



Workforce Innovation and Opportunity Act
Office of Employment Assistance

ADWS Policy Number: WIOA I-B 4.7 Effective Date: January 31, 2023

**ARKANSAS DIVISION OF WORKFORCE SERVICES
REGIONAL AND LOCAL PLAN GUIDANCE POLICY**

- I. **Purpose:** The purpose of this workforce system guidance is to provide modification requirements, submission process, and deadline for the required modifications of the WIOA Regional and Local Plans for (PYs) 2022-2023. Local workforce development boards are expected to share this guidance with their respective board chairs and chief elected officials (CEOs).
- II. **References:**
 - a. WIOA §§106(a)(c),102,108
 - b. 20 CFR 679
 - c. 29 CFR part 38.
 - d. TEN 21-16
 - e. TEGL 4-21
- III. **Background:** The Workforce Innovation and Opportunity Act requires each local workforce development board to submit a four-year plan to the Governor's administrative entity. Each plan must be modified at the end of the first two years to reflect changes in labor market and economic conditions or other factors affecting the implementation of the local plan.

Regional Plan Modification Requirement [20 CFR§ 679.530]:

At the end of the first 2-year period of the 4-year local plan, the local workforce development boards within a planning region, in partnership with the appropriate chief elected officials, must review the regional plan, and prepare and submit modifications to reflect changes in:

- regional labor market and economic conditions; and
- other factors affecting the implementation of the local plan, including but not limited to changes in financing available to support WIOA title I and partner provided WIOA services.

Local Plan Modification Requirement [20 CFR§ 679.580]: At the end of the first 2-year period of the 4-year local plan, each local workforce development board, in partnership with the appropriate chief elected official, must review the local plan, and prepare and submit modifications to the local plan to reflect changes in:

- Labor market and economic conditions; and
- other factors affecting the implementation of the local plan, including but not limited to:
 - significant changes in local economic conditions,
 - changes in the financing available to support WIOA title I and partner-provided services,
 - changes to the Local WDB structure, and
 - the need to revise strategies to meet local area performance goals.

Note: Only regions specified by the State as described in WIOA §106(a) must submit regional plans.

PY 2022 - 2023 Regional Plan Modification Requirements

WIOA requires regional planning – a broad strategic approach to planning focused on the overarching vision, goals, alignment, and shared responsibilities within the region.

In a narrative format, please address the following elements in the modification of the 4-year regional plan.

- 1.1. Provide a labor market and economic analysis of the workforce development planning region. This regional analysis must include:
 - A. The economic conditions,
 - B. Labor force employment and unemployment data,
 - C. Information on labor market trends,
 - D. Workforce development activities,
 - E. The educational and skill levels of the workforce, including individuals with barriers, and
 - F. The development and implementation of sector initiatives for existing and emerging in-demand industry sectors or occupations for the region.

Indicate the sources of regional labor market and economic data. **[WIOA Sec. 106(c)(1)(C)]**

- 1.2. Based upon the regional labor market and economic conditions analysis and *Arkansas's Workforce Development Plan (PY 2020 –PY 2023)* describe the planning region's economic and workforce development-oriented vision and strategic goals. **[WIOA Sec. 106(c) and Sec. 107(d)]**
- 1.3. Describe how the planning region will establish an agreement concerning how the planning region will collectively negotiate and reach agreement with the State on local levels of performance for, and report on, the performance accountability measures described in WIOA Section 116(c), for local areas and the planning region. **[WIOA Sec. 106(c)(H)] [20 CFR 677.210(b) and (c)] and [20 CFR 679.510(a)(2)]**

PY 2022 - 2023 Local Plan Modification Requirements

WIOA requires each Local WDB, in partnership with the appropriate chief elected official, to review and submit modifications to their local plan. The following sections of the local plan must be modified:

- Labor Market and Economic Conditions
- Significant Changes in Local Economic Conditions
- Changes in the Financing Available to Support WIOA Title I and Partner Provided Services
- Changes to the Local Workforce Development Board Structure
- The Need to Revise Strategies to Meet Local Performance Goals
- Covid Recovery, Readiness, Diversity, and Inclusion

Section 1: Workforce and Economic Analysis

Please provide a separate response for each of the elements listed below.

- 1.1. Provide an analysis of the economic conditions, including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. **[WIOA Sec. 108(b)(1)(A)] and [20 CFR 679.560(a)]**

Note: Per WIOA Sec. 108(c), existing economic regional and/or local area analyses may be used if sourced data and/or derived analyses are economically relevant and current (i.e., within two years of the issuance of this guidance).

- 1.2. Provide an analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment. **[WIOA Sec. 108(b)(1)(C)] and [20 CFR 679.560(a)]**
- 1.3. Provide an analysis and description of workforce development activities, including type and availability of education, training, and employment activities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the education and skill needs of the workforce and the employment needs of employers in the region.

Section 2: COVID Recovery, Readiness, Diversity, and Inclusion

Responses are focused on the local area's readiness to continue full operations in the post-COVID era as well as adherence to the Administration's Diversity, Equity, and Inclusion of Workforce Services Initiative.

- 2.1 What is the Local Area's vision for equitable and inclusive recovery and reemployment? What are community partners' roles in this vision? How much of this vision is accomplishable with current WIOA funding?
- 2.2 How has the Local Area modified their service delivery strategies and services as the Arkansas Workforce Centers have safely reopened? Is there a thoughtful strategy to deliver services safely and effectively to all individuals, reflective of the President's emphasis on diversity, equity and inclusion of workforce services, and this strategy has been put into action across the local area?

Appendix A: PY 2020 – PY 2023 Regional Plan Template

WIOA requires regional planning— a broad strategic approach to planning focused on the overarching vision, goals, alignment, and shared responsibilities within the region.

Please address the following elements in a narrative of 15 pages or less.

- 1.1 Provide the following:
 - A. A reference name for the planning region;
 - B. Identification of the local workforce development areas that comprise the planning region;
 - C. Identification of the county(ies) each local workforce development area serves;
 - D. Identification of the key planning region committee members charged with drafting the regional plan;
 - E. Indication of the local workforce development area each committee member is associated with; and
 - F. A list of key planning region committee meeting dates. [WIOA Sec. 106(a) and (c)]

- 1.2 Provide a labor market and economic analysis of the workforce development planning region.

This regional analysis must include:

- A. The economic conditions;
- B. Labor force employment and unemployment data;
- C. Information on labor market trends;
- D. Workforce development activities;
- E. The educational and skill levels of the workforce, including individuals with barriers; and
- F. The development and implementation of sector initiatives for existing and emerging in-demand industry sectors or occupations for the region.

Indicate the sources of regional labor market and economic data. [WIOA Sec. 106(c)(1)(C)]

- 1.3 Based upon the regional labor market and economic conditions analysis and *Arkansas's Workforce Development Plan (PY2020-2023)* describe the planning region's economic and workforce development-oriented vision and strategic goals. [WIOA Sec. 106(c) and Sec. 107(d)]
- 1.4 Describe regional strategies used to facilitate engagement of businesses and other employers, including small employers and in-demand industry sector occupations. Describe methods and services to support the regional workforce system in meeting employer needs. [WIOA Sec. 106(c)]
- 1.5. Describe how the planning region will define and establish regional workforce development service strategies. Describe how the planning region will develop and use cooperative workforce development service delivery agreements. **[WIOA Sec. 106(c)(B)]**
- 1.6. Describe how the planning region will define and establish administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region. [WIOA Sec. 106(c)(E)]
- 1.7. Describe how the planning region will determine and coordinate transportation and other supportive services for the region. **[WIOA Sec. 106(c)(F)]**

- 1.8. Describe strategies and services the planning region will employ to coordinate workforce development programs/services with regional economic development services and providers. **[WIOA Sec. 106(c)(G)]**

- 1.9. Describe how the planning region will establish an agreement concerning how the planning region will collectively negotiate and reach agreement with the State on local levels of performance for, and report on, the performance accountability measures described in WIOA Section 116(c), for local areas and the planning region. **[WIOA Sec. 106(c)(H)] [20 CFR 677.210(b) and (c)] and [20 CFR 679.510(a)(2)]**

Appendix B: PY 2020 - 2023 Local Plan Template

WIOA requires each local workforce area to develop a local plan that supports and is submitted as a component of its associated regional plan. The narratives framed in the local plan will include more detailed, actionable plans and objectives, consistent with the local plan’s respective regional plan strategic visions and goals.

Please address the elements outlined below.

Local plans are not expected to exceed 75 pages.

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Section 1: Workforce and Economic Analysis

Please provide a separate response for each of the elements listed below.

1.1 Provide an analysis of the economic conditions, including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations.

[WIOA Sec. 108(b)(1)(A)] and [20 CFR 679.560(a)]

Note: Per WIOA Sec. 108(c), existing economic regional and/or local area analyses may be used if sourced data and/or derived analyses are economically relevant and current (i.e., within two years of the issuance of this guidance).

1.2 Provide an analysis of the knowledge and skills required to meet the employment needs of the employers in the local area, including employment needs for in-demand industry sectors and occupations. **[WIOA**

Sec. 108(b)(1)(B)] and [20 CFR 679.560(a)]

1.3 Provide an analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.

[WIOA Sec. 108(b)(1)(C)] and [20 CFR 679.560(a)]

1.4. Provide an analysis and description of workforce development activities, including type and availability of education, training, and employment activities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the education and skill needs of the workforce and the employment needs of employers in the region.

[WIOA Sec. 108(b)(1)(D)] and [20 CFR 679.560(a)]

Section 2: Strategic Vision and Goals

Section 2 responses will require input from members of the local workforce development board and other local stakeholders. Please provide a separate response for each of the elements listed below.

- 2.1 Describe the local board's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment). Include goals relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) to support regional economic growth and economic self-sufficiency. **[WIOA Sec. 108(b)(1)(E)]**

- 2.2 Describe how the local board's vision and goals align with and/or supports the vision and goals for the State's workforce development system as established by the Arkansas Workforce Development Board. **[WIOA Sec. 108(b)(1)(E)]** (See Appendix D: Planning References and Resources)

- 2.3 Describe how the local board's vision and goals contributes to each of the governor's goals. **[WIOA Sec. 108(b)(1)(E)]** (See Appendix D: Planning References and Resources) Note: The State Plan includes several objectives under each goal.

- 2.4 Describe how the local board's goals relate to the achievement of federal performance accountability measures. **[WIOA Sec. 108(b)(1)(E)]**

Section 3: Local Area Partnerships and Investment Strategies

Many of the responses in this section, such as targeted sector strategies, should be based on strategic discussions with the local board and partners. Please provide a separate response for each of the elements listed below.

- 3.1 Considering the analysis described in Appendix B - Section 1, describe the local board's strategy to work with the entities that carry out the core programs to align resources available to the local area, to achieve the strategic vision and goals described in element 2.1. This analysis should include:
 - A. A description of the local workforce development system; include key stakeholders and entities associated with administrative and programmatic/service delivery functions. Examples include elected officials, advocacy groups, local workforce development board and committee structure, fiscal agent, operator(s), required program partners, and major contractors providing Adult/Dislocated Worker/Youth program elements. Describe respective roles and functional relationships to one another;

 - B. A list of all Arkansas Workforce Centers in the local area; include address, phone numbers, and hours of operation; and

C. An attached organization chart that depicts the chief elected official (s), local board, administrative and fiscal entities, and service providers. [WIOA §108(a), §108(b)(1)(F)]

3.2 Describe the workforce development system in the local area that identifies the programs that are included in that system and how the local board will work with the entities carrying out core and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et. seq), that support the strategy identified in the State plan under section 102(b)(1)(E). [WIOA Sec. 108(b)(2)]

Note: The six (6) core programs identified by WIOA are: Adult, Dislocated Worker, Youth, Adult Education and Literacy, Wagner-Peyser Program, and Vocational Rehabilitation.

3.3 Describe how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable). [WIOA Sec. 108(b)(3)]

- 3.4 Describe local and regional efforts to support and/or promote entrepreneurial skills training and microenterprise services, in coordination with economic development and other partners. [WIOA Sec. 108(b)(5)]
- 3.5 Describe how the local board coordinates education and workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services. [WIOA Sec. 108(b)(10)]
- 3.6 Describe efforts to coordinate supportive services provided through workforce investment activities in the local area, including facilitating transportation for customers. [WIOA Sec. 108(b)(11)]
- 3.7 Describe strategies to implement the operational goals of the local one-stop system, maximizing coordination of services provided by the State's employment services under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), and the local board's service providers to improve services and avoid duplication. [WIOA Sec. 108(b)(12)]
- 3.8 Describe how the local board will carry out a review of local applications submitted under WIOA Title II Adult Education and Literacy, consistent with the local plan (as described in WIOA Sec. 107(d)(11) and WIOA Sec. 232). [WIOA Sec. 108(b)(13)]
- 3.9 Based on the analysis described in Appendix B - Section 1, identify the industries where a sector partnership is currently being convened in the local area or where there will be an attempt to convene a sector partnership and the timeframe. Categorize the sector partnerships as active, emerging, or exploring as defined below.
 - Active
 - Has a clear coordinator, convener, or convening team;
 - Is led by industry as demonstrated by private sector members playing leadership roles;
 - Has broad industry engagement as demonstrated by industry members attending meetings, partnering on activities, providing in-kind or financial resources, or similar;
 - Includes critical and engaged partners across programs from workforce development;
 - Can demonstrate that the partnership is not "just a workforce thing," "just an economic development thing," or "just an education thing."
 - Operates in a true labor market region, not within the confines of a workforce area or other geopolitical boundaries;
 - Operates under shared strategic plan, road map, etc.;
 - Can demonstrate clearly identified priorities and an action plan, be able to demonstrate recent or current activities, services or products that are a direct outcome of the partnership.

- Emerging
 - Has at least an interim coordinator, convener, or convening team;
 - Has engaged at least one private sector champion to help drive the launch and implementation of a sector partnership;
 - Includes individuals from workforce development, education, economic development and other programs or organizations in strategic partner roles;
 - Actively working to implement strategic priorities outlined in a launch meeting.
- Exploring
 - Is in the infancy stage, but actively considering or planning the preparation needed to launch a partnership;
 - Working to identify partners who would be involved;
 - Determining if the partnership really makes sense for the community.

3.10 Does the local board currently leverage or have oversight of funding outside of WIOA Title I funding to support the local workforce development system? Briefly describe the additional funding and how it will impact the local system. If the local board does not currently have oversight of additional funding, describe any plans to pursue them.

Section 4: Program Design and Evaluation

Many of the responses below should be based on strategic discussions between the local board and one-stop partners. Please provide a separate response for each of the elements listed below.

- 4.1 Describe the one-stop delivery system in the local area including:
- A. The local board's efforts to ensure the continuous improvement of eligible providers of services, including contracted service providers and providers on the eligible training provider list, and ensure that such providers meet the employment needs of local employers, workers, and jobseekers. [WIOA Sec. 108(b)(6)(A)]
 - B. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, using technology, and through other means. [WIOA Sec. 108(b)(6)(B)]
 - C. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.
[WIOA Sec. 108(b)(6)(C)] (See Appendix D: *Planning References and Resources*)
 - D. List all required and optional program partners; indicate the program(s) each partner provides and the physical location where the program(s) can be accessed. Describe the roles and resource contributions of the partners. [WIOA Sec. 108(b)(6)(D)]
 - E. Describe how the workforce centers are implementing and transitioning to an integrated technology-enabled intake and case management information system for core programs. [WIOA Sec. 108(b)(21)]
- 4.2 Describe the local board's assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. [WIOA Sec. 108(b)(7)]
- 4.3 Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. [WIOA Sec. 108(b)(8)]
- 4.4 Describe the local board's assessment of the type and availability of youth workforce activities, including activities for youth with disabilities. Identify successful models and best practices for youth workforce activities relevant to the local area. [WIOA Sec. 108(b)(9)]

Note: This section must include a description of the program design elements as well as how the local area will implement the 14 program elements.

- 4.5 Describe local board actions to become and/or remain a high-performing local board, consistent with the factors developed by the Arkansas Workforce Development Board. **These factors have not been determined but will include effectiveness and continuous improvement criteria for local boards.** [WIOA Sec. 108(b)(18)] **(See Appendix D: Planning References and Resources)**
- 4.6 Describe how training services will be provided in accordance with **WIOA Sec. 134(c)(3)(G)**, the process and criteria for issuing individual training accounts. **[WIOA Sec. 108(b)(19)]**
- 4.7 If contracts for training services are used, describe processes utilized by the local board to ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided. **[WIOA Sec. 108(b)(19)]**
- 4.8 Describe the process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. **[WIOA Sec. 108(b)(22)] and [WIOA Sec. 134(c)(3)(G)(iii)]**

Section 5: Compliance

Responses are focused on the local area's compliance with federal or state requirements. Please provide a separate response for each of the elements listed below.

- 5.1 Describe the replicated cooperative agreements, as defined by **WIOA 107(d)(11)**, in place between the local board and the Vocational Rehabilitation programs operated in the area with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. **[WIOA Sec. 108(b)(14)]**
- 5.2 Identify the entity responsible for the disbursement of grant funds as determined by the Chief Elected Official(s). **[WIOA Sec. 108(b)(15)]**
- 5.3 Describe the competitive processes to award the subgrants and contracts for activities funded by WIOA Title I programs within the local area. This includes, but is not limited to, the process used to award funds to a one-stop operator and other sub-recipients/contractors of WIOA Title I adult, dislocated worker, and youth services. **[WIOA Sec. 108(b)(16)]**
- 5.4 Describe the local area's negotiated local levels of performance for the federal measures and their implications upon the local workforce system; attach the completed Performance Targets Template. [WIOA Sec. 108(b)(17)] *Note: See Appendix D: Planning References and Resources "Performance Targets Template".*
- 5.5 Describe the indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), eligible providers and the one-stop delivery system, in the local area. **[WIOA Sec. 108(b)(17)]**

- 5.6 Describe the process used by the local board for the receipt and consideration of input into the development of the local plan in compliance with WIOA section 108(d). Describe the process to provide an opportunity for public comment prior to submission of the local plan. Be sure to address how members of the public, including representatives of business, labor organizations, and education were given an opportunity to provide comments on the local plan. **[WIOA Sec. 108 (b)(20)]**
- 5.7 Prior to the date on which the local board submits a local plan, the local plan must be made available to members of the public through electronic and other means.
- A. Describe how the local board made the local plan available for public comment. **[WIOA Sec. 108(d)(1)];**
 - B. Describe how the local board collected and considered public comments for inclusion in the local plan. **[WIOA Sec. 108(d)(2)];** and
 - C. If any comments were received that represent disagreement with the local plan, include such comments within the local plan's attachments. **[WIOA Sec. 108(d)(3)]**
- 5.8 List the name, organization, and contact information of the designated equal opportunity officer for each workforce center within the local area.

Section 6: COVID Recovery, Readiness, Diversity, and Inclusion

Responses are focused on the local area's readiness to continue full operations in the post-COVID era as well as adherence to the Administration's Diversity, Equity, and Inclusion of Workforce Services Initiative.

- 6.1 What is the Local Area's vision for equitable and inclusive recovery and reemployment? What are community partners' roles in this vision? How much of this vision is accomplishable with current WIOA funding?
- 6.2 How has the Local Area modified their service delivery strategies and services as the Arkansas Workforce Centers have safely reopened? Is there a thoughtful strategy to deliver services safely and effectively to all individuals, reflective of the President's emphasis on diversity, equity and inclusion of workforce services, and this strategy has been put into action across the Local Area?
- 6.3 What are the local strategies to identify, engage and enroll participants who may be unaware of the services available through the public workforce system? How have you ensured these strategies reach all populations, including marginalized and underserved populations?
- 6.4 Has the Local Area created an outreach and engagement plan to make the public more aware of the available services of the public workforce system? If no, does the Local Area plan to create such a plan?

- 6.5 How are partners, including non-traditional and community organizations, being engaged to improve access to services for all populations, including marginalized populations? Is this different for in-person vs. online services? What decisions were made regarding the capacity of the Local Area to provide remote and in-person services to marginalized populations?

- 6.6 What is the Local Area's plan for increasing the volume of paid and unpaid work experiences, which may include summer and other employment, youth apprenticeship or pre-apprenticeship programs, internships and job shadowing, and on-the-job training? How does this strategy engage and meet the needs of all eligible youth, including those with disabilities or language barriers, and other marginalized or underserved populations?

Section 7: Plan Assurances

Planning Process and Public Comment		References
7.1 <input type="checkbox"/>	The local board has processes and timelines, consistent with WIOA Section 108(d), to obtain input into the development of the local plan and provide the opportunity for comment by representatives of business, labor organizations, education, other key stakeholders, and the public for a period that is no less than 30 days.	WIOA Sections 108(d); 20 CFR 679.550(b)
7.2 <input type="checkbox"/>	The final local plan is available and accessible to the public.	20 CFR 679.550(b)(5)
7.3 <input type="checkbox"/>	The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIOA Section 107(e); 20 CFR 679.390 and 679.550
Required Policies and Procedures		References
7.4 <input type="checkbox"/>	The local board makes publicly available any local requirements for the public workforce system, such as policies, including policies for the use of WIOA Title I funds.	20 CFR 679.390
7.5 <input type="checkbox"/>	The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent and provides for the resolution of conflicts.	WIOA Section 107(h); 20 CFR 679.410(a)-(c)
7.6 <input type="checkbox"/>	The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area and has provided the State with the latest versions of its memoranda of understanding.	WIOA Section 121(c); 20 CFR 678.500-510
7.7 <input type="checkbox"/>	The local board has written policy or procedures that ensure one-stop operator agreements are reviewed and updated no less than once every three years.	WIOA Section 121(c)(v)
7.8 <input type="checkbox"/>	The local board has negotiated and reached agreement on local performance measures with the local chief elected official(s) and the Governor.	WIOA Sections 107(d)(9) and 116(c); 20 CFR 679.390(k) and 677.210(b)
7.9 <input type="checkbox"/>	The local board has procurement policies and procedures for selecting one-stop operators, awarding contracts under WIOA Title I Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under WIOA Title I in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIOA.	WIOA Sections 121(d) and 123; 20 CFR 678.600-615 and 681.400
7.10 <input type="checkbox"/>	The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIOA Title I individual training accounts.	WIOA Sections 107(d)(10), 122(b)(3), and 123; 20 CFR 679.370(l)-(m) and 680.410-430

Required Policies and Procedures (Continued)	References
<p>7.11 <input type="checkbox"/> The local board has written procedures for resolving grievances and complaints alleging violations of WIOA Title I regulations, grants, or other agreements under WIOA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.</p>	WIOA Section 181(c); 20 CFR 683.600
<p>7.12 <input type="checkbox"/> The local board has established at least one comprehensive, full-service one-stop center and has a written process for the local Chief Elected Official and local board to determine that the center conforms to the definition therein.</p>	WIOA Section 121(e)(2)(A); 20 CFR 678.305
<p>7.13 <input type="checkbox"/> All partners in the local workforce and education system described in this plan ensure the physical, programmatic and communications accessibility of facilities, programs, services, technology, and materials in one-stop centers for individuals with disabilities.</p>	WIOA Section 188; 29 CFR parts 37.7-37.9; 20 CFR 652.8(j)
<p>7.14 <input type="checkbox"/> The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.</p>	WIOA Section 188; 29 CFR 37.42
<p>7.15 <input type="checkbox"/> The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partner development, and numeric goals.</p>	WIOA Section 188; 29 CFR 37.42
<p>7.16 <input type="checkbox"/> The local board complies with the nondiscrimination provisions of Section 188 and assures that Methods of Administration were developed and implemented.</p>	WIOA Section 188; 29 CFR 37.54(a)(1)
<p>7.17 <input type="checkbox"/> The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.</p>	WIOA Section 185; 29 CFR 37.37
<p>7.18 <input type="checkbox"/> The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements</p>	2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW 42.52.180; TEGL 2-12
<p>7.19 <input type="checkbox"/> The local board ensures that one-stop Migrant and Seasonal Farmworker (MSFW) and business services staff, along with the Migrant and Seasonal Farm Worker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven.</p>	WIOA Section 167
<p>7.20 <input type="checkbox"/> The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIOA, and applicable Departmental regulations.</p>	WIOA Sections 116(i)(3) and 185(a)(4); 20 USC 1232g; 20 CFR 677.175 and 20 CFR part 603

Administration of Funds		References
7.21	The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable	WIOA Section 108(b)(16); 20 CFR 679.560(a)(15);
<input type="checkbox"/>	federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	WIOA Section 134(c)(3)(G); 20 CFR 680.300-310
7.22	The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to insure proper disbursement and accounting of WIOA adult, dislocated worker, and youth program funds.	WIOA Section 108(b)(15)
<input type="checkbox"/>		
7.23	The local board ensures compliance with the uniform administrative requirements under WIOA through annual, on-site monitoring of each local sub-recipient.	WIOA Section 184(a)(3); 20 CFR 683.200, 683.300, and 683.400-410
<input type="checkbox"/>		
7.24	The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	WIOA Section 184(c); 20 CFR Part 652; 20 CFR 683.410(a), 683.420(a), 683.750
<input type="checkbox"/>		
7.25	The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	WIOA Section 181(b)(7); 20 CFR 680.850
<input type="checkbox"/>		
Eligibility		References
7.26	The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.	20 CFR Part 680 Subparts A and B; 20 CFR Part 681 Subpart A
<input type="checkbox"/>		
7.27	The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.	WIOA Section 134(c)(3)(G); 20 CFR 680.300-320
<input type="checkbox"/>		
7.28	The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.	WIOA Sections 129(c)(2)(G) and 134(d)(2); 20 CFR 680.900-970; 20 CFR 681.570
<input type="checkbox"/>		

<p>7.29</p> <input type="checkbox"/>	<p>The local board has a written policy for priority of service at its workforce centers for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.</p>	<p>Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09</p>
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Appendix C: Performance Goals

Plan modifications must identify expected levels of performance for each indicator of performance for the two years covered by the plan modification. The local boards must reach an agreement with the ADWS, on the negotiated levels of performance for each of the two years of the plan modification.

The Adult, Dislocated Worker, Youth will have two full years of data available to make reasonable determinations of expected levels of performance for the following levels of performance for the following indicators for **Program Years 22-23:**

- Employment (Second Quarter after Exit),
- Employment (Fourth Quarter after Exit),
- Credential Attainment Rate, and
- Measurable Skills Gains.

PY2022 – PY 2023 Performance Targets Template

Local Area WIOA Negotiated Performance Goals

Name of local workforce development area: _____

WIOA Performance Measures	Local Area PY22-23 Performance Goals
Employment (Second Quarter after Exit)	
Adult	%
Dislocated Worker	%
Youth (Education or Training Activities or Employment)	%
Employment (Fourth Quarter after Exit)	
Adult	%
Dislocated Worker	%
Youth (Education or Training Activities or Employment)	%
Median Earnings (Second Quarter after Exit)	
Adult	\$
Dislocated Worker	\$
Youth	\$
Credential Attainment Rate	
Adult	%
Dislocated Worker	%
Youth	%
Measurable Skill Gains	
Adult	%
Dislocated Worker	%
Youth	%
Effectiveness in Serving Employers	
Adult	Baseline
Dislocated Worker	Baseline
Youth	Baseline

Appendix D: Planning References and Resources

Local Areas must list each of the state's strategic goals in their plans and develop their own objectives for inclusion in the local plan.

State of Arkansas Combined Workforce Development Strategic Plan (*State Plan*)

On July 22, 2014, President Obama signed the Workforce Innovation and Opportunity Act (WIOA) providing a framework for Governors and states to make changes to their workforce systems. The federal law sets the parameters for the workforce system which is an integral part of the State's ability to serve jobseekers and employers. WIOA will enable the State to align workforce priorities across multiple partners, training providers, employers, and others to ensure we are creating a skilled workforce for today and the future.

An effective workforce development system will be built on a foundation of alignment, innovation, employer engagement, accountability structures and improved data. Arkansas will look beyond WIOA to set broad goals for a comprehensive workforce development system. We will do this by providing the highest quality of service to jobseekers and employers through well-coordinated approaches at the state and local levels. System access will be enhanced using technology and creative partnerships with community organizations and other service providers. While access will be improved for all jobseekers, the provision of services and training will be focused on those most in need and hardest to serve.

The four main goals in the State's Combined WIOA Plan are as follows:

Strategic Goal 1: Develop an efficient partnership with employers, the educational system, workforce development partners, and community-based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers.

Goal 1 Objectives:

1. Expand employer partnerships through the support of industry engagement.
2. Identify and promote best practices (private and public) for developing and sustaining partnerships.
3. Expand partnership with economic development to refine sector strategies.
4. Improve communication/participation between education entities, local and state boards, government agencies, community-based organizations, and employers.
5. Increase accountability and clarity of action between all workforce related boards.
6. Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.
7. Increase connections with employers and Vocational Rehabilitation agencies to provide support and employment for youth and adults with disabilities.
8. Partner with K-12 education, higher education, career and technical education, and adult education to provide consistent rules and eliminate barriers to implementing training programs around the State.
9. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).
10. Expand small business participation.

Strategic Goal 2: Enhance service delivery to employers and jobseekers.

Goal 2 Objectives:

1. Develop a common intake process for jobseekers and businesses that will efficiently connect them with services available from all workforce development partner programs and identify any barriers to employment that need to be addressed.
2. Develop an integrated data system that will enable the sharing of information between partner agencies to more efficiently service both employers and jobseekers.
3. Promote training that leads to industry recognized credentials and certification.
4. Support transportable skill sets for transportable careers.
5. Support career pathways development and sector strategy initiatives to meet business and industry needs.
6. Expand service delivery access points using virtual services.
7. Develop a common business outreach strategy with a common message that will be utilized by all workforce system partners.
8. Develop a menu of services available at each service delivery access point that provides a list of the services and training opportunities available through Arkansas's talent development system.
9. Utilize customer satisfaction surveys to ensure continuous improvement of the State's talent development system.
10. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).

Strategic Goal 3: Increase awareness of the State's Talent Development System

Goal 3 Objectives:

1. Increase access to the workforce development system through a no wrong door approach to services.
2. Change employer and jobseeker perceptions of the workforce system.
3. Develop an image-building outreach campaign that educates Arkansans about the services and the career development opportunities available in the State.
4. Utilize technology, including social media and search engine optimization, to better connect jobseekers and employers with the talent development system in Arkansas.
5. Develop a user-friendly website that provides a common repository of information about career development opportunities that are relevant to K-12 education, parents, educators, adults, employers, government agencies, and the public.

Strategic Goal 4: Address Skills Gaps

Goal 4 Objectives:

1. Conduct a statewide skills and asset analysis to determine the skills gap present and resources available to solve the skills issue.
2. Develop and implement an action plan to close the basic core, technical, and soft skills gaps in Arkansas.
3. Analyze the effectiveness of currently used job readiness standards and ensure coordination between the Arkansas Career Readiness Certificate program and the Workforce Alliance for Growth in the Economy (WAGE) program.

PY 2020 – PY 2023 Combined State Plan to be found at <http://dws.arkansas.gov/wioa.htm>

State Policy and Guidance.

State policy can be found at <http://dws.arkansas.gov/wioa.htm>

Labor Market and Workforce Information.

A. Discover Arkansas

Labor Market Information Portal Arkansas Labor Market Information (LMI) is posted online using the <https://www.discover.arkansas.gov/> and is available to the public.

B. Arkansas State Plan Economic and Workforce Analysis

The Arkansas Combined State Plan includes an analysis of the current workforce. The data provided in Section II of the state plan under strategic elements may be very helpful to local boards in conducting a local area and regional economic and workforce analysis.

To provide local workforce boards in the state with tools for development planning in their own areas, data were downloaded and prepared from the Arkansas Division of Workforce Services Labor Market Information (LMI) website, www.discover.arkansas.gov. These data were then turned into interactive visualizations, which are available at the following websites. These visualizations can be downloaded as an image or in PDF format. The goal is to help stakeholders at the state and local level better understand future industry and occupational needs and to provide workforce development boards with the tools needed to better serve their areas.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cid=153> includes:

- Industries
- Job Growth
- Projected Job Growth by Workforce Development Area
- Projected Job Growth by Industry
- Percent Workforce

These data demonstrate the current makeup of the workforce by major industry, as well as projections of the number of jobs these industries will need.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cid=154> includes:

Arkansas Occupations, which includes data visualizations concerning occupations in Arkansas, both current and projections. Occupations are listed by their Standard Occupation Code (SOC) title. The SOC system is hierarchical. SOC Major codes are the top-level occupational areas, such as "Construction and Extraction Occupations." At the next level would be SOC Minor, one of which for the above would be "Construction Trades Workers." Finally, there is SOC Detail, such as "Stonemasons" or "Carpenters." This web tool allows users to manipulate the data by indicating the level of detail desired.

Other Resources.

- TEN 1-15; Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide; July 6, 2015
- TEGL 37-14; Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System; May 29, 2015, Americans with Disabilities Act (ADA)