Industry-Driven Partnerships In Rhode Island's Higher Education Centers
Workforce Training Success

- State entity
- Serves southern RI and southeastern CT
- Public-Private funding
- “In the black” at 6 months
- Opened in 2017
- 1st year - served 1,100 students
- Higher ed courses
- Workforce development courses
- Continuing education
- 7 am to midnight
Public Recognition of Success

Westerly Education Center opens EB sheet metal course to high school students
Collaboration

• Government:
  • RI Office of the Postsecondary Commissioner
  • RI Dept of Labor & Training/Real Jobs RI
  • Public Community College
  • Eastern CT Workforce Investment Board

• Private Business
  • Electric Boat

• Philanthropists
  • Royce Family Fund
  • 7 Westerly-area businesses
Electric Boat Quonset & Groton (RI & CT)

• Awarded large scale contracts - thousands of additional jobs
• Since 2010 added 1,600 jobs
  • Virginia Class Submarine
  • Columbia Class Submarine (Ohio Replacement)
• Real Jobs RI Partnership
  “Pipeline to Manufacturing Careers in Shipbuilding”
RI & CT

★ Post-employment – Quonset EB
  • Funded through Real Jobs RI grant
  • CT Department of Labor reimburses RI for CT residents trained through program

★ Pre-employment opportunities – Groton EB
  • Funded by Connecticut Eastern Workforce Investment Board grant
Shipbuilding Trades

• 875 Electric Boat trainees in 64 cohorts from January 2017 to June 2018
• Pipefitting, Electrical, Sheet Metal
• Starting salaries range from $15/hr - $25/hr based on experience
• No experience required for training
New Hire Profile

• Average age: 41
• Pipe: 22%
• Sheet metal: 8%
• Electrical: 10%
• Average starting salary: $17.52
• Attrition: 8%
• 3,771 (82%) RI ▲ 391 (9%) CT ▲ 9% MA/other
Customized Training

In RI, adult instruction @ Westerly Education Center and New England Institute of Technology
New Hire Training
@ Westerly Education Center

**Pipefitting**
240 hour program (6 weeks)
Runs 1\textsuperscript{st}, 2\textsuperscript{nd}, and 3\textsuperscript{rd} shift
Drawings, Work Packages, Lines of the Ship, Fit-ups, Bend Data, Cleaning, Safety, etc.

**Sheetmetal**
200 hour program (5 weeks)
Runs 1\textsuperscript{st}, 2\textsuperscript{nd}, and 3\textsuperscript{rd} shift
Drawings, Work Packages, Lines of the Ship, Bend Allowance, HVAC, Joiner work, Safety, etc.

**Electrical**
200 hour program (5 weeks)
Runs 1\textsuperscript{st}, 2\textsuperscript{nd}, and 3\textsuperscript{rd} shift
Drawings, Work Packages, Lines of the Ship, DOD Methods, Marine Systems, Safety, etc.
Recruitment

- Multiple job fairs
- Earned media
- Social media
- Advertising
- Word of mouth
- Relationships with social service agencies

GENERAL DYNAMICS
Electric Boat

Hiring for North Kingstown Shipyard positions.

We will train you in 1 of 7 positions: pipefitting, sheetmetal, electrical, machining, shipfitting, welding, painting...and you will be paid during the training.

Presubmit a profile online and then come to Westerly Education Center on January 11 to help us match you to a job.

www.gdeb.com
Instruction

- Community College of Rhode Island designed curriculum with EB
- Most instructors – current/former EB employees
- Independent contractors of CCRI
- ½ classroom instruction + ½ hands-on
- Mock submarine donated by EB
- Consumables
- Approximately 6 weeks of training
- Certificate
  - Credit pending
Hands-on industry training area

Maritime pipefitting classwork with experienced instructors

Maritime sheet metal practical training

Maritime electrical class
Managerial | Leadership Training

Customized Curriculum

University of Rhode Island developed the training curriculum for Electric Boat’s employee professional development program

- Leadership program for supervisors
- 2-3 days a week
- 200 graduates
- Improved performance, employee retention, morale
Expansion in Westerly

High School Career Pathways

• Rhode Island and Connecticut
• Westerly High School integration, Year 2
• High School Diploma + Credentials + Job
Pilot High School Program

- 5 students from 2 towns
- 3-hour classes 2x/week and Saturdays; 200 hours
- Juniors and Seniors
- $2,800 per student
- Free for students
- Apply to EB at age 18
Alignment

• Middle school and high school integration

• Coordination with existing career and technical education programs

• In line with EB’s strategic plan
EB High School Exposure
CTE Program Model

9th Grade
Trade Specific NMEC Curriculum

10th Grade
Trade Specific NMEC Curriculum

11th Grade
Trade Specific NMEC Curriculum
OR
NEIT/CCRI Program

12th Grade
NEIT/CCRI Program
OR
Co-op
## EB High School
### CTE Program Model

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<th>Trade/Discipline Pipelines</th>
<th>Training Partners</th>
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<td>Maritime Pipefitting</td>
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<td>Maritime Sheetmetal</td>
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<td>Welding</td>
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- ✓: Available
Problem Solution
Process Technologists of the Future

• Real Jobs RI Grant of $394,124 + $101,500 fundraising to date
• Fall 2018 launch
• Business and industry employers
• Curriculum by employers and community college
• Matches employers’ need for skilled workers with employment needs of underemployed and unemployed workforce
• Starting salaries $27K-$37K range
Process Technologists Career Pathway

- 200-hour Boot Camp
- 2 Cohorts of ~15 Students in Year One
- 3 Cohorts Thereafter
- @WEC Community College Instructors by industry reps + chem tech experts
- Credit Bearing Portable Stackable Valuable
- Classroom + Lab
- Career Exploration with Local Employers
- Job Placement with Industry Partners
Convening and Conferring

**Higher Ed**
- URI
- CCRI
- RIC
- RWU

**Funding Sources**
- EWIB
- REAL JOBS RI
- GWB

**Business & Industry**
- ELECTRIC BOAT
- TORAY
- AMGEN
- PFIZER
- THIELSCH
- ROGER WILLIAMS MEDICAL CENTER
- RHODES PHARMA
- GREY SAIL
- KENYON INDUSTRIES
- EUROFINS
- TEDOR
- Washington Trust

**NGOs**
- SKILLS FOR RI'S FUTURE
- RIDE
- BUILDING FUTURES
- APPRENTICESHIP RI

**High Schools**
- WESTERLY HIGH SCHOOL
- DAVIES
Process Tech Across Sectors

- Pharmaceutical
- Environmental
- Textile Manufacturing
- Medical Research
- Brewery
- Chemical and Plastics Manufacturing
Education Partners

• Higher Education Institutions
• State Agencies
• CTEs & High Schools
• Job Training Providers
Working on behalf of employers in need of skilled, entry-level employees
Continuum of Programming – Driven by Employer Demand

Develop Career Readiness among youth populations K-20
- Awareness
- Expertise
- Experience

Help Rhode Islanders with barriers to employment
- Get a job
- Increase wages
- Get trained
- Earn a credential/develop a new skill/increase education

Meet employer needs
- New Hires
- Incumbent Worker Training
- Pipeline Development

Through collaborative partnerships that help Rhode Islanders
- Get a job
- Increase wages
- Earn a credential
- Get trained
Real Jobs RI

- Braids funding from federal and state sources
- High-in-demand workforce industries

Real Jobs RI grows business-led partnerships that build workforce solutions to address their unique workforce challenges.

  - Placing new employees into immediate job openings
  - Upskilling current employees to advance skills and/or remain competitive
  - Creating pipelines of talent for the future

Companies get the talent they need to compete globally and grow locally; Rhode Islanders get opportunities to thrive in a flourishing economy.
It starts with employers:

- 32 Sector Partnerships
- 389 Employers Served*
- 16 Industry Sectors

...who develop workforce solutions:

- 60 New Hire Training Activities
- 34 Incumbent Worker Training Activities
- 11 Pipeline Development Activities

...and connect Rhode Islanders with opportunities:

- 1672 New Hires Placed
- 924 Incumbent Workers Upskilled
- 42 College Internships Completed
- 10 New Career & Technical High School Programs
- 143 High School Internships Completed

Total People Served: 2596
Data and Performance
Program Date: 03/1/2018

- 1838 New Hire Training Completed
- 1672 Employed
- $32,881 Average Wage at Placement (Self Reported - New Hire Training)

- 91% Employed Upon Completion (New Hire Training)
- 75% Employed After Two Quarters (New Hire Training)
- 924 Incumbent Worker Training Completed

- 47% Received Wage Increase After Training (incumbent Worker Training)

- $3,811 Cost per Individual (New Hire and Incumbent Workers Completed, exclusive of pipeline activities and other non-Training Costs)

- $5,500 Benchmark Cost: WIOA ITA Allowance (Training Costs only)
Funding to Date

**Electric Boat**
- $6,943,743
- Westerly Education Center and NE Institute of Technology
- 934 newly trained employees at WEC (plus 493 at NEIT)
- 9 positions/trades

**Process Tech**
- Implementation Grant - $394,194
- Planning Grant - $19,100
- 11 employer partners
- 8 strategic partners
- 6 targeted industries
Modeled after WEC, a higher education center is envisioned as a shared academic facility for colleges & universities to offer training, instruction, and curriculum customized for regional employers on an individualized and collaborative basis.

The cooperative would be available to provide ongoing training and advancement for current employees as well as training for new and potential hires to provide a continued pipeline of outstanding diverse talent now and into the future.
Cyber

IT-Software, Cyber-Physical Systems, and Data Analytics account for 7,000 jobs in the Northern RI. Represent nearly 2% of total employment

- Cyber security and advanced analytics training
- Customized in-house cyber training program
- Cyber internship program
Retail & Pharmacy

Pharmacy Technician Training w/CCRI

• HS diploma/equivalent, certification & externship
• 300+ expected hiring; 1,530 in 2016
• Possible Employers: CVS, Walgreens, Lifespan, Care New England
• 2016 Median Pay: $33,120 (annual), $14.62 (hourly)
• Projected 10-year growth: 12% (2016 - 2026)

Retail training @ Mock Storefront
Retail sales staff – 4th greatest # of openings due to growth projected over the next 10 years [1,103]
Call Centers/Bilingual Studies

Call Center - Inside Sales - Customer Service

• HS diploma/equivalent + classes + OJT
• 9,880 jobs in 2016; and 250+ annual growth trend
• Banks, insurance companies, AAA, financial services companies
• Training providers: colleges, CTEs, NGOs
• Career Pathway: Data Analyst (with college courses), Supervisor, Sales
• Median pay: $37,610 (annually), $18.08 (hourly) 2016
• Projected 10-year growth: 8% (2016 - 2026)
Credentials and Credits

• Creating credentials of value
  • To employers
  • To students

• Credit-bearing programs
Rhode Island’s Goal

% of Rhode Islanders with postsecondary degree or certificate (ages 25-64)

70% attainment

Current level
47%

To add by 2025
23%

“...SO HOW DO WE GET THERE?”
Vision

Aligned System of Work-Based Learning Serving Youth Ages 16-29

- Rhode Island is working on a cohesive and aligned statewide work-based learning system for youth aged 16-29 that:
  - Provides multiple and scaled opportunities to gain work experience
  - Flexes to accommodate the winding career pathways that today’s economy supports
  - Is employer- and demand-driven to ensure youth are prepared for high-wage, high-demand employment sectors
National Governor’s Assn. Grant Objectives
Fragmented System of Career Preparation

- P-Tech Programs
- WIA/ WIOA Programs
- Governor's Workforce Board Programs
- CCRI
- Local LEA Programs
- Dual and Concurrent Enrollment
- Career and Technical Education Board and Trust
- URI
- TANF programs
- RIC
- Advanced Coursework Network
Path of Change

**Empowers Educators**
All educators are provided supports and leadership opportunities to become experts in career education.

**Demand Driven**
Career education is responsive to the needs of high-skill, high-demand employers.

**Multiple Entry and Exit Points**
Give all youth opportunities to enter, exit, and re-enter career pathways through flexible pathways programming.

**Mixed Delivery System**
Schools have a menu of state supported ways they can provide demand driven career education.

**Career Readiness for All Students**
What is Work-Based Learning?

“What work-based learning provides students with authentic work experiences where they apply and develop employability and technical skills that support success in careers and post-secondary education. Work-based learning activities culminate in an assessment and recognition of acquired knowledge and skills.”
The Framework

Industry-Education Partnership

Structured Learning  Authentic Work Experience

Assessment and Recognition of Skills
Career Readiness State Action Plan
Top Priorities

Strengthen Employer Engagement
• Expand Real Jobs RI workforce development initiative to include K-12

Promote Career Pathways for All
• All students in every school in the state gain access to flexible career pathways programming through quality delivery models by 2020, including Career Awareness and Exploration, Postsecondary Credentials, and Work-based Learning
• Provide all educators with supports, professional development, and leadership opportunities that enable them to gain expertise in high-wage, high-demand fields and strengthen their instructional practices in career pathways

Establish a Career-Focused Accountability System
• Rhode Island includes career-focused indicators as part of the state’s ESSA accountability system, and students receive career-focused diploma endorsements
Career Readiness State Action Plan
Top Priorities

Scale Pathways that Culminate in Credentials
- All students receive focused career advising that helps them make well-informed decisions about course and pathway participation

Align State and Federal Funding Streams
- Align state and federal funding to deliver career-focused programs

Ensure Cross-Institutional Alignment
- Align efforts behind a unified strategy to create a sustaining demand for career education and reduces the stigma of CTE
- Retool the career preparation system to be more deliberate and effective by employing a unified umbrella strategy
Comments and Questions