



RESIDENTIAL
CONSTRUCTION
WORKFORCE PARTNERSHIP

2025 ANNUAL REPORT



RESIDENTIAL CONSTRUCTION WORKFORCE PARTNERSHIP

Building Rhode Island's **Workforce.**

Building Careers. Changing Lives.

A YEAR OF TRAINING, PLACEMENT, AND PARTNERSHIP

RCWPRI.ORG

A Year of Building, Together.

Rhode Island's housing market needs builders. In 2025, we trained the people who will frame the next decade of homes.

RCWP trained roughly **150 Rhode Islanders** to step into the trades, and **90% of our graduates** walked straight into a paying job. The skilled construction workforce is shrinking faster than it can replace itself, and we close that gap one cohort at a time.

This year we ran three pre-apprenticeship academies, supported about **800 small contractors** through business upskilling, and reached deeper into Spanish-speaking neighborhoods through our Minority Business Accelerator.

Our results travel because of our partners. Real Jobs Rhode Island anchored our funding. LISC Rhode Island opened a new path for SNAP participants. Foundation, corporate, and individual donors filled the gaps that public dollars could not.

To every funder, instructor, employer partner, and volunteer who showed up this year: thank you. Your support put tools in the hands of new tradespeople and steady paychecks in new households.

In 2026, we will diversify our funding, formalize our operations, and extend our reach into new corners of the state. The work ahead is bigger than what we can do alone, and we welcome you to build it with us.



Ronald Caniglia

Ronald Caniglia

Chairman, Residential Construction
Workforce Partnership



Partners, instructors, and students celebrate a \$26,470 Huber Helps gift, December 2024.

ABOUT RCWP

MISSION

Training people to build communities.

VISION

Solving the residential construction workforce shortage.

The Residential Construction Workforce Partnership is the workforce-development 501(c)(3) carved out of the Rhode Island Builders Association in 2020. We run pre-apprenticeship academies in two Rhode Island locations, upskill small contractors, support Spanish-speaking entrepreneurs, and partner with high schools and reentry organizations to widen who gets into the trades.

A YEAR OF MEASURABLE WORKFORCE IMPACT

2025 by the *Numbers.*

Every figure below is a person trained, a contractor sharpened, or a paycheck earned.
Together they tell the story of a year spent putting Rhode Islanders to work.

150

STUDENTS ENROLLED

In federally registered HBI Pre-Apprenticeship (PACT) programs.

90%

PLACEMENT RATE

Graduates working in the trades within months of completion.

~800

CONTRACTORS TRAINED

Through small-business upskilling courses, in person and online.

3

ACADEMIES OPERATED

Pre-apprenticeship cohorts running across the year.

2

LOCATIONS

Day and night classes, in northern and southern Rhode Island.

26

LATINO PARTICIPANTS

Served through the pre-apprenticeship programs.

28%

FEMALE IN ACCELERATOR

Women entrepreneurs in the Minority Business Accelerator.

4

REENTRY SERVED

Justice-involved Rhode Islanders served in 2025; 3 graduated.

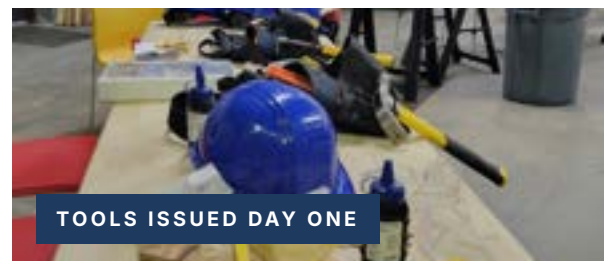
\$9K

COST PER STUDENT

Direct training investment per pre-apprentice graduate.



WALL FRAMING · PACT



TOOLS ISSUED DAY ONE

Programs.

Six programs, one pipeline. Each offering moves a Rhode Islander a step closer to a career on a jobsite, or strengthens a contractor already on one.

Pre-Apprenticeship Academies

Our flagship program trained roughly 150 Rhode Islanders in carpentry, drywall, masonry, and electrical work. Day and night cohorts ran in two academy locations using the HBI Pre-Apprenticeship (PACT) curriculum, a federally registered program.

Small Business Upskilling

About 800 contractors built sharper skills through more than 100 courses delivered live, in person, and over Zoom. Topics ranged from licensing and bidding to safety and project management.

Minority Business Accelerator

RCWP coached Latino contractors in Spanish so they could register as general contractors with the State and pass OSHA safety training. Over three years, the accelerator has reached more than 500 entrepreneurs, 28% of whom are women.

High School Partnerships

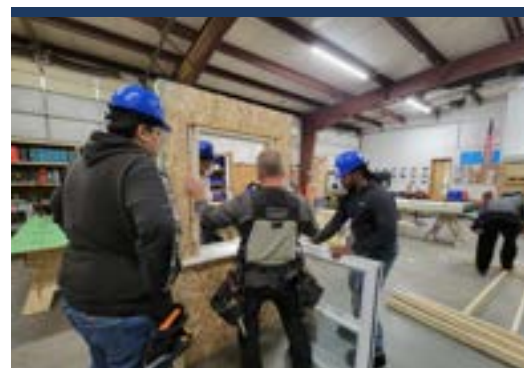
Two Rhode Island high schools used RCWP space to deliver trade programs to their students this year. Students gained access to industry-grade training facilities, and RCWP gained a pipeline into early-career exposure.

Reentry and Wraparound Services

RCWP partnered with a community-based organization to deliver outside-the-walls training and wraparound services to justice-involved Rhode Islanders, complementing our job-placement pipeline.

Energy and Healthier Homes

RCWP weaves energy efficiency, weatherization, and lead training into every curriculum so graduates leave equipped to build healthier homes. We also train energy auditors, an in-demand role across the Northeast.



FROM CLASSROOM TO CAREER

Malcolm Rodriguez

PROGRAM

Central Falls Carpentry Class

NOW WORKING AS

Property Manager at Bilotti Group, Inc.

"The skills I gained opened many doors, including my current role at Bilotti Group."

The carpentry training helped me and others improve ourselves. The skills I gained opened many doors, including my current role at Bilotti Group, Inc., a large property management company where I oversee 30 properties and apply what I learned.

Looking Ahead to 2026.

In 2026, RCWP will reach further, open more pathways into the trades, and support graduates beyond their first job.

1

Train more Rhode Islanders for the trades.

RCWP will expand pre-apprentice training from 150 to 300 participants and push the placement rate to 95%. More graduates step into family-supporting careers in residential construction.

2

Open the trades to more young people.

RCWP will bring construction career pathways into more Rhode Island high schools, building new partnerships across the state. Early exposure shifts what students see as possible after graduation.

3

Support graduates beyond placement.

RCWP will expand coaching and post-placement support so graduates advance into apprentice, crew lead, and contractor roles. New tracking systems will measure wage progression at three, six, and twelve months.



NEW LEADERSHIP

Welcome Our New Executive Director, Arianna Engle.

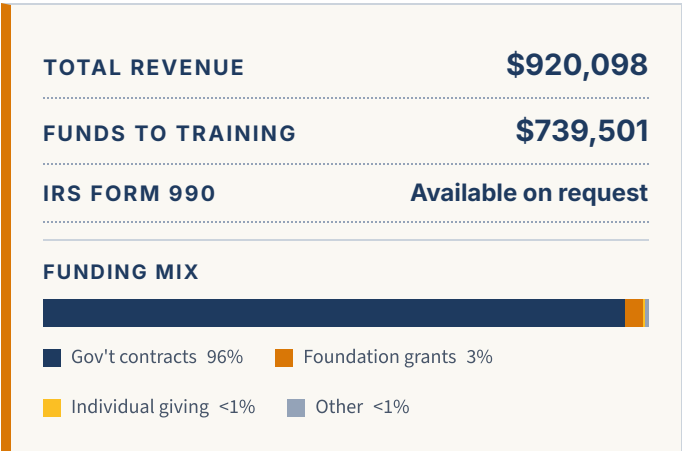
The Residential Construction Workforce Partnership is excited to announce the appointment of its new Executive Director, Arianna Engle. Building on the organization's strong foundation, Arianna is committed to advancing workforce development initiatives that support the residential construction industry and create pathways to rewarding careers.

Looking ahead, she remains focused on fostering innovation, growth, and workforce excellence across the state. Arianna previously served as Training Program Director at Building Pathways Boston. A Rhode Island native, she holds a bachelor's degree in Youth Development from Rhode Island College.

Thank You for *Building With Us.*

The partners, board members, and supporters who made 2025 possible.

2025 FINANCIAL SNAPSHOT



BOARD OF DIRECTORS

Ronald Caniglia	Chairman	President, Point Associates, LLC
Robert Baldwin	Vice President	President, R&B Homes
Jason Daponte	Treasurer	Managing Partner, Sansiveri, Kimball & Co., LLP
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Anthony "Tony" A'Vant	Director	Asst. Director of Design and Construction, RI Housing
John Marcantonio	CEO / Director	Residential Construction Workforce Partnership

OUR SUPPORTERS

PROGRAM INCOME WAS PROVIDED BY

- Department of Labor and Training
 - Highlander Charter Schools
 - Papitto Foundation
 - Providence Workforce Solutions
- RI Energy
 - RI Housing
 - The Met

BUILD WITH US

Put a tool in a student's hand. Hire a graduate. Stand with us.

Every gift, every hire, and every referral compounds into another paycheck earned and another Rhode Islander on a job site.

GIVE

Your gift puts tools in a student's hands and pays for the instruction that gets them hired.

rcwpri.org/donations

PARTNER

Hire a graduate, sponsor a cohort, or open a jobsite for a class visit.

(401) 438-7411

REFER

Know someone ready to start a career in the trades? Send them our way.

rcwpri.org

Residential Construction Workforce Partnership

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