Real Jobs Rhode Island 2015 Planning Grant Awardees

Real Jobs Rhode Island Planning Grants are the first step in developing a strategic demand-driven workforce development system that meets the needs of Rhode Island's employers and trains Rhode Islanders for the *real* job openings of today and in the future. Planning grants provide seed funding of up to $25,000 to:

- Assemble a strategic partnership within a particular industry or region;
- Identify the specific workforce challenges that employers within that particular industry face;
- Identify the training, education, human resource, and other solutions that are necessary to address these challenges; and
- Develop a detailed strategic industry workforce training plan to implement those solutions.

The Department of Labor and Training has awarded 21 planning grants to recipient organizations in 11 industries, as well as 3 regions. Grants to implement the strategic industry workforce training plans will be awarded in November. The solicitation for those grants has been released and may be viewed at www.dlt.ri.gov/realjobs or http://www.purchasing.ri.gov/. Parties do not have to have received a Planning Grant to apply for an Implementation Grant.

BIO TECHNOLOGY

1) **Biomedical Equipment & IT Technician Project**
Lead Applicant/Convener: Claflin Medical Equipment
Grant Amount: $25,000
Employers & Strategic Partners: Claflin Medical Equipment, Claflin Companies, South County Hospital, Year Up, CCRI

Abstract: Employers in the biomedical equipment industry have difficulty finding qualified labor to fill equipment and IT positions. The pool of Rhode Island workers who can meet this demand is insufficient. As a result, these jobs are going to job seekers from out of state; positions stay vacant for long periods of time; companies often need to provide in-house training (which most are unprepared to do); and companies lose money when trainees quit before training is complete. This partnership would create a pipeline of trained technicians to meet the growing needs of RI employers.

2) **Med-Tech Job Creation Engine**
Lead Applicant/Convener: Med Mates
Grant Amount: $25,000
Employers & Strategic Partners: Ximedica LLC, Aspeira Medical, Blue Cross Blue Shield RI, Tech Collective, RI Bioscience Leaders, Brown University School of Engineering, STAC-RI

Abstract: This partnership will conduct an in-depth needs assessment with industry cohorts to fully develop an actionable pathway toward building an ecosystem-based job creation engine fueled by med-tech entrepreneurs. A job-creation engine can be conceptualized as a collective of organizations and individuals that collaborate to support the launch and growth of medical technology ventures. By mapping the human capital, mentor networks, and support associations, the partnership will outline an environment that is focused on the efficient commercialization of medical technologies.

CONSTRUCTION

1) **RI Residential Construction Workforce Partnership**
Lead Applicant/Convener: Rhode Island Builders Association
Grant Amount: $25,000
Employers & Strategic Partners: RB Homes, Arnold Lumber, Youth Build Providence, Building Futures, Milenio Latino Institute, RI Building Officials Assoc., NEIT, MTTI, Providence Revolving Fund, RI Lumber Building Material Dealers Assoc., Coventry CTE, Warwick CTE, Cranston CTE, Woonsocket CTE, East Providence CTE, Davies CTE, Newport Public Schools, The Met CTE, Providence CTE, Chariho CTE

Abstract: The Builders Association seeks to serve as the central coordinating entity for the residential construction industry as it comes together to solve its workforce issues. In order to facilitate both skills growth and job placement, RIBA will bring together employers as well as the training and education facilities that provide labor to the industry in a manner never before contemplated. RIBA will also focus on promoting careers in the construction trades, and help employers grow their businesses in a recovering economy.

2) **Construction Trades Skill-Up**
Lead Applicant/Convener: West Elmwood Housing Development Corporation
Grant Amount: $18,734
Employers & Strategic Partners: KITE Architects, Coast Modern Construction, ACR Construction, NeighborWorks Blackstone River Valley, Providence Revolving Fun, Black Contractors Association of RI, RWU, YouthBuild Providence

Abstract: The Construction Trades Skill-UP Partnership intends to develop a training and education plan to address the needs of the local building industry at two levels: 'Creating job creators' by developing the technical and business skills of small contractors, and ensuring that the skills of workers match current and upcoming demands of the industry, including 'green' building and other high-demand skills.

DEFENSE

1) **Cyber Security Partnership**
Lead Applicant/Convener: Southeastern New England Defense Industry Alliance (SENEDIA)
Grant Amount: $25,000
Employers & Strategic Partners: Dell SecureWorks, PURVIS Systems, Raytheon, Rite Solutions, SEA Corp, College for America, CCRI, Pell Center, URI, Maritime Cybersecurity Center, Opportunity@Work

Abstract: The Cyber Security Partnership seeks to prepare a workforce training plan to design, develop, and implement a ready pool of employees to fill open cyber security positions in Rhode Island's defense and nondefense sectors. The plan will focus on awareness training, competency assessment tools, and associated mentoring; short training courses leading to industry certifications; internship programs; and intellectual property to market training. The target populations will include the un- and under-employed, high school and college students, and veterans.

2) **Pipeline to Shipbuilding Manufacturing Careers**
Lead Applicant/Convener: General Dynamics-Electric Boat
Grant Amount: $25,000
Employers & Strategic Partners: Electric Boat, Guill Tool, SENEDIA, Polaris MEP, NEIT

Abstract: Electric Boat Corporation expects a significant increase in its need for skilled workers at its Quonset Point facility. Due to an anticipated increase in submarine construction activity in RI, the company will require an increase in employment among EB's in-state supply chain. Electric Boat and its industry partners will expand upon existing training programs and create new methods of workforce development that are critical to the emerging workforce.

DESIGN

1) **Design Sector Planning Partnership**
Lead Applicant/Convener: DESIGNxRI
Grant Amount: $25,000
Employers & Strategic Partners: Taylor Box Company, Orange Square, Shawmut Design and Construction, Ximedica, DownCity Design, DESIGNxRI

Abstract: The design industry is one of the fastest-growing sectors in Rhode Island and across the nation. There are many design disciplines that lead to high-paying jobs in the sector. Design concepts also cross over within nearly every sector. Further, strategic design skills (design thinking, integrated design, user experience design, etc.) are increasingly in demand as a driver of innovation across industries. Companies in Rhode Island have been asking for these skills; yet they appear limited locally. This partnership will bring together employers and partners in the design sector to identify needs and develop innovative training solutions.

FINANCE

1) **Rhode Island Financial Skills Initiative @ URI**
Lead Applicant: RI Bankers Association
Convener: URI Business Engagement Center / RI Bankers Association
Grant Amount: $25,000
Employers & Strategic Partners: Citizens Bank, Washington Trust, Bank of America, BankRI, Bankfive, BankNewport, Centreville, Coastway Community Bank, Freedom National Bank, Home Loan Investment Bank, Savings Institute Bank & Trust, Webster Bank, RI Bankers Association, URI

Abstract: The partners in the RI Financial Skills Initiative @ URI will convene members of the banking industry to determine how best to fill the skills gap of the current and future banking workforce. Numerous banks are committed to the partnership and the lead entities have committed to involving as many members of the banking industry as possible. URI is a strategic co-lead on this initiative and will work to develop the industry-driven training and education solutions that Rhode Island's financial institutions are demanding.

GREEN / AGRICULTURE / AQUACULTURE

1) **Aquaculture Training Partnership**
Lead Applicant: The Education Exchange, Inc.
Convener: Robert Rheault, Shellfish Environmental Services LLC
Grant Amount: $19,681
Employers & Strategic Partners: Behan Family Farms, Matunuck Oyster Farm, Cedar Island Oysters, Ocean State Shellfish Coop, East Beach Oysters, Jonnycake Center of Westerly, Westerly Chamber of Commerce, Families Learning Together Through Literacy, Literacy Volunteers of Washington County

Abstract: Rhode Island aquaculture revenue has increased by over 80% in the past two years. This partnership's goal is to establish a career pathway in aquaculture by developing an industry-based integrated education and training curriculum designed by employers for entry-level positions, which incorporates industry-specific job skills and certifications while emphasizing literacy, mathematics, soft skills, and best practices. The partnership would then move on to higher-tier occupations.

HEALTHCARE

1) **Healthcare Training Collaborative***
Lead Applicant: St. Antoine Residence
Convener: Joan Kwiatkowski, CareLink
Grant Amount: $20,000
Employers & Strategic Partners: St. Antoine, PACE, Homefront Healthcare, CareLink, URI, Stepping Up

Abstract: An aging population, projected retirements, and expanded insurance coverage will necessitate a pipeline of skilled workers ready to enter or advance in healthcare occupations. This partnership seeks to bring together agencies, employers, and other partners in order to address emerging healthcare sector needs; to provide appropriate skill training at all levels of the workforce spectrum; and place trained individuals in jobs that really exist.

2) **Healthy Jobs for Rhode Island***
Lead Applicant: Rhode Island College
Convener: Hospital Association of Rhode Island
Grant Amount: $15,000
Employers & Strategic Partners: Care New England, Gateway Health Care, Roger Williams Medical Center, Drug Abuse Treatment Assoc., Community Care Alliance, RI Council of Community Mental Health Organizations, Central Falls School District, RI Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Abstract: This partnership seeks to create an industry-directed plan to address healthcare workforce needs, advance the skills of RI workers, grow the state's economy, and increase sustainable employment opportunities in the healthcare industry. During the planning process, the partnership will develop career ladders for lifelong learning and career advancement. Multiple entry and exit points will allow entry level and current

workers to begin or supplement their training through new/existing certificate and academic programs up to and through a master's degree. Special emphasis will be placed on advancing the education and skills of health care professionals in the areas of mental health, behavioral health, and substance abuse disorders.

3) **CNA Apprenticeship Program***
Lead Applicant/Convener: Stepping UP
Grant Amount: $15,000
Employers & Strategic Partners: Cherry Hill Manor, Landmark Medical Center, Mount St. Rita Health Center, Rhode Island Hospital, Rhode Island Health Care Assoc., St. Antoine's Residence, CCRI, HARI, Dorcas International Institute, Genesis Center, Providence Housing Authority, RIC Outreach Programs

Abstract: This partnership seeks to establish a CNA apprenticeship program to up skill certified CNAs and assist them in advancing to higher-wage positions in partnership with healthcare employers, CCRI, nursing homes, and other partners. The result would be the first healthcare sector apprenticeship in Rhode Island. Employers identified this approach as a critical workforce need.

* = **Real Jobs RI intends to combine the efforts of the three healthcare grant awardees into a single partnership.**

HOSPITALITY

1) **Rhode Island Food Management Partnership**
Lead Applicant/Convener: RI Hospitality Association
Grant Amount: $25,000
Employers & Strategic Partners: Chelo's, Chez Pascal, Gregg's Restaurant, Hotel Viking, Lucia Restaurant, McGrath Clambakes, Meritage, Ocean House, Omni Hotel, Packaging & More, Pamfilio's, Panera Bread, Point Judith Country Club, Providence Marriot, Regan Communications, Simone's Restaurant, T's Restaurant, Vanderbilt Grace, Wyndham Garden Providence, RI Hospitality Education Foundation, National Restaurant Association Educational Foundation, American Hotel & Lodging Institute, Hope & Main, Johnson & Wales University, CCRI

Abstract: The Rhode Island Food Management Partnership seeks to develop a leadership training program for mid-level employees. The proposed partnership also will educate employers on best practices in hiring, training, and retaining the workforce. The partnership will focus on the 'food cluster' economy – where restaurants, agriculture, aquaculture, food manufacturers, and regulatory policy come together.

INFORMATION TECHNOLOGY

1) **Real Jobs RI – Information Technology Partnership**
Lead Applicant/Convener: Tech Collective
Grant Amount: $25,000

Employers & Strategic Partners: AIPSO, Envision, Innovex, Prov Plan, RI Foundation, Secure Future Tech Solutions, UNFI, Bryant University, Center for Women & Enterprise, CCRI, Chariho CTE, Coventry CTE, Junior Achievement RI, NEIT, PASA, RI Adult Education, RIDE, Start Up Community of RI, RI STEM Center at RI College, SkillsUSA RI, Warwick CTE, WPGRI

Abstract: The Real Jobs RI-Information Technology Partnership seeks to build a partnership in the IT industry — one of the state's high tech, high wage industries. The partnership will use an employer-led process to develop a workforce training plan that meets the needs of Rhode Island's IT employers. The process will include focus groups, interviews, and surveys to accurately capture industry needs and workforce demand.

MANUFACTURING

1) **RI Manufacturing Boot Camp**
Lead Applicant/Convener: Polaris Manufacturing Extension Partnership (MEP)
Grant Amount: $25,000
Employers & Strategic Partners: ChemArt, Pilgrim Screw Co., Yushin America, RI Manufacturers Assn., RI Marine Trades Assn.

Abstract: The partners within the Rhode Island Manufacturing Boot Camp partnership will take an approach that is unique to the manufacturing industry, its employers, and its workforce within Rhode Island. The partnership will work together to develop an employer-lead framework and foundation for a "Manufacturing Boot Camp" to meet employer demand and place Rhode Islanders in manufacturing jobs.

2) **PHOENIX**
Lead Applicant/Convener: Hyman Brickle & Son, Inc.
Grant Amount: $25,000
Employers & Strategic Partners: Hyman Brickle & Son, VIBCO Vibrators, Aspen Aerogel, Bouckaert Industrial Textiles (BIT), Garland Writing Instruments, RI Manufacturers Assn., Rhode Island Foundation

Abstract: The PHOENIX partnership seeks to show Rhode Islanders that manufacturing is a strong and growing industry that is still critical to the state's economy. The partnership will implement education and training programs that give incumbent workers the skills necessary for sustained employment and career advancement within the manufacturing industry. By facilitating that career development, the partnership seeks to establish a fluid workforce pipeline that encourages new job opportunities through an "up skill / back fill" system of promotion. The partnership hopes to establish a 'Rhode Island Manufacturing Center of Excellence' — envisioned to be a resource for companies and workers to access innovative education/training solutions that support industry growth and best practices.

3) **Manufacturing Leadership Development Partnership**
Lead Applicant: Toray Plastics
Convener: Rhode Island Manufacturers Association
Grant Amount: $25,000
Employers & Strategic Partners: Toray Plastics, Astro-Med, URI Center for Human Services

Abstract: The employers driving this partnership believe that retaining a talented workforce and identifying employees to enter leadership positions is paramount to their future success. The partnership seeks to create a training plan focused on leadership development within manufacturing. Employees who participate in such training can acquire new skills and advance in their careers, while employers benefit from a pool of emerging leaders to guide operations into the future.

MARINE TRADES

1) **Marine and Composites Partnership**
Lead Applicant/Convener: Rhode Island Marine Trades Association
Grant Amount: $24,951
Employers & Strategic Partners: Bristol Marine, Brooks Marine Group, Clear Carbon and Components, Confident Captain, Goetz Composites, Hall Spars, New England Boatworks, Nicholson Yachts, Ship to Shore Global, East Bay Community Action Program, International Yacht Restoration School, NEIT, Newport Area Career and Tech, Polaris MEP

Abstract: This partnership, which initially includes eight marine companies, five training providers, and one community based organization, focuses on Rhode Island's renowned marine trades industry as well as its burgeoning composites sector. The partnership will conduct a series of sector-based focused groups, develop a comprehensive workforce training plan to address underserved needs, fortify recruitment strategies for new workers, and identify opportunities for cross-industry and cross-system collaborations.

OTHER / REGIONAL

1) **Westerly Regional Real Jobs Partnership**
Lead Applicant: Westerly Public Schools
Convener: Westerly-Pawcatuck Chamber of Commerce
Grant Amount: $16,355
Employers & Strategic Partners: Darlington Fabrics, Grey Sail Brewery, Hauser Chocolatier, Paddy's Beach, Ocean Community YMCA, Professional Planning Group, ServPro, Town of Westerly, Valenti, Washington Trust Company, Westerly Library, Westerly Economic Development Commission, The Jonnycake Center of Westerly, Creative Realities Consulting, Operation Stand Down, Susan Gray

Abstract: This partnership takes a regional, cross-industry approach to identify employer needs, particularly focusing on soft skills, customer service, and digital literacy. With the combined efforts of the Westerly School Department, regional economic development agencies, and a regional chamber of commerce, the partnership will conduct employer-focused surveys, convene focus group discussions, and interview employers to identify specific skills gaps. The results of these studies will inform a workforce training plan focused primarily on preparing non-college bound students for career success.

2) **Real Jobs Partnership of Northern Rhode Island**
Lead Applicant: Connecting for Children & Families-Woonsocket
Convener: Northern Rhode Island Chamber of Commerce
Grant Amount: $25,000

Employers & Strategic Partners: Amica Mutual Insurance Company, Navigant Credit Union, Citizens Bank, CCRI

Abstract: This partnership will focus on detailing the workforce needs of banking and insurance employers in northern Rhode Island, identifying issues related to retention and career advancement, and exploring barriers to employment within the region, with particular attention to the unemployed/underemployed residents of Woonsocket and surrounding communities. This industry-led process will initially engage leaders in the financial services sector, higher education, K-12 education, nonprofits, and others.

3) **OIC-Works**

Lead Applicant/Convener: Opportunities Industrialization Center of Rhode Island
Grant Amount: $24,914
Employers & Strategic Partners: Thielsch Engineering, Electric Boat, Blount Boats, Providence Career and Technical Academy

Abstract: This partnership will focus on meeting the needs of a range of employers and providing access to traditionally underserved populations including women and minorities who are eager to find employment that offers a living wage. The partnership initially focuses on employers in the marine and manufacturing sectors and seeks to address both career training needs as well as barriers to employment.