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CAREER & TECHNICAL  
EDUCATION TRUST



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**The Rhode Island Career and Technical Education Trust**

provides grant funding for career and technical education (CTE) at Rhode Island's public high schools. The Trust's goal is to expand CTE programming to prepare students for jobs in high-growth industries in high-wage careers.

# Career and Technical Education Today

Career and technical education (CTE) has changed a lot from the “old vocational education” that many of us know from our school days. For the better part of this century, States and local communities have worked steadily to build high-quality CTE programs that are academically rigorous and aligned with labor market demands.

And, CTE programs work. Recent research shows that secondary CTE students are more likely to graduate from high school compared to non-CTE students. CTE graduates land great jobs that pay well for both men and women in all kinds of careers, including emerging fields like cybersecurity and advanced manufacturing.

It is obvious that the demand for this “new CTE” is growing across the country. What is unfortunate is that there isn’t comparable supply of qualified CTE graduates to match that demand. Underfunding of schools preventing them from adding space for more students is mentioned as the primary cause of the shortage of qualified graduates. This represents a lot of “missed opportunities” to put students on a path to college and careers.

■ *In 2016, more than 600,000 jobs remained open in the manufacturing sector alone. (New York Times, April 15, 2016) The same New York Times article states that figures from the U.S. Bureau of Labor Statistics show that about 68% of high school students attend college. That means that over 30% of our high school graduates need to be prepared with skills for immediate post-secondary school employment.*

■ *According to the National Skills Coalition, in 2012 in Rhode Island middle-skill jobs made up 52% of available work opportunities, but only 42% of the state’s workforce was trained at the middle-skill level. This gap leaves key industries unable to find enough sufficiently trained workers and prevents the local economy and employers from growing.*

(National Skills Coalition (2014) Rhode Island’s Forgotten Middle-Skill Jobs State by State. Retrieved from <http://www.nationalskillscoalition.org/news/blog/targeting-our-middle-skill-economy-state-by-state-snapshots>)

*There is little doubt that the U.S. economy has changed and that industry sectors supported by career and technical education programs are growing and modernizing.*

**CTE in Rhode Island** is designed for students who are interested in entering the workforce, are preparing for careers and who want to take advantage of post-secondary education and training opportunities. Options include a choice of schools, career paths, work-based learning experiences and extracurricular activities, all leading to opportunities for individual advancement and acceleration. All students must meet the standard requirements for high school graduation but they can choose to participate in CTE programs during their high school years.

**CTE programs are viable and compelling options for high school students.**

# January 2018 Association for Career and Technical Education Report States:

## CTE Works for High School Students

- High school students involved in CTE are more engaged, graduate at higher rates and typically go on to postsecondary education
- Taking one CTE class for every two academic classes minimizes the risk of students dropping out of high school
- The average high school graduation rate for students concentrating in CTE programs is 93%, compared to an average national freshman graduation rate of 80%
- Ninety-one percent (91%) of high school graduates who earned 2-3 CTE credits enrolled in college

## CTE Works for Business

- CTE addresses the needs of industries and helps close the skills gap
- Half of all STEM jobs call for workers with less than a bachelor’s degree
- Health care occupations are projected to grow 18% by 2026 adding more than 2 million new jobs
- Three million workers will be needed for the nation’s infrastructure in the next decade, including designing, building and operating transportation, housing, utilities and telecommunications
- Almost half of the energy workforce may need to be replaced by 2024, and demand for solar and wind energy technicians will double
- More than 80% of manufacturers report that talent shortages will impact their ability to meet customer demand

## CTE Works for the Economy

- Investing in CTE yields big returns for state economies
  - In Wisconsin, taxpayers receive \$12.20 in benefits for every dollar invested in the technical college system
  - Oklahoma’s economy reaps a net benefit of \$3.5 billion annually from graduates of the Career Tech System
- Colorado Community College System alumni in the workforce contribute \$5.1 billion to the state economy

In school year 2014-2015 Rhode Island served 14,669 CTE high school students

&

95%

of Rhode Island CTE high school students graduated

93%

met performance goals for reading/language arts skills



76%

of Rhode Island CTE post-secondary students earned a credential, certificate or degree





*In Fiscal Year 2015, Rhode Island received \$5,488,705 in Perkins funding—\$8,000 less than in 2014 and \$550,000 less than in 2010*

Rhode Island's existing CTE system is primarily governed by the Rhode Island Department of Education (RIDE). RIDE is required to design and monitor the state's CTE system while leaving program delivery to individual Local Education Agencies (LEA).

During the 2014 legislative session, the Rhode Island General Assembly enacted legislation designed to reform, enhance and set new standards for the Career and Technical Education

system in the state. The legislation created the Rhode Island Career and Technical Board of Trustees which is tasked with improving the coordination and direction of CTE in Rhode Island and the Rhode Island Career and Technical Education Trust which is authorized to receive funds from public and private sources and disburse the funds in pursuit of its functions.

*Governor Gina Raimondo, the Governor's Workforce Board (GWB), Commerce RI and others have identified priority high-growth, in-demand industry sectors that should be the focus of the **state's career education and training programs:***

- Automotive Technology
- Construction Technology
- Graphic Communications Technology
- Health Careers/Medical Pathways
- Hospitality
- Information Technology
- Tourism
- Advanced Manufacturing
- Pre-Engineering Technology

Based on an analysis of Rhode Island's Career and Technical Education system, the CTE Board, the CTE Trust, and representatives from these industry sectors in the state worked together over the course of 2015, 2016 and 2017 to review all CTE programs with the goal of developing statewide standards to define the skill and training requirements of CTE graduates in each of the above program disciplines. These standards emphasize that all CTE programs should culminate in industry-recognized credentials for entry-level employment upon graduation from high school.



Because the funding sources presently available for CTE programs are not sufficient to meet the increasing needs of vibrant and effective career and technical education in Rhode Island, the Career and Technical Education Trust, a 501(c)(3) organization, is seeking to raise \$500,000 per year in grants from individuals, corporations, employers and foundations to assist in closing the skills gap by building a competitive workforce in our state for the 21st century.

Many Rhode Island industries have had to recruit out-of-state to attract candidates for high-growth, high-demand sectors..

*The Trust's goal is to identify strong CTE programs within our state that can provide a dynamic and sustainable talent pipeline for those industries and to target those programs with grants over and above traditional funding sources.*

The CTE Trust is determined to set an example for other states on how to work with industry to meet its needs while also benefitting our students and the state's economy. Ensuring that CTE graduates meet recognized industry skills standards has become the "bar" in the Trust's assessment of grant eligibility and awards to CTE programs.

The RI Career and Technical Education Trust solicits grant applications from Rhode Island's CTE programs for funding of up to \$50,000 per year for the development of new or expanded career and technical education programs to prepare students for high-demand, high-wage growth career fields.

In 2016, the Career and Technical Trust received a grant of \$1,000,000 from RIDE to provide funding to CTE programs that met the industry-defined entry-level employments standards established by the Career and Technical Education Board. Over the course of 2017 and 2018, a total of 10 grants totaling \$750,000 were awarded by the Trust in the first eighteen months of the grant cycle.



The most successful high-school career preparation programs in the country are those in which businesses partner with CTE programs. Partnerships come in many forms, including program collaboration, mentoring, work-place experience, guest speaking, resource sharing, funding, and facilitating awareness between industry and education.

## Examples of Programs Recently Funded:

- Twenty-six (26) students received EMT training at Cranston Career and Technical Educations School
- The Construction Technology Program at Woonsocket High School was expanded to include Welding/Sheet Metal in partnership with Electric Boat
- Students will earn CNA and EMT licenses through partnership with South County Hospital and Charlestown Fire and Rescue
- New programs in Engineering and Biomedical Science were added at Burrillville High School in partnership with Project Lead The Way (PLTW)
- The Information Technology Program at Narragansett High School was expanded to 4 years and includes the opportunity to receive Cisco (Systems) certification
- The Construction Technology Program at Newport High School now includes Construction Management
- The PLTW Pathway Engineering Program was incorporated at Middletown High School
- The Information Technology Programs at Providence's Academy for Career Exploration were expanded to include software, cyber security, data science and work preparedness
- The PLTW Bioscience Program was added at Scituate High School



# How YOU Can Help

*With the 2014 legislation, Rhode Island is now uniquely positioned to advance career and technical education for our high school students in a significant way and be a national model for cooperation between the state department of education and the business community.*

The Rhode Island Career and Technical Education Trust was formed to provide funding to support the Career and Technical Education (CTE) programs at Rhode Island's public high schools. The Trust's goal is to raise \$500,000 a year to develop and expand career and technical education programming to prepare students for jobs in high-growth industries with high-wage career potential.

Please join with us by making a gift today to the Rhode Island Career and Technical Education Trust. By working together to prepare our high school students to meet the needs of our local industries, we can positively impact the economy of the state, keep our students in Rhode Island, and benefit our businesses by providing trained workers.







I/We would like to make a pledge of

\$ .00
Please make checks payable to
RI Career and Technical Education Trust

- I/We would like my/our gift to remain anonymous.
I/We would like to be listed in the Donor Listing.

Company or Individual Name(s):

Address:

Telephone: Preferred E-mail:

- My/Our gift is enclosed.
I/We intend to remit the sum in installments over years, starting / /
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It is my/our intention to make this gift with: Cash or equivalent Securities Other
In combination with a matching gift (please specify company)
I/we would like to designate this gift for: List specific program or write "unrestricted".

Billing Information

- I/We would like to fulfill our pledge using MasterCard Visa
Name on Credit Card:
Billing Address of Credit Card:
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## Priority Sector: Manufacturing

According to the RI Department of Labor and Training's Industry Outlook 2024, nearly 2,500 new jobs are expected to be added to our state's Manufacturing sector during 2014-2024.

Transportation Equipment Manufacturing, which is dominated by ship & boat building, will provide almost 90% of the new job gains. Other industries expected to show moderate increases include Chemical Manufacturing and Food Manufacturing which are expected to add over 250 and 500 jobs, respectively. These gains will overshadow losses that are expected to occur elsewhere in the sector.

“ Electric Boat is proud to partner with Rhode Island's career and technical programs to create a pipeline of job-ready candidates for the state's fast-growing shipbuilding industry. To meet our projected growth needs, Electric Boat will create another 1,500 net jobs in the next five years. Given our tremendous needs, we need new employees who have already gained some of the necessary foundational trade skills for shipbuilding as well as the ability to read blueprints and work in teams. Rhode Island's career and technical education programs are developing individuals who are ready to start contributing on their first day at Electric Boat. ”

### Maura M. Dunn

Vice President, Human Resources & Administration,  
General Dynamics, Electric Boat



Gabe S. graduated from Coventry High School in 2018. As both of his parents are professionals, they encouraged him to go to college. Gabe, however, felt strongly that he wanted to work with his hands, to create and make things. The CTE program at Coventry High School gave him the opportunity to explore his interest in welding while taking all the required academic courses. Not only did Gabe excel in the welding program, but he and 2 of his classmates took the top 3 prizes in the SkillsUSA welding competition. While in high school, he was able to attend classes at New England Institute of Technology and graduated with multiple certificates entitling him to work in the field of welding. He received several job offers and decided to take a position at Electric Boat where he eventually hopes to become a supervisor. He states, “*The CTE program provided many opportunities to explore my interests and helped me to expand my potential. I love the work I am doing and am extremely grateful to my high school advisors and teachers for their encouragement and insights.*”



## Priority Sector: Construction Technology

The Construction sector in Rhode Island is projected to grow by 19.4% from 2014-2024 with the addition of some 3,200 jobs. Within the sector, all three subsectors – Construction of Buildings, Heavy & Civil Engineering Construction and Specialty Trade Contractors – are projected to grow at more than twice the state average growth rate adding 868, 353, and 1,982 jobs, respectively. (RI Department of Labor and Training's Industry Outlook 2024). Rhode Island's year-over-year construction employment growth percentage ranked No. 2 in the nation behind only Nevada's 12.8 percent, according to the Associated General Contractors of America.



Deslandes Construction is a three-generation family business. Many of their workers are aging out and they want to replace them with well-trained, focused individuals with good work ethics. In the past 8 years they have been working with students at Tollgate High School's CTE program. Jim states that “There has been a big shift for young people. They don't all need to go to college and can enter the trades where they have significant financial and advancement potential without huge debt.” He goes on to say that they have hired 4 students from the CTE program and all are well-trained, hard working and have great potential. “From our company's viewpoint, CTE programs have been very successful but need greater support from the community. For our company it has definitely been a win-win experience.”

### Jim Deslandes

Deslandes Construction

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“ I chose to go to the Providence Career and Technical Academy (PCTA) because, in addition to the basic high school curricula, it offers more diverse learning opportunities and opens more doors than a conventional school. I was always interested in how things are built and at PCTA, I was able to study carpentry and intern at a construction company. My internship turned into a part-time job during the school year and full-time during the summers. At school, we built a two-story shed from start to finish and during my summers, I helped to remodel homes. *These experiences helped me to decide to pursue architecture at Roger Williams University where I am now a freshman. I feel very fortunate to have had the opportunity to attend PCTA and to have participated in practical, real world projects.* ” Carlos F. - Graduate of Providence Career and Technical Academy



# Priority Sector: Health Careers / Medical Pathways

The Health Care & Social Assistance sector is projected to account for nearly 20% of the new job growth expected in Rhode Island from 2014-2024. Increasing healthcare coverage coupled with medical advances and an aging population will result in an increase of nearly 7,100 (+8.7%) jobs. Within the Health Care & Social Assistance Sector, Ambulatory Health Care Services which includes Offices of Physicians, Medical Laboratories and Home Health Care Services is expected to show the largest gains (+2,381), followed closely by the Nursing & Residential Care Facilities (+2,265) subsector. While hospitals continue to add employment (+1,401) the growth rate is expected to be slightly below the statewide average. The Social Assistance subsector is projected to add over 1,000 jobs during the projection period.

(RI Department of Labor and Training's Industry Outlook 2024)

“ Since 2005, Lifespan affiliates have been hiring CTE students and graduates for summer employment. They are well prepared, high performing, and eager to apply their skills learned in school. It is clear they take their career trajectory seriously. In fact, many of them continued their education and are now employed at Lifespan in the field of nursing. CTE programs produce a highly qualified, dedicated talent pool that has been an asset to our organization. ”

**Alexis Devine**  
Manager,  
Workforce Development,  
Lifespan

Ruth J. graduated from the Metropolitan Career and Technical School (MET) in 2011. She always had an interest in the medical field and liked the opportunities that the MET offered to intern at various health care facilities. During her time at the MET, **Ruth interned at the State House Oversight Committee and also in local nursing homes. These internships solidified her interest in healthcare and she went on to receive her Master's Degree in Family Practice Nursing from Salve Regina University.** Ruth was also recognized for her work with the Global Health Partnership while attending Salve. Ruth has been employed at St. Anne's Hospital in Fall River since 2014. She is currently working as an emergency room nurse.



# Priority Sector: Hospitality

The hospitality industry is considered a “super-sector” because it represents the food service, lodging, and tourism segments of our economy. The industry plays a significant role in our overall growth and has seen an employment increase of 4.3% from 2015 – 2017. To meet this demand and build our workforce pipeline our employers rely heavily on career & technical education graduates to fill their job opportunities. For an industry that has very few barriers to entry, students who have earned a CTE industry-recognized certification become first-choice candidates in the overall job market.”

**Heather Singleton**  
COO, RI Hospitality Association

“ Kathryn B. graduated from Coventry High School in 2014. She always had an interest in baking and realized that she was able to test out her interest in the CTE Culinary program. “At that point in my life, I had no idea what I wanted to do with my life.” **She found that she had an interest in baking and competed in the local SkillsUSA commercial baking competition, came in first, and went on to the SkillsUSA National Competition.** That experience along with a number of community services projects related to cooking gave her the confidence she needed to pursue her newly found passion. She graduated from Johnson and Wales' four-year pastry program and is employed as a pastry chef in the renowned Boston Harbor Hotel. She is also pursuing her MBA part-time. **She credits the faculty and staff at Coventry's CTE program for her success.** ”



Rhode Island's Hospitality Industry employs 70,000 people in Rhode Island and represents 13.7% of Rhode Island's private sector employment.

According to RI Department of Labor & Training Labor Market Information, the hospitality industry is projected to have the 2nd highest increase in employment growth for 2024 with an additional 4,321 jobs, representing a 9.3% increase.

