Prepare RI

A Closer Look at the Plan
The Governor’s Workforce Board Strategic Priorities

1. **Make demand-driven and strategic investments**, to meet employer demand, establish a pipeline of skilled workers for future demand, and ensure particular populations are prioritized.

2. **Advance a career pathway strategy** to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.

3. **Align policy** and leverage existing government structures and resources so that government is “networked” and coordinated to achieve efficiencies and effectiveness throughout the workforce system.

4. **Use data** to guide investments and policy decisions, and evaluate performance to measure return on investments.
All Rhode Island youth are career-ready by graduation through high-quality industry-driven career preparation activities that build
- Career Awareness
- Career Expertise
- Job Experience

All Rhode Island job seekers, particularly those with barriers to employment can access high-quality industry-driven job services and training programs that provide the supports, skills, and services they need to meet their career goals.

All Rhode Island employers have access to a flexible, responsive, and demand-driven workforce development network that is able to identify and respond to their current and projected workforce needs.
Governor’s Skills Cabinet
Role: Oversee, coordinate and drive the governance of the state’s workforce development agenda for adults and youth.
Members: RIDE, DLT, OPC, CCRI, Commerce, Board of Education, and the Governor’s Workforce Board
Authority: Governor’s Subcabinet

Governor’s Workforce Board
Role: Demand-driven investments to meet employers’ workforce needs, advance the skills of Rhode Island workers, and provide interconnectivity to the workforce network.
Members: Chaired by an employer, includes Skills Cabinet representatives and public stakeholders.
Authority: Federal and State Law

Outside Providers
Organizations partner with state and districts to deliver work readiness for adults and youth.

Real Jobs Partnerships
Industry partnerships deliver high-wage, high-demand employer-driven training, work-based learning, recruitment, etc.

Public Workforce
Two local workforce boards coordinate with state agencies to provide direct service for career counseling, job-seeking, and training.

K-12 System + CTE Board and Trust
Employer board works with K-12 to ensure all students and adults have access to career readiness program and industry-specific technical skills.

Postsecondary Institutions
The three public higher education institutions and the state’s private colleges provide advanced coursework opportunities and pathways for upward mobility for all Rhode Islanders.

Industry recognized Credentials

Dual and Concurrent Coursework

Program Examples
Pathway to Employment
Community Based Organizations
Skills for Rhode Island’s Future

Marine Trades
Defense Industry
Tech Industry

One-stop's

Adult Education

Programs in Traditional High Schools
P-TECH

Rhode Island Demand-Driven Workforce Delivery Map
Rhode Island’s “Hot Jobs” (Top 20)

<table>
<thead>
<tr>
<th>Hot Job Ranking</th>
<th>Title</th>
<th>Growth Rate</th>
<th>Total Openings</th>
<th>RI Median Annual Wage</th>
<th>Typical Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Software Developers, Systems Software</td>
<td>24.6%</td>
<td>726</td>
<td>$106,496.00</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>2</td>
<td>Management Analysts</td>
<td>17.6%</td>
<td>1,338</td>
<td>$82,222.40</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>3</td>
<td>Software Developers, Applications</td>
<td>26.5%</td>
<td>652</td>
<td>$90,688.00</td>
<td>Bachelor's degree</td>
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<tr>
<td>4</td>
<td>Computer Systems Analysts</td>
<td>23.6%</td>
<td>642</td>
<td>$84,843.20</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>5</td>
<td>Accountants and Auditors</td>
<td>13.6%</td>
<td>1,795</td>
<td>$74,193.60</td>
<td>Bachelor's degree</td>
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<tr>
<td>6</td>
<td>Electricians</td>
<td>22.8%</td>
<td>847</td>
<td>$51,708.80</td>
<td>High school diploma/GED with Apprenticeship</td>
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<tr>
<td>7</td>
<td>Physical Therapists</td>
<td>22.5%</td>
<td>633</td>
<td>$78,124.80</td>
<td>Doctoral or professional degree</td>
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<tr>
<td>8</td>
<td>Registered Nurses</td>
<td>11.5%</td>
<td>4,487</td>
<td>$76,294.40</td>
<td>Bachelor's degree</td>
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<tr>
<td>9</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>39.4%</td>
<td>928</td>
<td>$40,289.60</td>
<td>High school diploma or equivalent</td>
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<tr>
<td>10</td>
<td>Financial Analysts</td>
<td>14.9%</td>
<td>484</td>
<td>$72,155.20</td>
<td>Bachelor's degree</td>
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<tr>
<td>11</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>22.5%</td>
<td>471</td>
<td>$59,404.80</td>
<td>Bachelor's degree</td>
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<tr>
<td>12</td>
<td>Mechanical Engineers</td>
<td>6.3%</td>
<td>392</td>
<td>$90,105.60</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13</td>
<td>Civil Engineers</td>
<td>12.1%</td>
<td>302</td>
<td>$82,513.60</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>14</td>
<td>Operations Research Analysts</td>
<td>37.0%</td>
<td>212</td>
<td>$64,896.00</td>
<td>Bachelor's degree</td>
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<tr>
<td>15</td>
<td>Carpenters</td>
<td>11.1%</td>
<td>899</td>
<td>$43,763.20</td>
<td>High school diploma/GED with Apprenticeship</td>
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<tr>
<td>16</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>14.9%</td>
<td>597</td>
<td>$48,963.20</td>
<td>High school diploma/GED with Apprenticeship</td>
</tr>
<tr>
<td>17</td>
<td>Network and Computer Systems Administrators</td>
<td>6.8%</td>
<td>334</td>
<td>$83,116.80</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>18</td>
<td>Cost Estimators</td>
<td>16.6%</td>
<td>209</td>
<td>$62,004.80</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>19</td>
<td>Web Developers</td>
<td>24.4%</td>
<td>154</td>
<td>$79,019.20</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>20</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>8.6%</td>
<td>783</td>
<td>$41,392.00</td>
<td>Postsecondary non-degree award</td>
</tr>
</tbody>
</table>

Methodology

- Jobs were ranked based number of job openings due to growth, number of replacements, and median wage.
- The average number of job openings (inclusive of current openings, projected openings and replacement openings) for each job is around 600.
- Jobs are reflected in each of the Brookings identified sectors in RI (technology, healthcare/sciences, advanced manufacturing, etc.)
- All jobs on the list earn an average annual salary of $40,000 or more.
- Of the occupations on the list, the majority require a minimum of a bachelor’s degree, and all require a minimum of some post-secondary education, Associate degree, or apprenticeship training.
Rhode Island is one of ten states nationwide that was awarded a $2 million grant from JP Morgan Chase to implement a three-year action plan called Prepare RI. The action plan aims to:

1) Prepare all students in Rhode Island for future success in college and career

2) Provide Rhode Island employers with the workforce they need to succeed in today’s and tomorrow’s economy
WHY Prepare RI?

- By 2020, more than 70% of Rhode Island’s jobs will require some education beyond high school, yet right now, only 43% of Rhode Island adults have an associate’s degree or higher.
- The #1 request from surveyed employers is to strengthen educational programs that prepare students for jobs and careers in high-demand occupations and industries.
- Over 40% of existing career pathway programming (CTE) isn’t in high-wage, high-demand sectors.
What the Plan Aims to Do

Key Objective 1: Employer Engagement

Key Objective 2: Rigor and Quality in Career Pathways

Key Objective 3: K-12 Accountability

Key Objective 4: Scaling Equitable + High-Quality Career Pathways

Key Objective 5: Aligning Funding Streams

Key Objective 6: Cross-Institutional Alignment
Career Pathways

Career Awareness and Exploration
- Students learn about different jobs and industries
  - Career Days
  - Career Panels
  - Workplace Tours

Career Expertise
- Students gain industry-specific and/or technical knowledge
  - Dual and Concurrent Enrollment
  - Advanced Course Network (ACN)
  - CTE Approved Credentials

Work-Based Learning
- Gives students quality hands-on work experience
  - Apprenticeships
  - Internships
  - Summer Jobs
Who’s Who, and What’s What

Governor’s Workforce Board (GWB)
- The primary policy-making body on workforce development for the State, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities.

New Skills For Youth
- The national competition created by the Council of Chief State School Officers (CCSSO) and JP Morgan Chase

Prepare RI
- Rhode Island’s commitment and action plan to improve career readiness and college attainment for all Rhode Island youth.

Career Pathways Advisory Committee (CPAC)
- A sub-committee of the GWB with statutory authority § 42-102-10 to support and oversee statewide efforts to develop and expand career pathways.

Real Jobs RI
- Sector partnerships offering Rhode Islanders training and jobs in high-wage, high-demand industries and growing the talent pipeline
Welcome a group of middle or high school students to **tour your workplace** and learn about various roles in your organization.

*Time Commitment: Low*

**Employers**

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**CAREER AWARENESS AND EXPLORATION**

**WORK-BASED LEARNING**

**CAREER EXPERTISE**

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*How will you invest in developing the talent pipeline of the future workforce?*

**EMPLOYERS**

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- **Welcome a group of middle or high school students to tour your workplace and learn about various roles in your organization.**
  - *Time Commitment: Low*

- **Join an industry council to inform career and technical education curriculum, or develop a stand-alone course for the Advanced Coursework Network.**
  - *Time Commitment: High*

- **Host a teacher for an externship over the summer to strengthen his/her industry skills to bring back to the classroom.**
  - *Time Commitment: High*

- **Have an individual student observe you in the workplace and learn about your roles and responsibilities.**
  - *Time Commitment: Medium*

- **Speak to a class, attend a career panel or a career fair to tell students about your career path.**

- **Host a Teacher Externship**

- **Work closely with a high school student to give them a head start though a hands-on work experience.**
  - *Time Commitment: High*

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Provide valuable support services such as counseling, transportation, access to social assistance, child care services, etc.

Teach youth financial literacy skills and good money management.

Expose students to various career and industries through career exploration visits and work-based projects.

Provide career readiness training in professional skills to prepare youth for jobs and other work-based learning experiences.

Teach youth about their rights in the workplace.

Place youth in their first jobs to earn a paycheck and gain valuable work experience.