Retail Trade	51,900	46,900	-5,000	-9.6%
Transportation & Utilities	11,100	10,400	-700	-6.3%
Information	10,500	10,100	-400	-3.8%
Financial Activities	35,500	32,400	-3,100	-8.7%
Professional & Business Services	57,000	52,000	-5,000	-8.8%
Educational Services	22,600	23,500	900	4.0%
Health Care & Social Assistance	75,800	76,400	600	0.8%
Arts, Entertainment & Recreation	8,000	7,500	-500	-6.3%
Accommodation & Food Services	43,200	42,700	-500	-1.2%
Other Services	23,200	22,200	-1,000	-4.3%
Government	64,700	61,500	-3,200	-4.9%

¹ For more information on Rhode Island's establishment employment levels, visit: www.dlt.ri.gov/lmi/ces.htm.

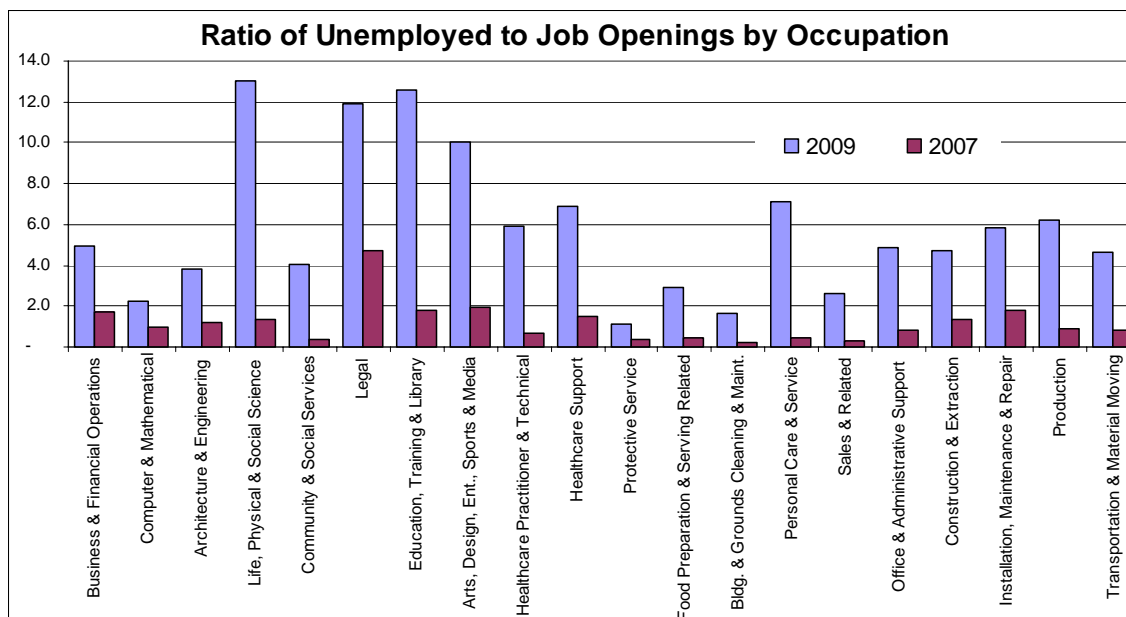
Job losses have occurred in nearly all economic sectors over this thirty month period with the largest decline occurring in the state's long-suffering Manufacturing sector which shed 8,600 (-16.6%) jobs between January 2007 and June 2009. On a percentage basis, the Construction sector reported the greatest loss as a cut back of 5,900 jobs reduced the sector's employment by nearly 25 percent. Sizeable losses were also reported in Professional & Business Services (-5,000), Retail Trade (-5,000), Government (-3,200) and Financial Activities (-3,100). Private Education (+900) and Health Care & Social Assistance (+600) were the only two sectors to add jobs since January 2007. It is expected that the recession will continue at least through summer of 2010 with Rhode Island losing an addition 10,000 jobs before it is over.



*January 2007 was peak employment in Rhode Island.

The effects of the slowing economy were also evident in the Department of Labor & Training's latest Job Vacancy Survey². During the last survey period (Spring 2008), job vacancies placed with the USDOL Labor Exchange numbered 9,362 during the first year of the recession (twelve month period ending March 31, 2008) and 8,252 during the second year (twelve month period ending March 31, 2009), down from the pre-recession level of 12,190.

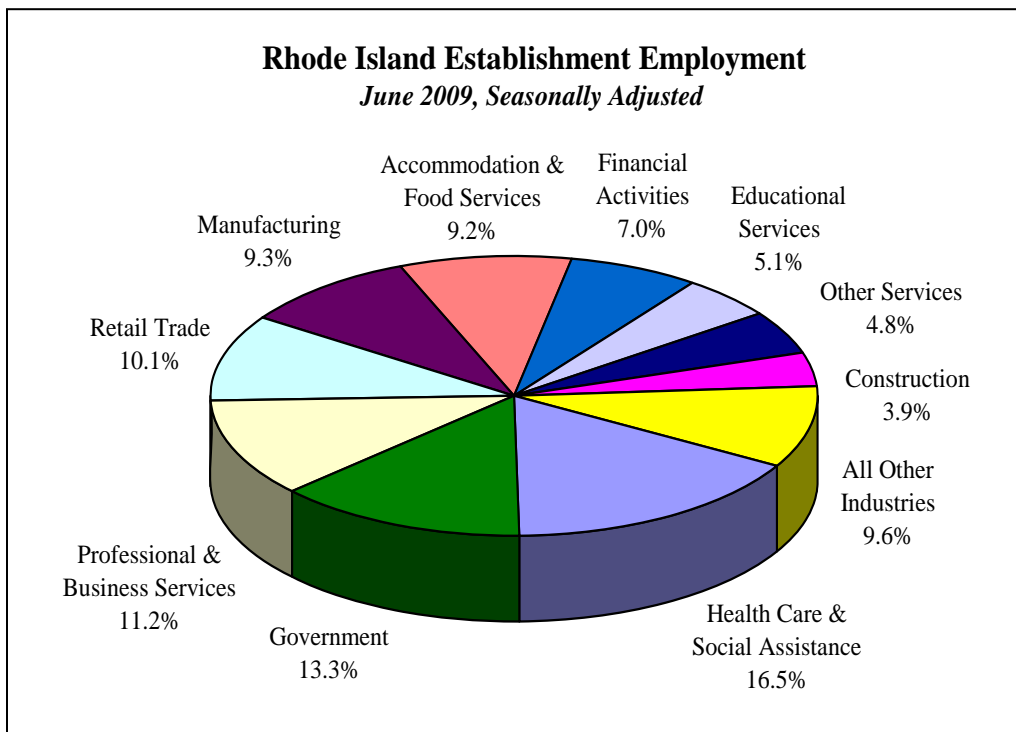
The more dramatic effects of the recession are demonstrated by the increase in the ratio of unemployment insurance recipients to job vacancies. In 2007, the ratio of unemployment insurance recipients to job vacancies was less than one to one, this year the ratio is nearly three to one and when including Extended and Emergency Benefits recipients, it increases to more than five to one. The ratio of benefit recipients to job openings in 2009 increased in every major occupational group in comparison to 2007 demonstrating that the recession is affecting all occupations to some degree.



² For more Rhode Island Job Vacancy Survey data, visit: www.dlt.ri.gov/lmi/jvs.htm.

Although the Job Vacancy Survey noted employment opportunities at all educational and experience levels, the majority of vacancies were for educated and experienced workers. One-third (33.3%) required a college degree (associate or higher) and nearly 38 percent required a high school diploma/GED. Less than one-quarter of the job openings had no educational requirement.

At present, Health Care & Social Assistance is Rhode Island's largest industry sector employer, accounting for 16.5 percent (76,400) of statewide employment. Retail Trade accounts for 10.1 percent of the state's employment followed by Manufacturing (9.3%), and Accommodation & Food Services (9.2%). The Public sector which includes the Federal, State and Local Government segments accounts for 13.3 percent of total establishment employment. Employment at Ocean State non-farm establishments stood at 462,900 jobs (seasonally adjusted) in June 2009.³



³ For more information on Rhode Island's establishment employment levels, visit: www.dlt.ri.gov/lmi/ces.htm.

Current Labor Pool Demographics and Skills Gap Analysis

Rhode Island's total resident population has been declining after peaking in 2004. As the baby boomer cohort ages and the numbers of younger, work-age individuals decrease, the already existing shortage of skilled labor will likely grow.

The demographic makeup of the state has also changed with foreign immigration playing a major role in generating our population growth over the past decades. While some immigrants arrive with little education and few marketable skills, others are highly educated and may have skills required by employers. However, many skilled immigrants do not have access to jobs because they do not speak English well or are unable to transfer their educational degrees or training to US equivalents.

Hispanics represent the largest share of new foreign-born immigrants and will be a major source of Rhode Island's future labor supply. The unprecedented growth in the Hispanic population has led to a number of workforce issues including language barriers, documentation problems and skill barriers between countries. Furthermore, the high percentage of Hispanics with less than a high school diploma (40%) underscores the critical need for literacy education.

As the labor pool shrinks and the economy becomes more complex and sophisticated, these conditions will create greater risk of displacement for the poorly educated, the unskilled and those unable to adapt to the demands of technological innovation and foreign competition.

Projected Outlook and Training Requirements for Available Jobs

How long it will take to recover from this recession and which sectors will recover first/most is the question that economic analysts are struggling with. Our latest round of projections for the 2006 – 2016 period, though done prior to the recession, can provide some guidance as to where recovery and growth is likely to occur first. The two sectors that were projected to provide the most new jobs during the period are likely to be among the first to rebound.

Health Care & Social Assistance, the state's largest sector will rebound quickly providing the most new jobs due to growth. Effects of the current recession which has folks delaying elective surgeries and cutting down on preventative visits will likely cease as people return to work. The demands of an aging population will continue to influence employment growth in this sector.

Accommodation & Food Services which still has about 99 percent of its January 2007 employment should also rebound quickly. Business dinners, meetings and conventions as well as newly and re-employed individuals indulging in the relatively inexpensive treat of "dining out" will boost employment at the area's hotels and restaurants.

It is too early to tell what effects the near "financial melt down" will have on that industry as well as the Construction and Retail Trade sectors. Tight credit and an over supply of houses will limit demand in the Construction and Retail Trade sectors. While it is likely that jobs will be added once recovery begins, it will be years before these sectors reach their pre-recession levels.

Overall, Manufacturing will continue its downward trend (Manufacturing employment in RI has been decreasing since 1984), but some industries within the sector – i.e. pharmaceutical manufacturing and ship & boat building are likely to add jobs once the recovery begins.

Proposals for the development of wind farm projections off Rhode Island's coast as well as the manufacturing facility at Quonset bring with them the promise of generating hundreds of jobs in the Manufacturing, Construction and Transportations sectors.

Over half of the job growth projected for the 2006 to 2016 period is expected to occur among jobs requiring on-the-job training. Nearly one-third (32.8%) of the new job growth projected for the 2006 to 2016 period is expected to occur among jobs requiring an associate degree or higher. The remaining jobs in the state's economy require work experience in a related occupation or vocational training. Jobs requiring vocational training are expected to grow faster-than-average, while slower-than-average growth is expected for jobs requiring work experience in a related occupation.

Projected Employment by Education and Training Requirements

	2016 Employment Estimate	Annual Openings due to Growth Replacements		Total Annual Openings
Total, All Occupations	570,461	5,415	1,736	17,151
Jobs Requiring On-The-Job Training	331,710	2,897	7,650	10,547
Short-term on-the-job training	195,389	1,794	5,210	7,004
Moderate-term on-the-job training	97,388	830	1,643	2,473
Long-term on-the-job training	38,933	273	797	1,070
Jobs Requiring Vocational Training or Related Job Experience	83,379	752	1,377	2,129
Work experience in a related occupation	48,179	357	860	1,217
Postsecondary vocational training	35,200	395	517	912
Jobs Requiring College Degrees	155,372	1,784	2,731	4,515
Associate Degree	29,068	390	480	870
Bachelor's Degree	73,567	865	1,281	2,146
Bachelor's or Higher Degree Plus Work Experience	24,853	190	510	700
Master's Degree	12,039	170	197	367
Doctoral Degree	5,672	82	93	175
First Professional Degree	10,173	87	170	257

Workforce Investment Area Needs

The Greater Rhode Island Workforce Investment Area encompasses thirty-seven of Rhode Island's thirty-nine cities and towns, excluding only Providence and Cranston. As a result of its near-statewide designation for the Greater Rhode Island area, the organization is cognizant of workforce development needs that impact all Ocean State employers and workers. Workforce services are accessed directly across the regions' urban and rural communities through the *netWORKri* One-Stop Centers, which are designed to assist a broad range of customers including employers and job seekers. In developing the service strategies, the WPGRI Workforce Investment Board, Youth Council, and One-Stop Center Operators collaborate to consider the needs of the following segments of their populations. The workforce investment area needs of the regional customer segments are identified as follows:

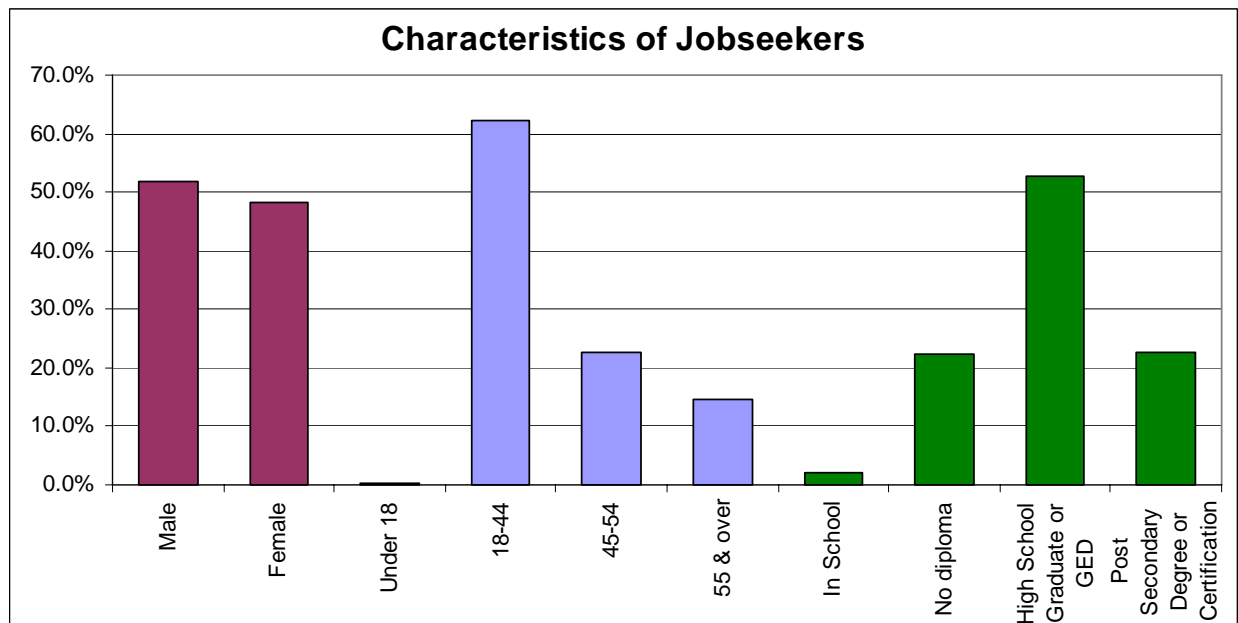
Employers/Businesses

The job market of the 21st century places a higher premium on education and technical training than at any other time in history. Employers have become more selective and, while they do need skilled workers, are reluctant to hire workers who do not have the qualifications to fill their needs. Employers indicate that they want well-trained applicants - more than half (58.6%) of the state's estimated job vacancies required experience related to the position being filled. In response, WPGRI will continue its efforts to strengthen its existing workforce and find ways to leverage the capital of its emerging workforce. By providing training opportunities for groups who have had difficulty entering the workforce (minorities, immigrants, dislocated workers) and those who wish to remain in the workforce (older workers), these individuals will be equipped with the skills and training required by industry.

Job Seekers

The fact that there are many more people seeking employment than there are jobs available, presents a difficult challenge for dislocated workers trying to re-enter the workforce.

According to the Rhode Island Department of Labor & Training Labor Market Information (LMI) Unit, there are currently 30,841 Labor Exchange participants. The majority of participants are male (51.8%) in the 18 to 44 year old age group (62.4%) followed by the 44 to 55 (22.8%) and over 55 (14.6%) groups. Less than 100 (0.3%) of the participants are under 18. Approximately half (52.8%) of *netWORKri* customers have either a high school diploma or GED.



Over 90 percent of Labor Exchange participants are not employed. Of the 21,765 Rhode Islanders collecting “regular” Unemployment Insurance benefits, nearly 40.3 percent faced long-term unemployment (defined as collecting unemployment insurance for fifteen weeks or more), up from 30.9 percent in June 2008.

On an industry basis, 23.5 percent (5,125) of the State’s insured unemployed workers came from the Manufacturing sector. There were also 2,987 individuals with an attachment to the Construction sector, accounting for 13.7 percent of all insured unemployed workers. Large numbers of insured unemployed were also reported in the Retail Trade (1,869), Health Care & Social Assistance (1,510) and Accommodation & Food Service (1,272) sectors.

Dislocated workers who had job security in these industries hardest hit by the recession may lack marketable and transferable skills, because their employment experience was exclusively in an industry sector that is no longer in demand. Connecting these individuals with training in a high demand, high growth industry will improve their chances of reemployment.

Incumbent Workers

Over the next decade, the professional workforce will age and shrink. As the majority of baby boomers – born between 1946 and 1964 – move into their 50s and 60s, the median age of the population and the labor force will increase. By 2015, workers aged 55-64 will be the fastest

growing segment of the labor force. In Rhode Island, this age group is projected to increase by 31 percent.

The next generation represents a much smaller pool of available workers and will likely not be able to fill positions vacated by retirees who have left the workforce. Despite an influx of immigrants, which has fueled RI's population growth over the past few decades, it has not been enough to offset the aging of the baby boom generation. In addition, employers are increasingly faced with the complexities of training employees with limited English language skills.

As the pool of available job applicants diminishes and advancements in technology impact all areas of the business world, companies are increasingly compelled to upgrade the skills of their existing workforce. As a result, employers will require increased training resources for their incumbent workers in order to successfully maintain their competitive edge. By focusing on serving the needs of the underemployed as well as the unemployed, and providing cross-training to incumbent workers to fill multiple positions and perform multiple tasks, WPGRI will work with employers to help facilitate career progression and open up entry level positions which can then be filled by work-ready One Stop customers.

Youth

Rhode Island must meet the demands of business by providing youth with the necessary educational and occupational training needed for high-demand occupations in the 21st Century.

Toward that end, WPGRI has aligned its work with the US Department of Labor's vision toward a collaborative approach at the State and local levels to serve the State's neediest youth, to enhance the quality of services delivered, and improve the outcomes for the youth we serve. Collaborating with representatives from the Departments of Labor and Training, Education, Children Youth and Families, Human Services, Justice/Corrections, WPGRI is participating in a shared youth vision for Rhode Island.

The "All Youth" approach to services is centered on Youth Career Centers at the One-Stop Career Centers where services are provided to all youth with varying levels of need. There are twelve (12) Youth Career Centers in the WPGRI service area: Woonsocket, Pawtucket (2), East Bay (3), West Bay (2), and South County (4). Collaboration among agencies and a single provider point of contact, enables WPGRI to serve more youth while expertly addressing all ten (10) WIA youth elements which are as follows:

1. . Tutoring, study skills training, and instruction leading to completion of secondary school, including drop out prevention strategies.
2. Alternative secondary school services
3. Summer employment opportunities that are directly linked to academic and occupational learning
4. Paid and unpaid work experiences; including internships and job shadowing
5. Occupational skill training
6. Leadership development opportunities, which include community service and peer centered activities encouraging responsibility and positive social behaviors
7. Adult mentoring for a duration of at least twelve (12) months, which may occur both during and after program participation.
8. Supportive services, which may include linkages to community services, assistance with transportation, childcare and dependent care, housing assistance, referrals to medical services, assistance with uniforms or other appropriate work attire and tools.

9. Comprehensive guidance and counseling, which may include drug and alcohol abuse prevention
10. Follow-up service for not less than 12 months after completion

All youth initiatives are posted on the YouthWorks411 website where they are easily accessible to the public.

By leveraging state Job Development Funds (JDF), WIA and ARRA dollars, WPGRI expects to serve 2500 youth in 2009-2010 through this highly effective system. In fact, during the summer of 2009, two of GRI's youth vendors were visited by the USDOL regional office and were highlighted as model programs in their newsletter.

2. How will workforce investment system resources, both stimulus and regular formula funds, be deployed to serve increased numbers of workers in need?

Certain populations have been heavily impacted by the recession, and have particular challenges in regaining employment. The Recovery Act contains several provisions designed to target services to these populations. Recognizing that different populations of One Stop customers have different service needs, Workforce Partnership of Greater Rhode Island has developed the following service strategies specific to each customer group:

Low Income Adults/Individuals on Public Assistance

- The RI Works Program, implemented in 2009, is a collaborative effort between the Department of Labor and Training and the Department of Human Services designed to accelerate the movement of people off of public assistance and into the workforce. Referrals are made to the One Stop system to determine WIA eligibility.
- Increase the literacy skills of low to mid level learners so they may pursue advanced training, post secondary education, a GED or employment. Individuals interested in any of the above may be required or request to take the Test of Adult Basic Education (TABE). This test assesses an individual's academic levels and may be used as a pre-requisite for enrollment in programs or to assist determining achievement in a training program. Individuals that test below the required math and/or reading computation level will be referred to the in-house Skills Tutor program for remediation.
- Provide quality in-demand entry level job training programs to enter the job market. Individuals will be assessed through the TABE and determined eligible for the job training grant programs utilizing resources of WIA and ARRA. Job training recipients will choose a training program based on personal goals and needs and may participate at any of the State approved training vendors on the Eligible Training Provider List (ETPL) in a variety of occupational settings by utilizing an Individual Training Account (ITA).
- Offer On-the-Job Training (OJT), Customized Training and registered apprenticeship opportunities where appropriate. Individuals that have promise of employment may participate in these programs under the American Recovery and Reinvestment Act and WIA.

Dislocated Workers

- Provide short term, accelerated and relevant job training with re-employment as the goal. Many of these individuals have years of work experience in a specific industry or advanced degree certifications in a field. Based on their marketable and transferrable skills, these individuals may participate in incumbent worker training to earn credentials/certifications in their existing field to build value in their portfolio or may participate in new job training in a different occupational cluster. In either case, these individuals will be assessed through the TABE and determined eligible for the job training grant programs utilizing resources of WIA and ARRA. Job training recipients will choose a training program based on personal goals and needs and may participate at any of the approved training vendors on the ETPL in a variety of occupational settings by utilizing an Individual Training Account (ITA).
- Individuals that are work-ready may participate in appropriate On-the-Job Training (OJT), Customized Training and registered apprenticeship opportunities.

3. How will adults and dislocated workers, including low-income adults, who need to acquire new skills have increased access to education and training opportunities?

The One-Stop system will be updated by integrating new technologies that will more rapidly assess skills; identify individual skill gaps; connect individuals to training, other developmental resources, and employment opportunities; and pipeline workers toward careers in growth industries and occupations. Jobseekers and employers will have multiple points of access to engage the Adult Workforce Development System, whether in-person at a *netWORKri* Center or “virtually” through the Internet-based EmployRI system. This will create a more meaningful and responsive method of service delivery – a modernized One-Stop System that can foster and support a 21st century workforce.

Furthermore, all of the One Stop Centers have been outfitted with internet-based assessment and training resources. Prove It! assesses a job seekers’s occupational skills in areas such as clerical, software, technical, call center, customer service and financial. Metrix Learning which includes SkillSoft and Medcom/Trainex courses, is an online training system which provides business, healthcare, desktop and IT training options. These systems are being funded from WIA and Remployment Services ARRA funds, and allow customers a self-service training option.

4. How will the local area address a dual-customer approach, meeting the skill needs of existing and emerging employers and high-growth occupations as well as the needs of under-skilled adults?

The employer-driven Industry Skill Development Initiative (ISDI) will expand upon the work of the Governor’s Workforce Board RI and its Industry Partnerships to establish a comprehensive, innovative vehicle through which the state’s Adult Workforce Development System will meet and remain responsive to the workforce needs of RI employers. The initiative will also build capacity, create sustainability, and add efficiency to the Adult training system by leveraging state and federal funds to coordinate new and enhance existing workforce development efforts. In addition, by implementing new technologies throughout Rhode Island’s One-Stop Career Center System, Rhode Island jobseekers and businesses will be “seamlessly” connected to workforce training programs and employment resources via on-site and virtual access points. Through the ISDI, WPGRI and its workforce development partners will align meaningful, timely training resources and programs with the short- and long-term labor market needs of Rhode Island’s high-growth, high-wage industries.

The Workforce Partnership of Greater Rhode Island has established partnerships with several high growth industries in the state through the ISDI. Industry partners in marine trades and information technology have already been established and new partnerships are currently being developed for “green jobs”, healthcare and biotechnology.

The ISDI will:

- Develop an industry-based, on-demand training resource system designed to effectively respond to the short- and long-term training needs of employer partners and industries as a whole;
- Provide funding resources to support the cost of adaptive, industry-approved training programs;
- Strengthen the role of industry partners in the collaboration of training development and expansion of responsive and effective training resources;
- Develop an Adult Workforce Development System that fosters pathways to respond and adapt to the variety of industry workforce needs throughout the employer community;
- Establish “Industry Greenhouses” that develop and implement industry-based activities, such as internships and summer job banks, that connect to and support the Youth Workforce Development and educational system to grow our future workforce;
- Leverage federal workforce training dollars and programs and expand Individual Training Account (ITA) offerings for unemployed and dislocated workers through the *netWORKri* One-Stop Centers;
- Upgrade and continue to develop area training and educational resources that meet industry standards and occupational skill requirements;
- Integrate technology to build sector-based “virtual” One-Stops that are linked to and complement the *netWORKri* Centers, and expand career awareness in high-growth sectors;
- Build industry-based “clearinghouses” to recruit candidates for training and connect successfully-trained graduates to employment opportunities.

With the recent downturn in the economy and subsequent downsizing by many employers, the Rhode Island Department of Labor and Training has merged its Rapid Response program, which offers services to employers and their employees in anticipation of a layoff, with the Business Services Unit. The Business Services Unit (BSU) staff is prepared to assist employers through various business cycles including economic downturns, reductions in labor force or company closures. Through the Workshare program, the BSU is able to help employers keep valuable employees working for a reduced number of hours, rather than losing their jobs entirely during slow periods. When a reduction in staff is necessary, the BSU will work with the company to provide group orientations to affected employees on unemployment benefits and training program availability and also assist individual workers with their reemployment. Furthermore, Industry Partners will establish agreements with the One-Stop Career Center System and work in coordination with the Business Services Unit to conduct on-site activities at the *netWORKri*, including recruiting, assessment and interviewing of training applicants, and job fairs.

5. How will workforce activities (e.g., adult education, job training, postsecondary education, registered apprenticeship, career advancement, needs based payments, and supportive service activities) be aligned in career pathways both now in implementing the Recovery Act and in the transformed workforce system of the future?

WPGRI contracts with the Rhode Island Department of Labor and Training (DLT) to operate its One Stop System, *netWORKri*. Information on adult education, job training, postsecondary education, apprenticeships, and career planning are all accessible to customers who visit the *netWORKri* centers either in-person or virtually through the internet. With the recent addition of the new EmployRI system, an interactive web site with access to job postings, occupational, industry and area profiles, skills matching, local educational sources, and more, customers also now have a self-service option when it comes to conducting a job search. Customers visiting the EmployRI site can post a resume, do occupational research and search for jobs or training programs.

WPGRI and its Industry Partnerships are establishing Industry Greenhouses designed to develop Rhode Island's emerging workforce:

- Industry members develop a variety of strategies and methods to engage and recruit their future workforce, adults and youth alike;
- Members commit to establishing an Industry Internship Program and implementing a pilot model with a minimum of ten internship sites;
- Industry Partners build linkages to the state's Apprenticeship Program, Youth Workforce System, and the educational system, including career and technical and local high schools;
- Industry partners establish and implement a Summer Jobs program for youth and will communicate employment opportunities to the Youth Centers.

6. How will the local area partner develop workforce solutions with community colleges, business and labor organizations, registered apprenticeship program sponsors, civic groups, and community organizations to align workforce development strategies?

WPGRI has existing MOU's with ORS, DHS, DCYF to coordinate delivery of services to these populations. Through the Industry Skills Development Initiative partnerships have been formed with high growth industries such as Information Technology and the Marine Trades. This initiative has also leveraged funds through United Way and the RI Foundation.

WPGRI will work in partnership with the Rhode Island Department of Labor & Training to leverage Governor's Workforce Board funds with other state and federal workforce development-related dollars, including those received under the Workforce Investment Act (WIA), Trade Assistance Act, National Emergency Grants (NEG), Job Development Fund (JDF), and Apprenticeship system. Programs and services developed and implemented through the Industry Skill Development Initiative (ISDI) will also be tied to the RI's Adult Basic Education, Career and Technical, and Community College systems, as well as the training efforts of other partner agencies and organizations. Through these financial and programmatic linkages, a truly comprehensive Adult Workforce Development System will be built that implements the Governor's Workforce Board's vision of fostering Rhode Island's high-growth, high-demand sectors, and meets the labor force needs of industry and individuals alike.

7. Please describe innovative strategies that the local area will use to accomplish the local area's vision and achieve the goals of the Recovery Act, including how the local area will:

(a) Increase services to workers in need.

The addition of Recovery Act funding will enable WPGRI to provide the One Stop system with additional personnel to service the increasing numbers of *netWORKri* customers. The Wakefield

office was closed and the Newport office has only been open on a limited basis due to lack of available staff. RIDLT will be able to now add much needed staffing to that office, thereby providing residents of Aquidneck Island and the East Bay area with easier access to One Stop services. Overall staffing levels at the other *netWORKri* locations will also be beefed up to accommodate the increased customer flow that has resulted from 12% unemployment in the state. With more counselors on hand, the centers will be able to connect dislocated workers with training resources to position them for reemployment once the economic recovery begins.

Front-line staff must be adequately trained in career counseling, triage, skills assessment, and using available workforce tools among other areas. With staff retirements and the hiring of new staff under ARRA, capacity building is even more critical. All new staff also received training on WIA and all staff received training on the new EmployRI database system for tracking WIA activities and performance.

Utilize technology and Labor Market Information (LMI) to increase service efficiency and effectiveness. Use information technology to effectively provide automated services that help front-line staff serve customers (for example, effective profiling to identify UI claimants that can return to work with little help from the system), and streamline data collection, information, and reporting.

(b) Support the full range of One-Stop Career Center customers in acquiring the skills needed to attain jobs in high-growth, high-wage industries and occupations, including such supports as needs-based payments, basic skills remediation, English as a second language, and supportive services.

The Workforce Partnership of Greater Rhode Island has worked with training vendors to develop training programs to correspond with high growth industries. This has resulted in the expansion of the Eligible Training Provider List (ETPL) which means more training options for job seekers that are likely to lead to gainful employment. By retraining dislocated workers and preparing under-skilled adults for high growth, high wage occupations, WPGRI is able to provide employers with a well-trained labor supply, and provide customers with the credentials needed for stable employment.

In order to address the needs of under-skilled adults, WPGRI has partnered with the Rhode Island Department of Elementary and Secondary Education to establish remediation resource areas for the Woonsocket *netWORKri* One-Stop Career Center located at the Family Resources Community Action Employment and Training Center and the Pawtucket *netWORKri*. These resource areas will initially be devoted to self-directed basic skills remediation, primarily with individuals who require basic skills improvement as a prerequisite for entrance into an occupational skills training. The Rhode Island Department of Elementary and Secondary Education has identified Houghton Mifflin's Skills Tutor as the remediation program. Although Skills Tutor will be individualized and self-directed, resource staff members/instructors will be available to provide instruction and assistance.

Supportive Services are also available to eligible adults and dislocated workers under ARRA to enable low-income customers to participate in and complete training and/or access employment.

(c) Ensure education and training delivered through the workforce system results in education and workforce skills of demonstrated value, and focus assessments and certifications towards the next level of education and employment.

WPGRI has adopted a three-tier approach to training which defines in-demand occupations throughout the Ocean State and remains responsive to changing dynamics in the Rhode Island economy. The policy states that training for individuals (ITA's) shall be limited to programs which prepare individuals for 1) **LMI's Top 50 Annual and Top 50 Total Growth Occupations**, 2) **occupations with above-average rates of growth**, and 3) **occupations with known demand** that are selected in agreement by the local workforce investment boards.

- **Tier 1: LMI's Top 50 Occupations by Annual Openings and Top 50 Occupations with Largest Growth**
 - These lists include occupations that have the most projected annual openings and total job growth in Rhode Island for a ten-year period. Lists are updated on a biennial basis.
 - These lists are currently used for vendors seeking to place training programs on the Eligible Training Provider List (ETPL)

- **Tier 2: Occupations with Above-Average Rates of Growth**
 - Occupations with a projected 2014 employment level of at least 250 jobs, AND
 - A projected occupational growth rate is at least 1.5 times greater than the average for all occupations.
 - This option includes roughly 19% (109 occupations) of the 560 occupations with available LMI data.

- **Tier 3: Occupations with Known Demand**
 - The Workforce Partnership of Greater Rhode Island and Workforce Solutions of Providence/Cranston have identified occupations with known, substantiated demand by the employer community and/or the local and state economy as a whole.
 - This list may include 'niche,' or industry- or employer-specific occupations that require specialized training (i.e. powerline technicians; water filtration specialists) and may not be included in Tiers 1 or 2.
 - This list may include in-demand occupations identified by the state's Industry Partnerships and other high-growth sectors of the Ocean State economy.

Customized Training and On-the-Job Training [OJT] will be available under ARRA for eligible Adults and Dislocated Workers in compliance with the Workforce Investment Act (WIA). These employer-driven programs will allow both Local Workforce Investment Boards to respond to the needs of the local employer community with training that directly responds to their identified skills and occupational needs, while creating viable employment opportunities for Rhode Island's unemployed and under-employed labor pools. Credentials earned through customized training and OJT are industry-certified in high growth, high demand occupations and can be used to build a career rather than just obtain employment. Customized Training motivates trainees to perform as training leads directly to pre-determined employment opportunities.

(d) Strategically use youth, dislocated worker and adult funds to quickly deliver innovative services.

Summer Youth: \$2.4 mil used for summer youth employment program for 910 disadvantaged youth. The program provides career exploration, job shadowing, work readiness and work experiences in high growth industries while earning a stipend and in some cases additional incentives for continued education and/or career training.

Dislocated Worker: \$3.1 mil for credentialed training programs in high demand, high growth industries. Some funding may also be used to provide supportive services such as transportation, child care, equipment, uniforms etc. required for participation in training.

Adult: \$960K for credentialed training programs in high demand, high growth industries. Some funding may also be used to provide supportive services such as transportation, child care, equipment, uniforms etc. required for participation in training.

(e) Provide targeted work experiences in order to prepare individuals for job opportunities in new industries or occupations, particularly using registered apprenticeship and on-the-job training for all jobseekers, and summer work experience for youth.

Industry Skills Development Initiative

Under the Industry Skills Development Initiative (ISDI), each engaged Industry Partnership will identify the sector's training needs and respond to labor force shortages, direct training content, select service providers, and collaborate on strategies for developing the emerging workforce. Recognizing that Rhode Island's youth are a vital cog in the state's economic future, each Industry Partnership will build linkages to the Youth Workforce System that complement existing programs and provide dynamic pathways into high-growth industries and occupations.

On-The-Job Training Program

The On-The-Job Training (OJT) Program is intended to allow employers to train new hires when they can not find candidates with sufficient skills for the open positions. The OJT program is designed for situations where a potential employee requires additional skill training and support beyond what is normally provided. The OJT participant may have related skills or some of the skills required for the occupation, but needs additional training to be fully productive in the position. In addition, the participant must have the ability to successfully complete the OJT training and the interest and aptitude required to maintain the position successfully. The OJT training should lead to a high growth and/or high wage occupation. Candidates for OJT may be selected from a pool of individuals already participating in WIA Intensive Services.

Summer Youth Employment

Under ARRA, 907 RI youth had the opportunity to engage in meaningful work experience during the summer of 2009. Work Experiences are Workforce Investment Act (WIA) activities designed to enable participants to develop work habits, occupational skills, and exposure to the working world. Summer work experience offerings under ARRA provided RI youth with opportunities for career exploration and skill development in high demand occupations and industries.

A minimum of 20% of the Summer Youth Employment Program time was spent on Work Readiness activities. Such activities were designed to encourage participants to take responsibility for their learning, to understand and manage their career options, and to develop social skills and a maturity level that will help them interact positively with others. This is especially true for at-risk students and high school dropouts, as summer employment may be one of the few opportunities they come across to learn how to enter the world of work.

Registered apprenticeship programs represent collaborative partnerships with schools, employers, labor organizations, community groups, and state apprenticeship offices. Opportunities are available on the Eligible Training Provider List. Pre-apprenticeship programs

represent a hands-on training experience that provides an introduction to the skills and knowledge needed in a potential career field and prepares young adults to be eligible for formal apprenticeship programs. Some summer employment opportunities included these introductory programs and combine basic technical skills training in the classroom with experience on the worksite or through a work experience or internship. These pre-apprenticeship programs also provided specific life skills training, work readiness or employability skill training, financial literacy classes, and even individual or group counseling.

Exposure to "green careers" was an important component of the summer work experience. By participating in conservation and sustainability efforts, youth gained "green" work experience that can be applied to future work opportunities in areas such as the retrofitting of public buildings, the construction of energy-efficient affordable public housing, solar panel installation, reclaiming of public park areas, or the recycling of computers. The intention was that these experiences will ready youth for entry into more technical training programs, registered apprenticeships, or entry-level jobs on a "green" career pathway.

(f) Align workforce activities with education strategies and economic and community development strategies to meet skill needs of jobs and industries important to the local and regional economies and meet the needs of under-skilled adults.

Rhode Island's primary approach to ensure a continuum of life-long learning opportunities needed to support and maintain an innovation economy is to focus on evolving workforce needs of high growth and demand industry sectors within the regional economy. Industry Partnerships are essential to ensure the proper alignment of education and training opportunities with these needs. The Workforce Partnership of Greater Rhode Island is working to fully integrate its Industry Partnerships in the decision-making process that drives its workforce, economic, and education models. Through the Industry Skills Development Initiative, WPGRI is seeking to encourage dialogue among RI's high-growth industries to determine areas for the application of common skill standards by identifying gaps that can be filled through training models that are both responsive to the needs of industry and cost effective. The value of Industry Partnerships to economic development lies in the ability to create opportunities for existing businesses to grow and expand as well as create career pathways to higher skilled jobs. Rhode Island's current and emerging Industry Partnerships currently are:

- Health Services
- Construction
- Hospitality, Tourism and Retail Trades
- Advanced Manufacturing
- Marine Trades
- Bio-Science and Technology
- Information Technology
- Finance / Insurance
- Green Technology

Low-Skilled / Low-Income Workforce Initiatives - The most globally competitive regions in a 21st Century economy maximize the available workforce by fully integrating low skilled workers into the demand economy. This is certainly true when a low skilled individual is able to obtain well-designed and innovative training that allows for new opportunities for better wages. WPGRI initiatives in this area include:

- Encouraging Industry Partnerships to include low skilled, low literacy, low wage, and ESL workers when designing their training programs and support them in gaining a foothold on the career ladder.
- Helping workers earn college certificates and degrees by developing agreements with the Community College of Rhode Island to provide training and credentialing to workers.
- Encouraging customized training providers to offer job-specific training to low skilled, low literacy, low wage, and ESL workers and/or new hires.
- Developing career ladders or pathways that map the range of jobs and link educational opportunities within a specific industry sector.
- Incorporating accessible Adult Basic Education or ESL into training or work settings.
- Offering on-site training during work hours or flexible scheduling at off-site locations.
- Providing supportive services to enable customers to enroll in and complete training

Older Worker Initiatives - To meet the increasing workforce requirements over the next decade, employers need to look to older workers as a source of labor supply and consider ways to connect this age cohort to the labor market. WPGRI along with its partners, has begun to explore several new ways to harness and improve upon the capacity of senior workers including:

- Analyzing the capacity of the 50 year-old plus labor market and compare it to known and emerging business human capital demands of business.
- Heightening awareness of the availability and potential untapped labor pool through collaborative outreach strategies.
- Developing strategies to link workers to businesses in need of skilled workers.
- Promoting increased awareness and use of electronic methods of job search to enhance job search placement services.
- Creating partnerships with educational institutions (CCRI) to equip older workers with needed skill enhancements.
- Instituting educational and training opportunities for One-Stop staff on the unique needs of serving the mature job seeker.

8. *Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities and plan. ([WIA section 118(a)])*

The Governor's Workforce Board of Rhode Island's Strategic Plan for 2009-2014 sets the following workforce development priorities and goals for the next five years:

1. The Strategic Workforce Plan challenges the public workforce system to support a culture of lifelong learning; to increase its efficiency, effectiveness and capacity; provide better service to employers and individuals; to align its policies and resources across its partners; and to eliminate the barriers to skill development.

To meet this goal, Workforce Partnership of Greater Rhode Island is undertaking the following:

- Upgrading and updating the information technology system utilized by the One Stop system to incorporate skill-building (Metrix) and educational tools (Skills Tutor) for self-service customer access.
- Provide training to One Stop Center staff resulting in better customer service for target populations.
- Collaborate with the other Local Workforce Investment Board, state agencies and other partners to coordinate service delivery and maximize resources.
- Work with vendors to increase training options for high demand occupations.

2. For employers it calls for an increased investment training and increasing the number of both self-sustaining jobs and high-wage jobs. It calls on firms within an industry to partner and align to reduce skill gaps, to augment the number of transferable skill credentials available to their workers, and to expand the potential pool of qualified workers.

To meet this goal, Workforce Partnership of Greater Rhode Island is providing oversight and guidance in the development of the industry partnerships, implementation of the procurement process; management of fiscal responsibilities; and leveraging of federal WIA and other workforce development funds.

3. For individuals the plan supports an increase in the attainment of skill credentials; an increase in workforce attachment; and an increase in the employment rate of special populations. It calls for greater participation in adult education, and occupational skills training accompanied with basic skill training.

To meet this goal, Workforce Partnership of Greater Rhode Island is:

- Working with training providers to expand the ETPL list to incorporate training programs that are industry-certified and lead to high growth, high demand jobs.
- Providing summer youth employment opportunities with a work-readiness component to help develop the emerging workforce.
- Partnering with RI Department of Education to provide adult basic education, literacy, and skills remediation to individuals with a language barrier and/or basic skills deficiency to ready them for entrance into the workforce and/or job training.
- Through the One Stop system, focusing efforts on short-term training for dislocated workers for re-entry into the workforce as soon as possible.

4. Finally, for youth – Rhode Island’s emerging workforce – the plan demands that the system increase access to work-preparedness activities, including participation in apprenticeships; increase the number of youth that attain workforce credentials, including a high-school diploma and skill certificate; decrease post-secondary remediation rates; and increase educator understanding of the labor market.

To meet this goal, Workforce Partnership of Greater Rhode Island is:

- Providing summer youth employment opportunities for 907 youth throughout the Greater Rhode Island workforce area with ARRA dollars.
- Establishing Industry Greenhouses through the ISDI to engage youth in industry-specific job shadowing, internship, and apprenticeship opportunities.
- Serving an additional 200 in-school and out-of-school youth through WIA funded programs and services.

SECTION II Service Delivery

9. How will the sequence of services be streamlined to facilitate individual access to services and training?

Through its One Stop system, the Workforce Partnership of Greater Rhode Island will continue to offer the full array of WIA core and intensive services under ARRA. The guiding principals of customer choice and seamless integration in the design of *netWORKri* Centers continue to ensure programs and services are accessible to a universal population. The One-Stops were designed with “accessibility” as a core requirement. Each *netWORKri* provides assistive technology for people with disabilities. Spanish and Portuguese interpreters are available on-site to meet the needs of customers who are non-English speaking or have limited abilities in speaking and understanding English. In some cases, staff is designated to meet the needs of various populations and/or deliver services for a specific program, i.e., Veterans, TRADE, WIA, Reemployment, Rapid Job Entry for TANF recipients, Migrant and Seasonal Farm Workers, and employer services. In other instances, *netWORKri* partner agencies serve targeted populations through the One-Stop system including, the Department of Human Services and its Office of Rehabilitation Services, the Department of Elderly Affairs Title V Programs, and the Community College of Rhode Island.

The Rhode Island Department of Labor and Training (DLT) will continue to serve as operator of the One Stop system. As a result of the economic downturn and high rate of unemployment in the state, there has been an increased volume of customers through the One Stop system over the past eighteen months. To better accommodate the additional customer flow, DLT has added additional WIA orientation sessions to allow customers to readily access Core, Intensive and training services.

Historically, the Workforce Partnership of Greater Rhode Island allocates more than three-quarters of its annual funding allocation to direct services. Under ARRA, priority of service will be given to low-income and under-skilled adults, dislocated workers, and disconnected youth. A Veteran’s Priority of Service Policy ensures that veterans and eligible spouses will receive priority over other groups when they meet WIA program eligibility requirements. The Workforce Partnership of Greater Rhode Island will continue to coordinate outreach, recruitment and service delivery strategies with community and faith-based organizations that serve these populations.

WPGRI also plans to continue to prioritize a services-oriented approach to funds utilization. PY 2009 allocations are as follows:

Adults

88% of the total funding was directed to services with 26% dedicated to core and intensive services and 62% reserved for occupational skill training.

Dislocated Workers

88% of the total funding was directed to services with 21% dedicated to core and intensive services and 67% reserved for occupational skill training.

Title I Core and Intensive Services

The Workforce Partnership of Greater Rhode Island will continue to offer the full array of core and intensive services indicated in the WIA through the One-Stop Career Centers. There are no plans to expand the current offerings.

Training

The bulk of training funds are normally reserved for Individual Training Accounts (ITAs) and WPGRI plans to continue this practice under ARRA. In keeping with the intent of the Workforce Investment Act emphasizing informed customer choice, particularly as it relates to selecting training providers, WPGRI will continue to comply with the State's policy and procedures (Workforce Investment Notice 99-21, change 1) to establish its ITA system. However, emphasis will be placed on enrolling One Stop customers in training for high growth, high demand occupations. The \$5,500 cap will remain in effect and training should be completed within 2 years.

The WIB affords staff in the One-Stop Centers wide flexibility in determining an individual's "need for training." However, in order to ensure that limited training funds are directed to those who can most benefit, staff will consider:

- The individual's skill sets and their transferability to existing employment opportunities;
- The availability of job opportunities in the individual's career field;
- Whether training would increase the individual's likelihood of obtaining suitable employment;
- The individual's prospects of successfully completing training;
- The expectations of the individual upon completion of training.

Policies have been developed and funds reserved to reinstitute customized training and On-the-Job training options. These programs are being heavily marketed to employers as part of the recovery effort with the intention of creating short-term training and long-term employment opportunities for work-ready job seekers.

9. Outline the changes to local strategies that make them sufficient to meet the requirements of 20 CFR 1010.230 published on December 19, 2008 of the Jobs for Veterans Act and of Workforce Investment Notice #04-09 (Change 1). Attach a copy of your local policy for priority of service.

When delivering services through our local workforce development system, WPGRI service providers (contractors) and netWORKri staff shall take positive steps to assure the provision of veterans' priority of service for all "covered persons" in a manner consistent with the requirements of the Jobs for Veterans Act. Assurance will also be made that veterans' priority of service will be implemented and provided at the point of entry for each federally-funded employment and training programs.

As new workforce preparation, development, or delivery programs or services funded in whole or in part by the Department of Labor are developed, they will also be covered by priority of service.

10. Describe the strategy the local area will use to effectively implement the Recovery Act priority of service for veterans and eligible spouses, low income individuals and recipients of public assistance under the WIA Adult program.

All services provided under the adult funding stream will provide for priority of service to covered persons. Currently, the WIA (Section 134(d)(4)(E)) and its accompanying regulations (20 CFR Section 663.600) requires that when funds allocated to the local area for adult activities is limited, priority for intensive and training services funded with title I adult funds must be given to recipients of public assistance and other low-income individuals in the local area. The application of the veterans' priority, however, requires that when local adult funds are limited and it is necessary to implement "priority of service" policies for the provision of intensive and training services (including Individual Training Accounts) to program-eligible adults, veterans' priority as well as priority for public assistance recipients and low income individuals will be considered. Thus, the following sequence of services will apply:

1. First priority will be provided to recipients of public assistance and other low-income individuals in the local area who are also covered persons with respect to veterans' priority;
2. Second priority will be provided to recipients of public assistance and other low-income individuals in the local area;
3. Third priority will be covered persons (these would be covered persons not considered to be recipients of public assistance or low-income);
4. Other local discretionary target population groups.

In the event that adult funds are not limited, all services, including intensive and training services, must still be provided such that covered persons receive priority over non-covered persons.

WPGRI is working with DLT to develop policies and procedures for priority of service considerations.

SECTION III Operations

11. The Recovery Act places a high priority on transparency. Please describe the local area's efforts to promote transparency and the process used to make the plan modification available to the public and the outcome of the local area's review of the resulting public comments.

The Strategic Development Committee of the Greater Rhode Island Workforce Investment Board (WIB) will be the initial point of review for the draft and all subsequent revisions of this Plan Modification. This committee consists of both public and private sector representatives, including labor organizations. The committee will also be responsible for recommending acceptance of the Plan Modification to the full Board once all public comments have been considered.

Upon completion of the draft Plan Modification, the WIB will undertake the following steps to ensure input and comment from appropriate stakeholders.

Chief and Local Elected Officials

A copy of the draft Plan Modification will be submitted to the Governor's Workforce Board for comment and approval.

Business Representatives

The business majority membership of the WIB will play a pivotal role in providing input to the Plan Modification and ultimate approval by the entire WIB. In addition, business members will be asked to suggest the names of colleagues whom they feel could provide additional input and comment.

Labor Representatives

As members of the WIB, labor representatives will also have the opportunity to comment on the draft Plan Modification. Their advice will be solicited for other individuals from the labor community who might wish to provide input.

One-Stop Partners

WIB members who are representatives of the One-Stop Partners will provide needed input to and comments on the Plan Modification.

Economic Development Entities

WIB members who are representatives of Economic Development will provide needed input to and comments on the Plan Modification.

Others

The WIB published a notice of a public hearing which took place on January 11, 2010, at which time the general public was invited to review the Plan Modification and provide comment. In addition, the WIB posted a copy of the draft Plan Modification on its website and on the Secretary of State's website.

There being no public comments at the January 11, 2010 public hearing or through the written comment period, the Plan Modification was presented to the Greater Rhode Island Workforce Investment Board for approval. With this approval from WPGRI Board, the plan will be presented to the Governor's Workforce Board.

12. How will providers of all youth services be procured under the Recovery Act? If using funds for summer employment opportunities and the grant recipient / fiscal agent is not administering the program, please specifically describe procedures for procuring summer employment operational entities and job opportunities, including how potential bidders are notified.

The Local Workforce Investment Boards issued a joint RFP in March, 2009 soliciting qualified entities to plan and provide summer employment opportunities for youth funded under Title I of the Workforce Investment Act of 1998 and The American Recovery and Reinvestment Act of 2009.

The Legal Notice appeared in the [Providence Journal](#) on Tuesday, March 31, 2009.

A Pre-Proposal Conference was held on April 3, 2009 with 118 prospective applicants in attendance. The Bidders Conference and the interim question period will also be handled jointly. However, once the applications were submitted, each local board will process its own applications separately. The timeline is below:

TIMELINE

Announcement of Availability of RFP	Workforce Solutions of Providence/Cranston	Workforce Partnership of Greater RI
Legal Notice Publication	March 31, 2009	March 31, 2009
Release of Request for Proposals	April 2, 2009	April 2, 2009
Non-Mandatory Bidders Conference	April 3, 2009	April 3, 2009
Letters of Intent Due	April 13, 2009 – Fax to Local WIB	April 13, 2009 – Fax to Local WIB
Proposals of Proposals Due	April 20, 2009	April 20, 2009
Review of Applications	April 21 – May 1, 2009	April 21 – May 1, 2009
Recommendations to Youth Councils	May 13, 2009	May 6, 2009
Recommendations to Local WIBs	May 19, 2009	May 12, 2009
Contract Development	May 19- May 30, 2009	May 13- May 30, 2009
Programs to Start	As early as May 20, 2009	As early as June 1, 2009
Programs to End	September 30, 2009	

Eighteen (18) proposals were received by the April 20th due date and all 18 were funded. Successful bidders were notified by mail following approval of the contracts by the Youth Council on May 6, 2009 and WPGRI Board approval at the May 12, 2009 meeting. 907 youth participated in summer work experiences as a result of this initiative.

13. How will the local area efficiently and effectively use its Recovery Act funding to support the hiring of sufficient levels of staff to serve the increased numbers of customers in the economic downturn? How will training be provided to the new staff?

The Workforce Partnership of Greater Rhode Island (WPGRI) hired four new staff members under ARRA to service the state’s youth population. These four staff were placed in four Rhode Island area Youth Centers concentrating on eligibility of youth, program compliance, supportive services, technical assistance and monitoring of the program.

The following job duties were performed by the new Employment & Training [E & T] Monitoring and Evaluation Specialists:

The E & T Monitor and Evaluation specialist will monitor and evaluate the WPGRI Youth programs, contracts and management systems to insure compliance with federal and state laws,

rules and regulations and to do related work as required. These positions reported directly to the WPGRI Youth Program Manager with latitude to exercise independent judgment and initiative.

- Conduct desk reviews and on-site reviews of all vendor program financial and program management systems.
- Monitor program performance of program operators through analysis of financial and programmatic reporting data.
- Review procurement systems and property management systems of program operators
- Analyze contracting procedures to determine compliance with federal and state laws and policies
- Validate and analyze data contained in reports submitted by program operators
- Provide technical assistance to staff in Youth Centers and program operators
- Participate in USDOL compliance reviews and to respond to requests for information and surveys
- Review applications to determine eligibility
- Perform other technical and administrative duties as required

All youth program staff and vendors were provided with training on OSHA, Child Labor Laws, and computer training on the new EmployRI system.

An additional staff person will be hired to manage Adult and Dislocated Worker initiatives under ARRA. All existing staff have received training on the new EmployRI system for WIA and ARRA.

14. Please demonstrate, through a monitoring plan or otherwise, that the local area's monitoring system meets the requirements of 20 CFR 667.410(a) and Workforce Investment Notice #05-05. In addition, demonstrate that the plan includes monitoring and oversight of the additional funds provided under the Recovery Act, particularly a plan to monitor summer employment, including summer employment worksites.

The Workforce Partnership of Greater Rhode Island conducts service provider monitoring and oversight on several levels. Program monitoring is generally conducted by WIB staff responsible for the particular activity or program. For example, youth services are monitored by the Youth Programs Manager and WIA services by the WIA Programs Coordinator. Formal monitoring of all programs is comprehensive and includes, among other processes, a review of participant enrollment and exit data, participant eligibility documentation, assessment data, participant file content, and interviews with program staff and participants. In addition to formal monitoring, staff members conduct desk monitoring of programs, which often includes more current information.

WPGRI's monitoring procedures are guided by Workforce Investment Notice 05-05, which states:

“Monitoring.--- The State will conduct on an annual basis on-site monitoring of each local area within the State to ensure compliance with the uniform administrative requirements. In addition, the local Workforce Investment Boards shall conduct on a semi-annual basis both internal and on-site monitoring to ensure compliance with the uniform administrative requirements. The Workforce Development Boards will forward a copy of the monitoring report to the SWIO along with documented corrective action.”

Fiscal monitoring of service providers is conducted by WIB staff dedicated to this function. Conducted at the provider site, financial records, time sheets, invoices and supporting

documentation are more readily accessible. This monitoring includes financial areas, as well as a review of providers to ensure contractual and operational compliance with applicable federal and state legislation and regulations. Performance measures will also be monitored, and technical assistance provided when necessary in order to achieve program goals.

Whether programmatic or financial, formal monitoring conducted by the WIB is reported in writing to the service provider and includes findings and recommendations. Providers are expected to respond within twenty days. All reports are shared with the WIB's Board of Directors.

Youth Program Monitoring Plan:

Mandatory site visits will be scheduled for summer employment program providers in the first week of the contract start. Particular attention will be paid to new vendors. Monitors will utilize the attached Initial Oversight Vendor Visit Report form to assess whether providers are in compliance with contract requirements. A preliminary fiscal monitoring visit will also be scheduled during the first week to ensure that proper accounting procedures are in place and that costs are appropriately allocated. No advances will be made until the first monitoring visit is completed.

In week 2, a second program monitoring visit was scheduled at summer employment worksites. This site visit will include monitoring of the site supervisor, a participant file review, and a case manager interview.

Full program and fiscal monitoring began in week 3 according to the attached schedule.

SECTION IV Additional Information

Please include any other information that will affect implementation of WIA and the Recovery Act.

WIA/ARRA PERFORMANCE MEASURES

This chart reflects the mandated WIA performance measures as negotiated with the USDOL.

Chart of Performance Expectations			
PROGRAM GROUP	MEASURE	PERFORMANCE GOALS	
		PY2009	PY2008
		Negotiated	Negotiated
ADULT	Entered Employment Rate (Section 136 of the WIA and TEGL 17-05)	81.5%	83%
	Employment Retention Rate (Section 136 of the WIA and TEGL 17-05)	80.5%	85%
	Average Earnings (Section 136 of the WIA and TEGL 17-05)	\$10,250	\$11,194
	Employment and Credential/Certificate Rate (Section 136 of the WIA and TEGL 17-05)	64.3%	70%
DISLOCATED WORKER	Entered Employment Rate (Section 136 of the WIA and TEGL 17-05)	84.1%	88%
	Employment Retention Rate (Section 136 of the WIA and TEGL 17-05)	88.1%	92%
	Average Earnings (Section 136 of the WIA and TEGL 17-05)	\$12,716	\$14,063
	Employment and Credential/Certificate Rate (Section 136 of the WIA and TEGL 17-05)	73%	73%
YOUTH AGES 19-21	Entered Employment Rate (Section 136 of the WIA and TEGL 17-05)	73.6%	74.1%
	Six Months Employment Retention Rate (Section 136 of the WIA and TEGL 17-05)	76.8%	81%
	Six Months Earnings Change (Section 136 of the WIA and TEGL 17-05)	\$2,550	\$3,300
	Credential/Certificate Rate (Section 136 of the WIA and TEGL 17-05)	56.4%	57%
YOUTH AGES 14-18	Skill Attainment Rate (Section 136 of the WIA and TEGL 17-05)	93.8%	94%
	Diploma or Equivalent Rate (Section 136 of the WIA and TEGL 17-05)	71.7%	72%
	Retention Rate (Section 136 of the WIA and TEGL 17-05)	66.4%	66.5%
EMPLOYERS	Customer Satisfaction (Section 136 of the WIA and TEGL 17-05)	76%	79%
PARTICIPANTS	Customer Satisfaction (Section 136 of the WIA and TEGL 17-05)	79%	82%

Allocation/Funding and Projected Service Levels for ARRA

Adult Programs

The WPGRI received \$1,122,503 in Adult funding under the American Recovery and Reinvestment Act [Recovery Act] stimulus allocation for PY08. Of this allocation, ten (10.0) percent, or \$112,250, will be used for WIA Administrative purposes. The remaining ninety (90.0) percent, or \$1,010,253, of Adult funds will be earmarked for WIA Core, Intensive, and Training activities. Utilizing these funds, the WPGRI plans to provide services to 283 Adults, with 136 of these clients progressing beyond core and intensive services. It is anticipated that the majority of these clients will be enrolled in occupational skills training with eligible training providers through Individual Training Accounts (ITA's), On-the-Job Training (OJT), Registered Apprenticeships or customized training programs.

Dislocated Worker Programs

The WPGRI received \$3,640,498 in Recovery Act Dislocated Worker funding for PY08. Of this allocation, ten (10.0) percent, or \$364,049, will be used for WIA Administrative purposes. The remaining ninety (90.0) percent, or \$3,276,449, of Dislocated Worker funds will be earmarked for WIA Core, Intensive, and Training activities. Utilizing these funds, the WPGRI plans to provide services to 711 Dislocated Workers, with 511 of these clients progressing beyond core and intensive services. It is anticipated that the majority of these clients will be enrolled in occupational skills training with eligible training providers through Individual Training Accounts (ITA's), Registered Apprenticeships or customized training programs. A small number of clients will participate in On-the-Job Training (OJT) programs.

Service Delivery & Performance

All Adult and Dislocated Worker services will continue to be provided through *netWORKri* under the WPGRI's continuing agreement with the Rhode Island Department of Labor & Training as the designated One-Stop Program Operator. One-Stop Center staff will provide registration, assessment, core and intensive services, and appropriate information regarding employment- and skill-training opportunities. In addition, staff will conduct follow-up with individuals who exit WIA-funded programs to ensure achievement of mandated performance objectives.

Youth Programs

The WPGRI received \$2,826,843 in Title I Youth funding under the Recovery Act for PY08. Of this allocation, ten (10.0) percent, or \$282,684, will be used for WIA Administrative purposes. The remaining ninety (90.0) percent, or \$2,544,159, of Youth funds will be earmarked for employment and training activities. During PY08, the WPGRI has contracted to serve 909 In-School and Out-of-School Youth with Recovery Act funds.

SUMMARY OF Recovery Act PY 2008 AUTHORIZATION

FUNDING	ADMIN	PROGRAM	TOTAL
Adult	112,250	1,010,253	1,122,503
Dislocated Worker	364,049	3,276,449	3,640,498
Youth	252,684	2,544,159	2,826,843
TOTAL	728,983	6,830,861	7,789,844

WORKFORCE INVESTMENT ACT RECOVERY ACT OF 2009 ADULT BUDGET SUMMARY AND EXPENDITURE PLAN	WIA NAME Workforce Partnership of Greater Rhode Island	PY 2008* MOD. NO.: 1 DATE: December 1, 2009
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ADULT ALLOCATION SUMMARY

		PY 2008*		TOTAL
1.	ALLOCATION	\$1,122,503		\$1,122,503
2.	TRANSFER - ADULT/DW (+/-)			
3.	REALLOCATION (+/-)			
4.	CARRY-IN			
5.	TOTAL ADJUSTED ALLOCATION	\$1,122,503		\$1,122,503

ADULT BUDGET SUMMARY						
	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2008*	\$1,122,503	\$112,250	\$50,192		\$350,000	\$610,061

ADULT EXPENDITURE PLAN

		3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1	ADMIN.	0	0	\$14,031	\$28,063	\$42,094
2	WIB SUPPORT	0	0	\$6,274	\$12,548	\$18,822
3	ONE-STOP					
4	CORE / INTENSIVE	0	0	87,500	175,000	262,500
5	TRAINING			76,258	152,515	228,773
a	ITA	0	0	59,481	118,962	178,443
b	OJT	0	0	3,813	7,626	11,439
c	CUSTOMIZED	0	0	11,439	22,877	34,316
d	SUPPORTIVE SERVICES	0	0	1,525	3,050	4,575
e	NEEDS RELATED					
6	TOTAL	\$0	\$0	\$184,063	\$368,126	\$552,189

		6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	\$56,125	\$70,156	\$84,188	\$98,219	\$112,250
2	WIB SUPPORT	\$25,096	\$31,370	\$37,644	\$43,918	\$50,192
3	ONE-STOP					
4	CORE / INTENSIVE	350,000	350,000	350,000	350,000	350,000
5	TRAINING	305,031	381,288	457,546	533,803	610,061
a	ITA	237,924	297,405	356,886	416,367	475,848
b	OJT	15,252	19,064	22,877	26,690	30,503
c	CUSTOMIZED	45,755	57,193	68,632	80,070	91,509
d	SUPPORTIVE SERVICES	6,101	7,626	9,151	10,676	12,201
e	NEEDS RELATED					

6	TOTAL	\$736,252	\$832,814	\$929,378	\$1,025,940	\$1,122,503
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*Received the allocation in Spring of 2008. Began spending dollars in PY09

WORKFORCE INVESTMENT ACT RECOVERY ACT OF 2009 DISLOCATED WORKER BUDGET SUMMARY AND EXPENDITURE PLAN	WIA NAME Workforce Partnership of Greater Rhode Island	PY 2008* MOD. NO.: 1 DATE: December 1, 2009
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DISLOCATED WORKER ALLOCATION SUMMARY

		PY 2008*		TOTAL
1.	ALLOCATION	\$3,640,498		\$3,640,498
2.	TRANSFER – ADULT/DW (+/-)			
3.	REALLOCATION (+/-)			
4.	CARRY-IN			
5.	TOTAL ADJUSTED ALLOCATION	\$3,640,498		\$3,640,498

DISLOCATED WORKER BUDGET SUMMARY						
	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2008*	\$3,640,498	\$364,050	\$140,576		\$650,000	\$2,485,872

DISLOCATED WORKER EXPENDITURE PLAN

		3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1	ADMIN.	0	0	\$45,506	\$91,013	\$136,519
2	WIB SUPPORT	0	0	17,572	35,144	52,716
3	ONE-STOP					
4	CORE / INTENSIVE	0	0	162,500	325,000	487,500
5	TRAINING					
a	ITA	0	0	242,373	484,745	727,118
b	OJT	0	0	15,537	31,074	46,610
c	CUSTOMIZED	0	0	46,610	93,220	139,830
d	SUPPORTIVE SERVICES	0	0	6,215	12,429	18,644
e	NEED RELATED					
6	TOTAL	\$0	\$0	\$616,030	\$1,072,625	\$1,608,937

		6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	\$182,025	\$227,531	\$273,038	\$318,544	\$364,050
2	WIB SUPPORT	70,288	87,860	105,432	123,004	140,576
3	ONE-STOP					
4	CORE / INTENSIVE	650,000	650,000	650,000	650,000	650,000
5	TRAINING					
a	ITA	969,490	1,211,863	1,454,235	1,696,608	1,938,980
b	OJT	62,147	77,684	93,221	108,757	124,294
c	CUSTOMIZED	186,441	233,051	279,661	326,271	372,881
d	SUPPORTIVE SERVICES	24,859	31,073	37,288	43,502	49,717
e	NEEDS RELATED					

6	TOTAL	\$2,145,250	\$2,519,062	\$2,892,875	\$3,266,686	\$3,640,498
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*Received the allocation in Spring of 2008. Began spending dollars in PY09

WORKFORCE INVESTMENT ACT	WIA NAME	PY 2008*
RECOVERY ACT OF 2009 YOUTH	Workforce Partnership of Greater Rhode Island	MOD. NO.: 1
BUDGET SUMMARY AND EXPENDITURE PLAN		DATE: December 1, 2009

YOUTH ALLOCATION SUMMARY

		PY 2008*		TOTAL
1.	ALLOCATION	\$2,826,843		\$2,826,843
2.	TRANSFER – ADULT/DW (+/-)			
3.	REALLOCATION (+/-)			
4.	CARRY-IN			
5.	TOTAL ADJUSTED ALLOCATION	\$2,826,843		\$2,826,843

YOUTH BUDGET SUMMARY

	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2008*	\$2,826,843	\$282,684	\$176,390			\$2,367,769

YOUTH EXPENDITURE PLAN

		3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1	ADMIN.	\$47,114	\$94,228	\$141,342	\$188,456	\$235,570
2	WIB SUPPORT	\$29,398	\$58,797	\$88,195	\$117,593	\$146,992
3	ONE-STOP					
4	CORE / INTENSIVE					
5	CONTRACTED SERVICES					
a	IN SCHOOL	0	466,502	933,004	1,399,505	\$1,586,405
b	OUT-OF-SCHOOL	0	229,079	458,158	687,238	\$ 781,364
6	TOTAL	\$76,512	\$848,606	\$1,620,699	\$2,392,792	\$2,750,331

		6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	\$282,684				
2	WIB SUPPORT	\$176,390				
3	ONE-STOP					
4	CORE / INTENSIVE					
5	CONTRACTED SERVICES					
a	IN SCHOOL	41,586,405				
b	OUT-OF-SCHOOL	\$781,364				
6	TOTAL	\$2,826,843				

*Received the allocation in Spring of 2008. Began spending dollars in PY09

WORKFORCE INVESTMENT ACT	WIA NAME	PY 2008*
<u>RECOVERY ACT OF 2009</u>	Workforce Partnership of Greater Rhode Island	MOD. NO.: 1
ADULT		DATE: December 1, 2009
PARTICIPANT SERVICES PLAN		

ADULT PARTICIPANT SERVICES PLAN
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	3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1. CORE	0	0	35	71	106
2. INTENSIVE	0	0	29	57	86
3. TRAINING	0	0			
a. ITA	0	0	15	31	46
b. OJT	0	0	0	0	1
c. CUSTOMIZED	0	0	1	2	3
TOTAL	0	0	80	161	242
	6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1. CORE	142	177	212	248	283
2. INTENSIVE	115	143	172	200	229
3. TRAINING					
a. ITA	61	76	92	107	122
b. OJT	1	2	2	2	3
c. CUSTOMIZED	4	6	8	10	11
TOTAL	323	404	486	567	648

*Received the allocation in Spring of 2008. Began spending dollars in PY09

WORKFORCE INVESTMENT ACT

WIA NAME

PY 2008*

RECOVERY ACT OF 2009

Workforce Partnership of
Greater Rhode Island

MOD. NO.: 1

DISLOCATED WORKER
PARTICIPANT SERVICES PLAN

DATE: December 1, 2009

DISLOCATED WORKER PARTICIPANT SERVICES PLAN

	3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1. CORE	0	0	89	178	267
2. INTENSIVE	0	0	72	144	216
3. TRAINING					
a. ITA	0	0	56	113	169
b. OJT	0	0	1	2	3
c. CUSTOMIZED	0	0	6	12	17
TOTAL	0	0	224	449	672
	6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1. CORE	356	444	533	622	711
2. INTENSIVE	288	360	432	504	576
3. TRAINING					
a. ITA	225	281	338	394	450
b. OJT	5	7	10	12	15
c. CUSTOMIZED	23	29	35	40	46
TOTAL	897	1121	1348	1572	1798

*Received the allocation in Spring of 2008. Began spending dollars in PY09

WORKFORCE INVESTMENT ACT	WIA NAME	PY 2008*
<u>RECOVERY ACT OF 2009</u>	Workforce Partnership of Greater Rhode Island	MOD. NO.: 1
YOUTH PARTICIPANT SERVICES PLAN		DATE: December 1, 2009

YOUTH PARTICIPANT SERVICES PLAN

	3/31/09	6/30/09	9/30/09	12/31/09	3/31/10
1. CONTRACTED SERVICES			907	907	907
a. IN SCHOOL			636	636	636
b. OUT OF SCHOOL			271	271	271
TOTAL			907	907	907
	6/30/10	9/30/10	12/31/10	3/31/11	6/30/11
1.CONTRACTED SERVICES	907				
a. IN SCHOOL	636				
b. OUT OF SCHOOL	271				
TOTAL	907				

*Received the allocation in Spring of 2008. Began spending dollars in PY09

Allocation/Funding and Projected Service Levels for WIA Programs

Adult Programs

The WPGRI received \$1,953,699 in Title I Adult funding for PY09. In PY09, the WPGRI expects to receive 62.69 percent of the state’s WIA Adult formula funds (WIN 08-19, May 22, 2009). Of this allocation, ten (10.0) percent, or \$195,370, will be used for WIA Administrative purposes. The remaining ninety (90.0) percent, or \$1,758,329, of Adult funds will be earmarked for WIA Core, Intensive, and Training activities. Utilizing these funds, the WPGRI plans to provide services to 575 Adults during PY09, with 365 of these clients progressing beyond core and intensive services. It is anticipated that the majority of these clients will be enrolled in occupational skills training with eligible training providers through Individual Training Accounts (ITA’s) or customized training programs.

Dislocated Worker Programs

The WPGRI received \$3,482,640 in Title I Dislocated Worker funding for PY09. Of this allocation, ten (10.0) percent, or \$348,264, will be used for WIA Administrative purposes. The remaining ninety (90.0) percent, or \$3,134,376, of Dislocated Worker funds will be earmarked for WIA Core, Intensive, and Training activities. Utilizing these funds, the WPGRI plans to provide services to 1255 Dislocated Workers during PY09, with 402 of these clients progressing beyond core and intensive services. It is anticipated that the majority of these clients will be enrolled in occupational skills training with eligible training providers through Individual

Training Accounts (ITA's) or customized training programs. A small number of clients will participate in On-the-Job Training (OJT) programs.

Service Delivery & Performance

All Adult and Dislocated Worker services will continue to be provided through *netWORKri* under the WPGRI's continuing agreement with the Rhode Island Department of Labor & Training as the designated One-Stop Program Operator. One-Stop Center staff will provide registration, assessment, core and intensive services, and appropriate information regarding employment- and skill-training opportunities. In addition, staff will conduct follow-up with individuals who exit WIA-funded programs to ensure achievement of mandated performance objectives.

Youth Programs

The WPGRI received \$ 2,198,820 in Title I Youth funding for PY09. During PY09, the WPGRI has contracted to serve 200 In-School and Out-of-School Youth.

SUMMARY OF PY 2009 INITIAL AUTHORIZATION

FUNDING	ADMIN	PROGRAM	TOTAL
Adult	195,370	1,758,329	1,953,699
Dislocated Worker	348,264	3,134,376	3,482,640
Youth	219,882	1,978,938	2,198,820
TOTAL	763,516	6,871,643	7,635,159

WORKFORCE INVESTMENT ACT 1.1 ADULT BUDGET SUMMARY AND EXPENDITURE PLAN	WIA NAME:	1.1.1 PY2009/FY2010 MOD.NO. 1 DATE: December 1, 2009
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2 ADULT ALLOCATION SUMMARY				
		PY2009	FY2010	TOTAL
1	ALLOCATION	\$339,110	\$1,614,589	\$1,953,699
2	TRANSFER - ADULT/DW (+/-)			
3	REALLOCATION (+/-)			
4	CARRY-IN			
5	ADJUSTED ALLOCATION			\$1,953,699

ADULT BUDGET SUMMARY						
	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2009/FY2010	\$1,953,699	\$195,370	\$56,268		\$500,000	\$1,202,061

ADULT EXPENDITURE PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	ADMIN.	39,074	78,148	117,222	156,296
2	WIB SUPPORT	11,254	22,507	33,761	45,014
3	ONE-STOP	0	0	0	0
4	CORE/INTENSIVE	125,000	250,000	375,000	500,000
5	TRAINING				
a	ITA	187,522	375,043	562,565	750,086
b	OJT	12,021	24,041	36,062	48,082
c	CUSTOMIZED	36,062	72,123	108,185	144,247
d	SUPPORTIVE SERVICES	4,808	9,616	14,425	19,233
e	NEEDS RELATED	0	0	0	0
6	2.1.1 TOTAL	\$415,741	\$831,478	\$1,247,220	\$1,662,958
		9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	195,370			
2	WIB SUPPORT	56,268			
3	ONE-STOP	0			
4	CORE/INTENSIVE	500,000			
5	TRAINING				
a	ITA	937,608			
b	OJT	60,103			
c	CUSTOMIZED	180,309			
d	SUPPORTIVE SERVICES	24,041			
e	NEEDS RELATED	0			

6	2.1.2 TOTAL	\$1,953,699			
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WORKFORCE INVESTMENT ACT 2.2 <u>DISLOCATED WORKER</u> BUDGET SUMMARY AND EXPENDITURE PLAN	WIA NAME	2.2.1 PY2009/FY2010 MOD.NO. 1 DATE: December 1, 2009
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3 DISLOCATED WORKER ALLOCATION SUMMARY				
		PY2009	FY2010	TOTAL
1	ALLOCATION	\$987,979	\$2,494,661	\$3,482,640
2	TRANSFER - DW/ADULT (+/-)			
3	REALLOCATION (+/-)			
4	SUPPLEMENTAL ALLOCATION			
5	CARRY-IN			
6	TOTAL ADJUSTED ALLOCATION			\$3,482,640

DISLOCATED WORKER BUDGET SUMMARY						
	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2009/FY2010	\$3,482,640	\$348,264	\$64,697		\$750,000	\$2,319,679

DISLOCATED WORKER EXPENDITURE PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	ADMIN.	69,653	139,306	208,958	278,611
2	WIB SUPPORT	12,939	25,879	38,818	51,758
3	ONE-STOP	0	0	0	0
4	CORE/INTENSIVE	187,500	375,000	562,500	\$750,000
5	TRAINING				
a	ITA	361,870	723,740	1,085,610	1,447,480
b	OJT	23,197	46,394	69,590	92,787
c	CUSTOMIZED	69,590	139,181	208,771	278,362
d	SUPPORTIVE SERVICES	9,279	18,557	27,836	37,114
e	NEEDS RELATED				
6	3.1.2 TOTAL				
		9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	\$348,264			
2	WIB SUPPORT	\$64,697			
3	ONE-STOP	0			
4	CORE/INTENSIVE	\$750,000			
5	TRAINING				
a	ITA	\$1,809,350			
b	OJT	\$115,984			
c	CUSTOMIZED	\$347,952			
d	SUPPORTIVE SERVICES	\$46,393			
e	NEEDS RELATED				

6	3.1.3 TOTAL	\$3,482,640			
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WORKFORCE INVESTMENT ACT 3.2 YOUTH BUDGET SUMMARY AND EXPENDITURE PLAN	WIA NAME	3.2.1 3.2.2 PY2009 MOD.NO. 1 DATE: December 1, 2009
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		PY2009
1	ALLOCATION	
2	REALLOCATION (+/-)	
3	CARRY-IN	
4	TOTAL ADJUSTED ALLOCATION	

YOUTH BUDGET SUMMARY						
	ALLOCATION	ADMIN.	PROGRAM			
			WIB SUPPORT	ONE STOP	CORE INTENSIVE	TRAINING
PY 2009	\$2,198,820	\$219,882	\$160,225			\$1,818,713

YOUTH EXPENDITURE PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	ADMIN.	43,976	87,953	131,929	175,906
2	WIB SUPPORT	32,045	64,090	96,135	128,180
3	ONE-STOP				
4	CORE/INTENSIVE				
5	CONTRACTED SERVICES	\$363,743	727,485	1,091,228	1,454,970
a	IN SCHOOL				
b	OUT OF SCHOOL				
6	3.2.3 TOTAL	\$439,764	\$879,528	\$1,319,292	\$1,759,056
		9/30/10	12/31/10	3/31/11	6/30/11
1	ADMIN.	\$219,882			
2	WIB SUPPORT	\$160,225			
3	ONE-STOP				
4	CORE/INTENSIVE				
5	CONTRACTED SERVICES	\$1,818,713			
a	IN SCHOOL				
b	OUT OF SCHOOL				
6	3.2.4 TOTAL	\$2,198,820			

WORKFORCE INVESTMENT ACT 3.3 ADULT PARTICIPANT SERVICES PLAN	WIA NAME	3.3.1 3.3.2 PY2009 MOD.NO. 1 DATE: December 1, 2009
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ADULT PARTICIPANT SERVICES PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	CORE	143	287	431	575
2	INTENSIVE	115	230	345	460
3	TRAINING	91	182	274	365
a	ITA	81	162	244	325
b	OJT	2	5	8	10
c	CUSTOMIZED	8	10	20	30
4	3.3.3 TOTAL	349	699	1050	1400

WORKFORCE INVESTMENT ACT 3.4 <u>DISLOCATED</u> <u>WORKER</u> PARTICIPANT SERVICES PLAN	WIA NAME	3.4.1 3.4.2 PY2009 MOD.NO. 1 DATE: December 1, 2009
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DISLOCATED WORKER PARTICIPANT SERVICES PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	CORE	314	627	941	1255
2	INTENSIVE	251	502	753	1004
3	TRAINING	100	201	302	402
a	ITA	88	176	264	352
b	OJT	3	6	9	12
c	CUSTOMIZED	10	19	28	38
4	3.4.3 TOTAL	665	1330	1996	2661

WORKFORCE INVESTMENT ACT 3.5 <u>YOUTH</u> PARTICIPANT SERVICES PLAN	WIA NAME	3.5.1 3.5.2 PY2009 MOD.NO. 1 DATE: December 1, 2009
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YOUTH PARTICIPANT SERVICES PLAN					
		9/30/09	12/31/09	3/31/10	6/30/10
1	CONTRACTED SERVICES				
a	IN SCHOOL	20	40	60	80
b	OUT OF SCHOOL	30	60	90	120
2	3.5.3 TOTAL	50	100	150	200

ASSURANCES

- 1) The Local Workforce Investment Board, including the chief elected official of the area, and providers receiving funds under Title I of the WIA, will all maintain fiscal controls and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Investment Act.
- 2) Local Workforce Investment Board will assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.
- 3) Local Workforce Investment Board assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act. The Board assures compliance with Section 504 of the Rehabilitation Act of 1973 and the American's with Disabilities Act of 1990.
- 4) Local Workforce Investment Board assures that funds will be spent in accordance with the Workforce Investment Act, regulations, written Department of Labor guidance, State guidance, and all other applicable Federal and State laws.
- 5) Local Workforce Investment Board assures that veterans will be afforded employment and training activities authorized in the Workforce Investment Act in compliance with the Jobs for Veterans Act.
- 6) The Local Workforce Investment Board assures that no funds received under WIA will be used to assist, promote, or deter union organizing.
- 7) The Local Workforce Investment Board assures that it developed this plan in consultation with the business community, labor organizations, and required partners.
- 8) Local Workforce Investment Board will assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIA; including, but not limited to the following:

General Administrative Requirements

29 CFR part 97(OMB Circular A-102) --Uniform Administrative Requirements for State and Local Governments (as amended by the Act)

29 CFR part 95 (OMB Circular A-110) as applicable -- Uniform Administrative Requirements for Institutions of Higher Education

Audit Regulations and Requirements

29 CFR part 96 (as amended by OMB Circular A-133) -Single Audit Act;

29 CFR part 99 (OMB Circular A-133) Audit Requirements for recipients of Federal Financial Assistance

Cost Principles

OMB Circular A-87 -- (as amended by the Act), Cost Principles for State, Local, and Indian Tribal Governments

OMB Circular A-122 and A-22 Cost Principles for Non-Profit Organizations as applicable.

Assurances and Certifications

SF 424 B – Assurances for Nonconstruction Programs;

29 CFR part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation);

Miscellaneous Provisions

CFR part 93 – Certification Regarding Lobbying (and Regulation);

29-CFR part 98 –Drug Free Workplace and Debarment and suspension;
Certifications (and regulation)

Signature Page

This Plan Modification is submitted for the period of July 1, 2009 through June 30, 2010 in accordance with the provisions of the Workforce Investment Act. We further certify that we will operate the Workforce Investment Act Program in accordance with this Modification, the 1-year Plan and applicable federal and state laws and regulations.

Local Board Chair:

_____ <i>Original Signature</i>	<u>Steven H. Kitchin</u> <i>Name (printed or typed)</i>	_____ <i>Date</i>
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Executive Director:

_____ <i>Original Signature</i>	<u>Christine M. Grieco</u> <i>Name (printed or typed)</i>	_____ <i>Date</i>
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