

NEBHE

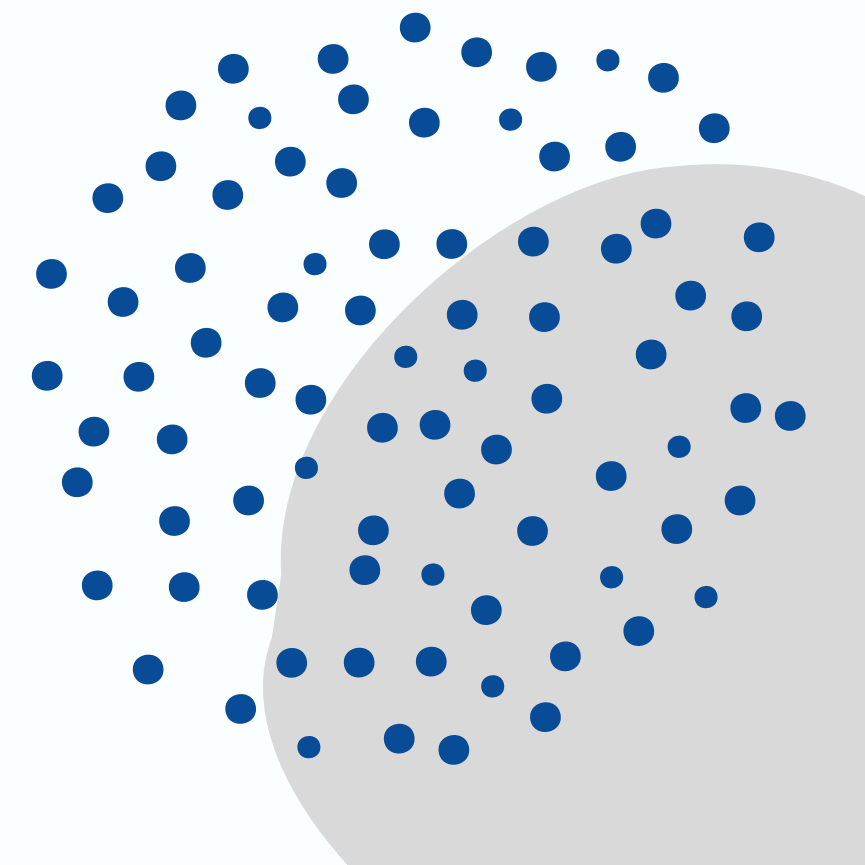
**WESTERLY EDUCATION
CENTER**

UPSKILLING NEW ENGLAND

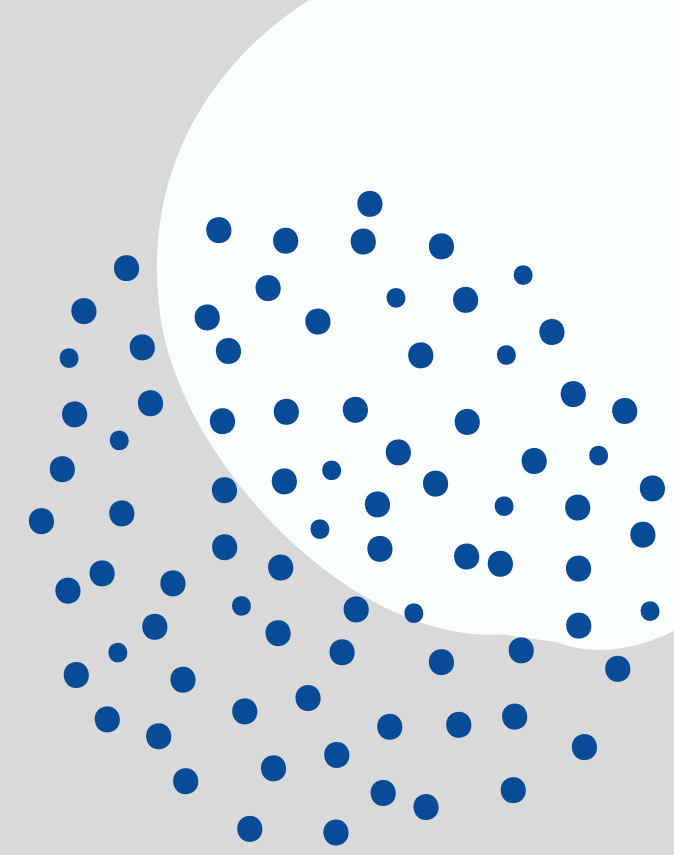
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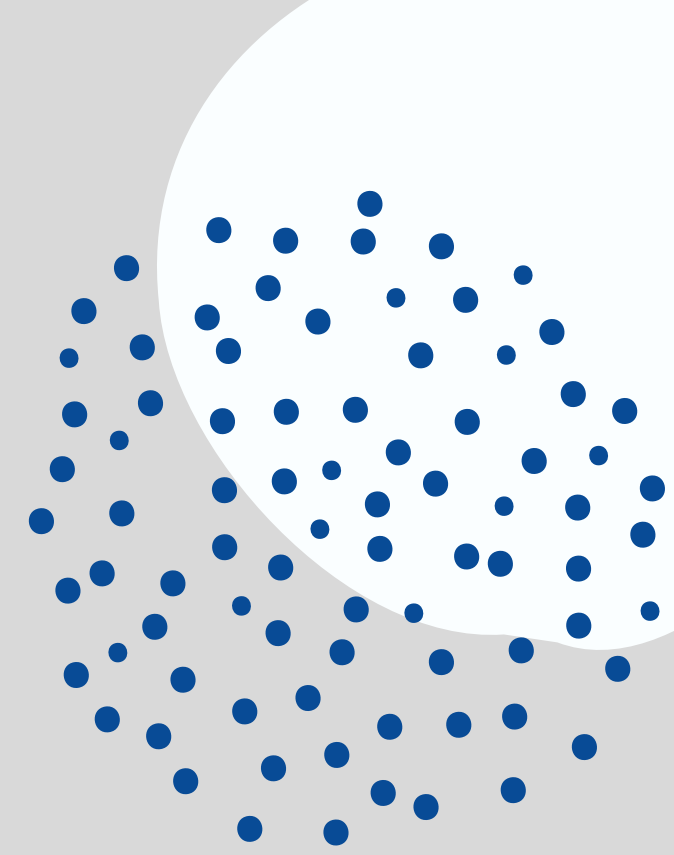
About NEBHE



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

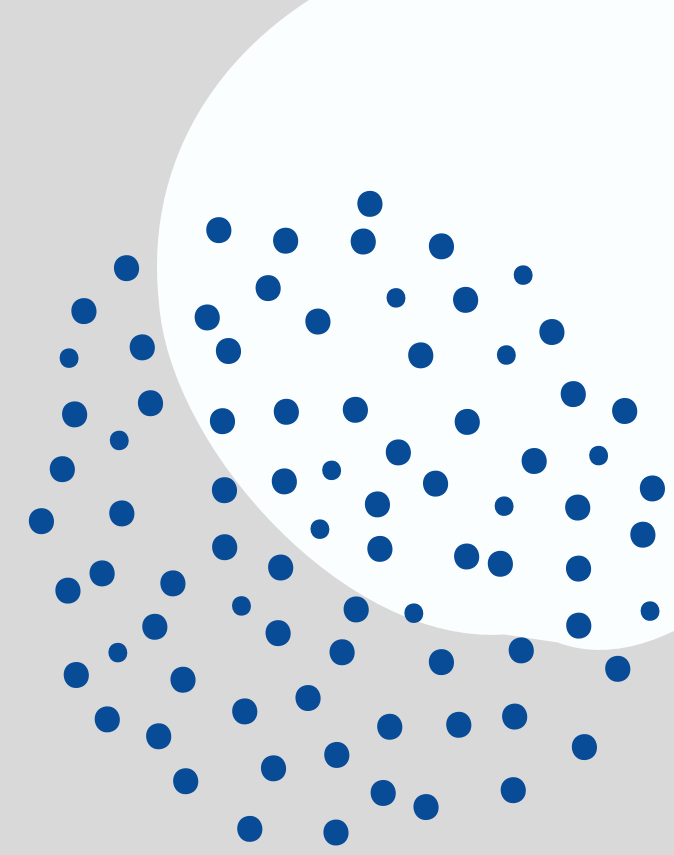






Less than half of Americans have access to the education and training they want



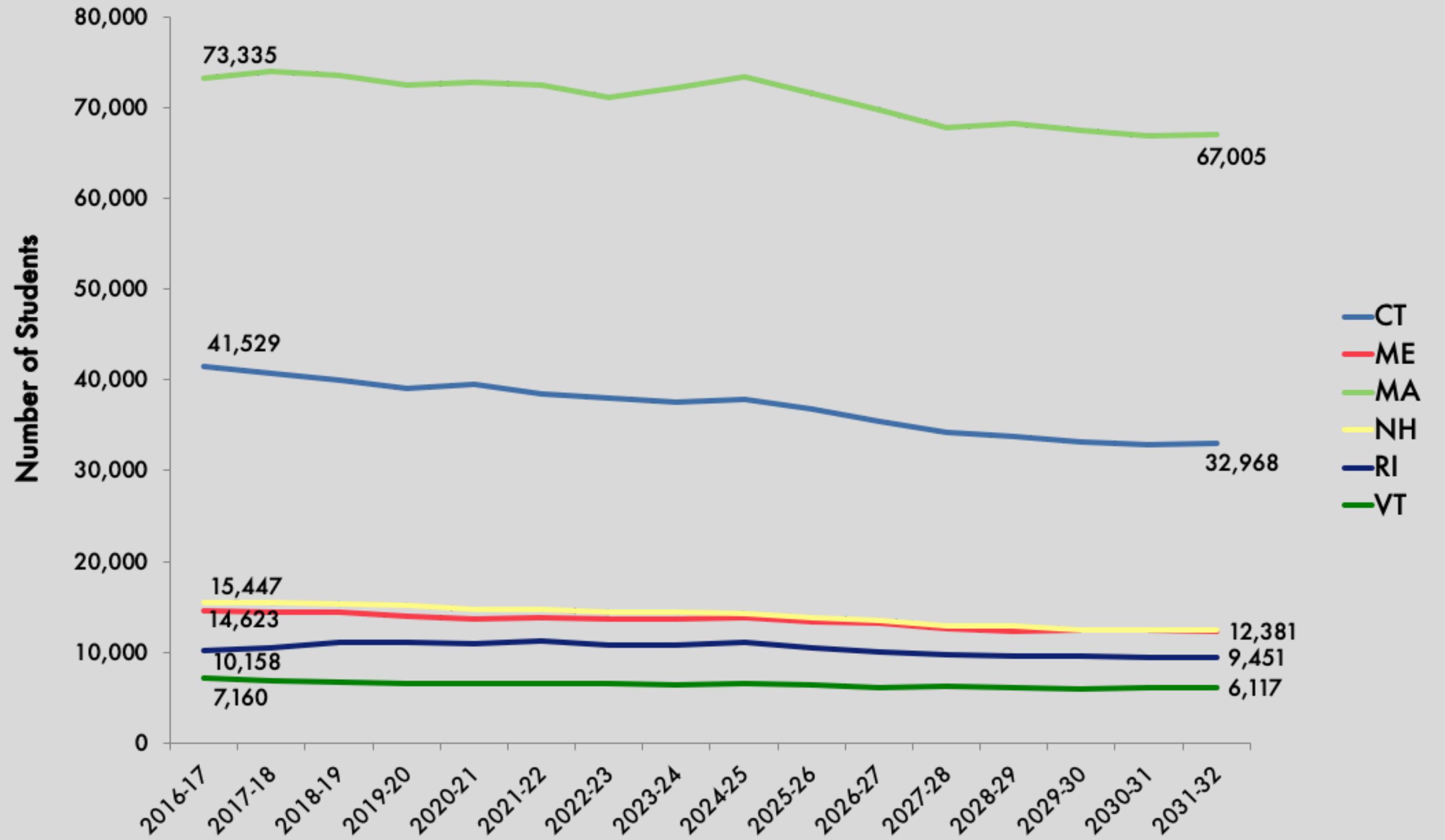
62% of Americans prefer non-degree programs and skills training to degree programs

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

PROJECTED NUMBER OF HIGH SCHOOL GRADUATES



Source: NEBHE analysis of the *Knocking at the College Door*

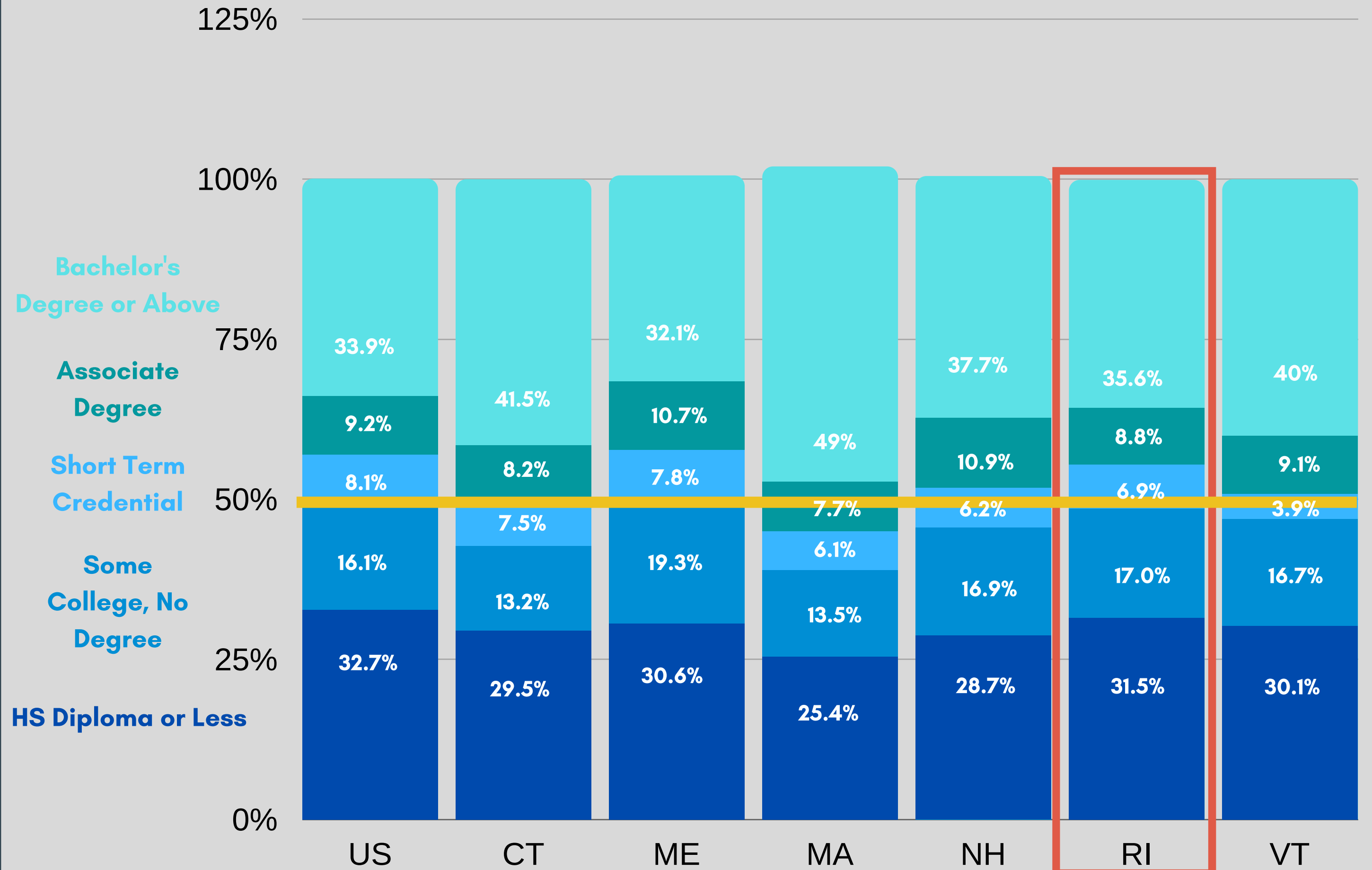


WHAT THE DATA TELLS US...

71% OF JOBS IN RHODE ISLAND
REQUIRE A POSTSECONDARY
CREDENTIAL

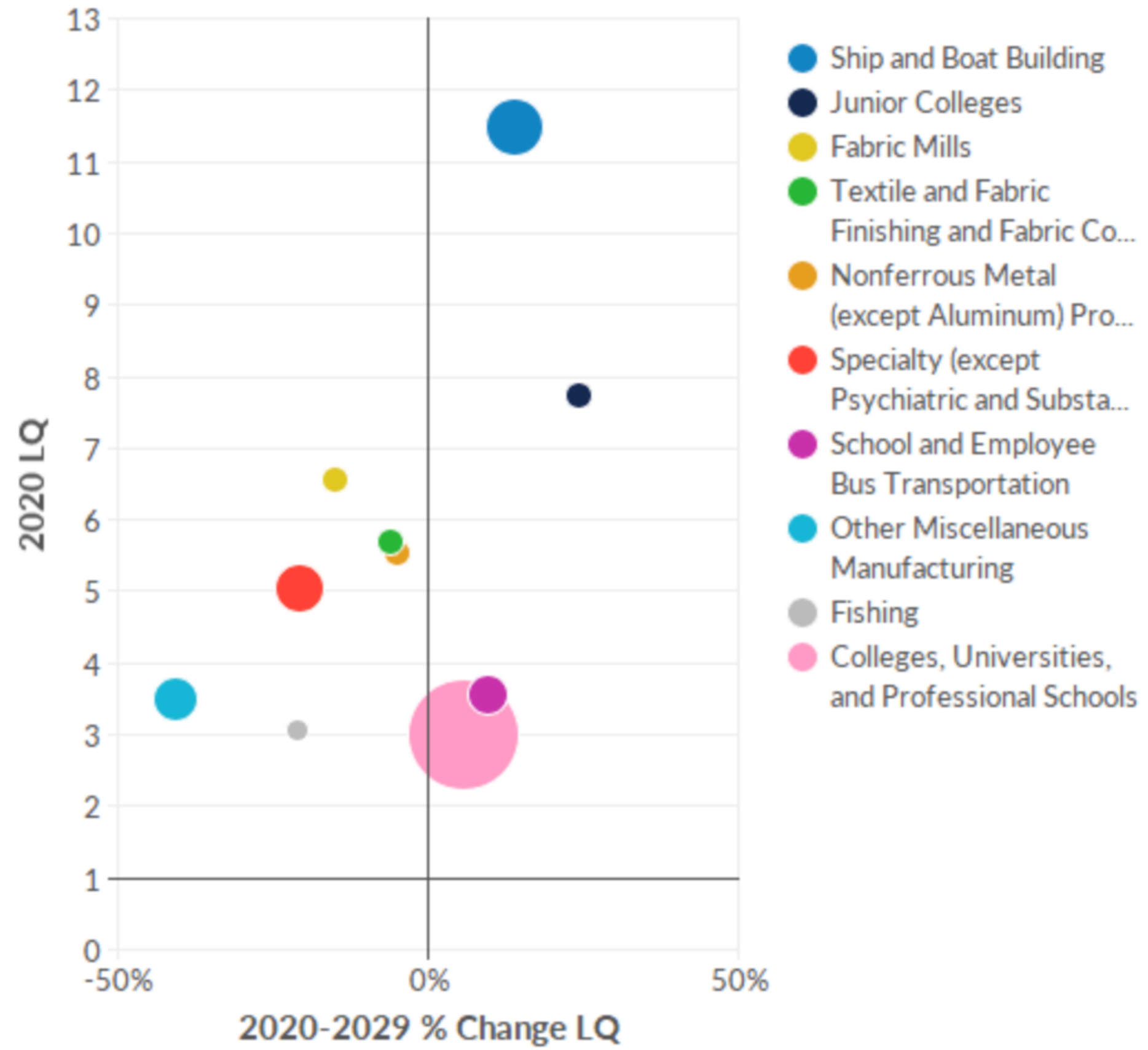
RHODE ISLAND'S CURRENT
ATTAINMENT RATE OF
POSTSECONDARY CREDENTIALS IS
51.4%

ATTAINMENT OF ADULTS IN NEW ENGLAND



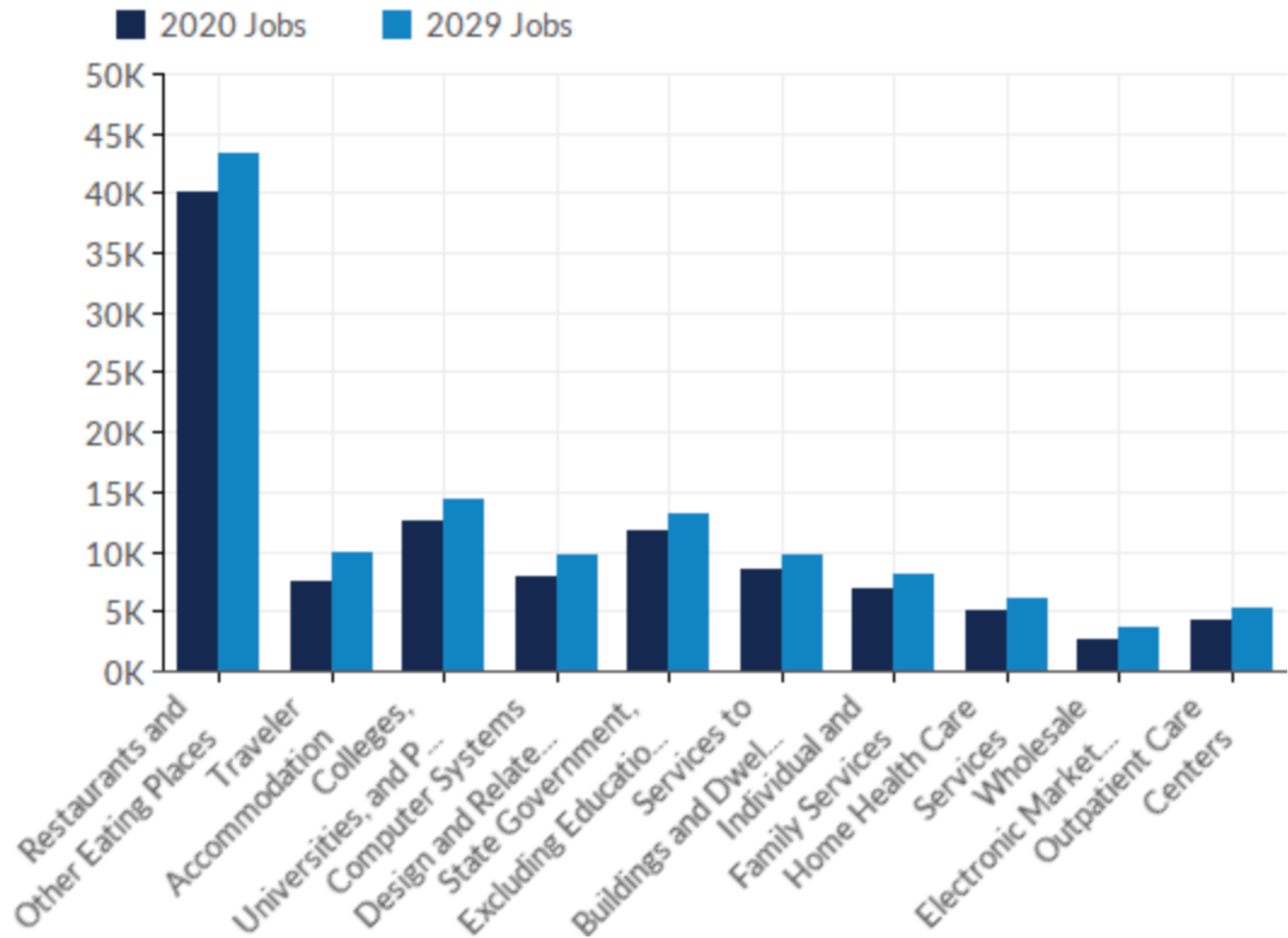
Source: Lumina Foundation Stronger Nation 2020

INDUSTRIES *UNIQUE TO* RHODE ISLAND



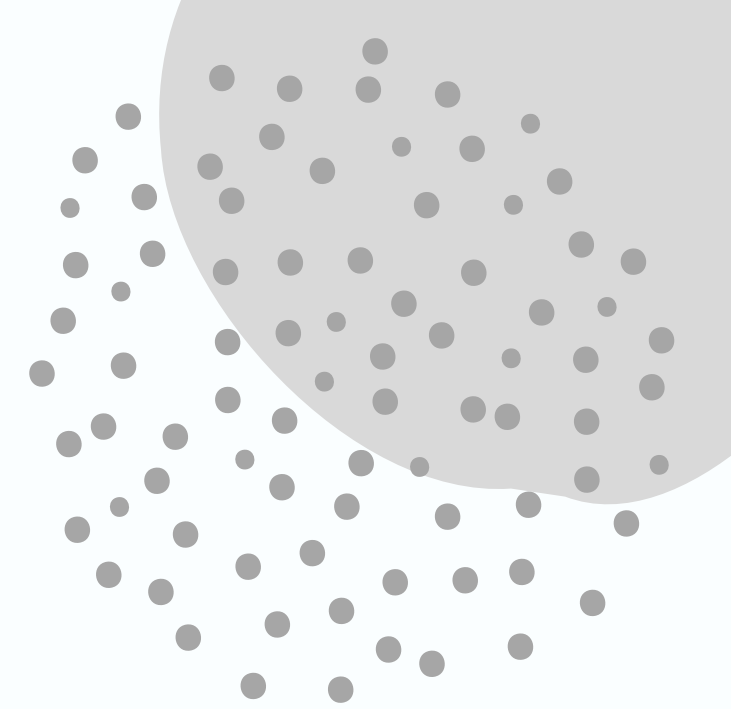
Source: NEBHE analysis of Emsi LMI, retrieved July 2020

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%

60%

65%

70%



47,992 more
adults must earn
a degree

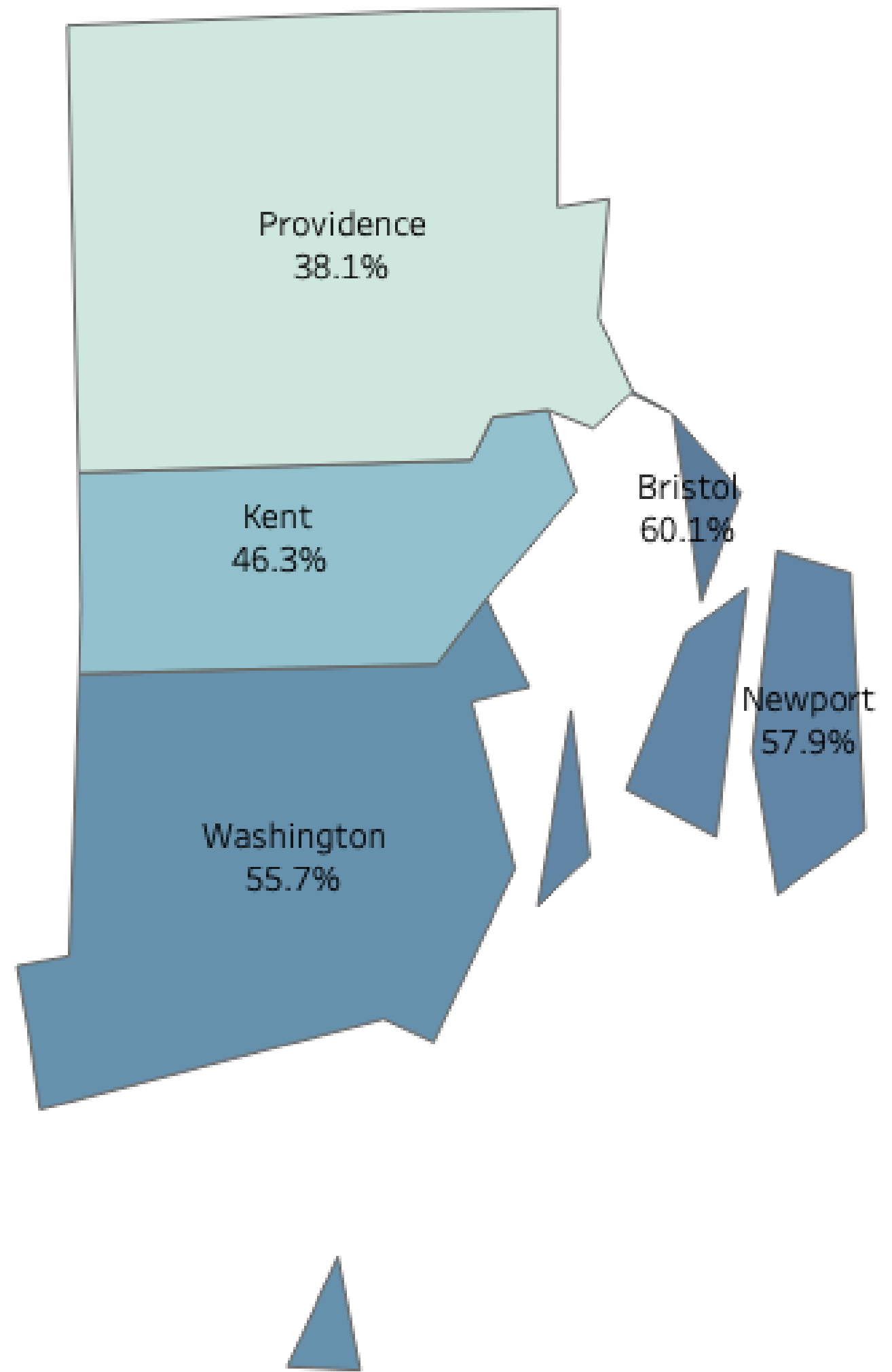
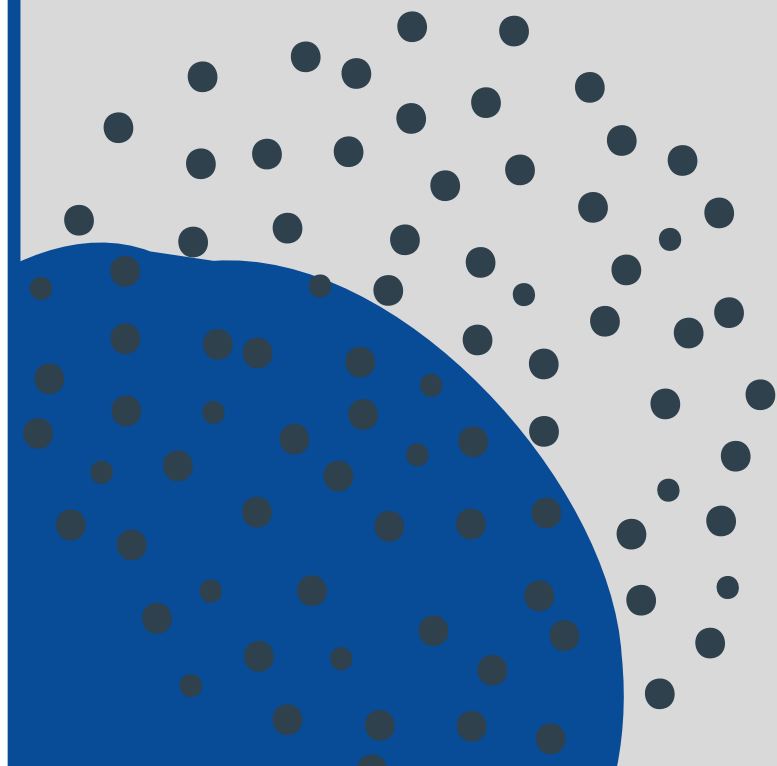
75,895 more
adults must earn
a degree

103,797 more
adults must earn
a degree

ATTAINMENT IN RHODE ISLAND

Adults (25+) with a postsecondary credential

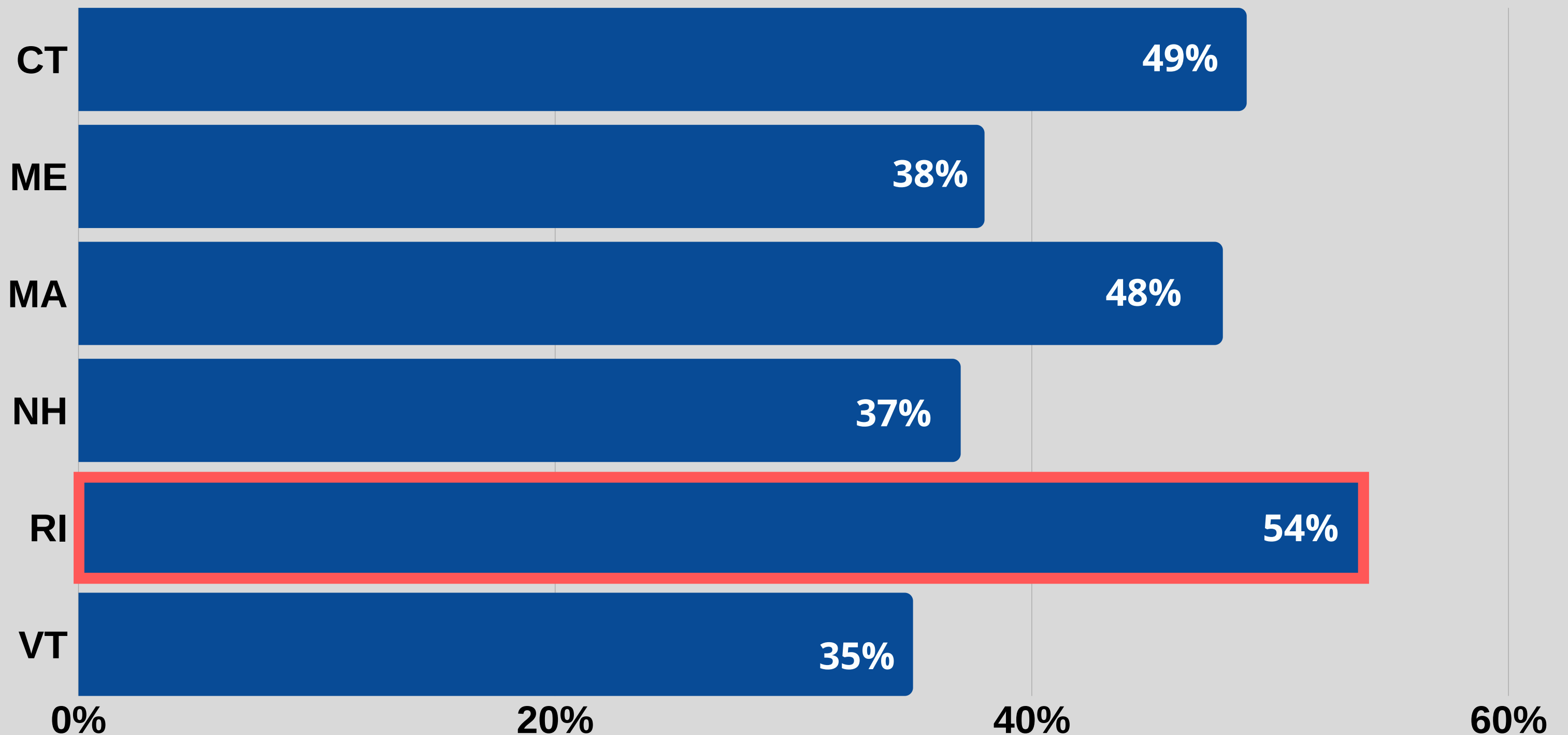
Source: Lumina Foundation Stronger Nation 2020



CONSUMER INSIGHTS:

Perceived need for additional education in New England

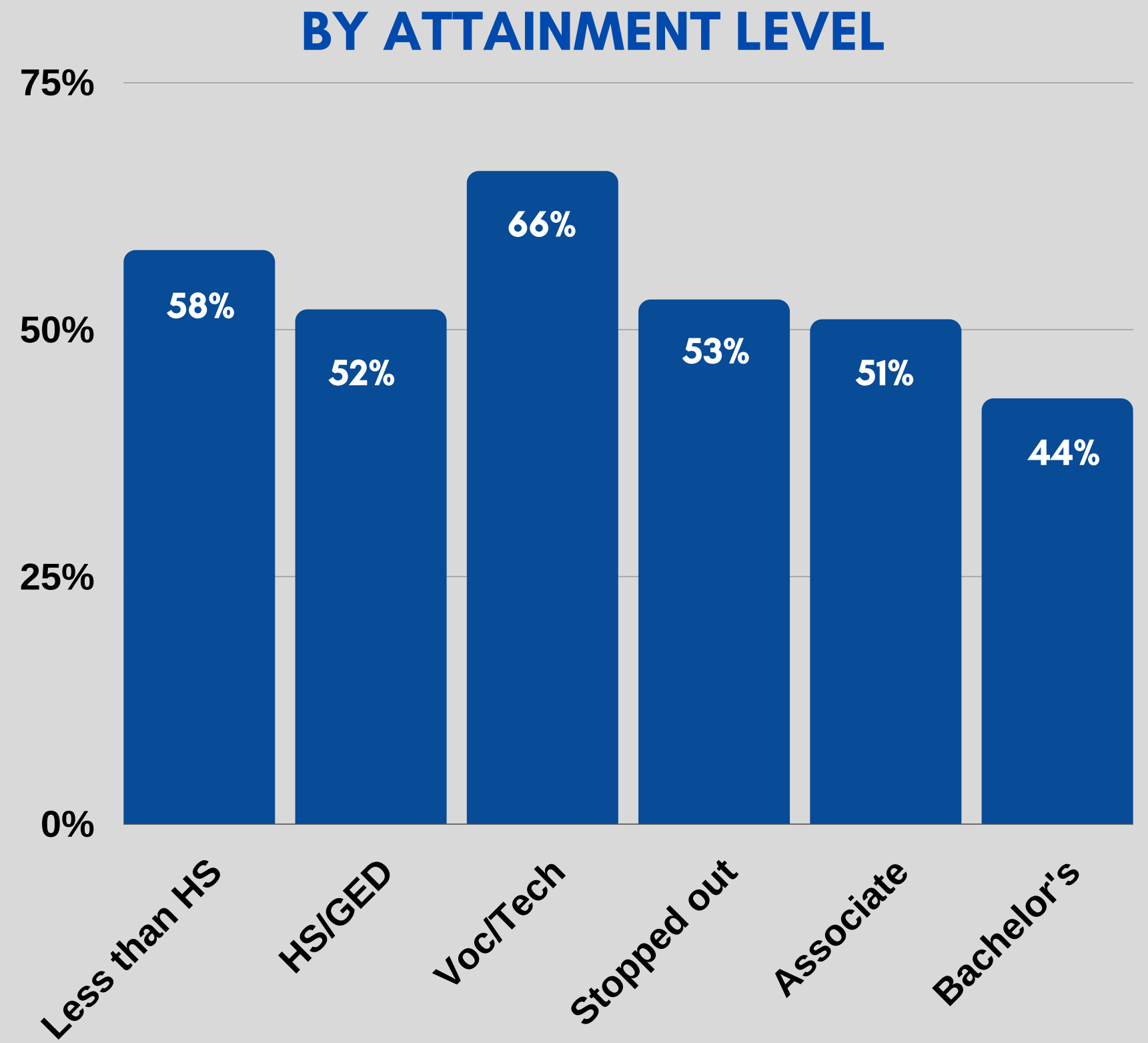
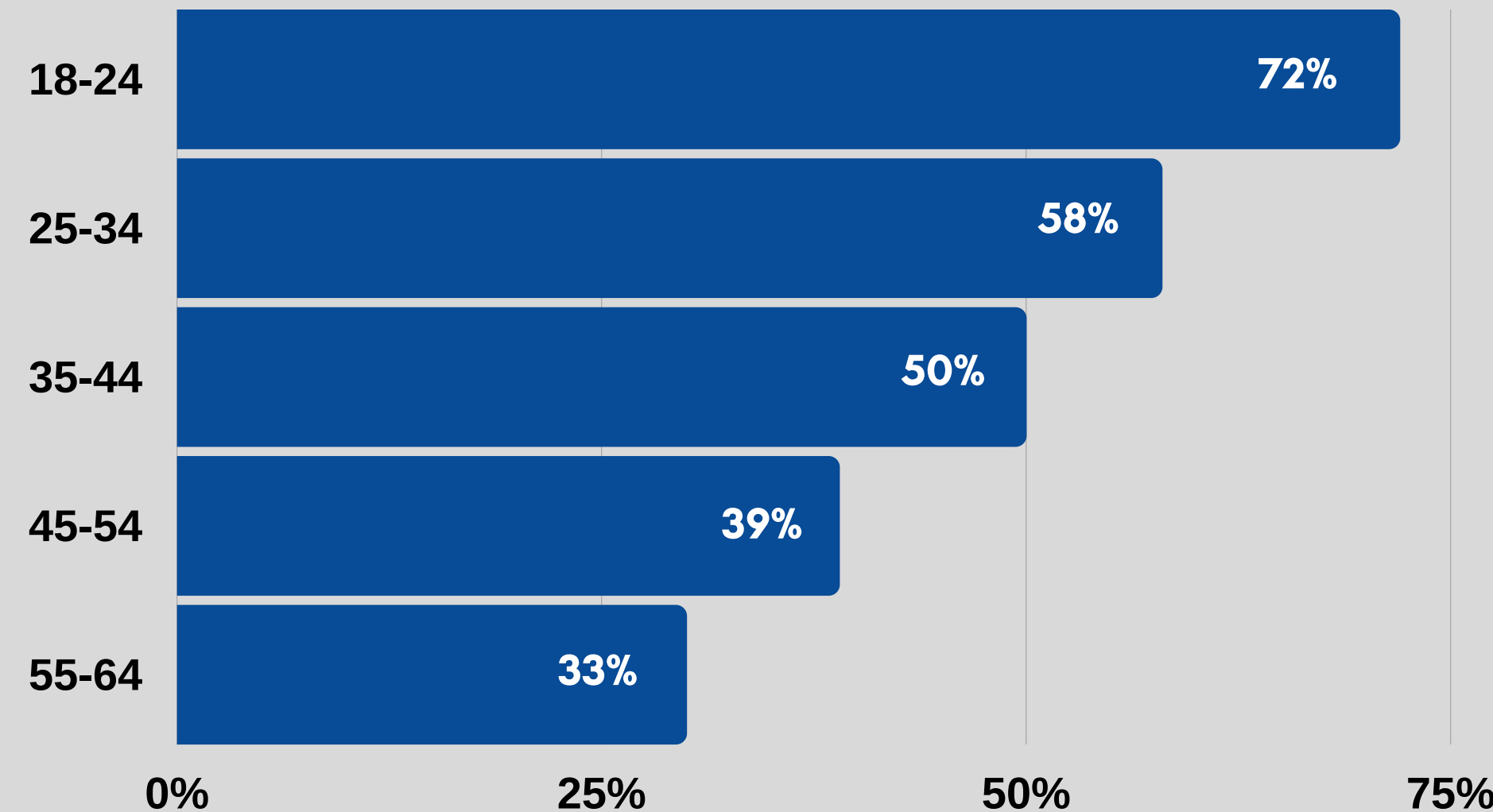
Source: Strada-Gallup Education Consumer Survey



Consumer Insights:

Perceived need for additional education in Rhode Island

Source: Strada-Gallup Education Consumer Survey

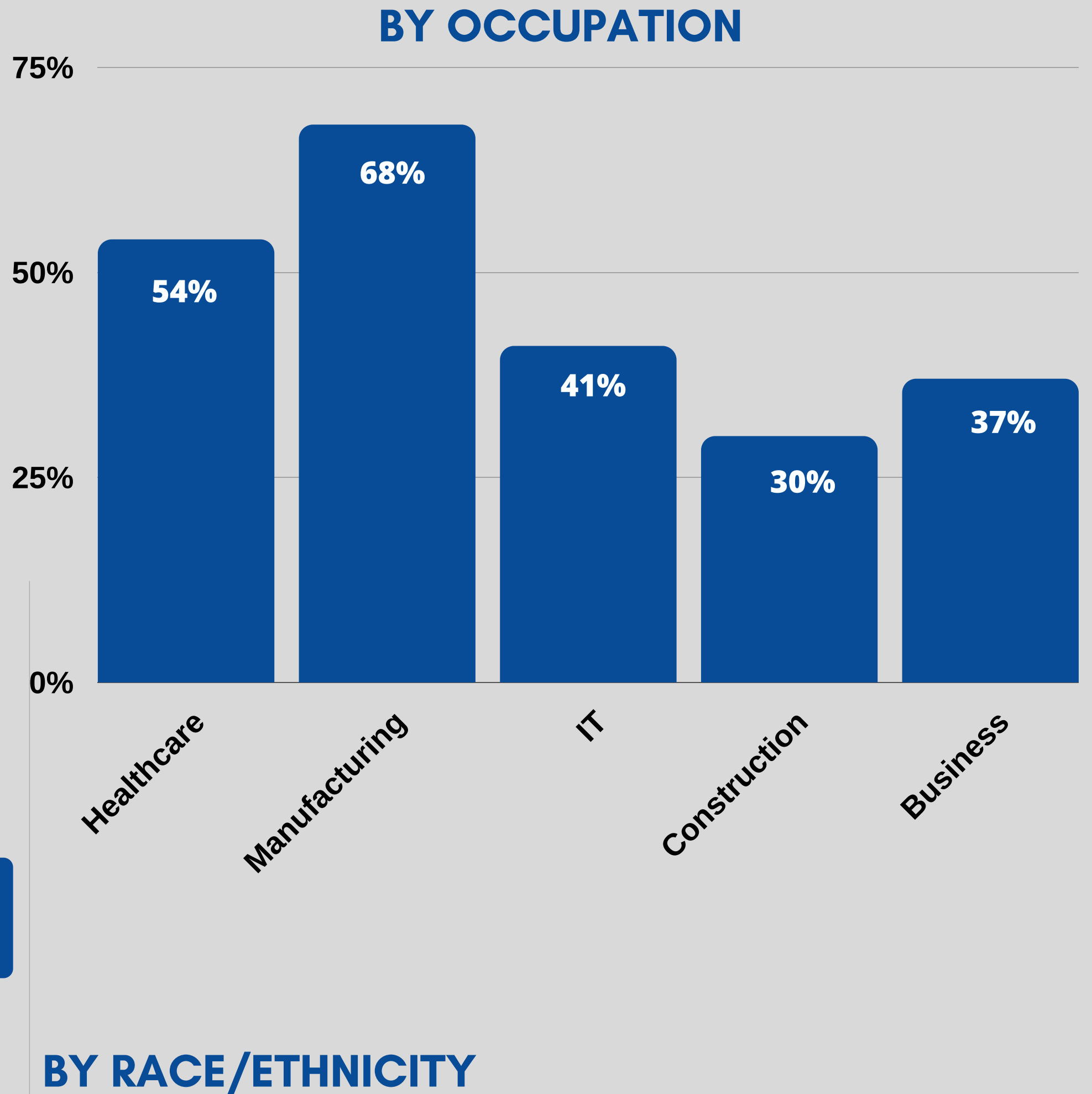
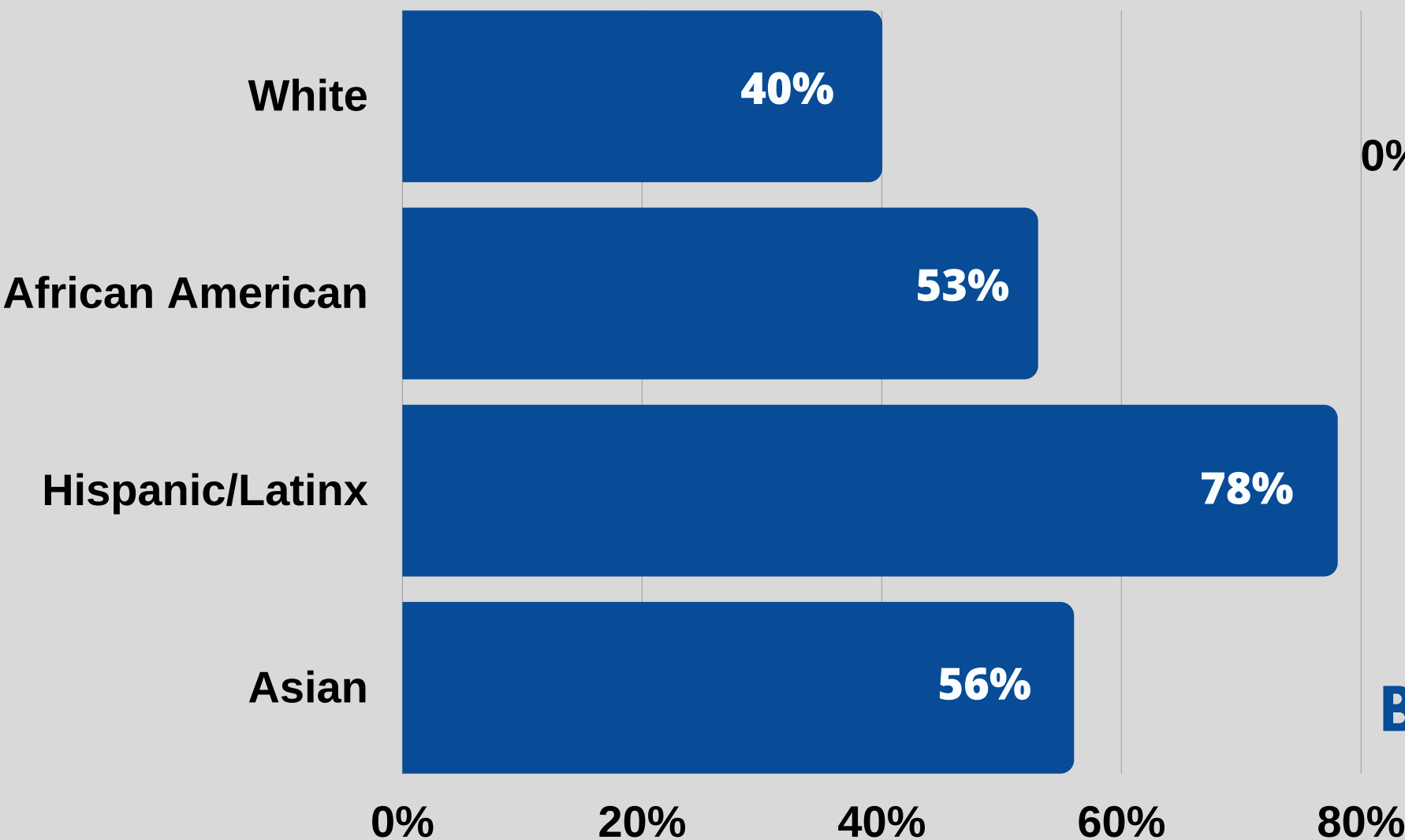


BY AGE

Consumer Insights:

Perceived need for additional education in Rhode Island

Source: Strada-Gallup Education Consumer Survey



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?



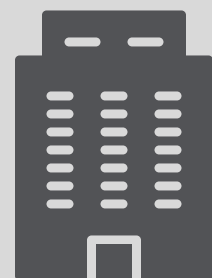
FOR WORKERS

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



FOR EDUCATORS

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



FOR EMPLOYERS

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



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

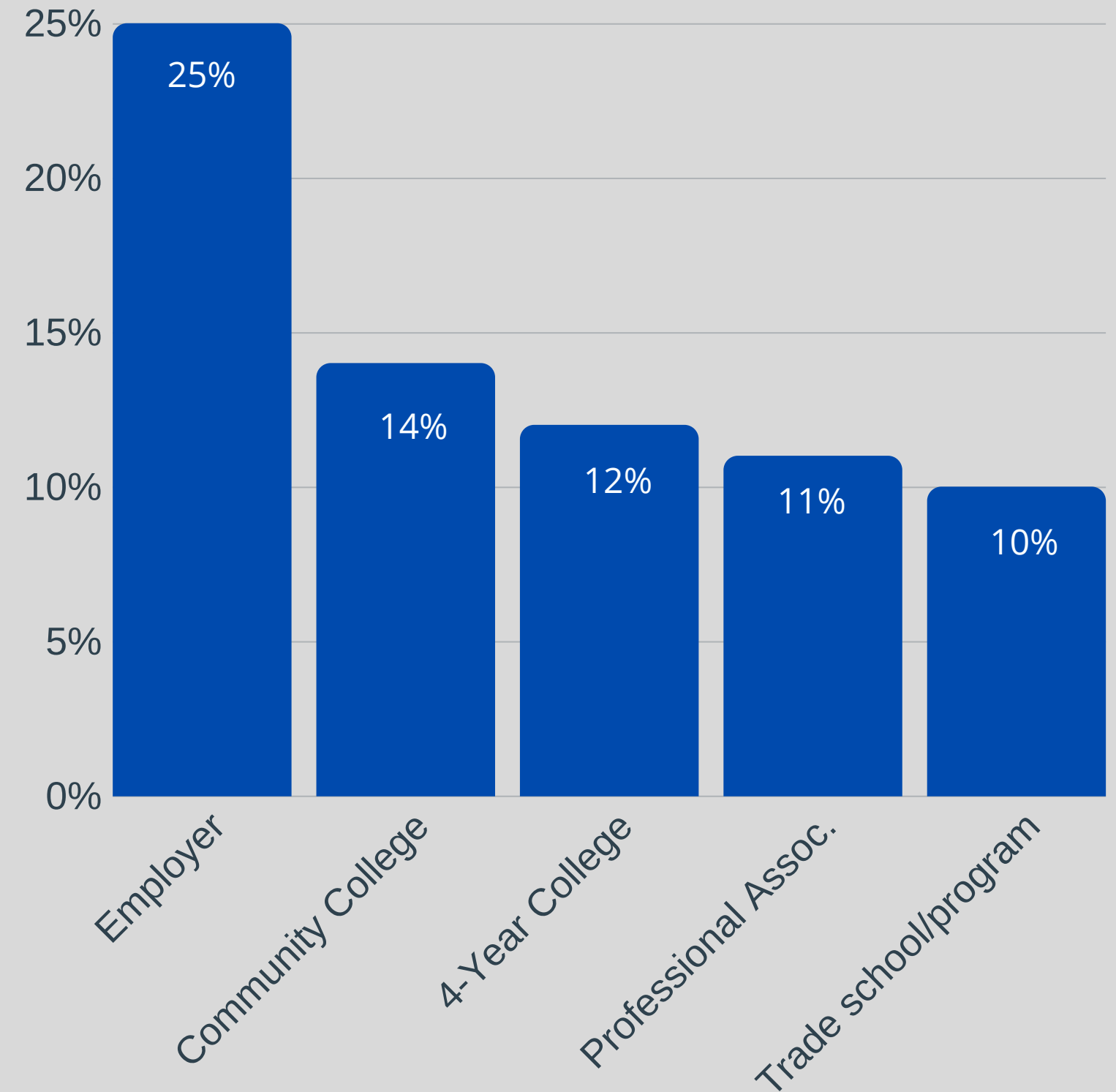
Consumer Insights:

Most likely sources for education and training

Source: Strada-Gallup Education Consumer Survey

New England adults are "extremely likely" to enroll in education/training through their employer

Within the next five years, how likely are you to enroll in courses or training from the following providers?
(data represents those that answered "extremely likely")



WHAT IS UPSKILLING?

Models and Exemplars

In-House Upskilling

Employer-developed training on-site

Cianbro Institute (ME)



Direct Employer-Institution Partnership

Partnership between employer and institution with customized programming when necessary

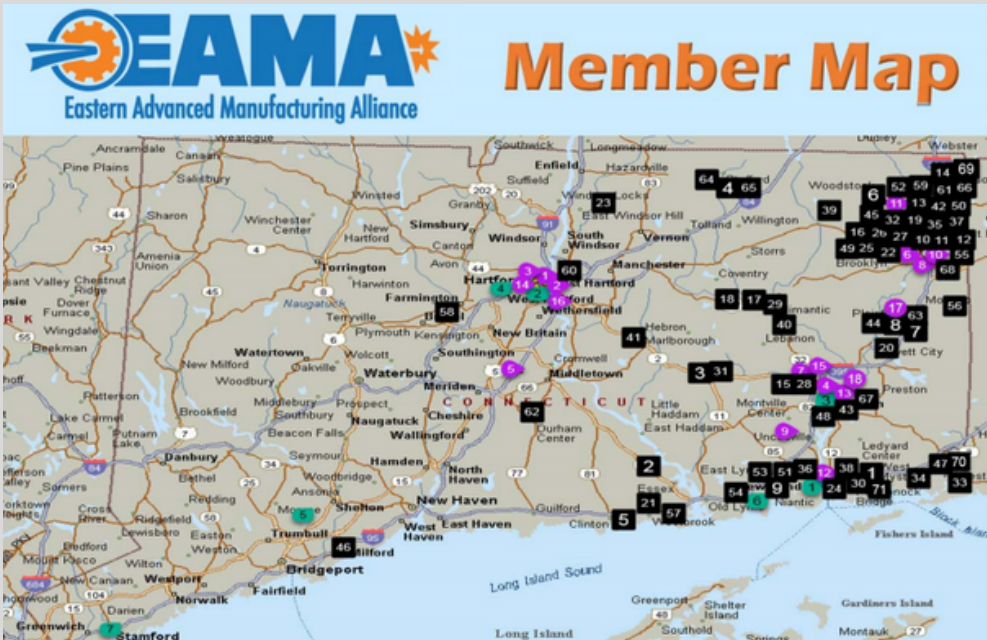
Beth Israel Deaconess Medical Center (MA)



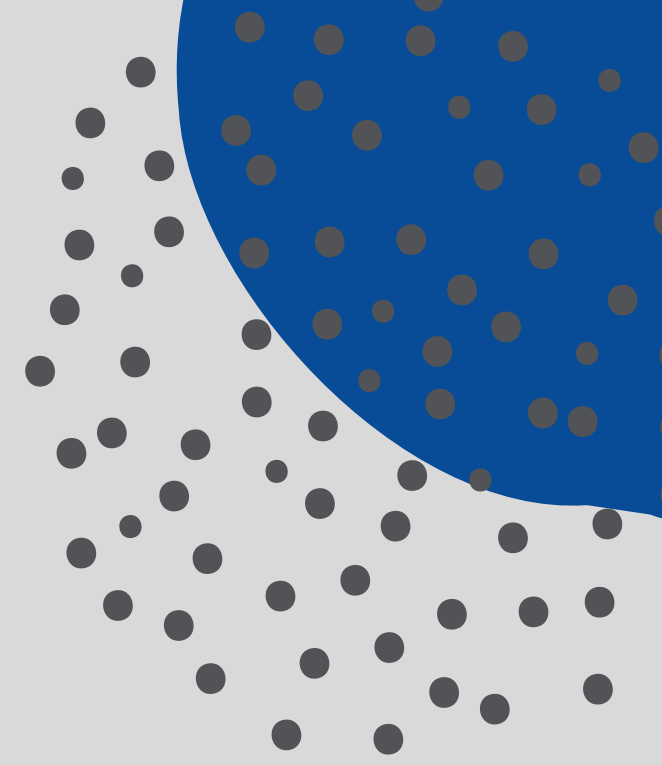
Industry-Led Partnership

Intermediary communicates skills needs, connects employers to education providers, and ensures sustainability/viability of partnerships

Eastern Advanced Manufacturing Alliance (CT/MA/RI)



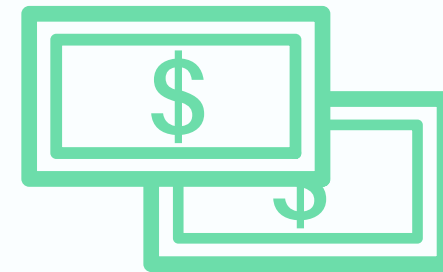
Role of Employers



Assess workforce
needs/skills gaps



Form partnerships
with education
providers

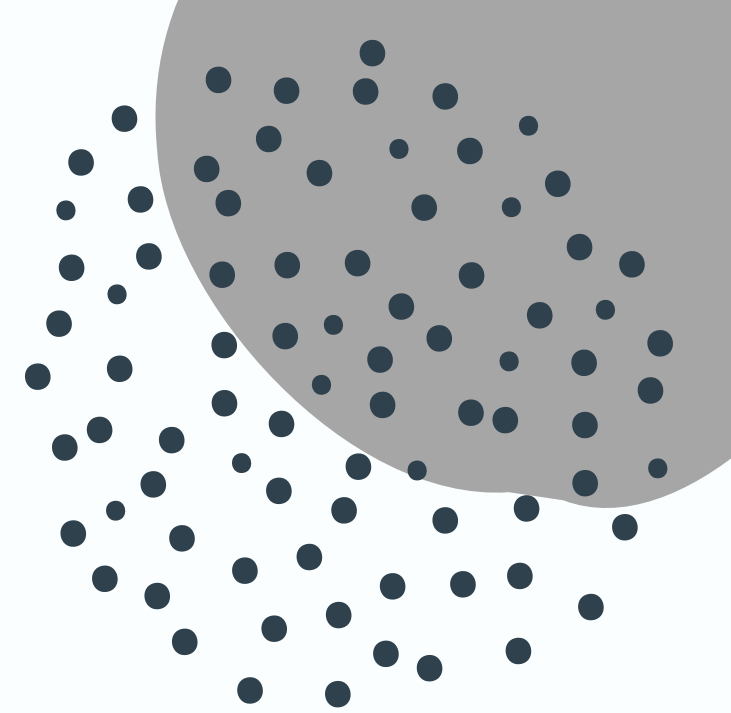


Invest in and
promote upskilling
programs



Standardize skills
language

Validate recognized learning and work experiences to shorten the time to in-demand credentials, and promote participation in upskilling programs



- **7,300 requested transcripts**
- **76 individual accelerated curricula**
- **25 credits awarded per veteran**

Recommendation #1:

VALIDATE PRIOR LEARNING

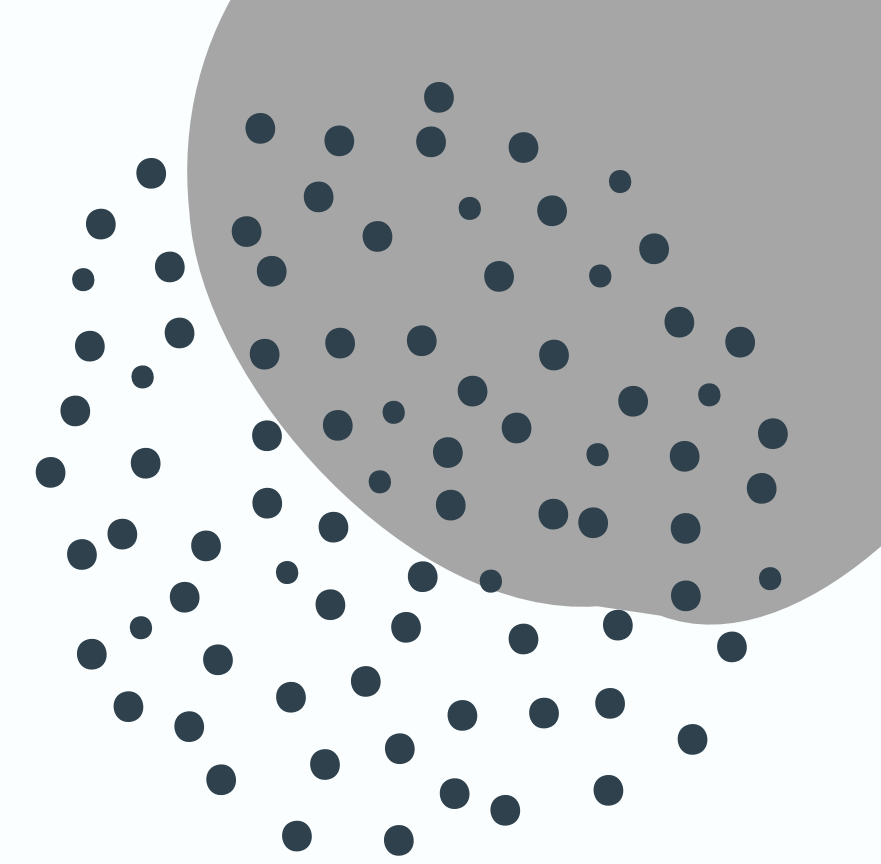
Incentivize employers to prioritize upskilling as a key business strategy through state-issued grants or tax breaks



- **Businesses can apply for grants up to \$250,000**
- **Employers, employer organizations, labor organizations, training providers, and a consortia of such entities have access to funding**
- **Funds to be used to train current and newly hired workers**

Recommendation #2:

INCENTIVIZE UPSKILLING



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



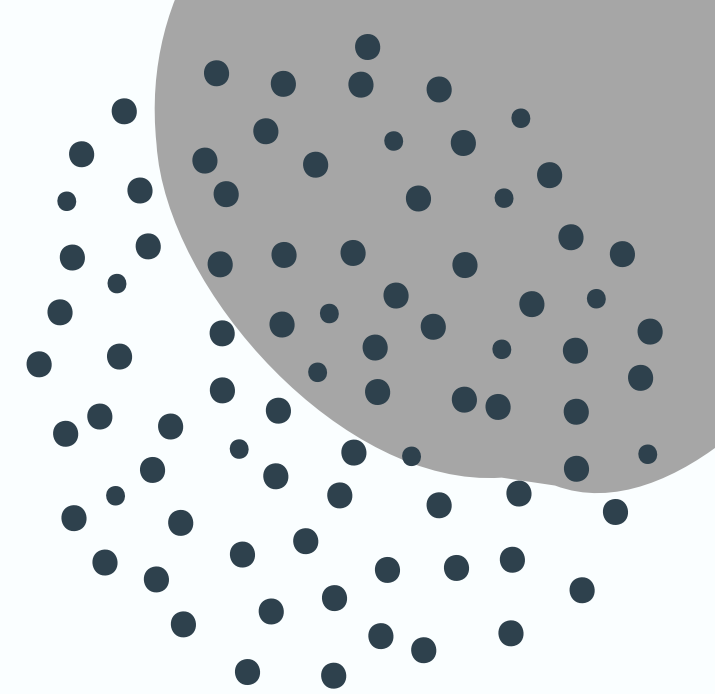
DEPARTMENT OF LABOR MUST

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**

Recommendation #3:

DEVELOP TRANSPARENT CREDENTIAL PATHWAYS





OPPORTUNITIES & BEST PRACTICES

UPSKILLING IN RHODE ISLAND



OPPORTUNITIES & BEST PRACTICES



WESTERLY EDUCATION CENTER

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

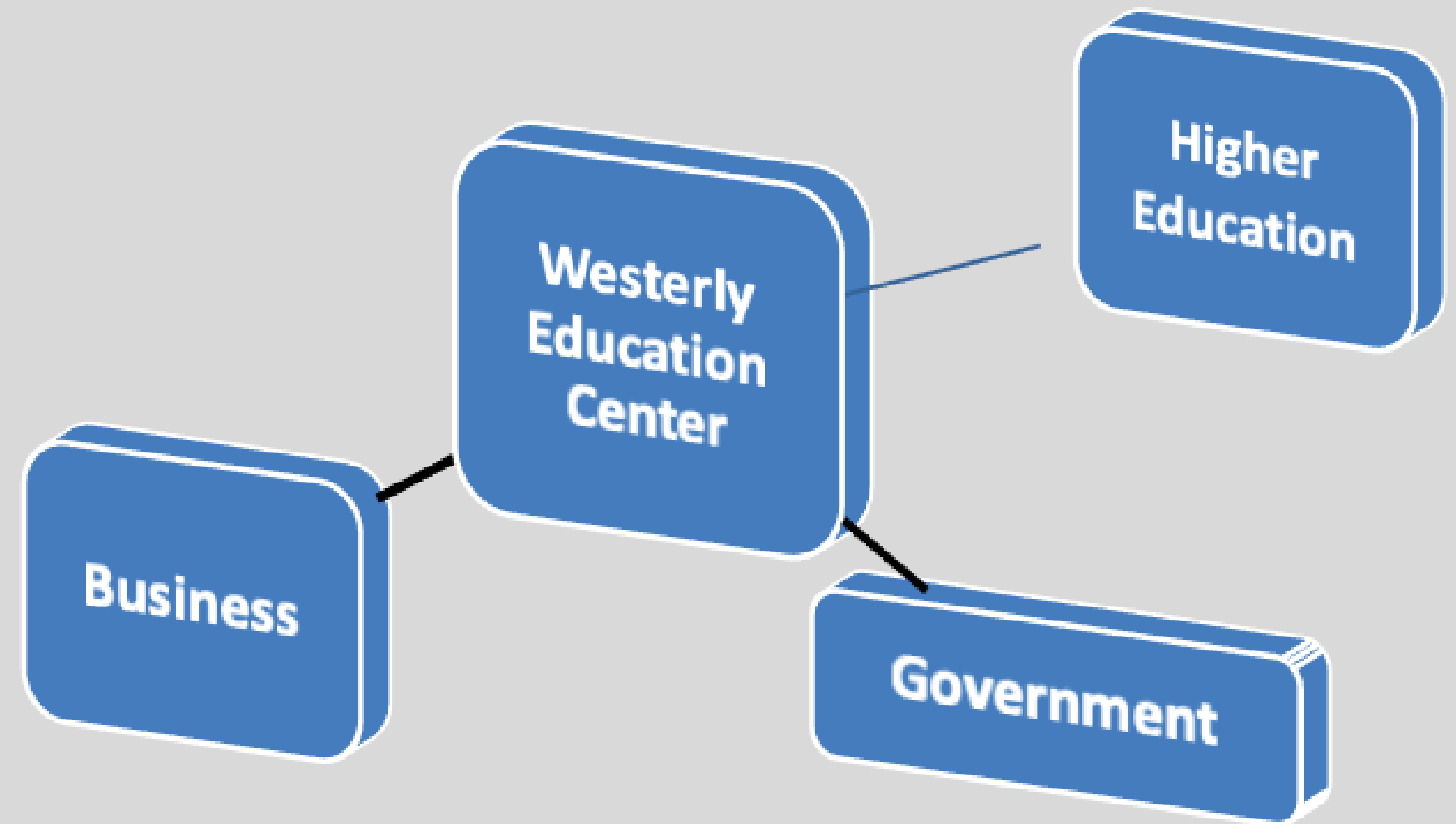


OPPORTUNITIES & BEST PRACTICES



COLLABORATION

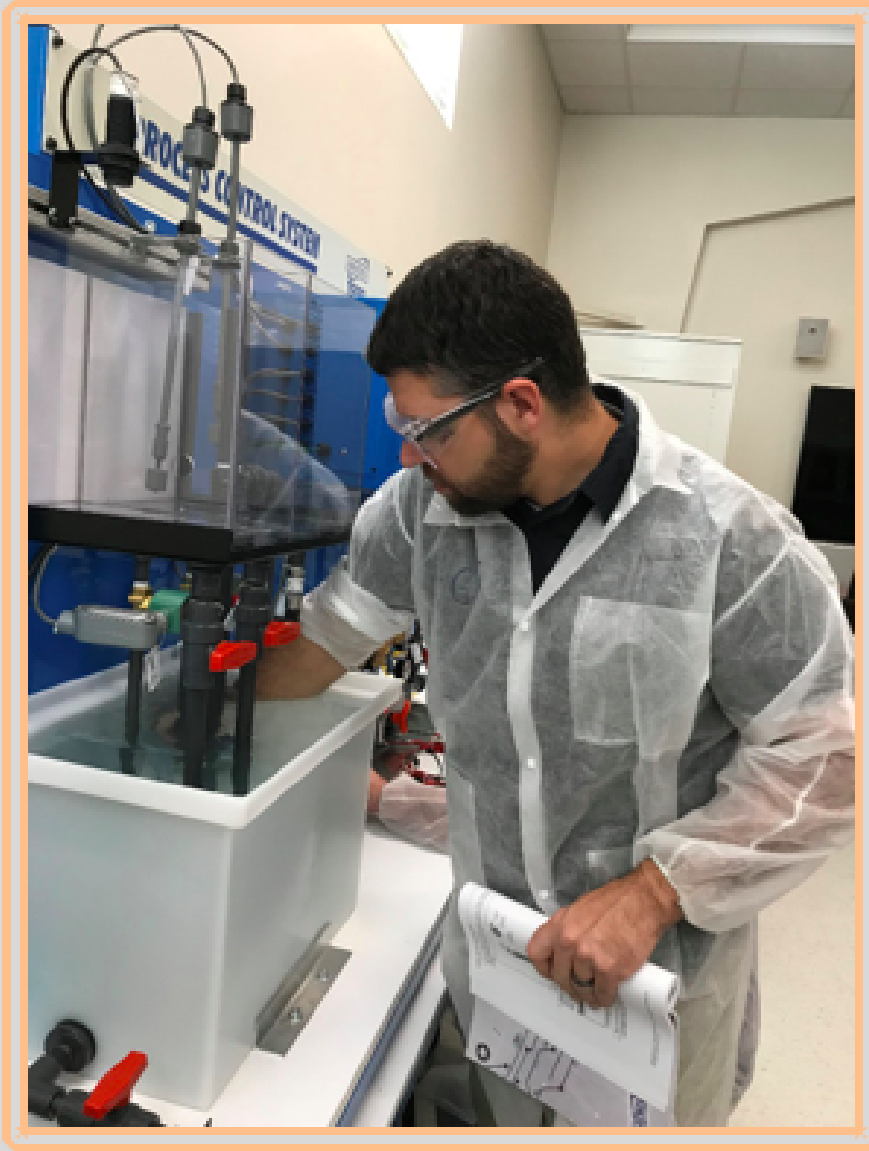
- **State Government**
 - RI Dept of
 - Labor & Training/Real Jobs RI
 - Eastern CT Workforce Investment
 - Board
- **Private Businesses**
 - Electric Boat
 - 25+ others
- **Higher Education**
 - CCRI
 - URI
 - RIC





OPPORTUNITIES & BEST PRACTICES

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



CASE STUDY #1



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

Average starting salary: \$17.52

Average age: 41

Pipe: 22%

Sheet metal: 8%

Electrical: 10%

Attrition: 8%



NEW HIRE PROFILE

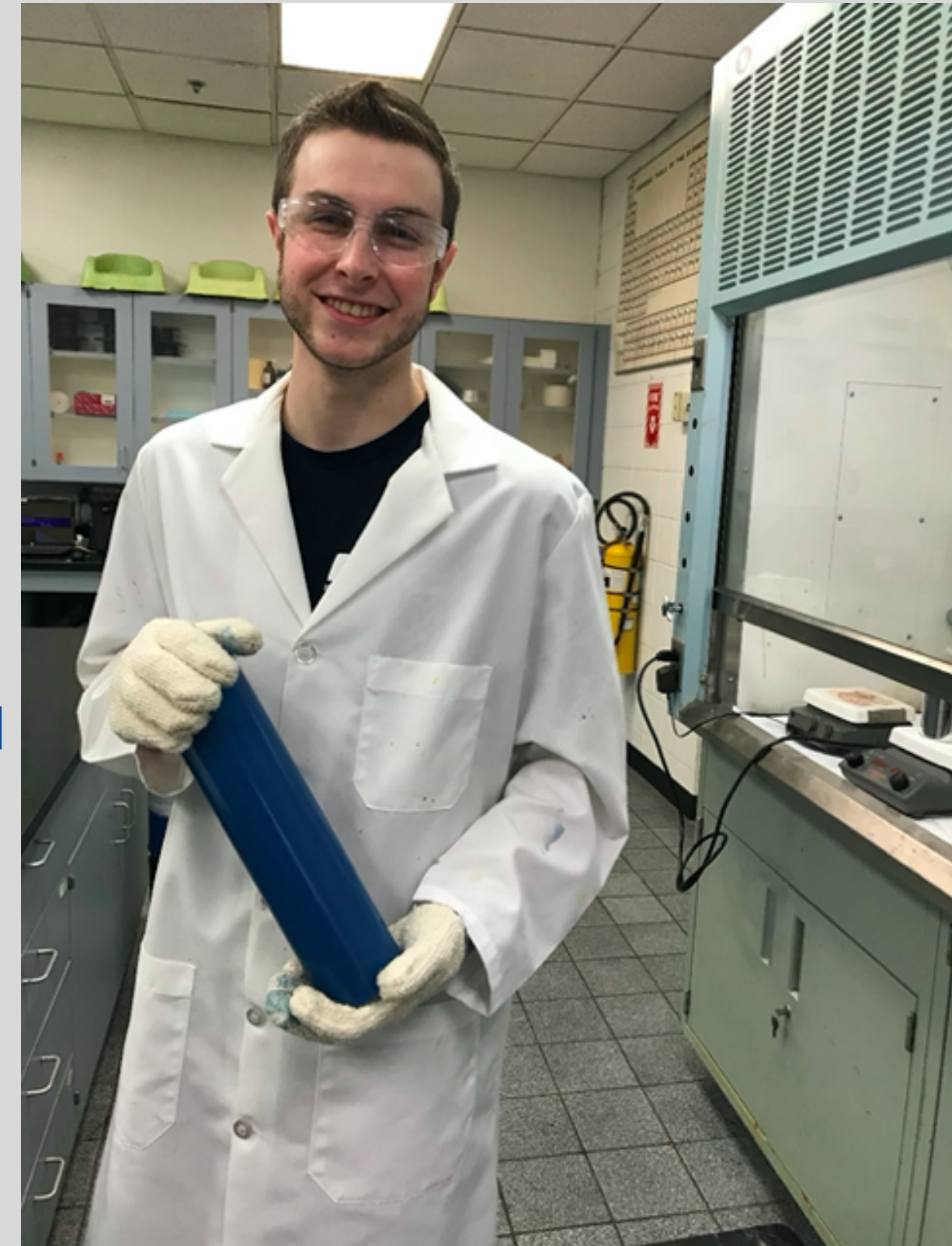


CASE STUDY #2



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

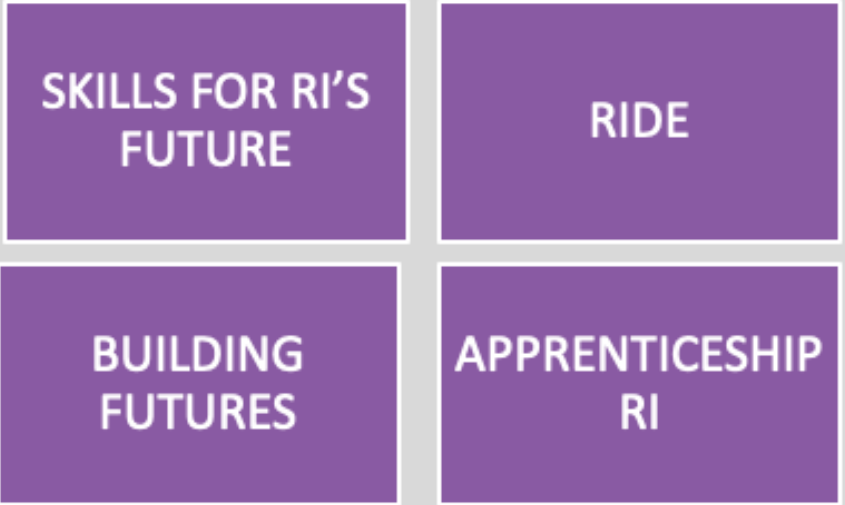
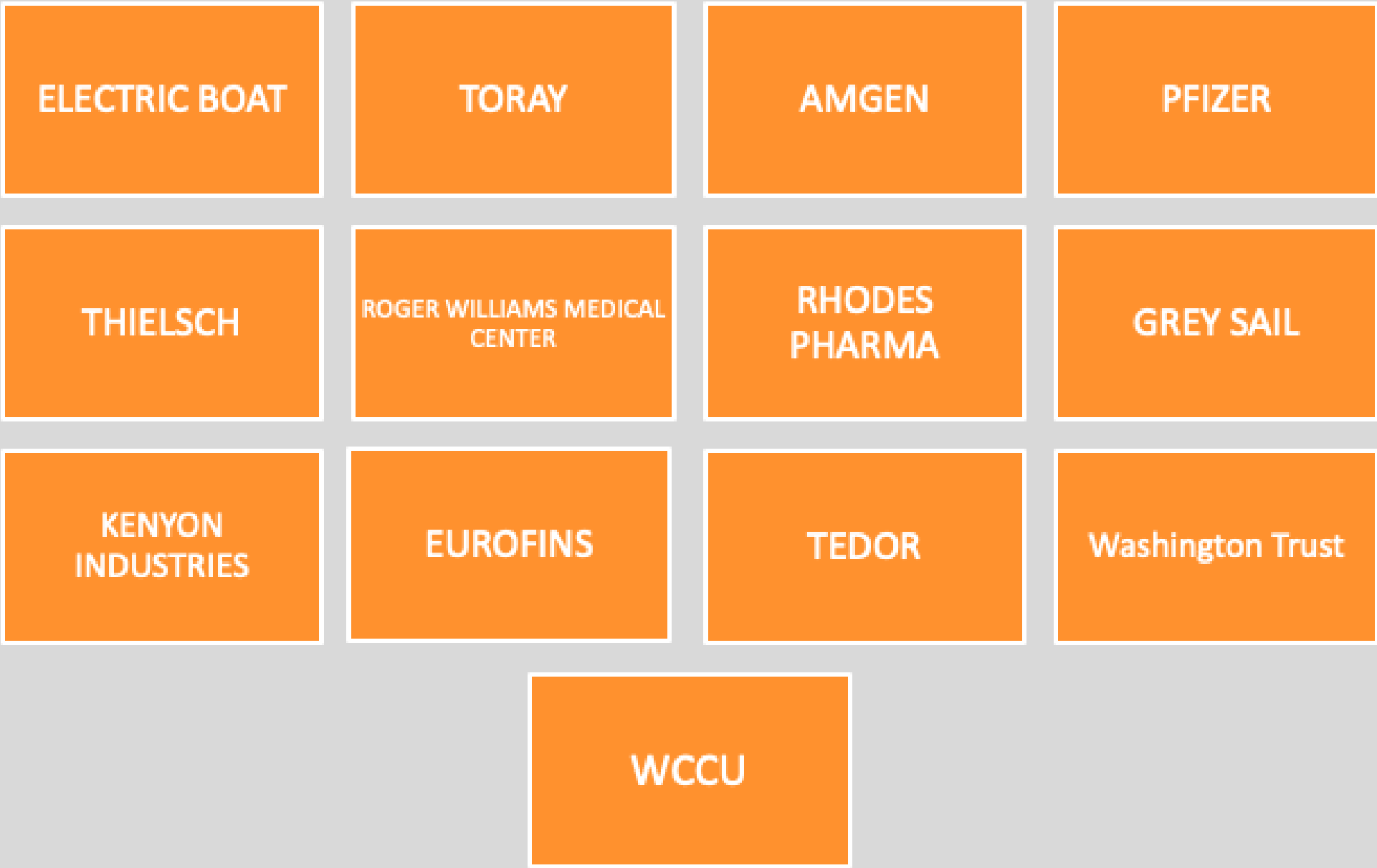
Job
Placement
with
Industry
Partners

CONVENING & CONFERRING

Higher Education



Business & Industry



NGOs

Funding Sources

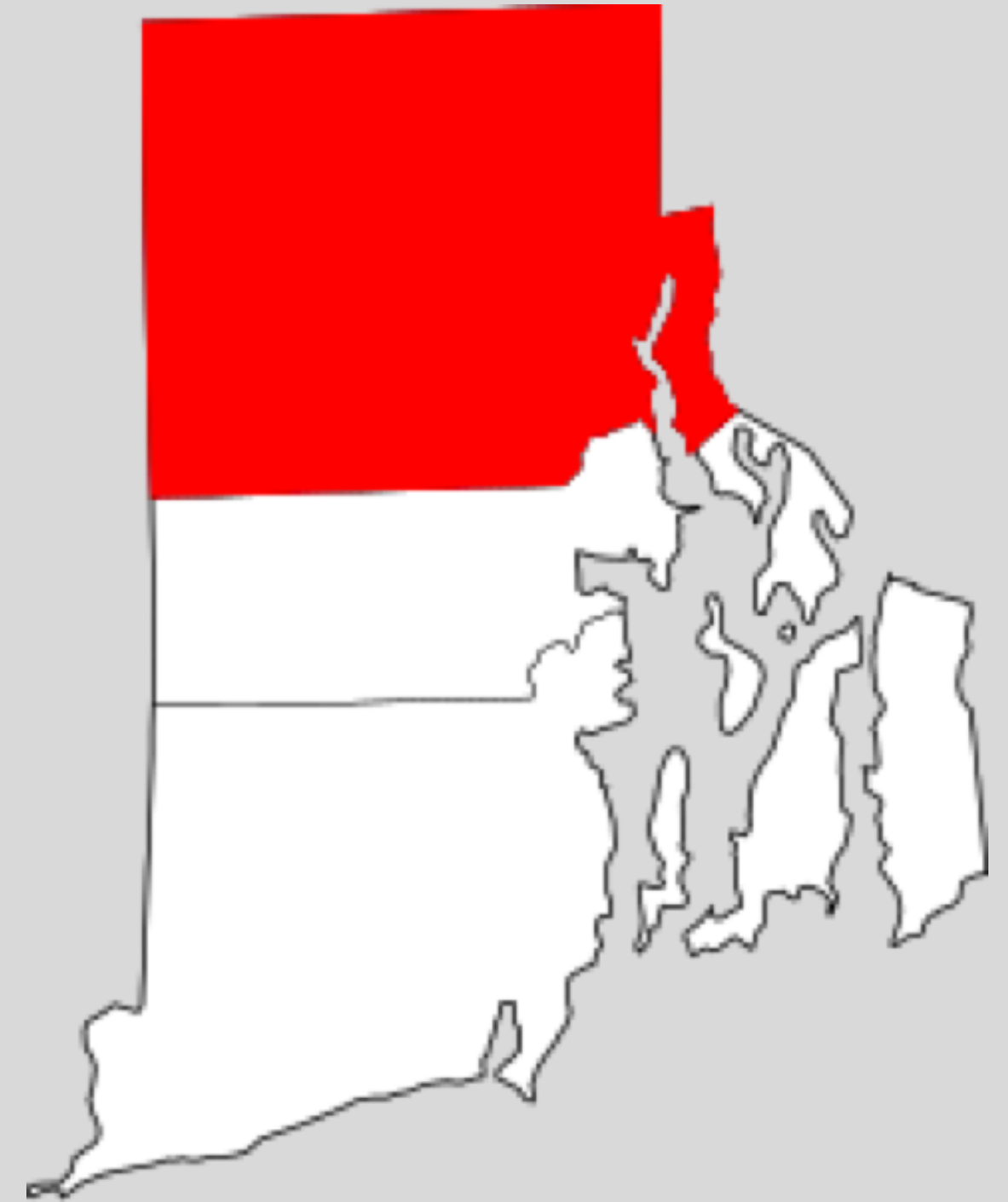




2020 & BEYOND

EXPANSION

- ☐ 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.



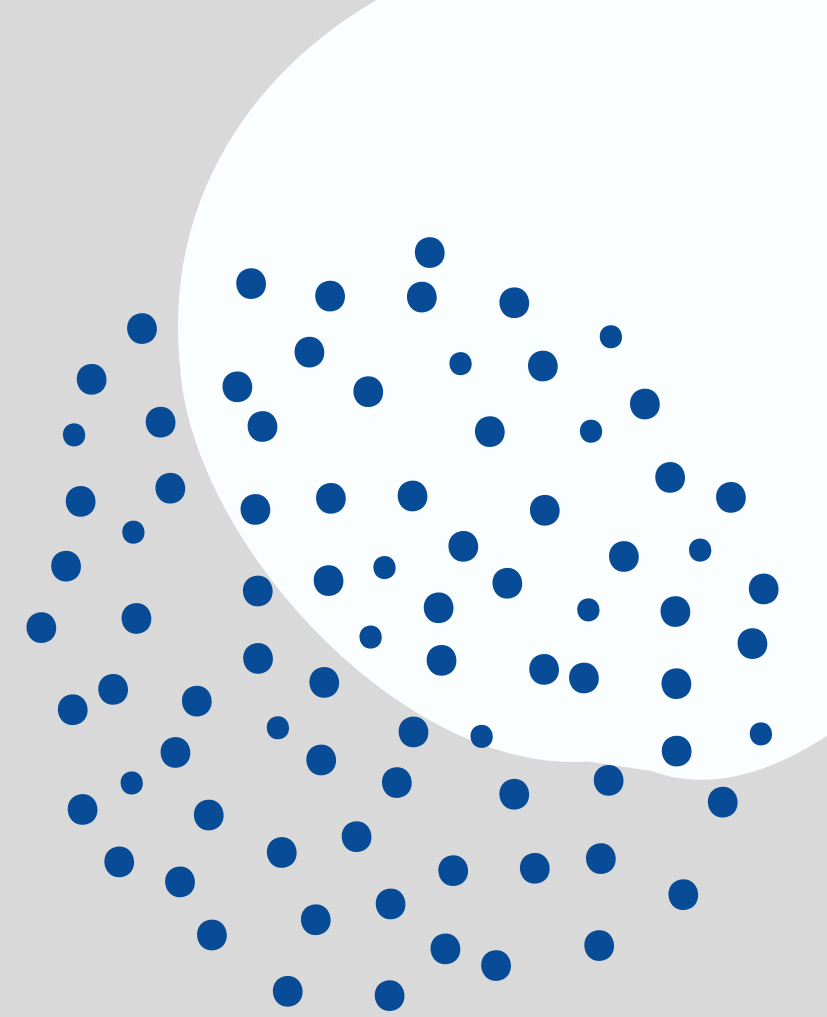


2020 & BEYOND

EMPLOYER PARTNERS (TO DATE)



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?

CONTACT

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