UPSKILLING NEW ENGLAND

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About NEBHE

NEBHE promotes greater education opportunities and services for the residents of New England and its 250 colleges and universities. It works across the six New England states to:

• Help leaders assess, develop and implement sound education practices and policies of regional significance;
• Promote regional cooperation and programs that encourage the efficient use and sharing of educational resources;
• Strengthen the relationship between higher education and the economic well-being and quality of life in New England.
Effects of COVID-19

- 25% of adults plan to enroll in an education or training program within the next six months
- Less than half of Americans have access to the education and training they want
- 62% of Americans prefer non-degree programs and skills training to degree programs

Source: Strada Education Network COVID-19 Work and Education Survey, Week 10
Effects of COVID-19

- 56% of New Englanders believe that COVID-19 has impacted their perception of the need for additional education and training.
- A lower proportion of Vermonters (compared to other New England states) agreed that short-term training has become more of a necessity in light of the coronavirus pandemic.
- Half of New Englanders are in need of additional financial assistance to pursue further education.
- Half of New Englanders are concerned about the stability of their employment.

NEBHE/Maguire Associates New England Adult Learner Survey, June 2020
Projected Number of High School Graduates

Source: NEBHE analysis of the Knocking at the College Door
WHAT THE DATA TELLS US...

71% OF JOBS IN RHODE ISLAND REQUIRE A POSTSECONDARY CREDENTIAL

RHODE ISLAND'S CURRENT ATTAINMENT RATE OF POSTSECONDARY CREDENTIALS IS 51.4%
ATTAINMENT OF ADULTS IN NEW ENGLAND

Bachelor's Degree or Above

- US: 33.9%
- CT: 9.2%
- ME: 41.5%
- MA: 10.7%
- NH: 37.7%
- RI: 35.6%
- VT: 40%

Associate Degree

- US: 9.2%
- CT: 8.1%
- ME: 41.5%
- MA: 10.7%
- NH: 10.9%
- RI: 8.8%
- VT: 9.1%

Short Term Credential

- US: 8.1%
- CT: 8.2%
- ME: 7.8%
- MA: 49%
- NH: 6.2%
- RI: 6.9%
- VT: 3.9%

Some College, No Degree

- US: 16.1%
- CT: 13.2%
- ME: 19.3%
- MA: 6.1%
- NH: 16.9%
- RI: 17%
- VT: 16.7%

HS Diploma or Less

- US: 32.7%
- CT: 29.5%
- ME: 30.6%
- MA: 25.4%
- NH: 31.5%
- RI: 31.5%
- VT: 30.1%

Source: Lumina Foundation Stronger Nation 2020
INDUSTRIES UNIQUE TO RHODE ISLAND

Source: NEBHE analysis of Emsi LMI, retrieved July 2020
FASTEST GROWING INDUSTRIES IN RHODE ISLAND

Source: NEBHE analysis of Emsi LMI, retrieved July 2020
Requirements to raise Rhode Island’s attainment of postsecondary credentials from 51.4% to...

- **50%**: 47,992 more adults must earn a degree
- **60%**: 75,895 more adults must earn a degree
- **65%**: 103,797 more adults must earn a degree
- **70%**:
Adults (25+) with a postsecondary credential

Source: Lumina Foundation Stronger Nation 2020
CONSUMER INSIGHTS:
Perceived need for additional education in New England

Source: Strada-Gallup Education Consumer Survey
Consumer Insights:
Perceived need for additional education in Rhode Island

Source: Strada-Gallup Education Consumer Survey

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<tr>
<th>By Attainment Level</th>
<th>18-24</th>
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Consumer Insights:
Perceived need for additional education in Rhode Island

Source: Strada-Gallup Education Consumer Survey

BY OCCUPATION

- Healthcare: 68%
- Manufacturing: 54%
- IT: 41%
- Construction: 30%
- Business: 37%

BY RACE/ETHNICITY

- White: 40%
- African American: 53%
- Hispanic/Latinx: 78%
- Asian: 56%
WHAT IS UPSKILLING?
Types according to Aspen Institute’s Upskill America Initiative

**Employer Training:**
In-house and out-of-house retraining and upskilling opportunities for incumbent workers

**Credentials:**
Verification of an individual’s qualification or competence issued by a third party, such as a trade association, and can include educational certificates, digital badges, degrees, certifications, and government-issued licenses

**College Degrees:**
Employer pays for some or all of the cost of upskilling workers through a degree granting institution
WHY IS UPSKILLING IMPORTANT?

FOR WORKERS
Access to educational opportunities that lead to increased wages, job promotions and lifelong learning.

FOR EMPLOYERS
Upskilling leads to increased work product and enhanced worker retention--more affordable than new hires.

FOR EDUCATORS
Partnerships between education providers and employers yield to innovative delivery models that may widen application pool.

FOR POLICYMAKERS
Forward-thinking financial aid policies and incentives for employers/educators that engage in upskilling initiatives opens opportunities to more citizens and fosters economic success.
New England adults are "extremely likely" to enroll in education/training through their employer.

Source: Strada-Gallup Education Consumer Survey
## WHAT IS UPSKILLING?

### Models and Exemplars

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<th>In-House Upskilling</th>
<th>Direct Employer-Institution Partnership</th>
<th>Industry-Led Partnership</th>
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<td>Employer-developed training on-site</td>
<td>Partnership between employer and institution with customized programming when necessary</td>
<td>Intermediary communicates skills needs, connects employers to education providers, and ensures sustainability/viability of partnerships</td>
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**Cianbro Institute (ME)**

**Beth Israel Deaconess Medical Center (MA)**

**Eastern Advanced Manufacturing Alliance (CT/MA/RI)**

![Member Map](image_url)
Role of Employers

- Assess workforce needs/skills gaps
- Form partnerships with education providers
- Invest in and promote upskilling programs
- Standardize skills language
Validate recognized learning and work experiences to shorten the time to in-demand credentials, and promote participation in upskilling programs.

Recommendation #1:

Validate Prior Learning

- 7,300 requested transcripts
- 76 individual accelerated curricula
- 25 credits awarded per veteran
Incentivize employers to prioritize upskilling as a key business strategy through state-issued grants or tax breaks.

**Recommendation #2:**

**INCENTIVIZE UPSKILLING**
Develop accessible, transparent pathway models so that all stakeholders understand how upskilling programs translate to promotional structures or postsecondary credentials.

DEPARTMENT OF LABOR MUST
Collaborate with postsecondary education and training providers, government agencies and employers TO:

- Recruit adults into education/training programs
- Locate funding for participants
- Map pathways from high value credential programs to high quality job outcomes

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Recommendation #3:
DEVELOP TRANSPARENT CREDENTIAL PATHWAYS
UPSKILLING IN RHODE ISLAND
WESTERLY EDUCATION CENTER

- State entity
- Serves southern RI and southeastern CT
- Public-private funding
- Higher ed courses
- Workforce development
- Continuing education
- Incumbent worker trainings
Opportunities & Best Practices

Collaboration

- State Government
  - RI Dept of
  - Labor & Training/Real Jobs RI
  - Eastern CT Workforce Investment
  - Board
- Private Businesses
  - Electric Boat
  - 25+ others
- Higher Education
  - CCRI
  - URI
  - RIC
HANDS-ON TRAINING
CASE STUDY #1

ELECTRIC BOAT TRADES

- Early partner
- Help recruit & marketing
- Job fairs
- High school students
- “The Boat for Women” exploratory sessions
NEW HIRE TRAINING

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

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

Electrical
200 hour program (5 weeks)
Runs 1st, 2nd, and 3rd shift
Drawings, Work Packages, Lines of the Ship, DOD Methods, Marine Systems, Safety, etc.
CASE STUDY #1

NEW HIRE PROFILE

Average starting salary: $17.52
Average age: 41
Pipe: 22%
Sheet metal: 8%
Electrical: 10%
Attrition: 8%
CASE STUDY #2

PROCESS TECHNOLOGY

- Grant of $394,124
- Launched Fall 2018
- 11 business and industry employers in 6 industries
- 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
- 5 cohorts to date; 79 students
- Continued growth to water industry & electronics
CASE STUDY #2

CAREER PATHWAY

200-hour Boot Camp

2 Cohorts of ~15 Students in Year One
3 Cohorts Thereafter

@WEC Community College Instructors
Curriculum by industry reps + chem tech experts

Credit Bearing Portable Stackable Valuable

Classroom + Lab

Career Exploration with Local Employers

Job Placement with Industry Partners
New higher education center, modeled after WEC, will be a shared academic facility for IHEs to offer training, instruction, and curriculum customized for regional employers.

Advance employees as well as training for new and potential hires to provide a continued pipeline of outstanding diverse talent for in-demand career pathways.

Address inequities in training and hiring in northern RI, reeling from high unemployment rates.
EMPLOYER PARTNERS (TO DATE)

- Fidelity Investments
- CVS Health
- Southern New England
Questions to consider...

What barriers exist at the state level that hinder the development of upskilling programs?

Who are the champions in Rhode Island (employers, policymakers, institutions) that can help scale this initiative?

How can Rhode Island policymakers, especially in the wake of coronavirus, create the conditions to enhance transparency of pathways from credentials to career?

What incentives can Rhode Island offer to employers/education providers to develop and implement upskilling programs?
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