



**RHODE ISLAND
DEPARTMENT OF LABOR AND TRAINING**



2024
AnnualReport

A MESSAGE FROM THE DIRECTOR



Dear Rhode Islanders,

I am thrilled to present the Rhode Island Department of Labor and Training's 2024 Annual Report to our neighbors, partners, and colleagues in government, business leaders, and the communities whose hard work shapes the future of this great state.

For nearly a century, this Department and its predecessors have stood at the forefront of progress—opening doors for workers, strengthening businesses, and fueling economic growth that lifts up every Rhode Islander. To be part of this legacy is both an honor and a responsibility I carry with deep commitment. As Director, I remain dedicated to raising wages, enhancing our services, and ensuring that every individual who turns to us finds not just assistance but opportunity, working together to build a future where hard work is rewarded, businesses thrive, and every Rhode Islander has a fair shot at success.

This year, Rhode Island reached an **all-time high of 514,500 jobs**, a testament to our state's economic momentum. Through innovative programs like Real Jobs Rhode Island, we connected **over 8,700 individuals** with employment and training opportunities, ensuring businesses have the skilled workforce they need to thrive. Our American Job Centers continue to serve **thousands of job seekers**, providing critical career services and guidance to those navigating today's evolving job market.

We also made significant strides in improving access to vital income support programs. Enhancements to Unemployment Insurance and Temporary Disability Insurance have streamlined the claims process, improved language access, and increased self-service options—ensuring faster, more equitable service for Rhode Islanders in need.

Equity and community engagement remain central to our mission. We expanded partnerships with 31 community-based organizations, ensuring that historically underserved populations have the resources and support necessary to succeed. Our commitment to fairness and equal opportunity continues to guide every aspect of our work.

Looking ahead, we remain focused on expanding workforce development initiatives, supporting working families, and strengthening Rhode Island's economic foundation. We are proud of the progress we've made together and remain committed to serving the people of Rhode Island with dedication and innovation.

Sincerely,



Matthew D. Weldon
Director
Rhode Island Department of Labor and Training

State of Rhode Island Department of Labor and Training 2024 Annual Report

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**LABOR MARKET
INFORMATION**

The **Labor Market Information (LMI) Division** is a central resource for a wide variety of data relating to the Rhode Island economy. It collects, analyzes, and disseminates state labor market information. LMI, in cooperation with the US Bureau of Labor Statistics (BLS), operates four federal/state survey programs that collect information from RI-based employers and households concerning their employment situations. These programs operate in all states, making data comparable across states over time.

The information available from the LMI Division includes employment and wage data by industry, location, employer size, long-term industry and occupational projections, industry staffing patterns, wage rates, labor force statistics, and demographic profiles of unemployment insurance claimants. LMI aims to make the latest information readily available to Rhode Island workers, businesses, economists, researchers, and the media so they can make informed inferences and decisions about the Rhode Island economy.

Each year, the LMI Division presents a review of labor market conditions at the State Estimating

Conference in May and October. LMI staff continues to partner with other state agencies as part of the Healthcare Workforce Initiative, which identifies shortages in healthcare professions and finds ways to alleviate the shortages. LMI staff and members of the Real Jobs RI work to explore Artificial Intelligence's impact on the workforce. LMI staff also worked with members of the RI Office of Postsecondary Commissioner and the GWB on a talent pipeline project to research the possible supply of workers in various places, including education, apprenticeship, and workforce training. The goal is to aid and present findings to the members working on the Governor's Rhode to Prosperity project and help guide our workforce and students to areas of opportunity. In addition, the division responds to special requests from the Governor's office, other public officials, various state agencies, the media, and notable researchers for information on employment, unemployment, and wages.

For more information and resources, please visit dlt.ri.gov/lmi.

Rhode Island Labor Market Conditions in 2024

The Rhode Island economy continued to improve in 2024 as the number of jobs between December 2023 and 2024 increased by 5,400 (+1.1%), and the state's labor force grew by 5,700. As the year ended, more Rhode Island residents were employed (+1,200), and more were unemployed (+4,600), fueling growth in the state's labor force and an increase in the state's unemployment rate. The year ended with an unemployment rate of 4.5 percent, up seven-tenths (+0.7) from the December 2023 rate.

In 2024, the annual benchmark process revealed that seven economic sectors reported upward job revisions, with the most significant revisions occurring in the Accommodation and Food

Services (+1,400), Educational Services (+1,000), and Construction (+900) sectors. Seven sectors reported downward revisions during the year, with the Administrative & Waste Services sector reporting the largest downward revision (-2,100), followed by sizable declines reported in the Manufacturing (-1,000) and HealthCare & Social Assistance (-900) sectors. Overall, average annual nonfarm employment in 2024 was revised down by 200 jobs from a published count of 512,300 to a benchmarked figure of 512,100.

Rhode Island-based jobs reached an all-time high in December 2024 with 514,500 jobs.



INCOME SUPPORT



The **Income Support Division** provides financial assistance to Rhode Islanders temporarily out of work, allowing them to support themselves and their families until they can return. The most significant benefit programs within the Income Support Division are Unemployment Insurance (UI) and Temporary Disability Insurance (TDI). The Department's priorities and strategic direction are to ensure continuous improvements in all income support programs.

Regarding Unemployment Insurance, Rhode Island continues to enhance online access for our customers by providing individualized claim status and information. Rhode Island continues to work with our vendor to improve the claims process and provide customers with additional self-service options. These new features reduce call volume, increase claimant independence, and enhance the customer's experience.

The department prioritizes ensuring all customers have meaningful and equitable access to the UI program. The claims application has been enhanced to capture preferred languages, improving customer service by minimizing any language barriers. In addition, all UI communications will be issued in English and Spanish.

Rhode Island continues to work with the USDOL UI Modernization team to increase customer understanding of UI notices and application questions. We continue to review and update these communications using plain language frameworks.

Lastly, the Department is applying for federal grants to streamline the claims filing process, facilitate the repayment of benefit overpayments, and enhance existing fraud detection measures. These efforts will improve the customer experience, equity and accessibility, fraud prevention and detection, and/or timeliness and backlog.

For more information and resources, please visit dlt.ri.gov/ui and dlt.ri.gov/tdi.

Unemployment Insurance

Unemployment Insurance (UI) is a federal/state insurance program financed by employers through payroll taxes. UI provides temporary income support to workers who have lost their jobs through no fault and have earned enough wages within a specific base period to qualify.

The maximum benefit rate payable in 2024 was \$705 per week for up to 26 weeks from January 1, 2024, through June 30, 2024. On July 1, 2024, the maximum benefit rate payable increased to \$723 per week for up to 26 weeks. The Department received 55,763 regular UI claims in 2024. The average weekly benefit was \$460, and the average duration was 15.3 weeks. Overall, 461,126 payments were issued, totaling \$212.1 million.

The balance of the UI trust fund, which employers pay through unemployment insurance taxes, was \$509,644,063.26 on January 1, 2024, and ended the year at \$573,038,724.89 on December 31, 2024.

WorkShare

When Rhode Island employers experience a temporary, non-seasonal slowdown in business, the **WorkShare** program helps them avoid layoffs by allowing employees to work a reduced workweek while collecting a percentage of UI.

In 2024, the WorkShare program averted 281 layoffs at 80 Rhode Island companies. The Department received 1,106 initial WorkShare claims and issued 17,834 payments. In comparison, in 2023, the Department received 1,326 initial claims and issued 19,110 payments.

RESEA Program

The **Reemployment Services and Eligibility Assessment (RESEA)** program aims to help UI claimants at the highest risk of exhausting benefits return to work faster by providing reemployment services. Traditionally, these have been offered through in-person assessments and job search assistance. All appointments are held virtually or by phone. RESEA also helps maintain the UI program's integrity by ensuring claimants meet eligibility requirements and preventing improper payments.

In 2024, RESEA received \$1,875,702 in federal grant funding from the U.S. Department of Labor to serve 6,800 Rhode Islanders.

Federal Claims

Rhode Island administers two federal unemployment compensation programs to assist former federal employees and service members. Individuals in both programs must meet the same eligibility requirements as other unemployment insurance claimants.

The **Unemployment Compensation for Federal Employees (UCFE)** program provides unemployment compensation for federal employees who lose their employment through no fault of their own. In 2024, there were 91 initial UCFE claims, with \$737,939 in benefits paid.

The **Unemployment Compensation for Ex-Servicemembers (UCX)** program provides unemployment compensation benefits to individuals transitioning from military service to the civilian labor market. 2024, there were 54 initial UCX claims, with a net payment of \$622,769.

Temporary Disability Insurance

The **Temporary Disability Insurance (TDI)** program is a state-administered insurance program designed to provide financial protection to those unable to work due to illness or injury. Unlike workers' compensation insurance, which protects against income loss caused by job-related disabilities, TDI covers disabilities that are not work-connected or are otherwise not covered by workers' compensation. Together, the two programs ensure that virtually all Rhode Island wage and salary workers will receive a weekly income while they are medically unable to work.

In 2024, the Department received 50,337 TDI claims, a decrease of 987 from 2023, and issued 388,006 payments. Payments totaled \$258,237,643, with an average weekly benefit amount of \$667 (\$33 higher than in 2023). The average claim duration was 11.9 weeks, an increase of 0.6% from 2023.

The TDI program is financed entirely by workers who are protected by it. In 2024, 439,700 workers paid TDI taxes. The TDI Trust Fund had an income of \$271,521,413, and expenditures totaled \$269,117,354. The year-end fund balance was \$117,502,664.



Temporary Caregiver Insurance

Rhode Island established the **Temporary Caregiver Insurance (TCI)** program in 2014, becoming one of the first states in the country to enact paid family leave.

In 2024, TCI provided up to six weeks of benefits (up from five weeks in 2022) for individuals taking time out of work to bond with a new child or care for an ill family member.

The Department received 14,870 total TCI claims in 2024 and issued 44,734 payments. The total amount of payments was \$32,146,718 – with an average weekly benefit amount of \$719 (\$35 higher than in 2023). The average claim duration was 4.8 weeks.

Central Adjudication Unit

The **Central Adjudication Unit (CAU)** conducts initial interviews and research into disputed unemployment insurance claims to determine whether the claimant is eligible for benefits.

The CAU rendered 21,272 adjudication decisions in 2024. Of these decisions, 12,413 involved separation issues, meaning that the circumstances of the job termination were in question. Forty (40) percent of separation-related claims resulted in the denial of UI benefits.

Additionally, 8,859 decisions involved non-separation issues related to standard qualifications or continued eligibility (such as evidence of work or availability for work). Ninety-three (93) percent of these claims resulted in the denial of benefits.

Fraud Unit

The **UI/TDI Fraud Unit** investigates suspicious activity to preserve the integrity of the UI and TDI programs.

In 2024, the UI/TDI Fraud Unit investigated 101 overpayment cases and detected \$1,418,683 in overpayments. The Department recovers UI and TDI overpayments obtained through fraudulent means by intercepting state and federal income tax refunds, lottery winnings, benefit payment offset, direct payments, and court-ordered restitution. \$2,864,407 was recovered in UI overpayments.

The Department's Legal Division criminally prosecuted 19 UI fraud cases in 2024, and \$262,518 in restitution was ordered.

Additionally, the Department continues to use robust fraud prevention and detection efforts to combat imposter fraud, which is when a fraudster illegally files for unemployment benefits using someone else's previously stolen information. Imposter fraud is a national issue that became widespread because of the pandemic.

Benefit Accuracy Measurement

The U.S. Department of Labor's **Benefit Accuracy Measurement (BAM)** program is a diagnostic tool used to audit the accuracy of UI claims. Analyzing a sample of weekly benefits and denied claims, BAM identifies overpayments and underpayments and determines the cause and party responsible for the error. In 2024, the BAM sample of 343 claims in Rhode Island found that 55.8% percent of claims were paid properly, whereas 43.6% percent were overpaid, and 0.49% were underpaid. Full results can be found on the U.S. Department of Labor website.

Police Officers' Relief Fund and Firefighters' Relief Fund

The **Police Officers' Relief Fund** and **Firefighters' Relief Fund** provide financial support to the families of deceased or permanently disabled first responders. Suppose an active or retired police officer or firefighter dies in the line of duty or from certain health conditions. In that case, the fund remits a monthly annuity to the surviving spouse and each dependent child until they reach the age of 18. In 2024, there were 179 recipients of police officers' annuity benefits, totaling \$657,300, and 619 recipients of firefighters' annuity benefits, totaling \$2,316,600.

The Police Officers' and Firefighters' Relief Funds also offer tuition payment for permanently disabled police officers and firefighters, as well as the dependents of deceased or permanently disabled police officers and firefighters, at any Rhode Island state college or university. Fifteen (15) dependents received tuition benefits from the Police Officers' Relief Fund, and 38 dependents and two firefighters received tuition benefits from the Firefighters' Relief Fund. The total tuition expenditures were \$173,099 for the Police Officers' Relief Fund and \$393,588 for the Firefighters' Relief Fund.

Employer Tax

The **Employer Tax Unit** provides and accounts for the funding needed to pay Unemployment Insurance benefits to eligible jobless workers and Temporary Disability Insurance benefits to eligible workers idled by non-work-related injury or illness. These programs provide economic stability to workers, families, communities, and the Rhode Island economy.

The Unit processes all Quarterly Tax and Wage Reports (Form TX-17) and accompanying tax payments submitted by Rhode Island employers. These payments include all required Employment Security, Job Development Fund, and Temporary Disability Insurance taxes.

Employer Security Tax

Employers pay this **Employer Security Tax** to fund workers' benefits during unemployment. Contributions collected from Rhode Island employers under this tax are used exclusively to pay benefits to unemployed workers. Each employer pays contributions at an assigned rate, which is applied to the applicable wage base as determined yearly. An additional \$1,500 is added to the normal taxable wage base for employers assigned the highest rate.

Experience Rating

Employer tax rates are determined through experience rating, which considers an employer's history with insured unemployment and the size of their taxable payroll. To qualify, an employer must have at least three consecutive years of experience, each from October 1 to September 30. Rhode Island law establishes nine experience rating schedules, with tax rates ranging from 0.6% (Schedule A) to 10.0% (Schedule I). At the end of each experience year, an employer's account balance is divided by their average taxable payroll over the past three years to determine their reserve percentage, which sets their tax rate for the following year.

In 2024, Schedule G was in effect and will continue to be in 2025.

New Employer

A new employer (one who has been subject to the provisions of the Employment Security Act for less than three full experience years) will be assigned a rate based on the State's five-year benefit cost rate for employers not eligible for any experience. This new employer rate is computed yearly and must be at least 1% but cannot exceed 4.2%.

The 2024 new employer rate is 1.00% (this includes JDF), and the taxable wage base was \$29,200. For employers with the highest tax rate, the UI taxable wage base was \$30,700 in 2024. The 2025 new employer rate is 1.21% (this includes JDF), and the taxable wage base is \$29,800. For employers with the highest tax rate, the UI taxable wage base is \$1,500 higher and will be \$31,300 in 2025.

Successor Employers

A successor employer acquires a business or its assets and is subject to Employment Security, Temporary Disability Insurance, and the Job Development Fund. If the successor is a new employer, they inherit the experience rating history of the former owner. If already in business, their rating is combined with the predecessor's to determine a new rate. For partial successor determinations, the new rate is based on the successor's own unemployment experience plus the portion of the predecessor's experience tied to the transferred business.

Limited Liability Companies (LLCs)

LLCs are taxed based on their IRS filing status for RI Employer Tax purposes. LLC members are treated as partners if the LLC is classified as a partnership for federal tax purposes. If the LLC elects to be taxed as a corporation, any remuneration to members is reportable and taxable. A single-member LLC taxed as a sole proprietorship is treated as such for state tax purposes. Corporate officer remuneration is also taxable if an LLC's members are corporations.

Exemptions

Certain workers are exempt from Unemployment Insurance (UI) and Temporary Disability Insurance/Temporary Caregiver Insurance (TDI/TCI) coverage, including:

- Sole proprietors and their spouses
- Children under 18 working for a sole proprietor parent
- Parents working for a sole proprietor child
- Partners in a partnership
- Students working at their enrolled school
- Commission-based real estate salespeople and insurance brokers/agents
- Church employees and ordained ministers
- Students in accredited work-study programs
- Crew members on small fishing boats paid by catch share
- AmeriCorps program participants

Job Development Fund Tax

Employers pay an assessment of 0.21% to support job training, counseling, and assessment services to promote workforce development and business development as established by the Governor's Workforce Board. The taxable wage base for the JDF assessment is the same as the applicable wage base for the ES tax.

Both the ES tax and the JDF assessment are imposed on the employer. Job Development assessment (JDF) is 0.21%.

Temporary Disability Insurance (TDI)/ Temporary Caregiver Insurance (TCI)

TDI and TCI are financed entirely by employee payroll deductions and are not incurred by the employer. In 2024, the withholding rate was 1.2% of the first \$87,000 in taxable wages. In 2025, the withholding rate is 1.3% of the first \$89,200 in taxable wages. You may be entitled to a TDI tax refund if you worked for more than one RI employer in a calendar year and your total wages were more than \$87,000 (in 2024).

TDI provides benefit payments for up to 30 weeks to insured RI workers for weeks of unemployment caused by a temporary disability or injury. TCI provides eligible claimants up to 6 weeks (in 2024) of caregiver benefits to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law, or grandparent or to bond with a newborn, newly adopted, or new foster-care child.

Exemptions from TDI Only:

- Workers whose religion depends on prayer or other spiritual means for healing may refuse TDI coverage by filing an affidavit with the Director of the Employer Tax unit, RI Division of Taxation, and their employer. No deductions will be made from their salary for TDI.
- Minors 14 or 15 years of age are exempt from the provisions of the TDI regulations. No deductions should be made from their salary for TDI. Unemployment Insurance covers them.
- State and local government employees (unless their employers elect to have them covered).
- Disabled persons employed through a "supported employment" program may elect an exemption.



Employer Tax's Financial Review for 2024

Total Deposits:	\$552,565,867.19	
ES Deposits:	\$262,735,254.92	(Excludes P&I)
ES P&I:	\$1,650,963.23	
JDF Deposit:	\$22,410,116.25	(Includes P&I)
TDI Deposit:	\$265,769,532.79	(Includes P&I)
Employer Tax's Collection Department brought in \$16,121,621.94 of the total deposits received.		

Employer Tax Accomplishments During 2024

- Employer Tax has improved its audit program, which helped identify and address worker misclassification. Updates have also been made to the audit assignment report, emphasizing focusing on industries where worker misclassification is prevalent.
- The Unit has begun re-auditing employers whose past audits successfully identified worker misclassification. These efforts led to Rhode Island passing the Field Audit Effective Measure in 2024, making it the only state in the region and one of just 14 states nationwide to do so. The team presented methods for passing this difficult measure at the last Quarterly Regional Director Conference in Albany, NY.
- Employers could access their unemployment rate online through Employer Tax's application for the first time in Employer Tax History. This accomplishment was something the employers had been asking for, and Employer Tax was able to deliver this year.
- The Employer Tax unit implemented process changes and system updates to reduce taxpayer overpayments and underpayments. These improvements began with analyzing the refund process to identify trends and develop solutions to minimize refunds and streamline operations. Key changes included enhancing communication with major payroll companies, updating the Tax Rate Notice to provide filing recommendations, and collaborating with Tyler Technologies to add messaging on the online portal, encouraging taxpayers to use online filing and verify their tax rates before submitting returns.
- In 2023 and into 2024, Employer Tax has been working to enhance its website with modernized, easily accessible tax forms and resources for employers. This includes creating fillable forms, developing new documents, and updating existing ones. Additionally, the unit is expanding its FAQs to provide more comprehensive guidance, with completion expected in the first quarter of 2024.
- Employer Tax, like other DLT agencies, has been working with IBM to identify requirements for our department for a new system to replace our current mainframe system and automate some of our manual processes.

A person wearing a blue button-down shirt is holding a check. The check is white with black text and a green box for the amount. The amount is written as \$999.00. The date is written as 12/18/2021. The check number is 0014ASS26. The text 'AUTHORIZED SIGNATURE' is visible at the bottom. The background is blurred, showing other people in similar blue shirts.

WORKERS' COMPENSATION

AUTHORIZED SIGNATURE

\$ 999.00

Date 12/18/2021

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The **Workers' Compensation Division** monitors the state's workers' compensation system. All Rhode Island employers must maintain workers' compensation insurance, which protects workers in the event of a work-related injury or illness by covering missed wages and medical expenses. The division ensures that all required employers have insurance coverage, that appropriate documents are filed to protect injured workers and employers, that claims are paid correctly, and that measures are taken to detect and prevent fraud.

For more information and resources, please visit dlt.ri.gov/wc.

Workers' Compensation Claims

The number of workplace injuries decreased by 1.2% in 2024. There were 4,882 reported indemnity injuries – meaning that the worker was paid weekly benefits – and 9,447 non-indemnity injuries, also referred to as “no lost time” or “medical-only” injuries because the disability did not exceed the waiting period of three days from earning full wages.

The number of COVID-related workers' compensation claims filed was 12, constituting roughly 0.1% of the overall volume. Claim demographics were concentrated in healthcare, congregate care, and other close-contact professions and industries.

Certain Rhode Island employers can self-insure and pay workers' compensation claims out of their own funds rather than submit claims to an insurance company. In 2024, the Department certified 22 self-insured employers. Five (5) RI cities and towns and the State of RI are self-insured employers, as is one (1) group self-insurer.

Education Unit

The Workers' Compensation **Education Unit** informs employers and employees about workplace safety and workers' compensation benefits and procedures. Unit representatives contact employers, employee groups, and medical professionals, offering employer education workshops and on-site consultations. They were not a part of any medical training in 2024 as Fatima changed their process. The plan for 2025 is to conduct in-house training for agents and adjusters on form requirements and provide updates to the Independent Contractor process.

The Education Unit has a dedicated information line to field questions regarding workers' compensation or workforce health and safety. In 2024, the Education Unit received over 3,500 telephone calls to the information line and over 700 emails. This unit is responsible for providing documents under records requests and subpoenas.

Fraud and Compliance Unit

The **Fraud and Compliance Unit** detects, prevents, and refers any suspected fraudulent workers' compensation activity for criminal prosecution. The unit also ensures employer and insurer compliance with workers' compensation requirements to protect Rhode Island's workers.

In 2024, the Unit investigated 6,028 compliance cases and 12 fraud cases. There was a slight drop in employers penalized for failing to carry workers' compensation insurance, from 220 to 207. Of these lack of insurance violations, 157 came into compliance and were penalized in-house for a total of \$118,444.80, of which \$97,508.82 has already been collected. The number of petitions filed in the Workers' Compensation Court for civil prosecutions decreased slightly to 50. This resulted in \$2,008,313.49 in restitution ordered, of which \$98,797.71 has been collected.

One of the most potent tools the Unit utilizes to get employers into compliance is the Immediate Stop Work Order. In 2024, the Unit issued 39 immediate SWOs, a slight increase from 2023. As in

previous years, most closed businesses immediately obtained coverage, and the order was lifted to allow them to re-open. The average company closed by the Division remains shut for only one day. Employers can appeal the Stop Work Order to the Workers' Compensation Court. In 2024, no businesses opted to appeal these orders.

Of the 12 Fraud cases the Unit investigated, there were no referrals to the Attorney General for prosecution. One prior-year filing was resolved, resulting in restitution being ordered to the Uninsured Protection Fund, as the charge was Criminal Lack of Insurance.

Since the Department is the record keeper for Workers' Compensation, our records must reflect the entire claim. The starting point is the First Report of Injury (FROI). Without that document, our data is flawed. There is a \$250 penalty for failing to file the FROI within the statutory time frame. In 2024, the Unit penalized 50 employers/carriers for violations regarding the FROI and collected \$12,500.00 in penalties.

In addition to penalizing employers for failing to have workers' compensation insurance coverage or failing to file the FROI, the Unit also penalizes insurance carriers for failing to report active coverage within the statutory time frame. In 2024, 705 carrier penalties were issued, resulting in fines of \$176,250.00, of which \$80,750.00 has been collected.

This Unit is also responsible for ensuring that all workers are protected as employees or independent contractors and that the necessary forms are filed. In 2023, the legislature changed the filing process of the DWC-11-IC (Independent Contractor Form) from one time to annually. Much work was done to ensure the forms were correct, and the programming would now pick up an expiration date on the IC forms (DWC-11-IC). The Unit worked to restructure internal processes to ensure a smooth transition to an annual filing, which supported 3,519 independent contractor forms to be processed. The online form and instructions are now available in Spanish for our Spanish-speaking contractors. The Unit also instituted a 30-day renewal notice for both ICs and Hiring Entities to indicate when a form is scheduled to expire.



Uninsured Protection Fund

The **Rhode Island Uninsured Protection Fund (UPF)**, formerly the Uninsured Employer Fund, was established to provide relief to individuals injured working for employers who failed to maintain workers' compensation insurance. The UPF has been capitalized through filing fees at the Workers' Compensation Court per RI General Law §28-35-32. As of December 31, 2024, the balance in the UPF was \$923,087.09. The UPF received 12 applications for claims in 2024 and made payments totaling \$94,010.67.

Workers' Compensation Administrative Fund (WCAF)

The **Workers' Compensation Administrative Fund (WCAF)** collects a mandated premium assessment within the workers' compensation system. This assessment provides appropriations for the Workers' Compensation Division, the Workers' Compensation Court, the Medical Advisory Board, and the Workers' Compensation Advisory Council.

In 2024, there were 456 requests for reimbursement from the WCAF and \$938,626.44 in total reimbursements.

Chief Judge Robert F. Arrigan Rehabilitation Center

Established through the Rhode Island Workers' Compensation Act, the **Chief Judge Robert F. Arrigan Rehabilitation Center** integrates treatment from medical doctors, physical and occupational therapists, psychologists, and vocational counselors to rehabilitate workers who have been injured on the job.

Injured workers must be referred by a physician or the Workers' Compensation Court, and services are offered at no cost to patients covered by workers' compensation insurance.

In 2024, Arrigan Center received 1,174 referrals for treatment, resulting in 13,014 total appointments for all patients. Patients typically participate in several disciplines during their admission.





**WORKFORCE
REGULATION AND
SAFETY**

The **Workforce Regulation and Safety Division** is charged with enforcing the safety laws that protect Rhode Island’s workforce, including fair wage collection, child labor laws, trade licensing, apprenticeship training, hazardous substance exposure, weights and measures, and prevailing wage laws. This is accomplished through licensing, inspection programs, educational programs, and labor law enforcement.

For more information and resources, please visit dlt.ri.gov/wrs.

Workplace Fraud Unit

The **Workplace Fraud Unit** enforces workplace laws and ensures that Rhode Island’s employees receive the wages they have earned. The Unit investigates wage complaints involving minimum wage, wage payment, overtime, Sunday/holiday premium pay, vacation pay upon termination, child labor, parental and family medical leave, and industrial and Prevailing Wage violations.

In 2024, 627 claims were filed in Labor Standards. The agency closed 583 claims, and 360 claims were still in process at the time of reporting. During 2024, 50 prevailing wage cases were filed, and \$643,265 was recovered in back wages and penalties.

Professional Regulation

The **Professional Regulation Unit** is responsible for testing and licensing several technical occupations and regulates all registered Apprenticeship Programs in Rhode Island.

Trade Licensing Activity 2024	
Examinations Performed	4,730
Licenses (issued or renewed)	33,570
Electrician	8,317
Hoisting Engineer	10,554
Pipefitter, Refrigeration Technician, Fire Protection Sprinkler Fitter, Sheet Metal Worker	8,236
Telecommunication	1,692
Plumbers and Irrigators	2,281
Burglar Alarm	2,490

The **Trade Licensing Section** licensed 33,570 technical professionals in 2024, many with multiple licenses. It also monitors and enforces trade laws pertaining to electricians, hoisting engineers, pipefitters, refrigeration technicians, sprinkler fitters, plumbers, sheet metal workers, and telecommunications technicians.

Apprenticeship Office

The **Apprenticeship Office** registers, regulates, and provides technical assistance to training programs in which an apprentice receives technical instruction while employed in a full-time occupation, thereby achieving wage gains and a nationally recognized Apprenticeship Completion Certificate. The proven success of the registered apprenticeship training model has been recognized by many industries seeking to build a skilled workforce. At the close of 2024, there were 587 program sponsors and 2,456 active registered apprentices. The Apprenticeship Office processed 1,168 new apprentice registrations, 527 apprentice cancelations, and 474 apprenticeship completions in 2024.



The Apprentice Office is the state registration agency fulfilling state responsibilities under the USDOL Registered Apprenticeship System. It convenes the State Apprenticeship Council to review new program submissions and advise the Department on Registered Apprenticeship matters. The Apprentice Office oversees training activities in licensed trades, such as electricians, non-licensed construction trades, such as roofers, and all other apprentice-able occupations. In 2024, 80% of apprenticeship completions awarded were in construction trades and 20% in occupations beyond construction.

In 2021, the USDOL awarded DLT the State Apprenticeship Expansion, Equity, and Innovation Grant, a competitive 4-year grant. In 2023 and 2024, DLT was awarded a one-year formula expansion grant through the State Apprenticeship Expansion Formula. Both of these grants serve to grow and strengthen the Apprenticeship RI initiative, DLT's partnership with non-profit state apprenticeship agency intermediary Building Futures. DLT and Building Futures

provide technical assistance to create new registered apprenticeship programs – particularly in nontraditional occupations – and support sponsors and participating Rhode Island employers to advance program quality, diversity, equity, and inclusion. In 2024, Building Futures was awarded a competitive Apprenticeship Building America 2 grant from USDOL to establish its role as a Registered Apprenticeship Hub formally. As the state’s Hub, Building Futures will partner with DLT to expand the use of registered apprenticeships in the public sector, education, and clean energy occupations. They will also continue to make system-wide improvements to apprenticeships and provide technical assistance to prospective and current sponsors.

Occupational Safety



The **Occupational Safety Unit** directs, coordinates, and enforces the safety inspections of boilers and elevators, the storage and handling of hazardous substances, and the accuracy of weights and measures within Rhode Island’s business establishments. State inspections are synchronized with local government requirements to ensure that Rhode Islanders have a safe environment to work and live in.

In 2024, the **Elevator Section** performed 3,860 inspections and issued 3,209 certificates of operation. One hundred and thirty-seven (137) permits for new installations and 190 licenses were granted. The Elevator Section also issued 3,232 violation letters. In 2024, the **Boiler Section** issued 6,439 Certificates of Operation and conducted 7,036 inspections. Two Hundred ten (210) permits were granted for new installations, and 94 commission licenses were issued.

A man in a dark suit and light blue shirt is seen from behind, looking out at a city skyline at sunset. The sun is low on the horizon, casting a warm, golden glow over the scene. The city buildings are visible in the background, with some windows reflecting the light. A white rectangular box is overlaid on the upper part of the image, containing the text "WORKFORCE DEVELOPMENT SERVICES". The box has a red plus sign in the top-left corner and a red minus sign in the bottom-right corner.

WORKFORCE DEVELOPMENT SERVICES

The **Workforce Development Services (WDS)** Division is dedicated to supporting and advancing all who comprise the workforce system: those who perform the work and those who hire them. The Division oversees programs that guide jobseekers to sustainable career paths and introduce employers to qualified workers.

Throughout 2024, WDS endeavored to modernize and enhance the public workforce system to increase the breadth and depth of services available to jobseekers and increase responsiveness to Rhode Island employers. 2024 saw the completion of cutting-edge renovations to one of the state's American Job Centers and the completion of the multi-agency comprehensive State Workforce Innovation and Opportunity Act (WIOA) Plan, which is a federally required document that sets the vision and strategic goals for the workforce system over the next four years.

The WDS Division remains a core partner in the state's three American Job Centers—the local centers of the national network of American Job Center's Career Center locations in Rhode Island. In 2024, American Job Centers served 5,113 job seekers through the employment service delivery system, including 4,789 unemployed individuals. Additionally, the Division served 275 unique employers. WDS also continued to pilot the community-affiliate career center model, which is comprised of smaller job centers housed in community organizations within local areas of opportunity throughout the state. In 2024, American Job Center team members continued to offer services at the Woonsocket Education Center, where staff aimed to increase the recognition and level of access to the workforce system, providing career services in a venue and environment connected to the local community.

Through multiple modalities, WDS provides services to un/underemployed individuals via the Reemployment Services and Eligibility Assessments (RESEA) program. This federal program aims to reduce the duration of claimants' unemployment insurance to facilitate gainful and sustainable employment. In 2024, 6,822 individuals were selected to participate in the RESEA program

For more information and resources, please visit dlt.ri.gov/individuals.

WIOA Title 1B Programs

The **Workforce Development Services Division** supports programs under Title IB of the federal Workforce Innovation and Opportunity Act (WIOA). The Governor's Workforce Board disburses WIOA Title IB funds to Rhode Island's two Local Workforce Development Boards (LWDBs), who, as subgrantees, provide Title IB program services in the State of Rhode Island. In 2024, the state continued refining policies to enhance services under WIOA Title 1B. For example, WIOA Title 1B training services can be provided through Individual Training Accounts (ITAs). In addition, WIOA-funded training and other services may be made available to employed individuals if, among other criteria, their current employment does not provide for economic self-sufficiency. In state guidance approved in 2024, policies around eligibility for ITAs and financial assistance for on-the-job training were revised to help promote the use of and increase programmatic compatibility with Registered Apprenticeship Programs – a proven model of career preparation that combines paid on-the-job learning with related instruction to improve workers' skill levels and wages progressively.

The LWDBs—the Workforce Partnership of Greater Rhode Island and Workforce Solutions of Providence/Cranston—are responsible for the operations of the WIOA Adult, WIOA Dislocated Worker, and WIOA Youth programs under the Act. In 2024, 363 adults, 405 dislocated workers, and 603 youth participants were served in Rhode Island under WIOA Title IB.

Trade Adjustment Assistance

Trade Adjustment Assistance (TAA) provides monetary benefits and educational assistance to workers who have lost their jobs or whose hours of work and wages have been reduced due to foreign competition, including increased imports or a shift in production out of the United States. TAA services include but are not limited to, educational and occupational training, on-the-job training, job search and relocation allowances, income support, and other reemployment services. In 2024, 10 TAA program participants were served, with eight enrolled in various trainings.

The termination provision under Section 285(a) of the Trade Act of 1974, as amended, went into effect on July 1, 2022. As such, the TAA program continued to operate in a phase-out termination status in 2024. Under this status, the US Department of Labor cannot investigate new Trade petitions, but clients covered under previously approved petitions may continue to access services. Services can be provided in any of the American Job Centers or on the Virtual Career Center. As such, Workforce Development Services continued outreach efforts and case management for those employees certified under an existing approved condition. Even though new petitions filed cannot be investigated or certified by the US Department of Labor (unless the TAA Program is reauthorized), Workforce Development Services remains committed to submitting petitions on behalf of workers separated from their employment due to foreign competition.

Veterans Services Unit

The **Veterans Service Unit** employs a two-pronged approach: 1) directing veterans to meaningful employment through job placement services and training opportunities and 2) educating RI's employer community on the wealth of skills and experience veterans bring to the civilian workforce.

Within the Veterans Service Unit, Disabled Veterans' Outreach Program (DVOP) Specialists provide intensive services to meet the employment needs of eligible veterans with priority in the provision of services, while Local Veterans Employment Representatives (LVER) staff conduct outreach to employers to assist veterans in obtaining employment and facilitate those aligned services. In 2024, the Veterans Service Unit has continued to maintain its presence as a resource for Veterans, serving 75 participants and working to obtain unsubsidized employment outcomes through collaboration with various community organizations and partners.

Rapid Response

The **Rapid Response program** proactively assists with all cycles of business health, from rapid growth and direct recruitment to layoffs and plant closings, by quickly coordinating services and providing assistance to companies and employees, maximizing public and private resources, and minimizing disruptions associated with job loss.

Rapid Response staff members provide intensive assistance to impacted employees, explaining how to apply for Unemployment Insurance (UI) benefits, outlining American Job Centers' reemployment services, and reviewing available training opportunities. Other services include coordinating job fairs, ensuring hiring visibility, and offering customized reemployment workshops, such as resumé development and interviewing strategies. Staff also collaborated with Health Source RI to provide impacted workers with healthcare resources, and the US Department of Labor contributed to the Rapid Response presentation by providing Social Security/Retirement information for those considering retirement.

In 2024, the Rapid Response team accelerated employer outreach efforts through proactive and reactive strategies. The team facilitated workshops, including resume workshops, hiring events, and traditional events, which included health care information, workforce services, and retirement

information to educate and assist impacted employees about employment and wrap-around services. The Division delivered 31 Rapid Response events throughout the year to help with employee transitions in multiple Rhode Island industries, including manufacturing, health care and social assistance, and retail trade. The in-person and virtual workshops offered English, Spanish, and ASL information and resources.

In addition, the Division hosted 135 virtual and in-person job fairs and employer recruitment opportunities with 67 employers from across the state at our local American Job Centers, employer sites, and through our virtual platform.

Work Opportunity Tax Credit

The **Work Opportunity Tax Credit (WOTC)** is a federal tax credit available to employers as an incentive to promote hiring among individuals from certain target groups who have consistently faced “significant barriers to employment” (SBE), such as people with disabilities, returning citizens, and veterans. Workforce Development Services administers the application process for WOTC requests received from employers. However, all tax-related benefits of the WOTC program are entirely the purview of the United States Department of Treasury through the Internal Revenue Service.

Rhode Island received 11,961 WOTC applications in 2024. WOTC certified 3,888 applications, which provided RI employers with potentially up to \$16,165,200 for hiring new employees.

Foreign Labor Certification and Migrant Seasonal Farm Workers

The **Foreign Labor Certification (FLC)** process enables employers to hire foreign workers preauthorized by the U.S. Citizenship and Immigration Service to temporarily live and work in the United States through the H-2A and H-2B guest visa programs. However, a business must demonstrate its inability to fill the position with a qualified citizen at prevailing wages to qualify. The Department guides the employer in complying with U.S. Department of Labor regulations and requirements, offers training on placing job orders through the State Job Board, EmployRI, reviews job orders for compliance with content requirements, and monitors the appropriate referral of domestic workers. DLT is dedicated to the protection of and advocacy for America’s workforce, including guest workers and migrants, who historically have been a disadvantaged demographic.

Farmworkers who meet the federal definition of migrant and/or seasonal outlined in 20 CFR 651.10 are served by the Migrant and Seasonal Farmworker (MSFW) program, which assists with making career and labor market decisions that can help them achieve economic self-sufficiency while improving their living and working conditions. DLT’s dedicated, multilingual MSFW Outreach Worker is aware of and sensitive to socio-economic and cultural issues faced by agricultural communities. In-person outreach activities foster and reinforce beneficial relationships between farmworkers, farmers, non-profit organizations, and the National Farmworker Jobs Program (NFJP). The State Monitor Advocate (SMA) reviews the delivery of services and protections afforded by Rhode Island’s three American Job Center (AJC) offices. AJCs are monitored for compliance with federal regulations to ensure that MSFWs receive services that are qualitatively equivalent and quantitatively proportionate to those provided to all other job seekers. Regular field visits and annual migrant housing inspections are performed at all farms that host H-2A workers.



**GOVERNOR'S
WORKFORCE
BOARD**

The **Governor's Workforce Board (GWB)** was established under RI General Laws (R.I.G.L.) § 42-102 as the state's primary policy-making body on workforce development matters. The GWB coordinates and oversees numerous workforce development programs by allocating the RI Job Development Fund (JDF), the federal Workforce Investment and Opportunity Act (WIOA), and other funding sources when available.

The Board consists of nineteen (19) members representing business, labor, education, community, and government with the statutory responsibility and authority to plan, coordinate, fund, and evaluate nearly all statewide workforce development activities.

During 2024, the GWB administered over \$58M in investments in support of the Governor's vision to create an integrated workforce, education, and economic development system, which includes:

- Expanding effective industry sector-driven programs such as Real Jobs Rhode Island;
- Increasing the utilization of 'earn and learn' models such as On-the-Job Training and Registered Apprenticeship; and
- Reaching the small and micro businesses most in need of workforce services.

The Board also increased investments and expanded programs to deliver work-based learning and career exploration opportunities for youth.

In administering all these investments, the Board prioritized diversity, equity, and inclusion across all program policies and monitored utilization by age, gender, race, ethnicity, geography, business size, and other indicators available.

For additional details on the programs within the Governor's Workforce Board, please visit gwb.ri.gov.

Small Grant Programs for Employers

The GWB administers the following small grant programs to help meet the workforce needs of local employers:

Incumbent Worker Training Grants

The Incumbent Worker Training Grant program is designed to help employers remain competitive and help workers maintain and advance in their careers. It provides eligible employers with a 50% or 75% reimbursement for eligible costs on eligible training activities up to \$30,000 per calendar year. The program is funded using the Rhode Island Job Development Fund, and in FY24, 143 employers utilized the program, with approximately 3,000 incumbent workers trained.

Workplace Accessibility Grants

The Workplace Accessibility Grant program is a new initiative established by the GWB to promote employment and economic opportunity for individuals with disabilities through investment in accessible workplaces. The program provides a 100% reimbursement for eligible costs up to \$5,000 per calendar year to businesses with fewer than twenty-five (25) employees. The program is funded using the Rhode Island Job Development Fund. During FY24, four (4) employers utilized the program.

Nursing Facility Training Grants

The Nursing Facility Training Grant program is designed to help licensed nursing facilities provide enhanced healthcare training for employees and improve the quality of care for patients. Facilities must be compliant with the minimum staffing requirements of R.I.G.L. § 23-17.5-32. In FY24, six licensed nursing facilities utilized the program to train 230 employees.

Non-Trade Apprenticeship Expansion Grant

The Non-Trade Apprenticeship Expansion Grant program was created in R.I.G.L. § 42-102-11 to help organizations pay for the design and development of new and innovative apprenticeship tracks by providing reimbursement for eligible planning activities and costs up to \$25,000. RI General Revenue funds it, and it is now available year-round. Two (2) organizations utilized the program during FY24 to plan for new apprenticeships. The GWB also administers the Non-Trade Apprenticeship Incentive Program under R.I.G.L. § 42-102-13. In FY24, 26 employers utilized the incentive for 66 apprentices.

Workforce Programs and Initiatives

Workforce Innovation and Opportunity Act (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal law that provides resources to states to help jobseekers access employment, education, training, and support services and to match employers with the skilled workforce they need. WIOA requires each state to have a State Workforce Development Board that distributes funds to local workforce development boards, and the GWB fulfills this role. In 2024, 363 adults, 405 dislocated workers, and 603 youth participants were served in Rhode Island under WIOA Title IB.

Work Immersion

Work Immersion is an internship support program available to Rhode Island employers. It was established under R.I.G.L. § 42-102-11 and is designed to boost the employment prospects of new and returning workers (i.e., eligible students and unemployed or underemployed adults) through meaningful paid work experiences. It provides employers with a 50% or 75% reimbursement for wages paid to participants for up to 400 hours of work. In 2024, 146 employers utilized Work Immersion to support 375 interns or newly hired workers.

Real Jobs Rhode Island

Real Jobs RI is a demand-driven workforce development initiative that supports partnerships with employers, training providers, and community-based organizations to address specific workforce needs and challenges. Solutions can include:

- Placing new employees into immediate job openings;
- Upskilling current employees to advance skills and/or remain competitive;
- Helping business owners and entrepreneurs advance their ventures;
- Creating pipelines of talent for the future.



RJRI is a win-win because companies get the talent they need to compete globally and grow locally, and Rhode Islanders get opportunities to thrive in the economy. The program currently has sixty-one (61) partnerships offering diverse training and placement services. During FY24, the program enrolled and served 8,785 participants, including 5,312 jobseekers, 2,421 incumbent workers, 963 business owners or entrepreneurs, and 89 students. The average cost per person enrolled/served was \$3,446. A full report on participant completion and job placement, including demographic data, is available here: gwb.ri.gov/programs-services/real-jobs-ri.

Since its inception in 2015, the Real Jobs RI program has successfully trained, upskilled, and/or placed over 43,500 workers at 6,000 local businesses.

Youth Programs and Initiatives

The GWB continues to invest and expand its youth career readiness initiatives, with an elevated focus on career exploration through the following efforts:



Real Skills for Youth

Real Skills for Youth is centered around preparing youth ages 14-24 for success in college and career through meaningful career exposure and work-based learning. The program funds regional partnerships of schools, youth-serving community-based organizations (CBOs), and employers to develop and implement high-quality career exploration activities and paid work-based learning experiences. For many youth participants, this programming provides the first immersive experience in the world of work. Through service-learning projects, internships, school-based enterprises, apprenticeships, or industry projects, students complete at least 80 hours of robust work experience and extensive work-readiness training, including resume development, interview prep, and financial literacy. In 2024, the program worked with 19 partnerships and served over 3,500 youth participants across the state.

Career Exploration Equity Grants

During 2024, the GWB developed a Career Exploration Equity Grant program for schools and community-based organizations (CBOs). The program aims to support equitable access to high-quality career exploration activities for youth and young adults and provides 100% reimbursement for eligible costs up to \$5,000 per calendar year. The Board allocated \$100,000 from the Rhode Island Job Development Fund to launch the program and began accepting and approving program

applications and grant awards. The GWB has since approved 40 provider contracts, served over 2,600 students across 25 entities, including school and community-based organizations, and increased its funding to \$150,000 for FY25. The Career Exploration Equity grant continues gaining momentum and provides students throughout Rhode Island with access to quality career exploration-related opportunities.

PrepareRI 8th Grade Statewide Career Exploration Fair (JA Inspire)

The PrepareRI 8th Grade Statewide Career Exploration Fair (JA Inspire) is a 3-day, in-person career fair executed by Junior Achievement of RI and funded with GWB state funds and in collaboration with Prepare RI, the Warren Alpert Foundation, the RI Foundation, Citizens Bank, and other stakeholders. Over 4,500 eighth graders from over 30 schools across several districts participated in the career fair after completing a preparatory 6-week curriculum in their respective classrooms. With 94 industry exhibitor booths present, youth interacted with employers representing various industries, including public law enforcement, health and human services, construction, culinary, marine trades, computer science, and more. The career exploration fair also had robust representation from the maritime industry, complete with a life-size inflatable submarine and words shared by Rear Admiral Michael Van Poots from the US Navy on opening day. Students also engaged in robust conversations with high school students from 10 Career and Technical Education (CTE) schools to bolster CTE enrollment for the start of the 2025-2026 academic year.

PrepareRI High School Summer Internship Program

The PrepareRI High School Summer Internship Program, spearheaded by Skills for Rhode Island's Future, delivers robust and engaging in-person internships for rising high school seniors. With the continued support of the GWB, American Student Assistance, and other funding sources, the Prepare RI High School Summer Internship Program wrapped up its seventh year of operation. In 2024, more than 350 youth were placed in a summer internship experience with 96 employers across various industry sectors. Three hundred and thirty-nine (339) youths completed the program.

Voluntary Extension of Care

The Voluntary Extension of Care (VEC) program was established under R.I.G.L. § 14-1-6 and provides housing, healthcare, financial support, and career counseling services to former foster youth between the ages of 18 and 21 who have not achieved permanency. The Voluntary Extension of Care (VEC) Team at the RI Department of Children, Youth, and Families (DCYF) administers the program. Starting in 2023, the GWB met with parties, including DCYF, the RI Family Court, and other workforce system partners, to discuss VEC participants' employment and training needs and provide tactical support under RIGL § 42-102-10.1. Conversations continued into 2024, and there was further collaboration with the American Job Centers to allot specific job coach time during the month for VEC youth to access the DLT program resources.



**OFFICE OF
COMMUNITY
ENGAGEMENT**

The **Office of Community Engagement (OCE)** leads the Department's commitment and strategy to be an equitable, inclusive, and accessible organization, both internally and externally, in serving the public. The mission of the OCE is to build meaningful, two-way relationships with community representatives to ensure that all DLT services and programs are accessible, inclusive, and equitably distributed, focusing on eliminating barriers and promoting access for underserved populations.

The OCE works across agency divisions and with outside community stakeholders to:

- Identify and eliminate barriers to fair treatment and quality services for clients;
- Establish diversity, equity, and inclusion (DEI) goals for all public-facing services provided by the Department;
- Share best practices in equitable delivery of services; and
- Ensure that the Department internally implements equitable, inclusive, and culturally responsive practice.

The Community Engagement Partners initiative, launched in April 2023 with 25 organizations, advises DLT on culturally- and linguistically appropriate programming and engages in general education and outreach to better serve historically underserved populations and populations with barriers to employment. Each grantee is funded up to \$15,000 for 12 months of performance (\$12,000 payment for deliverables and up to \$3,000 reimbursement for materials and supplies).

In 2024, OCE extended contracts for the 25 Community Engagement Partners for a second year and added six additional partners:

- | | |
|---|---|
| • Access Point RI <i>(New)</i> | • Oasis International |
| • Amos House | • Progreso Latino |
| • The Autism Project | • Providence Public Library |
| • Boys & Girls Clubs of Providence | • Refugee Dream Center |
| • Cape Verdean American Community Development | • Revive Therapeutic Services |
| • Center for Southeast Asians | • Rhode Island Black Business Association |
| • Connecting for Children and Families <i>(New)</i> | • Rhode Island Regional Adult Learning (RIRAL) |
| • Crossroads Rhode Island | • Tomaquag Museum <i>(New)</i> |
| • Foster Forward | • Tribal Youth Empowerment Corporation <i>(New)</i> |
| • Fuerza Laboral | • Turning Around Ministries <i>(New)</i> |
| • Genesis Center | • Women's Refugee Care |
| • Justice Assistance | • Workforce Ready Solutions LLC |
| • Multicultural Innovation Center | • YMCA of Pawtucket |
| • New Bridges for Haitian Success (NB4HS) | • YWCA Rhode Island <i>(New)</i> |
| • Newport Community School | • Young Voices |

Equal Opportunity Officer

The **Equal Opportunity Officer** is responsible for the State Program, which is the broad coordination of compliance with the equal opportunity and nondiscrimination requirements in WIOA and the DLT. This includes:

- Serving as the liaison with the Civil Rights Center
- Monitoring the DLT's activities and WIOA Title I-funded programs
- Reviewing the DLT's written policies to ensure they are nondiscriminatory
- Developing and publishing procedures for processing and tracking discrimination complaints
- Conducting outreach and education about equal opportunity and nondiscrimination requirements
- Developing and monitoring Language Access initiatives across all programs and activities
- Reestablishing and convening the DLT's internal Equal Opportunity Advisory Committee

The Equal Opportunity Officer continues to make significant progress, particularly with language access initiatives in the unemployment insurance program; DLT now collects preferred language information from all UI clients and has a process for translating vital documents into that preferred language for those clients. Additionally, the DLT is in the process of translating all vital UI and TDI documents into Spanish. The Equal Opportunity officer has developed a Language Access Obligation training and has led a department-wide training for all staff.

The Equal Opportunity Officer has successfully reestablished the internal Equal Opportunity Advisory Committee. This committee has met continuously since May 2024, reestablished committee bylaws, attended state-led trainings, and continues monthly meetings.

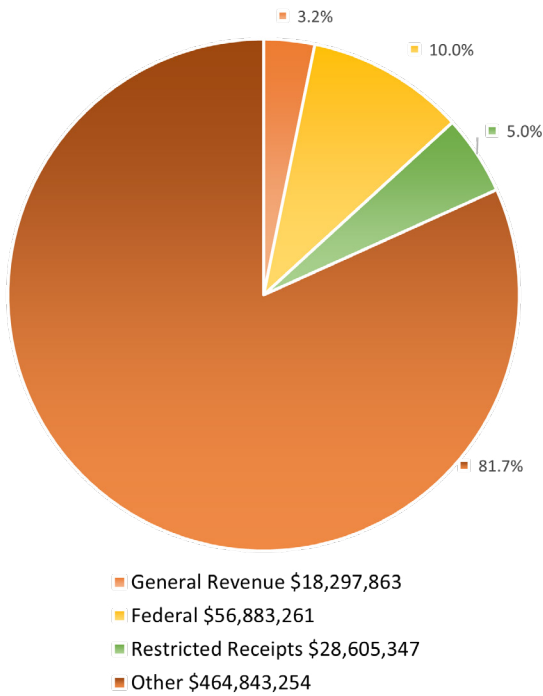




BUDGETARY EXPENDITURES

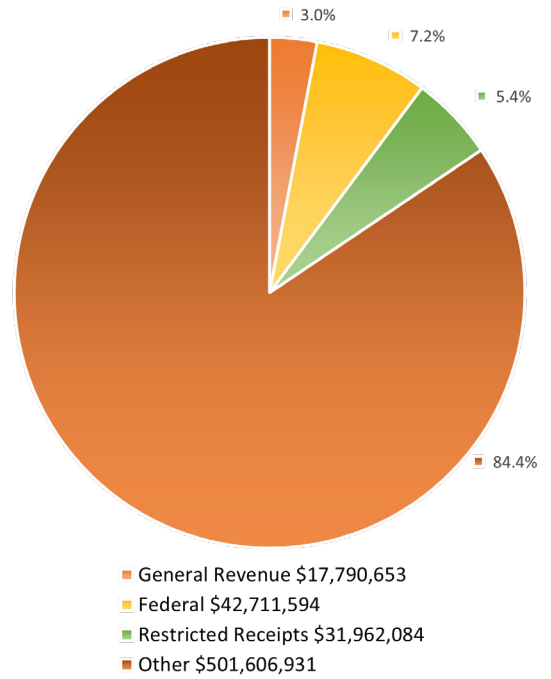
Actual Expenditures 2024

Department Total: \$568,629,725



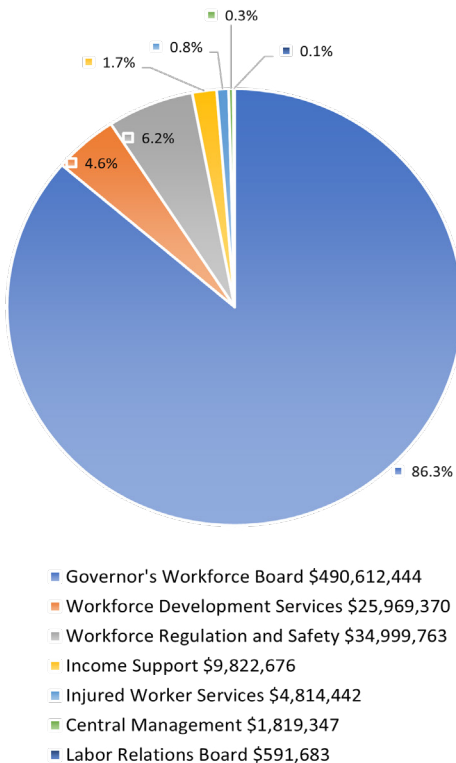
Budgeted Expenditures 2025

Department Total: \$594,071,262



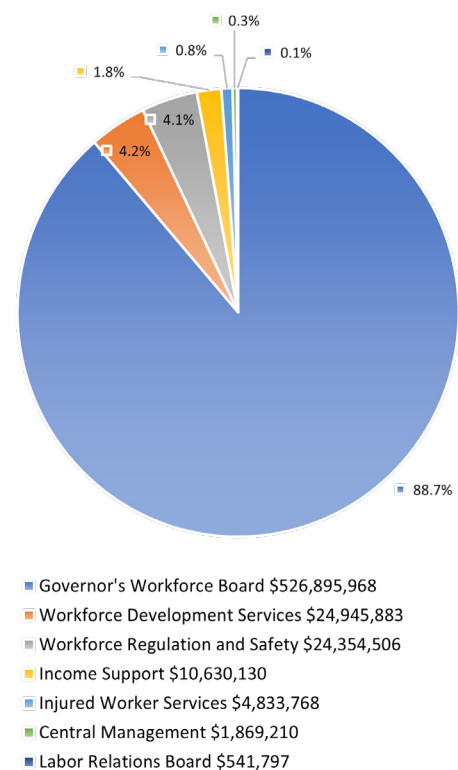
Actual Expenditures by Program 2024

Department Total: \$568,629,725



Budgeted Expenditures by Program 2025

Department Total: \$594,071,262





PHOTOGRAPHY CREDITS



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RHODE ISLAND
DEPARTMENT OF LABOR AND TRAINING