



ARKANSAS WORKFORCE DEVELOPMENT BOARD

QUARTERLY MEETING



MAY 21, 2024
10 A.M. - 2 P.M.



SHORTER COLLEGE
604 N LOCUST ST
NORTH LITTLE ROCK, AR

AGENDA



AGENDA

May 21, 2024



ARKANSAS WORKFORCE DEVELOPMENT BOARD FULL BOARD MEETING

10:00 a.m. - 2:00 p.m.

Call to Order..... Thomas Anderson, Chairman
Roll Call.....Board Staff
Welcome..... Dr. Jeffery Norfleet, Provost and Vice President, Shorter College
(10 Minutes)

Agenda Item 1: ACTION

Minutes of March 15, 2024 Full Board MeetingThomas Anderson, Chairman
(2 Minutes)

Agenda Item 2: ADMINISTRATIVE- REPORTS

(18 Minutes)

Report of Chairperson.....Thomas Anderson, Chairman

Report of AWDB Director.....Dr. Charisse Childers, Director
Arkansas Department of Commerce- Workforce Policy & Innovation

Report of SWA Director.....Cody Waits, Director
Arkansas Department of Commerce- Arkansas Workforce Connections

Report of Staff.....Eddie Thomas, Deputy Director
Arkansas Department of Commerce- Arkansas Workforce Connections-Employment & Training

- *PY' 2024-2027 WIOA Combined State Plan*
- *Apprenticeship Summit*
- *WIOA Outreach Proposals*
- *Northeast Workforce Development Area*
- [PY' 2024- WIOA State Funding Allotments](#)

Location:
Shorter College- S.S. Morris Building
604 N. Locust St.
North Little Rock, AR 72114



Agenda Item 3: INFORMATIONAL

Governor’s Workforce Strategy.....(10 Minutes).....Mike Rogers, Chief Workforce Officer
Office of Governor Sarah Huckabee Sanders

Agenda Item 4: INFORMATIONAL

Arkansas WIOA System Evaluation & Customer Service Surveys Update..... (20 Minutes)
Principal Investigators: Dr. Brent Williams & Dr. Keith Vire
University of Arkansas

Agenda Item 5: INFORMATIONAL

USDOL Workforce Dashboards.....(30 Minutes).....Dr. Jake Walker, Chief Research Officer
Arkansas Department of Transformation and Shared Services/Division of Information Systems

Agenda Item 6: INFORMATIONAL (Working Lunch)

Reimagine Arkansas Workforce Grant.....(30 Minutes).....Shenaye Johns, Project Director
Arkansas Workforce Connections

Dr. Angee Valentine, Director of ReImagine Arkansas Workforce Program
Shorter College

Dr. Tara Dryer, Senior Managing Director
University of Arkansas Global Campus (UAGC)

Agenda Item 7: INFORMATIONAL

(45 Minutes)

- Title I - Workforce Development Board: Adult, Youth & Dislocated Worker Programs
Title III - Wagner-Peyser/Employment Services *Eddie Thomas, Deputy Director*
- Title II - Adult Education *Bridget Criner, Associate Director*
- Title IV - Arkansas Rehabilitation Services *Joseph Baxter, Commissioner*
- Title IV - Services for the Blind *Dr. Cassandra William-Stokes, Director*

Agenda Item 8: INFORMATIONAL

WIOA Monitoring Procedures (15 Minutes)..... Angela Cook, Assistant Director
Arkansas Workforce Connections- Employment & Training

Location:
Shorter College- S.S. Morris Building
604 N. Locust St.
North Little Rock, AR 72114



Agenda Item 9: ACTION

WIOA Regional & Local Plan Policy (6.6 replacing 4.7).....(5 Minutes)..... Rebecca Edwards
WIOA Policy Specialist
Arkansas Workforce Connections

Board Open Discussion (5 Minutes)

Public Opportunity to Address the Board (5 Minutes)

Announcements

Adjournment

Policies/Issuances for Review

PY 23-11 Certification of Local Workforce Development Boards

- [6.5 Change 1 Certification of Local Workforce Development Boards](#)
 - [\(ARCHIVED\) 6.5 Certification of Local Workforce Development Boards](#)
- [CEO-Membership-Guide_Nomination/ Appt Form_ATT A \(5.2.24\) NEW](#)
- [CEO-Membership-Guide_Board Roster Cert Form_ATT B \(5.2.24\) NEW](#)

PY 23-10 Certification of Arkansas Workforce Centers

- [6.4 Certification of Arkansas Workforce Centers Policy and Procedures, Change 1](#)
- [FORM 6.4 Arkansas Workforce Center Application for Certification](#)
- [FORM 6.4 Arkansas Workforce Center Application for Certification \(fillable\), Change 1 05072024](#)

PY 23-09 Allowable Uses of Workforce Innovation and Opportunity Act (WIOA) Funds for Outreach Activities

- [5.4 Allowable Outreach Policy](#)

PY 23-08 U.S. Department of Health and Human Services Poverty Guidelines

PY 23-07 Funding Allocation Methodology for WIOA High Concentration of Eligible Youth

Agenda Item 1: ACTION
Minutes of March 15, 2024 Full Board Meeting

MINUTES
ARKANSAS WORKFORCE DEVELOPMENT BOARD
March 15, 2024

The Arkansas Workforce Development Board convened on March 15, 2024, beginning at 9:36 a.m. The meeting was conducted virtually. Chairman Tom Anderson presided with the following members voicing their attendance: Mr. Mike Rogers, proxy for Governor Sarah Sanders, Mr. Thomas Anderson, Commissioner Joseph Baxter, Mr. Len Blaylock, Ms. Karen Breashears, Dr. Charisse Childers, Mr. Miles Crawford, Mr. William French, Ms. Abby Houseworth, Ms. Candice Lawrence, Mr. Brian Marsh, Dr. Trenia Miles, Mr. George Nunnally, Mr. Justin Major, proxy for Clint O’Neal, Ms. Latanyua Robinson, Mr. Kelley Sharp, Mr. Robert Thorne, Dr. Ken Warden, and Dr. Cassandra Williams-Stokes.

Judge Brandon Ellison, Mr. Randy Henderson, Ms. Rebecca Ives, Mr. Charles Johnson, and Ms. Holley Little were unable to attend. A quorum was established.

Chairman’s Opening Comments: Chairman Anderson welcomed the board.

Agenda Item 1: ACTION-Full Board Minutes Approval: Chairman Anderson asked if any revisions/corrections needed to be made to the February 28, 2024, meeting minutes.

Hearing none, a motion was made by Mr. Kelley Sharp to approve the minutes and seconded by Mr. Brian Marsh. The motion carried unanimously with none opposed.

Agenda Item 2: Informational:

Staff Report: Deputy Director Eddie Thomas proposed an initiative of using 7b discretionary funds from the Wagner Peyser grant for an Employment Services virtual services center. The purpose of the service center will be to provide virtual employment services to recipients through the use of increased technology in conjunction with a hybrid model that also allowed customers to visit any Arkansas Workforce Center, if preferred. Discussions between ES staff and DOL are in progress to make sure an initiative like this will be feasible and effective for the client population being served. Assistant Director Angela Cook provided information on the Pathway Home 5 Reentry Initiative. This initiative aims to reduce the recidivism rate while providing successful outcomes for individuals approaching their release date. A case manager would be assigned to an incarcerated client to provide pre-release services on-site at the correctional facility and post-release services after the client’s release from the correctional facility. Members of the board asked various questions and participated in discussion surrounding the ideas. A formal vote was not taken yet the consensus showed favorable support for the projects.

Agenda Item 3: ACTION-5.4-WIOA Outreach Allowable Activities: Deputy Director Eddie Thomas provided an overview of Policy 5.4. Policy 5.4 is an issuance and state policy derived from the guidance of the United States Department of Labor. Language from TEGL 3-23 was adopted into Policy 5.4. The federal government is encouraging states, service providers, and local workforce development boards to use print media, social media, social media influencers, and other forms of advertisement to increase participant enrollment in the WIOA programs. ADWS will fund up to \$15,000 per local workforce development board for outreach activities to increase WIOA program enrollments across the state. Local boards will have an opportunity to apply for funding through a proposal submission.

Chairman Anderson called a motion to approve Policy 5.4-WIOA Outreach Allowable Activities. Several members of the board discussed the funding amounts and asked about realistic projects being funded at the proposed level of funding. Additionally, board members expressed the need to conduct outreach strategically on the local level, yet also encouraged the state to give consideration to conduct outreach on a state level with targeted messages that could benefit all boards and all WIOA programs.

A motion was made by Mr. Len Blaylock III to approve Policy 5.4 and the \$150,000 state set-aside amount to fund the project. The motion was seconded by Mr. Brian Marsh. The motion carried unanimously with none opposed.

Agenda Item 4: ACTION-Policy 5.3, Change 1B-High Concentration of Youth Awards: Mr. Doss Burgess directed the board members to pages two and three of Policy 5.3 and pointed out the addition of language in part 1 page 2 and section Item A on page 3. Chairman Anderson called a motion to approve policy 5.3, Change 1B-High Concentration of Youth Awards.

A motion was made by Ms. Candice Lawrence to approve Policy 5.3 and seconded by Mr. William French. The motion carried unanimously with none opposed.

Agenda Item 5: ACTION-Policy 6.4, Change 1-Certification of Arkansas Workforce Centers: Deputy Director Eddie Thomas stated that every three years all workforce centers have to be recertified. Each Arkansas Workforce Center, whether comprehensive or affiliate, must be evaluated for certification by the appropriate entity by the close of business on May 31, 2024. Dr. Claudia Griffin explained that the purpose of Policy 6.4, Change 1 is to make things easy and clear for everyone to understand. Chairman Anderson called a motion to approve Policy 6.4, Change 1-Certification of Arkansas Workforce Centers.

A motion was made by Ms. Karen Breashears to strike language on pages 8 and 9 due to concerns from local workforce development boards. After discussion, there was not a second made to Ms. Breashears' motion; subsequently the motion failed. A second motion was made to approve Policy 6.4 as presented by Mr. William French and seconded by Ms. Candice Lawrence. 15 members were in favor of the motion and Ms. Karen Breashears, Mr. Len Blaylock III, and Mr. Kelley Sharp opposed the motion. Motion passes.

Agenda Item 6: ACTION-Policy 6.5, Change 1-Certification of Local Workforce Development Boards: Ms. Rebecca Edwards stated that the governor is required to certify the local workforce development board every two years. Arkansas Division of Workforce Services serves as the administrator for the governor for local board certifications. After an explanation of the requirements, Chairman Anderson called a motion to approve Policy 6.5, Change 1-Certification of Local Workforce Development Boards.

All board members were in favor of approving Policy 6.5. Motion passes.

Board Open Discussion: None

Public Opportunity to Address the Board: None

Announcements: None

Adjournment: Chairman Anderson asked for a motion to adjourn the meeting. A motion was made by Ms. Karen Breashears and seconded by Mr. Brian Marsh. The motion carried unanimously with none opposed. The meeting adjourned at 11:35 a.m.

Thomas Anderson, Board Chairman
Arkansas Workforce Development Board

Dr. Charisse Childers, Director
Arkansas Workforce Development Board & ACOM Workforce Policy & Innovation

*Minutes recorded by Victoria Hall
Arkansas Workforce Connections Staff*

Agenda Item 2:
ADMINISTRATIVE REPORTS






ARKANSAS STATEWIDE

APPRENTICESHIP SUMMIT

Join us as experts discuss the vital role you as intermediaries play in shaping the future of apprenticeships in Arkansas.

»»» Slots are limited, register today!

-  **Thursday, May 23, 2024**
9 AM - 4 PM
-  **Arkansas Regional Innovation Hub**
204 E 4th St, North Little Rock, AR 72114
-  **Featuring guest presenters from the**
United States Department of Labor
Office of Apprenticeship (Region 4)

SCAN QR CODE TO REGISTER!



[HTTPS://FORMS.OFFICE.COM/G/XEEBF7YSFY](https://forms.office.com/G/XEEBF7YSFY)

REGISTRATION CLOSES
5/15/24



This event is free to attend and sponsored by:
Arkansas Workforce Connections
Office of Employment and Training
Office of Skills Development



Northeast Arkansas Workforce Development Area Transitions

Mr. Eddie Thomas,

Below is the requested summary regarding the transition from Employment & Training Services, Inc. (ETS, Inc.) to East Arkansas Planning & Development District (EAPDD) in the Northeast Arkansas Workforce Development Area (NEAWDA).

Background Information:

Recently, I accepted the position as the Executive Director of EAPDD. After discussing the new opportunity with the ETS, Inc. board, they decided not to fill my position and requested assistance from me to transition WIOA Services from ETS, Inc. As you are aware, ETS, Inc. currently fills the roles of grant recipient, fiscal agent, administrative entity, WIOA Title I Service Provider, and One Stop Operator for the Northeast Arkansas Workforce Development Area (NEAWDA).

Like other LWDA's in the State, the Planning & Development Districts provide WIOA Title I Services, and this appeared to be a viable option for Northeast. After discussing the news with the NEACEO Chair Judge McMillon, the NEAWDB Chair Mark Donovan, and the EAPDD Chair, Mayor Hobbs; our office reached out to the State for technical assistance for the proper steps and procedures for transferring these duties to EAPDD (except One Stop Operator which must be procured). Our office met with the Division of Workforce Services (DWS) and discussed the proper parameters for the transition.

All parties agreed that the primary concern was services to the participant and to ensure that there would not be a disruption of services. The second concern was transitioning the knowledge base (staff) to EAPDD. The Division of Workforce Services has offered technical assistance every step of the way through the transition.

This new collaboration will allow the community of Northeast and Eastern Arkansas to benefit from additional services through the Development District such as Arkansas Economic Development, Delta Regional Authority, Department of Labor, Economic Development Administration, etc.

Below is the estimated timeframe for the transition.

- Tuesday, March 26, 2024 – the Northeast Arkansas Chief Elected Officials met on and designated EAPDD to fill all roles effective 07-01-24.
- Thursday, June 13, 2024 - the Northeast Arkansas Workforce Development Board will review a WIOA Services Contract for approval.
- Monday, July 1, 2024 – The following items will occur:
 - ETS to begin their 45-day closeout with the State of Arkansas
 - EAPDD to begin in their new role.
 - Begin the procurement process for the One Stop Operator. An interim One Stop Operator will need to be determined.

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION WIOA/Wagner-Peyser
	CORRESPONDENCE SYMBOL OWI
	DATE May 8, 2024

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 12-23

TO: STATE WORKFORCE AGENCIES
ALL STATE WORKFORCE LIAISONS

FROM: JOSÉ JAVIER RODRÍGUEZ /s/
Assistant Secretary

SUBJECT: Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth Activities Program Allotments for Program Year (PY) 2024; PY 2024 Allotments for the Wagner-Peyser Act Employment Service (ES) Program; and PY 2024 Allotments of Workforce Information Grants to States and Outlying Areas

1. **Purpose.** To provide information to states and outlying areas on WIOA Title I Adult, Dislocated Worker, and Youth Activities program allotments for PY 2024; PY 2024 allotments for the Wagner-Peyser Act ES Program, as required by section 6(b)(5) of the Wagner-Peyser Act, as amended; and the allotments of Workforce Information Grants to states for PY 2024.
2. **Action Requested.** States and outlying areas must follow the requirements in this guidance to obtain the federal funds needed to manage their programs.
3. **Summary and Background.**
 - a. Summary - This document provides grantees with guidance and information including:
 - How to obtain the federal funds covered by the TEGP and financial reporting requirements;
 - The potential for reallocation of PY 2024 funds based on unobligated balances of PY 2023 funds in excess of 20 percent of their allotment at the end of PY 2023 (6/30/24);
 - Requirements when calculating sub-state allocations to local areas;
 - Funds set aside for evaluations and program integrity;
 - Salary caps at the Executive Level II;
 - Waivers of the competition requirement for outlying areas; and
 - Authority for outlying areas to submit an application for a single consolidated grant for Adult, Dislocated Worker, and Youth funds.
 - b. Background - On March 23, 2024, the *Further Consolidated Appropriations Act, 2024*, Pub. L. 118-47 was enacted (from this point forward, referred to as “the Act”). The Act

RESCISSIONS None	EXPIRATION DATE Continuing
----------------------------	--------------------------------------

makes PY 2024 Youth Activities funds available for obligation on April 1, 2024, and funds the WIOA Adult and Dislocated Worker programs in two separate appropriations. The first appropriations for the Adult and Dislocated Worker programs become available for obligation on July 1, 2024; this portion is commonly referred to as “base” funds. The second appropriations for the Adult and Dislocated Worker programs become available for obligation on October 1, 2024; this portion is commonly referred to as “advance” funds because they are provided in the appropriations act passed during the fiscal year immediately before the fiscal year when the funds are available. For example, funds for PY 2024 that will be made available on October 1, 2024, were appropriated during FY 2024, but not made available until FY 2025, and are called the FY 2025 “advance” funds. See Attachment A for details.

The Act, Division D, Title I, secs. 106(b) and 107, allows the Secretary of Labor (Secretary) to set aside up to 0.5 percent of each discretionary appropriation for activities related to program integrity and 0.75 percent of most operating funds for evaluations. For 2024, as authorized by the Act, the Department has set aside \$8,322,000 of the Training and Employment Services (TES) and \$2,190,000 of the State Unemployment Insurance and Employment Services Operations (SUIESO) appropriations impacted in this TEGF for these activities. ETA reserved these funds from the WIOA Adult, Youth, Dislocated Worker, Wagner-Peyser Act Employment Service, and Workforce Information Grant program budgets. Any funds not utilized for these reserve activities will be provided to the states.

ETA applied the reductions for evaluations and program integrity from the WIOA Adult and Dislocated Worker programs only to the FY 2025 “advance” funding levels; “base” funding is disseminated at the full amount appropriated in the Act.

The Act also specifies that the Secretary may reserve no more than 10 percent of the Dislocated Worker National Reserve funds to provide technical assistance and carry out additional activities related to the transition to WIOA. Additionally, salary caps are imposed under the Act, Division D, Title I, sec. 105. The funds provided to grantees in these allotments must not be used by a recipient or sub-recipient to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II. The rates of basic pay for the Executive Schedule are found at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>. States also may establish lower salary caps. See <https://www.dol.gov/agencies/eta/advisories/training-and-employment-guidance-letter-no-05-06>, “Implementing the Salary and Bonus Limitations in Public Law 109-234.”

WIOA allotments for states are based on formula provisions contained in WIOA (see Attachment B for WIOA and Wagner-Peyser Act formula descriptions). The Act waives the competition requirement regarding funding to outlying areas (i.e., American Samoa, Guam, Commonwealth of the Northern Mariana Islands, the Republic of Palau, and the United States Virgin Islands). For PY 2024, outlying area grant amounts are based on the administrative formula determined by the Secretary that was used under the Workforce Investment Act.

Additionally, the Act allows outlying areas to submit a single application according to the requirements established by the Secretary for a consolidated grant for Adult, Youth, and Dislocated Worker funds. Subject to approval of the grant application and other reporting requirements of the Secretary, the Act allows outlying areas receiving a consolidated grant to use those funds interchangeably between Adult, Youth, and Dislocated Worker programs or activities. Outlying areas must follow steps identified in Appendix VII if they want to consolidate those funds into a single grant. However, if outlying areas are not consolidating the Adult, Dislocated Worker, and Youth funds they must follow steps identified in Appendix VI.

WIOA specifically included the Republic of Palau as an outlying area, except during any period for which the Secretary of Labor and the Secretary of Education determine that a Compact of Free Association is in effect and contains provisions for training and education assistance prohibiting the assistance provided under WIOA. No such determinations prohibiting assistance have been made (WIOA sec. 3(45)(B)). WIOA updated the Compact of Free Association Amendments of 2003, Pub. L. 108-188 (December 17, 2003) so that the Republic of Palau remained eligible for WIOA Title I funding. See [48 U.S.C. 1921d\(f\)\(1\)\(B\)\(ix\)](#). The National Defense Authorization Act for Fiscal Year 2018, Pub. L. 115-91 (December 12, 2017), Division A, Title XII, Subtitle F, sec. 1259C(c) authorized WIOA Title I funding to Palau through FY 2024.

In addition to this TEGL, ETA will publish the allotments and descriptions of the allotment formulas in the [Federal Register](#). In this [Federal Register](#) notice, ETA will invite comments on the allotment formula for outlying areas.

4. **WIOA PY 2024 Allotments.** Please see Appendices I through VII for guidance and Attachments A through K for formula descriptions and allotment tables.
5. **Inquiries.** Questions regarding these allotments may be directed to the appropriate Regional Office. Information on allotments and planning requirements may also be found on the ETA Web site at <https://www.dol.gov/agencies/eta>.
6. **References.**
 - Further Consolidated Appropriations Act, 2024 (Pub. L. 118-47);
 - The National Defense Authorization Act for Fiscal Year 2018, Pub. L. 115-91 (December 12, 2017), Division A, Title XII, Subtitle F, sec. 1259C(c);
 - Balanced Budget and Emergency Deficit Control Act of 1985, as amended (Title II of Pub. L. 99-177);
 - Bipartisan Budget Act of 2018 (Pub. L. 115-123);
 - Budget Control Act of 2011 (Pub. L. 112-25);
 - Data for Persons Defined as Disadvantaged Youth and Adults (2016-2020) <https://www.dol.gov/agencies/eta/budget/formula/disadvantagedyouthadults>;
 - Workforce Innovation and Opportunity Act (Pub. L. 113-128);
 - Wagner-Peyser Act, as amended (29 U.S.C. 49 et seq.);

- Compact of Free Association Amendments of 2003 (Pub. L. 108-188);
- TEGL No. 5-06, *Implementing the Salary and Bonus Limitations in Public Law 109-234*;
- TEGL No. 20-19, *Revised ETA-9130 Financial Report, Instructions, and Additional Guidance*; and
- TEGL No. 1-23, *Updated Disadvantaged Youth and Adult Data for use in Program Year (PY) 2023 and future Workforce Innovation and Opportunity Act (WIOA) Youth and Adult Within-State Allocation Formulas*
- *Local Area Unemployment Statistics (LAUS) Technical Memorandum No. S-23-12, Program Year 2024 Areas of Substantial Unemployment under the Workforce Innovation and Opportunity Act, dated September 1, 2023.*

7. Attachments.

- Appendix I – WIOA Youth Allotment Activities
- Appendix II – WIOA Adult Allotment Activities
- Appendix III – WIOA Dislocated Worker Allotment Activities
- Appendix IV – Wagner-Peyser Act ES Allotment Activities
- Appendix V – Workforce Information Grants Allotment Activities
- Appendix VI – Submission Requirements and Reporting
- Appendix VII – Submission Requirements and Financial Reporting for Outlying Areas WIOA Title I Grant Consolidation
- Attachment A - Program Year 2024 Funding
- Attachment B - WIOA and Wagner-Peyser Statutory Formula Descriptions for State Allotments
- Attachment C - WIOA Statutory and Discretionary Formulas for Sub State Allocations
- Attachment D - WIOA Youth Activities State Allotments, PY 2024 vs PY 2023
- Attachment E - WIOA Adult Activities State Allotments, PY 2024 vs PY 2023
- Attachment F - WIOA Adult Activities PY 2024 State Allotments, July 1, and October 1 Funding
- Attachment G - WIOA Dislocated Worker Activities State Allotments, PY 2024 vs PY 2023
- Attachment H - WIOA Dislocated Worker Activities PY 2024 State Allotments, July 1, and October 1 Funding
- Attachment I - Employment Service (Wagner-Peyser) Allotments, PY 2024 vs PY 2023
- Attachment J - Workforce Information Grants to States Allotments, PY 2024 vs PY 2023
- Attachment K – WIOA Youth, Adult, and Dislocated Worker Outlying Areas Funding, PY 2024

U.S. Department of Labor
Employment and Training Administration
WIOA Youth Activities State Allotments
Comparison of PY 2024 Allotments vs PY 2023 Allotments

State	PY 2023	PY 2024	Difference	% Difference
Total	\$943,575,800	\$944,073,800	\$498,000	0.05%
Alabama	10,411,891	9,375,648	(1,036,243)	-9.95%
Alaska	3,824,865	3,444,195	(380,670)	-9.95%
Arizona	25,423,422	22,893,156	(2,530,266)	-9.95%
Arkansas	5,543,794	5,253,909	(289,885)	-5.23%
California	142,969,572	146,040,343	3,070,771	2.15%
Colorado	12,528,434	11,281,542	(1,246,892)	-9.95%
Connecticut	12,065,981	10,865,114	(1,200,867)	-9.95%
Delaware	2,959,957	3,525,562	565,605	19.11%
District of Columbia	3,859,211	4,090,376	231,165	5.99%
Florida	39,224,930	35,321,069	(3,903,861)	-9.95%
Georgia	15,912,317	15,822,523	(89,794)	-0.56%
Hawaii	3,760,088	3,385,865	(374,223)	-9.95%
Idaho	2,358,998	2,366,901	7,903	0.34%
Illinois	43,578,256	49,301,027	5,722,771	13.13%
Indiana	14,093,876	14,430,689	336,813	2.39%
Iowa	5,652,031	5,089,513	(562,518)	-9.95%
Kansas	4,551,053	4,670,333	119,280	2.62%
Kentucky	12,961,971	14,858,922	1,896,951	14.63%
Louisiana	14,121,001	12,996,041	(1,124,960)	-7.97%
Maine	2,821,164	2,540,388	(280,776)	-9.95%
Maryland	18,022,572	16,228,876	(1,793,696)	-9.95%
Massachusetts	21,018,238	18,926,398	(2,091,840)	-9.95%
Michigan	34,408,717	34,257,716	(151,001)	-0.44%
Minnesota	9,597,650	8,642,444	(955,206)	-9.95%
Mississippi	9,566,263	8,614,181	(952,082)	-9.95%
Missouri	11,203,397	10,088,379	(1,115,018)	-9.95%
Montana	2,317,747	2,318,970	1,223	0.05%
Nebraska	2,673,645	2,787,681	114,036	4.27%
Nevada	10,809,613	14,059,914	3,250,301	30.07%
New Hampshire	2,440,587	2,318,970	(121,617)	-4.98%
New Jersey	26,580,977	23,935,505	(2,645,472)	-9.95%
New Mexico	8,661,716	7,799,659	(862,057)	-9.95%
New York	71,279,759	68,357,497	(2,922,262)	-4.10%
North Carolina	24,201,171	27,096,137	2,894,966	11.96%
North Dakota	2,317,747	2,318,970	1,223	0.05%
Ohio	34,281,322	37,831,696	3,550,374	10.36%
Oklahoma	6,876,800	6,192,386	(684,414)	-9.95%
Oregon	9,505,398	12,363,539	2,858,141	30.07%
Pennsylvania	42,912,756	43,332,595	419,839	0.98%
Puerto Rico	21,554,940	19,409,685	(2,145,255)	-9.95%
Rhode Island	3,321,932	2,991,317	(330,615)	-9.95%
South Carolina	9,325,293	8,960,487	(364,806)	-3.91%
South Dakota	2,317,747	2,318,970	1,223	0.05%
Tennessee	14,138,571	14,716,454	577,883	4.09%
Texas	91,789,734	96,383,731	4,593,997	5.00%
Utah	3,512,938	3,273,389	(239,549)	-6.82%
Vermont	2,317,747	2,318,970	1,223	0.05%
Virginia	14,550,947	13,102,764	(1,448,183)	-9.95%
Washington	19,134,328	22,795,157	3,660,829	19.13%
West Virginia	5,499,645	4,952,293	(547,352)	-9.95%
Wisconsin	10,018,152	9,021,095	(997,057)	-9.95%
Wyoming	2,317,747	2,318,970	1,223	0.05%
State Total	927,098,608	927,587,911	489,303	0.05%
American Samoa	322,923	335,753	12,830	3.97%
Guam	886,216	921,426	35,210	3.97%
Northern Marianas	414,942	430,280	15,338	3.70%
Palau	75,000	75,000	0	0.00%
Virgin Islands	624,474	562,323	(62,151)	-9.95%
Outlying Areas Total	2,323,555	2,324,782	1,227	0.05%
Native Americans	14,153,637	14,161,107	7,470	0.05%

U.S. Department of Labor
Employment and Training Administration
WIOA Adult Activities State Allotments
Comparison of PY 2024 Allotments vs PY 2023 Allotments

State	PY 2023	PY 2024	Difference	% Difference
Total	\$882,925,000	\$883,298,000	\$373,000	0.04%
Alabama	10,103,726	9,097,195	(1,006,531)	-9.96%
Alaska	3,592,966	3,235,035	(357,931)	-9.96%
Arizona	24,088,343	21,688,667	(2,399,676)	-9.96%
Arkansas	5,361,433	5,096,827	(264,606)	-4.94%
California	137,974,143	141,158,847	3,184,704	2.31%
Colorado	11,389,512	10,254,891	(1,134,621)	-9.96%
Connecticut	10,953,250	9,862,090	(1,091,160)	-9.96%
Delaware	2,853,613	3,396,064	542,451	19.01%
District of Columbia	3,499,134	3,702,153	203,019	5.80%
Florida	40,126,592	36,129,189	(3,997,403)	-9.96%
Georgia	15,275,638	15,139,316	(136,322)	-0.89%
Hawaii	3,803,223	3,424,347	(378,876)	-9.96%
Idaho	2,201,794	2,202,724	930	0.04%
Illinois	41,284,587	46,792,452	5,507,865	13.34%
Indiana	12,955,282	12,605,374	(349,908)	-2.70%
Iowa	4,080,702	3,674,183	(406,519)	-9.96%
Kansas	3,861,076	3,476,436	(384,640)	-9.96%
Kentucky	12,635,450	14,461,637	1,826,187	14.45%
Louisiana	13,875,218	12,836,147	(1,039,071)	-7.49%
Maine	2,591,045	2,332,926	(258,119)	-9.96%
Maryland	17,396,744	15,663,684	(1,733,060)	-9.96%
Massachusetts	18,040,385	16,243,206	(1,797,179)	-9.96%
Michigan	31,989,992	31,901,181	(88,811)	-0.28%
Minnesota	8,120,707	7,311,724	(808,983)	-9.96%
Mississippi	9,171,420	8,257,765	(913,655)	-9.96%
Missouri	10,386,320	9,351,637	(1,034,683)	-9.96%
Montana	2,201,794	2,202,724	930	0.04%
Nebraska	2,201,794	2,202,724	930	0.04%
Nevada	10,557,658	13,730,754	3,173,096	30.05%
New Hampshire	2,318,490	2,202,724	(115,766)	-4.99%
New Jersey	25,950,239	23,365,082	(2,585,157)	-9.96%
New Mexico	8,347,447	7,515,876	(831,571)	-9.96%
New York	69,333,637	66,698,940	(2,634,697)	-3.80%
North Carolina	22,972,996	25,763,380	2,790,384	12.15%
North Dakota	2,201,794	2,202,724	930	0.04%
Ohio	31,949,569	35,199,578	3,250,009	10.17%
Oklahoma	6,515,962	5,866,843	(649,119)	-9.96%
Oregon	9,259,978	12,043,057	2,783,079	30.05%
Pennsylvania	39,877,363	40,343,724	466,361	1.17%
Puerto Rico	22,385,642	20,155,589	(2,230,053)	-9.96%
Rhode Island	2,871,414	2,585,364	(286,050)	-9.96%
South Carolina	9,001,080	8,672,410	(328,670)	-3.65%
South Dakota	2,201,794	2,202,724	930	0.04%
Tennessee	13,853,614	14,430,633	577,019	4.17%
Texas	86,292,577	90,806,962	4,514,385	5.23%
Utah	2,737,000	2,464,341	(272,659)	-9.96%
Vermont	2,201,794	2,202,724	930	0.04%
Virginia	13,604,402	12,249,134	(1,355,268)	-9.96%
Washington	18,038,932	21,854,025	3,815,093	21.15%
West Virginia	5,382,213	4,846,038	(536,175)	-9.96%
Wisconsin	8,644,415	7,783,260	(861,155)	-9.96%
Wyoming	2,201,794	2,202,724	930	0.04%
State Total	880,717,687	881,089,755	372,068	0.04%
American Samoa	306,253	318,370	12,117	3.96%
Guam	840,469	873,724	33,255	3.96%
Northern Marianas	393,455	408,004	14,549	3.70%
Palau	75,000	75,000	0	0.00%
Virgin Islands	592,136	533,147	(58,989)	-9.96%
Outlying Areas Total	2,207,313	2,208,245	932	0.04%

U.S. Department of Labor
Employment and Training Administration
WIOA Dislocated Worker Activities State Allotments
Comparison of PY 2024 Allotments vs PY 2023 Allotments

State	PY 2023	PY 2024	Difference	% Difference
Total	\$1,417,357,000	\$1,393,572,000	(\$23,785,000)	-1.68%
Alabama	13,164,128	12,337,631	(826,497)	-6.28%
Alaska	6,376,097	5,876,555	(499,542)	-7.83%
Arizona	30,156,226	28,315,755	(1,840,471)	-6.10%
Arkansas	4,589,216	4,522,192	(67,024)	-1.46%
California	158,397,875	158,507,519	109,644	0.07%
Colorado	14,671,719	14,090,453	(581,266)	-3.96%
Connecticut	12,320,319	11,806,402	(513,917)	-4.17%
Delaware	2,561,280	2,517,108	(44,172)	-1.72%
District of Columbia	12,150,262	12,090,836	(59,426)	-0.49%
Florida	42,843,586	41,440,429	(1,403,157)	-3.28%
Georgia	27,915,478	26,713,274	(1,202,204)	-4.31%
Hawaii	2,556,829	2,534,139	(22,690)	-0.89%
Idaho	2,007,847	2,611,276	603,429	30.05%
Illinois	61,967,225	58,810,914	(3,156,311)	-5.09%
Indiana	12,498,913	12,352,607	(146,306)	-1.17%
Iowa	4,124,399	5,363,928	1,239,529	30.05%
Kansas	3,796,262	3,797,394	1,132	0.03%
Kentucky	12,152,376	11,706,885	(445,491)	-3.67%
Louisiana	15,423,284	14,645,250	(778,034)	-5.04%
Maine	2,056,296	2,027,635	(28,661)	-1.39%
Maryland	15,785,149	14,981,809	(803,340)	-5.09%
Massachusetts	20,790,363	19,860,355	(930,008)	-4.47%
Michigan	28,698,440	27,746,873	(951,567)	-3.32%
Minnesota	8,644,757	8,545,279	(99,478)	-1.15%
Mississippi	12,778,348	11,917,714	(860,634)	-6.74%
Missouri	10,047,765	9,804,128	(243,637)	-2.42%
Montana	1,464,503	1,435,624	(28,879)	-1.97%
Nebraska	1,840,202	1,827,388	(12,814)	-0.70%
Nevada	19,863,366	25,833,014	5,969,648	30.05%
New Hampshire	1,943,190	1,911,623	(31,567)	-1.62%
New Jersey	33,449,845	32,469,628	(980,217)	-2.93%
New Mexico	19,466,660	17,841,270	(1,625,390)	-8.35%
New York	108,043,045	101,745,387	(6,297,658)	-5.83%
North Carolina	21,512,837	21,045,970	(466,867)	-2.17%
North Dakota	745,664	740,881	(4,783)	-0.64%
Ohio	28,150,420	27,235,792	(914,628)	-3.25%
Oklahoma	5,630,710	5,580,181	(50,529)	-0.90%
Oregon	9,577,767	9,412,925	(164,842)	-1.72%
Pennsylvania	55,648,335	52,261,354	(3,386,981)	-6.09%
Puerto Rico	83,334,615	108,379,632	25,045,017	30.05%
Rhode Island	3,257,943	3,120,263	(137,680)	-4.23%
South Carolina	10,803,123	10,522,345	(280,778)	-2.60%
South Dakota	1,212,439	1,159,463	(52,976)	-4.37%
Tennessee	13,232,879	12,944,745	(288,134)	-2.18%
Texas	76,447,629	74,893,848	(1,553,781)	-2.03%
Utah	3,226,544	4,196,235	969,691	30.05%
Vermont	922,108	896,318	(25,790)	-2.80%
Virginia	12,979,165	12,811,909	(167,256)	-1.29%
Washington	20,409,533	19,751,767	(657,766)	-3.22%
West Virginia	9,730,541	9,022,367	(708,174)	-7.28%
Wisconsin	9,973,277	9,838,615	(134,662)	-1.35%
Wyoming	922,221	910,116	(12,105)	-1.31%
State Total	1,092,263,000	1,092,713,000	450,000	0.04%
American Samoa	491,627	502,290	10,663	2.17%
Guam	1,349,203	1,378,467	29,264	2.17%
Northern Marianas	631,612	643,704	12,092	1.91%
Palau	120,397	118,327	(2,070)	-1.72%
Virgin Islands	950,554	841,142	(109,412)	-11.51%
Outlying Areas Total	3,543,393	3,483,930	(59,463)	-1.68%
National Reserve*	321,550,607	297,375,070	(24,175,537)	-7.52%

* The PY 2023 Dislocated Worker National Reserve amount reflects the initial appropriation; however, the Further Consolidated Appropriations Act, 2024 (P.L. 118-47) contained a \$75M rescission to the Dislocated Worker National Reserve, decreasing funding in that category to \$246,550,607.

U. S. Department of Labor
Employment and Training Administration
Employment Service (Wagner-Peyser)
PY 2024 vs PY 2023 Allotments

State	PY 2023	PY 2024	Difference	% Difference
Total	\$677,531,500	\$672,893,000	(\$4,638,500)	-0.68%
Alabama	8,157,290	7,994,781	(162,509)	-1.99%
Alaska	7,365,091	7,314,668	(50,423)	-0.68%
Arizona	14,367,195	14,239,498	(127,697)	-0.89%
Arkansas	5,068,542	4,999,917	(68,625)	-1.35%
California	81,499,358	80,695,511	(803,847)	-0.99%
Colorado	12,513,087	12,238,027	(275,060)	-2.20%
Connecticut	7,546,077	7,419,418	(126,659)	-1.68%
Delaware	2,041,275	2,017,779	(23,496)	-1.15%
District of Columbia	1,924,337	1,904,601	(19,736)	-1.03%
Florida	38,791,016	38,458,248	(332,768)	-0.86%
Georgia	18,884,035	19,214,067	330,032	1.75%
Hawaii	2,811,112	2,718,323	(92,789)	-3.30%
Idaho	6,136,431	6,094,420	(42,011)	-0.68%
Illinois	26,805,431	26,439,971	(365,460)	-1.36%
Indiana	12,198,042	12,472,800	274,758	2.25%
Iowa	6,083,922	6,042,244	(41,678)	-0.69%
Kansas	5,370,575	5,313,527	(57,048)	-1.06%
Kentucky	8,028,686	7,958,398	(70,288)	-0.88%
Louisiana	8,511,466	8,313,405	(198,061)	-2.33%
Maine	3,649,278	3,624,294	(24,984)	-0.68%
Maryland	12,638,485	12,221,314	(417,171)	-3.30%
Massachusetts	14,841,028	14,419,020	(422,008)	-2.84%
Michigan	19,625,843	19,411,416	(214,427)	-1.09%
Minnesota	10,868,056	10,827,663	(40,393)	-0.37%
Mississippi	5,186,386	5,015,194	(171,192)	-3.30%
Missouri	11,219,804	11,080,052	(139,752)	-1.25%
Montana	5,014,722	4,980,390	(34,332)	-0.68%
Nebraska	4,489,626	4,341,432	(148,194)	-3.30%
Nevada	6,814,792	6,913,847	99,055	1.45%
New Hampshire	2,625,284	2,576,103	(49,181)	-1.87%
New Jersey	18,623,063	19,083,930	460,867	2.47%
New Mexico	5,627,402	5,588,876	(38,526)	-0.68%
New York	39,960,265	39,348,644	(611,621)	-1.53%
North Carolina	19,548,712	19,364,936	(183,776)	-0.94%
North Dakota	5,106,489	5,071,529	(34,960)	-0.68%
Ohio	22,892,147	22,471,826	(420,321)	-1.84%
Oklahoma	6,825,929	6,879,212	53,283	0.78%
Oregon	8,641,616	8,477,061	(164,555)	-1.90%
Pennsylvania	25,998,063	25,495,368	(502,695)	-1.93%
Puerto Rico	5,882,119	5,746,432	(135,687)	-2.31%
Rhode Island	2,217,710	2,163,331	(54,379)	-2.45%
South Carolina	8,820,458	8,736,992	(83,466)	-0.95%
South Dakota	4,719,570	4,687,259	(32,311)	-0.68%
Tennessee	12,583,460	12,450,216	(133,244)	-1.06%
Texas	57,724,443	58,414,716	690,273	1.20%
Utah	5,704,059	6,074,652	370,593	6.50%
Vermont	2,210,914	2,195,778	(15,136)	-0.68%
Virginia	15,516,383	15,880,320	363,937	2.35%
Washington	15,860,228	15,729,530	(130,698)	-0.82%
West Virginia	5,402,014	5,365,031	(36,983)	-0.68%
Wisconsin	11,276,927	11,130,151	(146,776)	-1.30%
Wyoming	3,661,671	3,636,603	(25,068)	-0.68%
State Total	675,879,914	671,252,721	(4,627,193)	-0.68%
Guam	317,033	314,863	(2,170)	-0.68%
Virgin Islands	1,334,553	1,325,416	(9,137)	-0.68%
Outlying Areas Total	1,651,586	1,640,279	(11,307)	-0.68%

**Statewide Community Based Organizations
Serving on Local Workforce Development Boards**

Arkansas Workforce Connections requested the following information from each of the ten Local Workforce Development Boards (LWDB) following the March 15, 2024, Full Board meeting. The Arkansas Workforce Development Board (AWDB) inquired on how many community-based organizations served on the board.

What is a community-based organization? A community-based organization as defined in WIOA sec. 3(10) as a private nonprofit organization (which may include a faith-based organization), that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce development.

Do individuals have to be a board member to serve the board? No. Community members and stakeholders may serve their communities by sitting on a committee without being a full board member. These individuals may also serve through engaging board members in community activities as well as informing members during meetings of activities, needs, and benefits of the various organizations for strategic planning.

How many community-based organizations must be on a local workforce development board? LWDBs are required by Arkansas law to have at a minimum of two community-based organizations to serve on the Youth committee. [A.C.A. § 15-4-3712(b)(2)(B)]

NORTHWEST

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board	Hope Cottages	Homeless Women/Children	Hope Cottages provides clients with basic needs, emergency assistance, help them obtain identification, individualized case management, employment, and housing.
	Jack Williams Veteran Resource Center	Veterans	Camp Jack offers a safe and welcoming environment for Veterans and their families to find information on benefits, attend a meeting, or grab a cup of coffee.
Youth Committee	Yvonne Richardson Community Center	All ages and ethnicities	To provide a place of structured recreation, socialization, and extracurricular learning for the citizens of Fayetteville, Arkansas.
	Community Service, Inc.	Youth ages 18 and younger, Foster Care, Juvenile Justice	Youth and family services organization serving youth 18 and younger. Our service professionals are committed to helping youth in need through prevention and education, foster care, day treatment, substance abuse services, mental health services and juvenile justice.
	A Level Up, Inc.	Disenfranchised Youth	Leadership training, mentoring youth.

NORTHEAST

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board	Hispanic Community Services, Inc.	Hispanic Community	Spanish Classes, La Escuelita, Citizenship Classes, and English Classes

Note: The board receives feedback from regional partner meetings held with community stakeholders.

WESTERN

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
One Stop Committee	Community Rescue Mission	Justice Involved, Single Parent	Housing, counseling
Disabilities Committee	Riverview Hope Campus	Homeless	Housing, food
	Restore hope	Justice Involved, Rehab	Service connector
Youth Committee	Comprehensive Juvenile Services	Justice Involved Youth	Counseling
	Diamond Hills Boys & Girls Clubs	Youth	Training, childcare, mentoring

SOUTHWEST

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board	Vietnam Veterans Org.	Veterans	Advocacy & Support; Community Outreach
	Howard County Children & Adult Center	Individuals with Disabilities	Skills & Training; Supported Employment
Youth	SW Ark. Ed. Cooperative	In-School Youth	Provides Support & Resources to students (Career & Technical Education)
Disability Committee	Abilities Unlimited	Individuals with Disabilities	Employment, Training; Community Integration

SOUTHEAST

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Youth Committee	Tabernacle Church	Not Submitted	Not Submitted
Youth Committee	Phoenix Youth & Family Services	Not Submitted	Not Submitted

Planning Committee	Rock Springs United Methodist Church	Not Submitted	Not Submitted
--------------------	--------------------------------------	---------------	---------------

EASTERN

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board	AR&R Transitional Living	Ex-Offenders	Job Services, Entrepreneurial Skills Training, counseling
	All Veterans Empowerment Services (AVESI)	Veterans	Job Services, claims assistance
	Career Development and Training Inst. (CDTI)	Youth with Disabilities	Job Services, Leadership Development, Tutoring, Comprehensive guidance, and counseling, Mentoring, Financial Literacy, Drop-out Prevention
	ARC-Youth	Youth with disabilities	Job Services, Leadership Development, Tutoring, Comprehensive guidance, and counseling, mentoring, Financial Literacy, Drop-out prevention
	Great Rivers	Youth with disabilities	Tutoring and study skills

NORTH CENTRAL

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board, Youth Committee	Goodwill	Youth, Justice Involved Individuals, High School Dropouts, Homeless	job training and career services
Youth Committee	Youth Advocates	Youth, homeless, foster care	School dropout prevention services, counseling, home placement, foster care transition services
	Arkansas Sheriffs Youth Ranch	Youth, Foster Care, Homeless, OSY	housing and other support to foster care individuals

WEST CENTRAL

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board, Rehabilitation Committee	Mr. Cannan Baptist Church	Ex-offenders, Single Parents, Disabled, Older Individuals	Record Expungement, Leadership and Guidance on Housing and Employment for Members of Congregation
One Stop Systems	Goodwill Industries of	Displaced homemakers, low-	Career Development and Job Search Activities, Training Services, Adult High School

Oversight Committee	Arkansas	income, individuals with disabilities, older individuals, ex-offenders, homeless individuals, youth in or aged out of foster care, English Language Learners, eligible migrant and seasonal farmworkers, single parent, long-termed unemployed individuals, American Indians, Alaska Natives, and Native Hawaiians They serve anybody who have barriers to employment.	
Rehabilitation Committee	Abilities Unlimited	Individual with Disabilities	Adult Development, Pre-employment Transitional Services, Ticket to Work, Supported Employment and Work Activity
Youth Council	Dawson Co Op	Single Parents, Low-income and Learning-Disabled Individuals	After school services such as tutoring, childcare, early childhood services like speech therapy and assistance for hearing impaired, work with single parents of three- and four-year-olds that prepare them for kindergarten. Those are to name a few.

CENTRAL

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board, Youth Committee	Arkansas Human Development Corporation	Migrant and Seasonal Farm Workers	In addition to occupational, on-the-job, and work experience services, the agency provides housing, health and medical, nutritional, and transportation services to eligible seasonal and migrant farm working customers to support training and job placement activities through the National Farmworker Jobs Program (NFJP).

	American Indian Center of Arkansas	Native Americans and Older Workers	The Senior Community Service Employment Program (SCSEP) is a part-time program for all low-income persons aged 55 and over who have poor employment prospects. Program participants receive assignments at community and government agencies and are paid the Federal or State minimum wage, whichever is higher. Participants may also receive assistance in developing job search skills and in locating a permanent job. Participants are placed in non-profit or public service type host agencies. They receive on-the-job training and work experience. The mission is to improve the quality of life for native American/Alaskan Native individuals in Arkansas through job training and placement, older American employment and training, mental health services, and education programs
--	------------------------------------	------------------------------------	---

LITTLE ROCK

Capacity Served	CBO Name(s)	Target Population(s)	Service(s)
Full Board, Executive Committee	Goodwill Industries of AR	Low-Income, under-employed, under-educated	Occupational training, GED education, supportive services, reentry prgms.
Full Board, Partners Committee	Food Job Work	Homeless, low-income, under-employed, under-educated, reentry	Occupational training in the hospitality/restaurant industry; reentry prgms.
Youth Services	Immerse AR	Homeless youth, runaways, Foster Care, trafficked youth	Housing & food, supportive services, group and/or individual counseling, referrals
	Our House, Inc	Homeless, near-homeless, low-income, under-employed, under-educated, reentry, children	Housing & food, daycare, youth programs, supportive services, group and/or individual counseling, mental health and legal services referrals
	Economics Arkansas	In-school Youth	Financial Literacy
	Centers for Youth & Families	Youth in behavioral crisis	Housing & food, supportive services, group and/or individual mental health & substance abuse counseling
Partners Committee	Our House, Inc	Homeless, near-homeless, low-income, under-employed, under-educated, reentry	Housing & food, daycare, youth programs, supportive services, group and/or individual counseling, mental health and legal services referrals
	Central Arkansas Community Development Council (CADC)	Low-income, single parents, children, seniors and elders, shut-ins	LIHEAP, Commodities-USDA, transportation, VITA, Diapers, weatherization, and Head Start

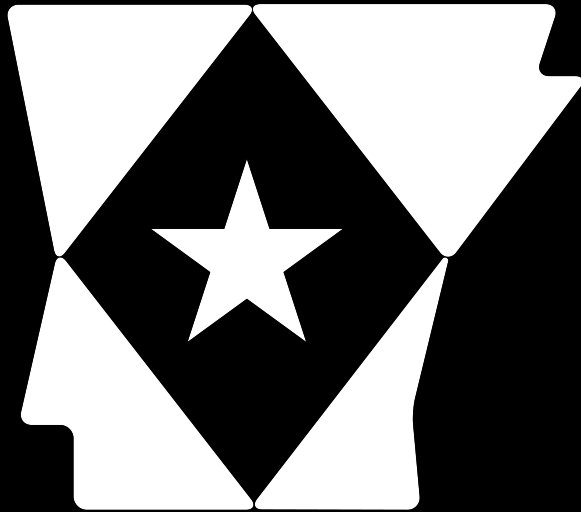
Agenda Item 3: INFORMATIONAL

Governor's Workforce Strategy

Agenda Item 4: INFORMATIONAL

**Arkansas WIOA System Evaluation & Customer
Service Surveys Update**

Arkansas Workforce Development Board Meeting, May 21, 2024



Arkansas Division of Workforce Services

WIOA Systems Evaluation, Skills Gap Analysis,
and Customer Service Surveys



ADWS WIOA Systems Evaluation, Skills Gap Analysis, and Customer Service Surveys.

- In partnership with the Arkansas Division of Workforce Services, the University of Arkansas Counselor Education Program will conduct a comprehensive evaluation of the workforce systems directed and managed by the Division.
- Dr. Brent Williams with the UA Counselor Education Program will serve as the Principal Investigator for the project and Dr. Keith Vire, with the Counselor Education Program will act as Project Director. Dr. Xinya Liang will serve as project statistician and will analyze all data. Dr. Julie Hill will design and manage project surveys.

Workforce Boards and Centers Assigned for the Study

- These local workforce boards will be assigned for the study:
 - Northeast Arkansas Local Workforce Development Area
 - Southeast Arkansas Local Workforce Development Area
 - Central Arkansas Local Workforce Development Area
 - City of Little Rock Arkansas Local Workforce Development Area
 - Southwest Arkansas Local Workforce Development Area
 - Northwest Arkansas Local Workforce Development Area

Workforce Boards and Centers Assigned for the Study(cont.)

- For each local area, leadership will be interviewed to identify partner programs and non-profits that collaborate with the Workforce Centers. Contractors will report on the existence of:
 - Memoranda of Understanding between the programs/entities
 - Referral Procedures
 - Training for partners regarding services provided or alternative print materials to assist in collaboration OR
 - An alternative method to refer clients between the partners effectively

Evaluations to be Developed

- Local Integration Study—Sample Workforce Innovation and Opportunity Act Title I or Title III participants in the four Comprehensive Centers selected for sampling.
- Interview staff and report case studies on effectiveness of identifying and closing Skill-Gaps.
 - Sample WIOA Title I and Title III participants for the 4 Local Areas, to determine if, based on the participants' information in the Case File, the participant might have been eligible to receive services under the required partners

Evaluations and asset mapping

- Local Integration Study, Continued—
 - Contractors will establish a map of resources that exist on the State and Local Level that have one or more following characteristics:
 - **Displaced Homemaker**
 - **Low Income**
 - **Limited English Proficiency**
 - **Migrant Worker**
 - **Disabled**
 - **Veteran**
 - **Older Worker**
 - **Out of School Youth**
 - **Foster Youth**
 - **Basic Skill Deficient**
 - **Ex-Offender**
 - **Single Parent**
 - **TANF Recipient**
 - **SNAP Recipient**
 - **SSDI Recipient**
 - **UI Claimant**
 - **Long-Term Unemployed**

Evaluations and asset mapping

- Local Integration Study, Continued—
 - For all programs and services identified in the previous steps, report whether sampled participants were referred to or co-enrolled in other programs or services.
- For four comprehensive and three affiliate centers assigned by ADWS leadership, contractors will conduct a review to compare these centers' processes to the State's certification policy and applicable laws/regulations.
- Conduct a statewide customer service survey for business customers of WIOA Title I and Title III receiving services over the most recent 12 months available.
- Upon completion of the Asset Mapping, Contractor will evaluate State Workforce Agencies, 10 Local Workforce Development Boards, and the centers that offer services across the states to determine best practices for utilizing these resources as a workforce development strategy.

Skills gap analysis

- For select high-demand industries and occupations, a skill-gap analysis will be completed by the Contractor.
- Goal: To identify occupations where critical skill-gaps exist and to compile a list of the most critical shortages in skills. Surveys of these entities may be conducted for this purpose:
 - Industry Associations,
 - Chambers of Commerce,
 - State Agencies,
- Evaluation Component- Once the Skills Gap analysis is complete, Contractor evaluate to determine best practices for closing the skills gaps identified and will make recommendations for improvement.

Project Objectives

- Objective 1: Create evaluation tool to complete a local integration study encompassing a sample of Workforce Innovation and Opportunity Act Title I or Title III participants for three separate Local Workforce Development Areas.
 - Objective 1 –a: Evaluate the level of Co-enrollment and Co-funding of required WIOA partners.
 - Objective 1 –b: Evaluate the leveraging of Local Resources available in the Local Workforce Development Area.
- Objective 2: In the Comprehensive Centers for the 3 Local Areas selected for sampling, the Contractor will report case studies on effectiveness of identifying and serving individuals from targeted populations.
- Objective 3: In the Workforce Centers assigned for the study, evaluate the extent to which innovative tools as well as emerging and current technology are used to enhance service delivery.

Project Objectives (Cont.)

- Objective 4: Review a sample of Arkansas Workforce Centers against the State's certification policy and applicable laws and regulations for four comprehensive centers and two affiliate centers. Each of the six centers selected will be located in different Local Workforce Development Areas.
- Objective 5: Conduct a statewide customer service survey for business customers of WIOA Title I and Title III receiving services over the most recent 12 months available.
- Objective 6: Conduct additional research in Jefferson, Crittenden, Cross, Phillips, and St. Francis Counties in Arkansas. According to the American Community Survey (ACS), these counties have unemployment rates in excess of 4.5%, compared to the current statewide rate of 2.8%. The Contractors will attempt to document the factors that are responsible for this discrepancy, and will make recommendations for change.

Progress to Date

Identification of WIOA partners:

- For each assigned area, partner organizations and nonprofits have been identified.
- For these partners, Memoranda of Understanding, training protocols, and written referral procedures have been documented for each assigned area.
- Entities have been identified and documented in each assigned area that provide services to these populations: Displaced Homemaker, Low Income, Limited English Proficiency, Migrant Worker, Disabled, Veteran, Older Worker, Out of School Youth, Foster Youth, Basic Skill Deficient, Ex-Offender, Single Parent, TANF Recipient, SNAP Recipient, SSDI Recipient, UI Claimant, Long-Term Unemployed



Progress to Date (continued)

- **Certification of Compliance:** Evaluators were tasked with reviewing an assigned list of four comprehensive and two affiliate centers for compliance with certification policy and applicable laws and regulations.
 - All certification surveys have been completed. The evaluators conclude that all reviewed centers are in substantial compliance with all applicable laws and regulations.
- **Skills gap identification and amelioration:** Skill gap activities are being reviewed by the evaluators for three comprehensive centers.
 - Interviews with managers have been completed and interviews with businesses are currently underway. The completion of these interviews and the final write up of the skills gap analysis will be completed by the end of June.

Progress to Date (continued)

- **Levels of Co-Enrollment:** Evaluators were asked to document levels of co-enrollment and referral for all (WIOA), Wagner-Peyser Act Employment Service programs, and Adult Education and Family Literacy Act (AEFLA) programs
 - Information for levels of co-enrollment and referral will come from WIOA participant surveys. The survey is still open and responses continue to come in. To date, 320 responses have been received. Upon closure of the survey, this item will be completed.
- **To Be Completed:** As already stated, both surveys (participant and business) are still open. When those surveys are closed, an in-depth analysis will be completed, and results included in the final report.

Conclusion

- Contractors will continue to provide regular updates to the Division and will be available at all times for consultation and questions.
- Both formal and informal updates will be provided as requested by ADWS.
- For all reports filed with the Division, all data that is collected will be retained, and will be available for inspection by the Division.
- Recommendations and findings will be provided to the Division in the final report.
- The final report will be presented in draft form pending suggested changes.

Project Staff Contact Information

- Principal Investigator:
 - Brent Williams
 - btwilli@uark.edu
 - 479-200-5106
- Co-Principal Investigator
 - Xinja Liang
 - xl014@uark.edu
 - 479 575-7948
- Co-Principal Investigator
 - Julie Hill
 - jch029@uark.edu
 - 479-575-8696
- Project Director
 - Keith Vire
 - kvire@uark.edu
 - 479-957-6939

Agenda Item 5: INFORMATIONAL

USDOL Workforce Dashboards

State Workforce Services Dashboards

These dashboards examine WIOA Titles I & III program data quality, system reach, and differences in access to services and outcomes between demographic groups by state. These analyses were produced in response to Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the federal government.

These dashboards focus on program year (PY) 2022 data for the WIOA Adult, Youth, Dislocated Worker, and Wagner-Peyser programs by state. Comparisons to national-level data are included where appropriate.

The dashboards are organized to display the following data in the tabs above:

- **Data Quality** – This section shows the completeness of reported demographic and occupation data.
- **System Reach** – This section shows the makeup of program participants.
- **Services** – This section shows the differences in services received by demographic groups. It includes information on select services, model estimates that show differences in use rates when controlling for other demographic elements and barriers, and information on training occupations.
- **Outcomes** – This section shows the differences in outcomes obtained by demographic groups. It includes information on WIOA outcomes and model estimates that show differences when controlling for other demographic elements and barriers.
- **Relationship: Services & Outcomes** – This section shows the differences in outcomes obtained by demographic groups when accounting for the level of services received. It includes information on the relationship between services and outcomes and model estimates that show differences when controlling for other demographic elements and barriers.
- **Methods** – This section provides technical details about the data and the dashboards. It includes information on analysis decisions, data treatments, and modeling methods as well as data tables that give the counts of participants per demographic group.

When reviewing the dashboards, there are several important factors to keep in mind:

- **The dashboards are not a scorecard.** The dashboards do not grade states' performances or assign subjective values to the trends shown in the dashboards.

- **The dashboards are not prescriptive.** Individuals using the dashboards will need to provide independent thought and follow-up consideration for anything seen in the dashboards.
- **The dashboards cannot be used to compare states.** To accurately compare states, more information (including external factors beyond states' control) would be required for a fair comparison.
- **Data in the dashboards may not exactly match records elsewhere.** Further details on the data used in these dashboards are available in the Methods section.
- **Some states have small counts of demographic groups.** If a group has a very low count, less confidence should be placed in findings for that group. Counts can be found in data tables near each chart within the dashboards.
- **The dashboards' scope is not definitive.** Not all underserved communities are currently represented in these dashboards. When possible, future editions will broaden their scope to be more informative and inclusive.

For more information on how to use and interpret the Workforce Services Dashboards, please refer to the [Supplemental Guide](#).

[Workforce Services Dashboards](#) [Arkansas - Program Year 2022](#)

Employment and Training Administration (ETA)
Office of Policy Development and Research (OPDR)
Division of Data Analytics and Strategic Planning (DASP)



- [Overview](#)
- [Data Quality](#)
- [System Reach](#)
- [Services](#)
- [Outcomes](#)
- [Relationship: Services & Outcomes](#)
- [Methods](#)

Agenda Item 6: INFORMATIONAL
Reimagine Arkansas Workforce Grant

May 21, 2024

REIMAGINE WORKFORCE ARKANSAS

**❖ YEAR-TO- DATE
GRANT ACTIVITIES
IN-REVIEW**



Office of Employment & Training

Reimagine Arkansas Workforce Project

Overview – the Reimagine Grant was made available under the CARES Act (Coronavirus Aid, Relief, and Economic Security Act) through the US Department of Education. These funds were awarded to States with the highest coronavirus burden to support education and training activities.

Arkansas was 1 of the 8 States Awarded the Grant

- Award Amount – \$13.5 Million
- Partners –AWC, Shorter College, U of A Global Campus College, and iDatafy



Reimagine Arkansas Workforce Grant

Purpose: To help those who are or had been economically impacted by the COVID-19 pandemic.

- Unemployed
- Underemployed
- Individuals with no work history
- Public assistance recipients
- Rural area residents
- Veterans and Families
- Homeless
- Justice involved individuals
- Hard-to-serve populations



Reimagine Arkansas Workforce Partners

Shorter College
Reimagine 
Workforce Program
REIMAGINE the Possibilities...

Enrolled: 401 Participants

Total of 121 Training Program Completers



**REIMAGINE YOUR CAREER
GET FREE TRAINING**
FOR QUALIFIED INDIVIDUALS
TRAINING.UARK.EDU/REIMAGINE

Enter or Thrive in the Workplace

The Reimagine Arkansas Workforce Project provides free, short-term online job training through a grant from the U.S. Department of Education. The project is coordinated with the Arkansas Division of Workforce Services to benefit Arkansans economically impacted by COVID.



Enrolled: 3,659 Participants

Total of 1,190 Training Program Completers



- 3,519 SmartResumes have been created for UAGC students as of February 23, 2024
- 243 SmartResumes have been created for Shorter College students as of February 23, 2024

Reimagine Arkansas Workforce

FINANCIAL EXPENDITURES:

- **Total Award Amount \$13,579,456.00**
- AWC was awarded \$326,411.00 and have expended \$194,815.93.
- **Contractual**
- UAGC was awarded \$10,088,551.00 and have expended \$9,709,374.23.
- Shorter College was awarded \$3,164,793.00 and have expended \$1,443,450.09.
- **Total expended by all partners: \$11,347,640.25 (as of February 2024)**
- **Remaining Balance \$2,231,815.75**



AWC REIMAGINE CONTACT INFORMATION

Direct Contact Information:

Shenaye Johns – Employer Engagement Manager / Project Director

Email: Shenaye.Johns@arkansas.gov

Telephone: 501-683-5328



Office of Employment & Training

A proud partner of the AmericanJobCenter network

Equal Opportunity Employers/Programs
Auxiliary aids and services available upon request to disabled individuals.
Voice 1-800-285-1121
TDD 1-800-285-1131



SHORTER COLLEGE
REIMAGINE
ARKANSAS
WORKFORCE
PROGRAM

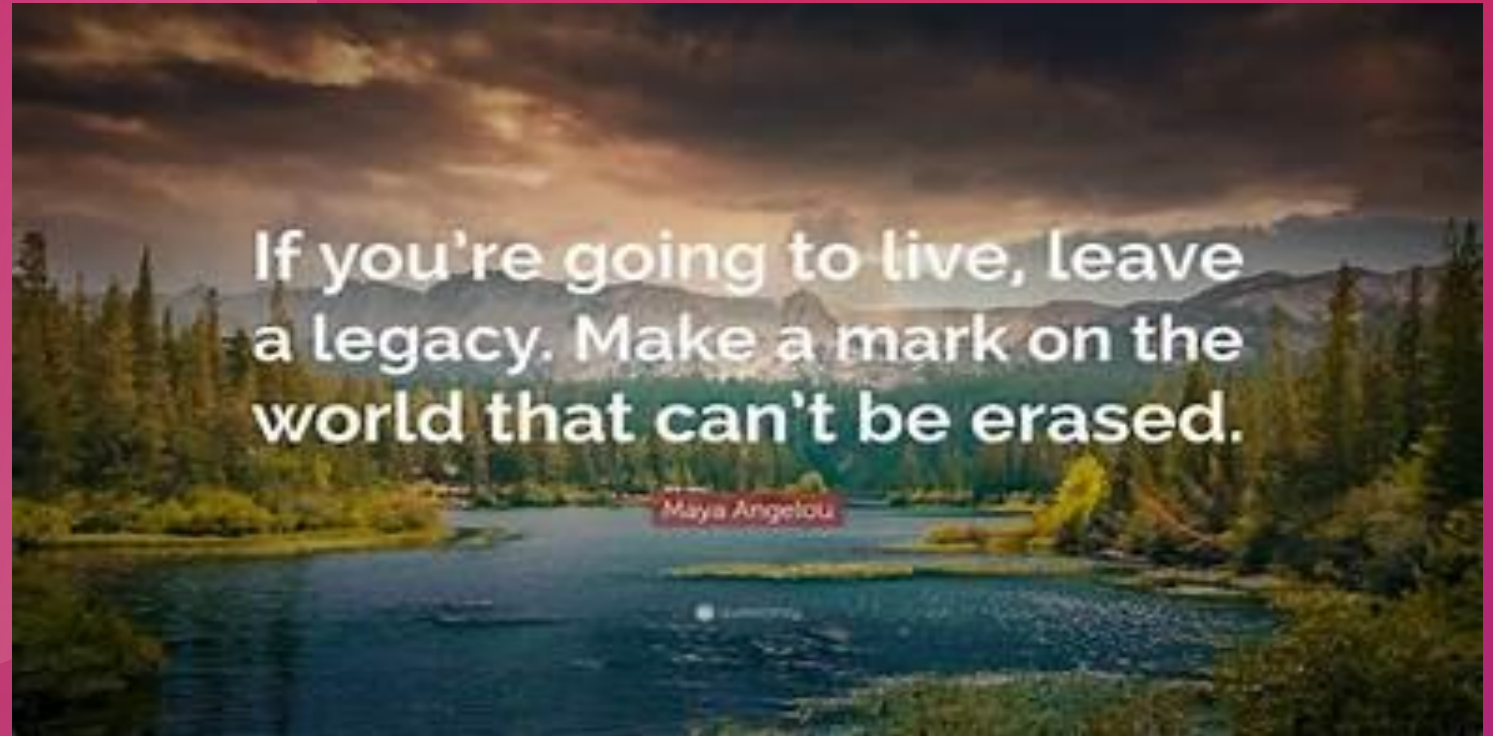
ARKANSAS
WORKFORCE
DEVELOPMENT
BOARD MEETING
MAY 21, 2024
10:00 AM - 2:00 PM

Shorter College
Reimagine 
Workforce Program
REIMAGINE *the Possibilities...*

SHORTER COLLEGE FAITH STATEMENT

Faith Statement of Shorter College Shorter College is an African Methodist Episcopal Church sponsored school and is shaped by the Methodist traditional understanding of sin, grace, and the possibility of full salvation for Christlike living. Shorter College embraces the community that reflects both the unity and diversity of the body of Christ. We believe that there is but one living and true God, everlasting, without body or parts, of infinite power, wisdom, and goodness; the Maker and Preserver of all things, both visible and invisible. In the unity of this God-head, there are three persons, of one substance, power and eternity-the Father, the Son, and the Holy Spirit. We believe that Jesus Christ is the Son of God, who is the Word of the Father, the very and eternal God, of one substance with the Father, took man's nature in the womb of the blessed virgin; so that the two whole and perfect natures, that is to say, the God-head and manhood, were joined together in one person, never to be divided; whereof is one Christ, very God and very man, who truly suffered, was crucified, dead and buried, to reconcile his Father to us, and to be sacrifice, not only for original guilt, but also for the actual sins of men. We believe that Christ did truly rise again from the dead and took again his body with all things appertaining to the perfection of man's nature, wherewith he ascended into heaven, and there sitteth until he returns to judge all men at the last day. We believe in the Holy Spirit, proceeding from the Father and the Son is of substance, majesty, and glory with the Father and the Son, very and eternal God. We believe that the Holy Scriptures contains all things necessary to salvation; and that the bible is the inspired word, infallible and authoritative word of God.

IN REMEMBRANCE OF PRESIDENT O. JEROME GREEN



ENROLLMENT

Enrollment

401

Completions

121

PERFORMANCE

Internship Partners (16)

Internships

Completers	25
Active	0
Pending	2

Company	Industry/Location	Phone Number	Interns Served
Arvest Bank	Financial Institution/LR		0
Brandon House	Performing Arts/LR		1
Boy Scouts of America	Non-Profit		0
Collins Enterprise	Technology/Pineville		1
Latoya McElroy LLC	Staffing Firm/Texarkana		0
Made Industries	Technology/Searcy		10
Mitchell & Associates Accounting Services	Accounting Firm/NLR		0
Modern Image Systems	Printing Equipment/LR		1
Montgomery and Associates	Insurance Agency/NLR		3
Mr. Keith's Kettle Popcorn	Popcorn Distribution/NLR		1
Patel Group	Real Estate/LR		1
Safe Foods	Food Safety/NLR		3
Southern Glazers Wine & Spirits	Beverages/NLR		1
West Rock Coffee	Coffee Manufacturing/NLR		1
Yellow Rocket Concepts	Food Industry		0

UAMS	Healthcare		
------	------------	--	--

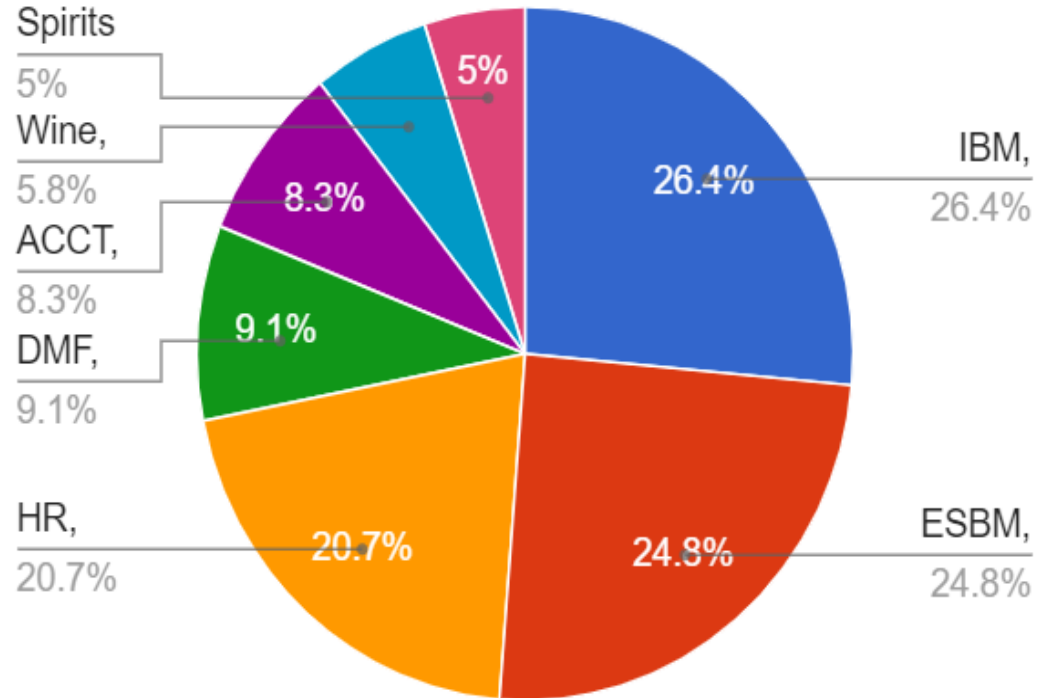
Completion Rate



Certifications

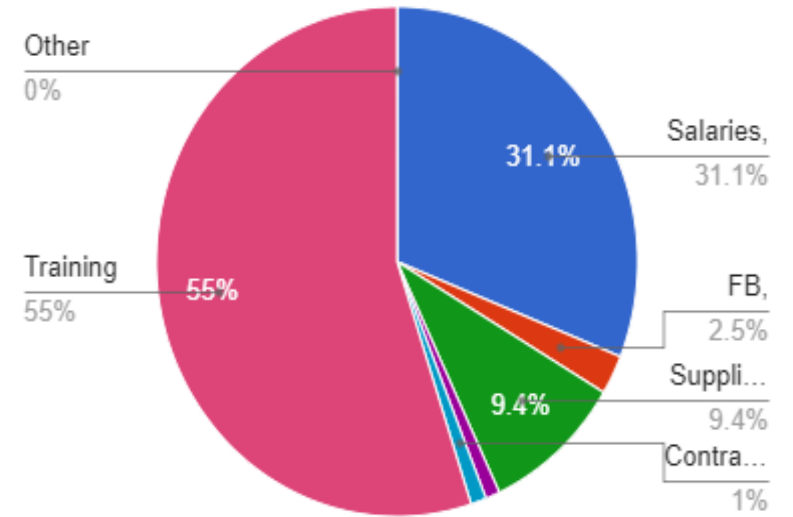
Certification Area	Total
IBM	32
ESBM	30
Human Resources	25
Digital Marketing	11
Accounting	10
Microsoft Office	7
Wine	6
Spirits	0

Certifications



SHORTER COLLEGE	Reimagine Grant Subrecipient Monthly Budget versus Actual Report						
	10/01/2022 thru 09/30/2024						
Current Month: October 2023					6		
		Current Month	Expenditures Thru	Average Monthly Exp.	Projections	Projected and Actuals YTD	
	Budget	Expenditures	3/31/2024	42	10/01/23-09/30/24	9/30/2024	Projected Ending Balance
Shorter College Expenditures							
<i>PS (Salaries)</i>	\$471,776.03	\$13,694.20	400,704	9,541	57,243	457,948	13,828
FB (Fringe Benefits)	\$37,892.37	\$1,047.60	32,167	766	4,595	36,762	1,130
<i>Travel and Conferences</i>	\$1,708.57		72	2	10	82	1,627
<i>Supplies</i>	\$151,609.21		121,695	2,898	17,385	139,080	12,529
Marketing	\$208,460.93		212,347	5,056	30,335	242,682	-34,221
<i>Contractual</i>	\$13,500.00		13,500	321	1,929	15,429	-1,929
Training Costs	\$1,322,418.94	\$72,898.69	708,845	16,877	101,264	810,108	512,310
Total Direct Costs	\$2,207,366.05	\$87,640.49	1,489,329	35,460	212,761	1,702,090	505,276
Indirect Charges	\$52,964.77	\$1,474.18	43,236	4,804	28,824	72,060	-19,095
Unallocated funds	\$904,462.18						
Total Direct & Indirect Costs	\$3,164,793.00	\$89,114.67	1,532,565	40,264	241,585	1,774,150	486,181

Reimagine Expenditures Through 3/31/24

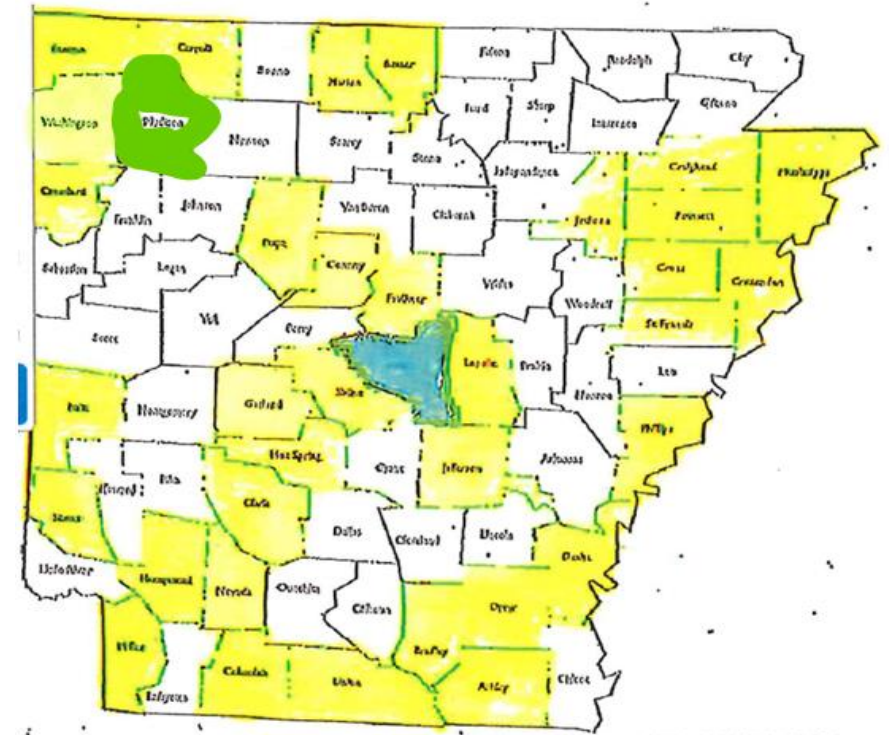


COUNTIES SERVED (36)

County	Total
Ashley	2
Baxter	4
Benton	1
Bradley	1
Carroll	2
Clark	3
Columbia	1
Conway	1
Craighead	4
Crawford	1
Crittendon	5
Cross	1
Desha	1
Drew	1
Faulkner	12
Garland	2
Grant	1

County	Total
Hempstead	2
Hot Springs	1
Jackson	2
Jefferson	15
Lonoke	4
Madison	1
Marion	2
Miller	5
Mississippi	2
Phillips	4
Polk	1
Pope	3
Pulaski	307
Saline	8
Sevier	1
St. Francis	2
Union	3
Washington	1

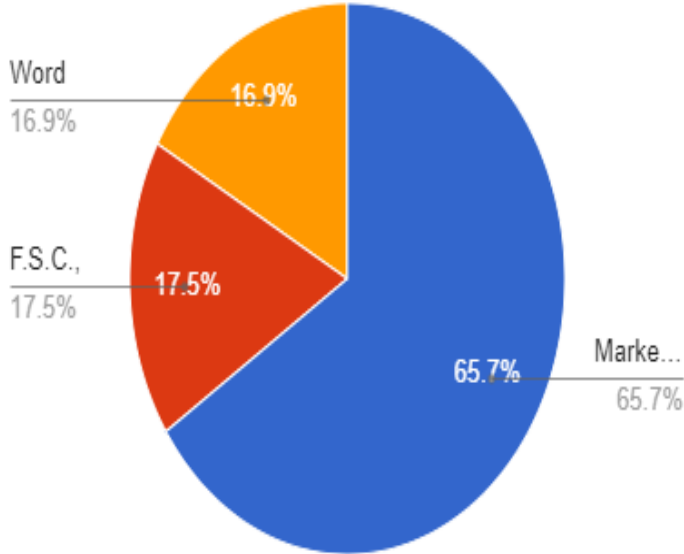
Arkansas counties



HOW DID YOU HEAR ABOUT US

Attribute	Numbers
Marketing	109
Federal/State/City Agency	28
Word of Mouth	29

How Did You Hear About Us



JOB PLACEMENT PLANS

Employer Spotlight	Every other month
iDatafy	<ul style="list-style-type: none"> • UAMS (November) • Smart Resume • Job Counseling
Reimagine Days 2024	<p>Employers on sight</p> <ul style="list-style-type: none"> • Arkansas Department of Finance and Administration • Pete Fowler Constructor • Safe Foods • Shorter College
Recruiter	<p>9th Annual Spring 2022 College Fair West Central Community Center (9:00 AM to 2:00 PM) Graduate Arkansas 03/14/24</p> <ul style="list-style-type: none"> • Central AR HR Mixer
Employer Referrals	<ul style="list-style-type: none"> • Human Resources • Accounting
Community Job Fairs College Days	Reimagine Days 2024
Internships	2 job hires

OUTREACH UPDATES REIMAGINE DAYS 2024 (GENERAL SESSION)

Reimagine Days 2024
Innovators



Reimagine Staff



Reimagine Days 2024
Judges



2024 WINE CERTIFICATION

Reimagine Days 2024
Innovator and Judges

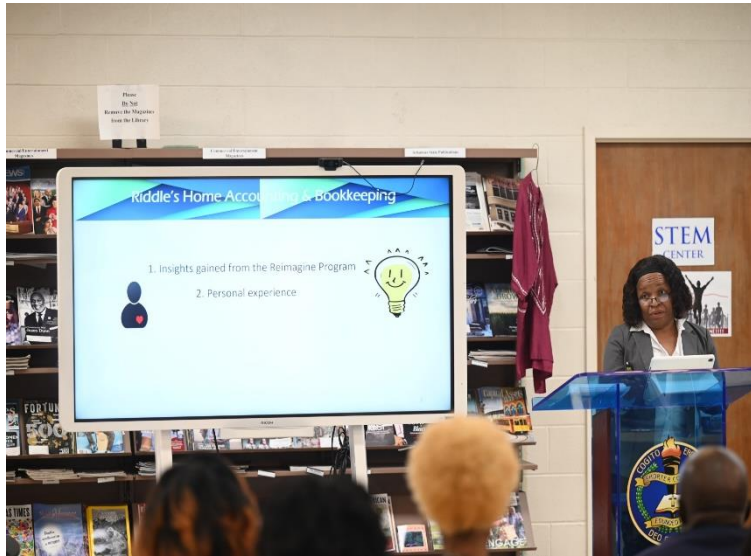


Reimagine Staff

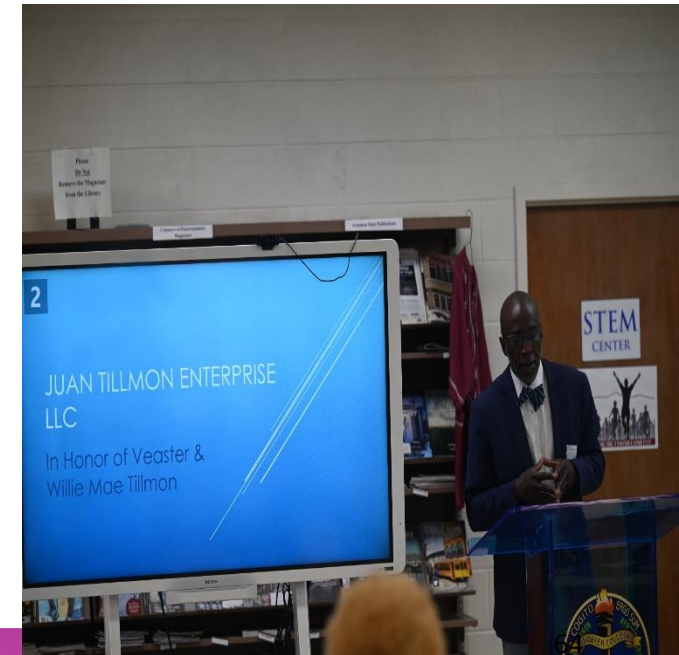


Reimagine Days 2024
Guests





Innovators



CARMEN THOMPSON

DIGITAL MARKETING FUNDAMENTALS



SHORTER COLLEGE
FOUNDED 1888

Reimagine
Workforce Program

Complete your certification online at no cost to you!
www.shortercollege.edu/reimagineworkforceprogram/

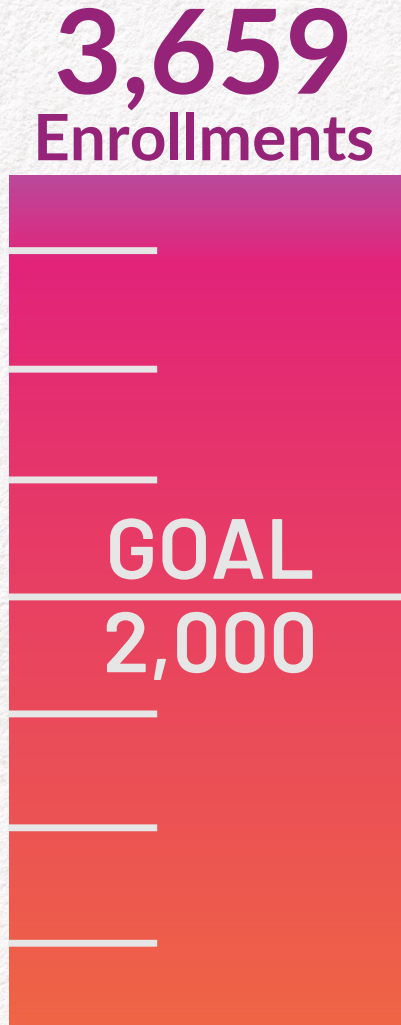


<https://photos.app.goo.gl/7LTQqR6XSydnYrDb9>

**MS. LAURA
IVERSON
IBM -
ENTERPRISE
DESIGN
THINKING**



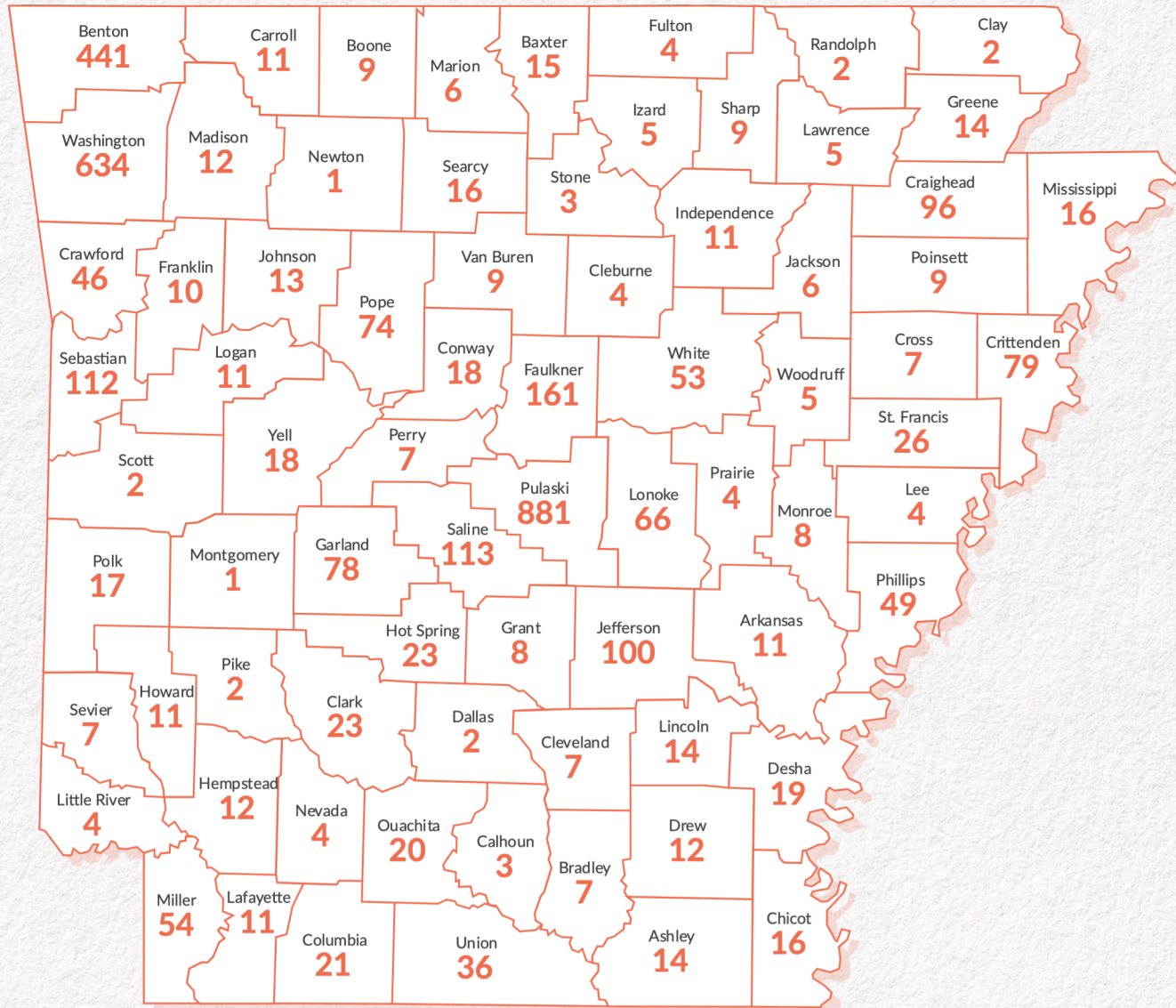
PARTICIPANTS SERVED BY PROGRAM As of May 8, 2024



Year	Enrolled	Completed
1	79	34
2	1,622	250
3	1,455	581
4	503	325
Total	3,659	1,190

We had **74** folks complete due to the Reimagine Student Success Initiative

PARTICIPANTS SERVED BY COUNTY As of April 30, 2024



All 75 of Arkansas's counties had at least one enrollment

59% of the state's counties (44 of the 75) had double- or triple-digit enrollments:

7 counties had triple-digit

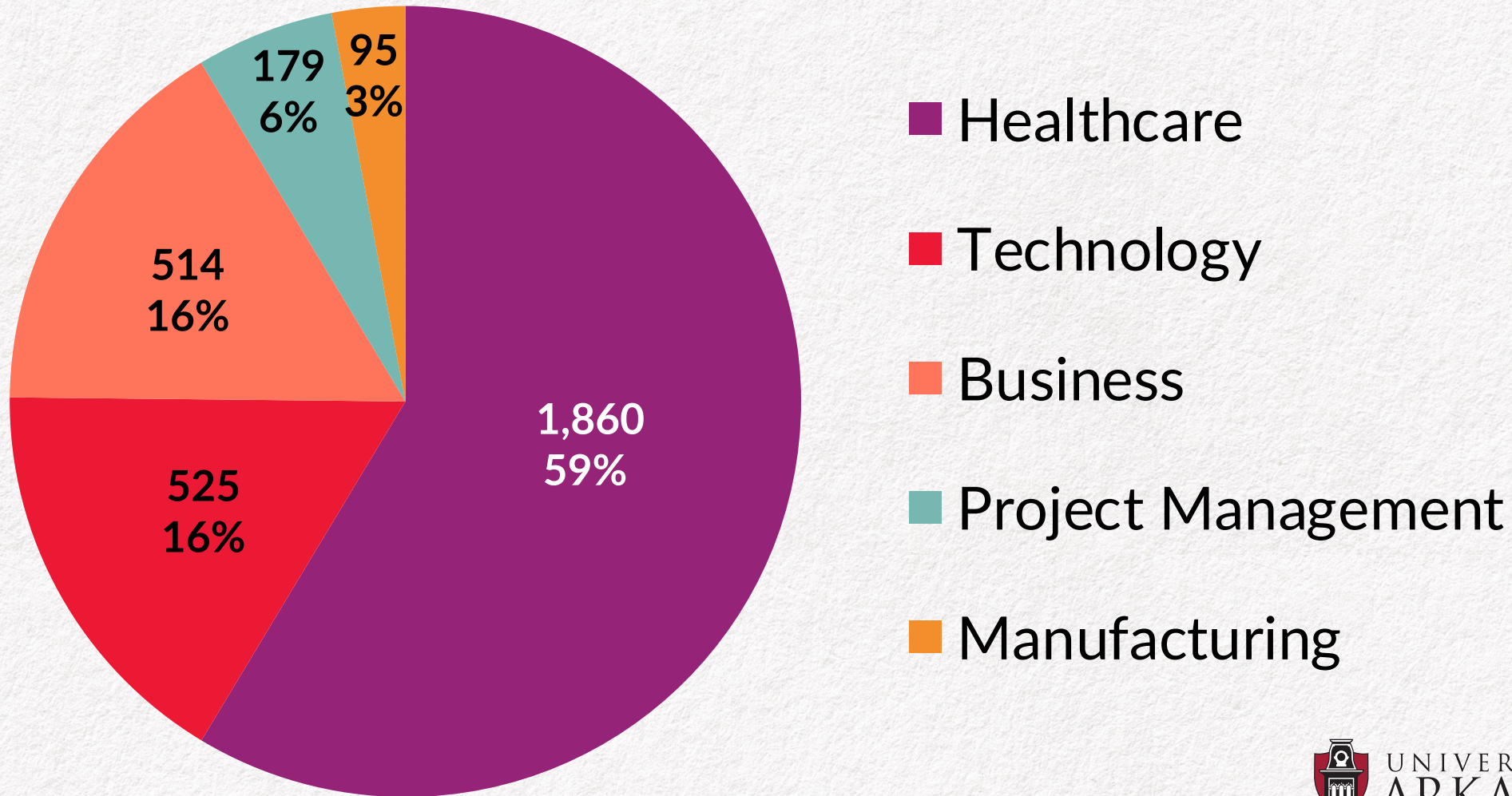
37 counties had double-digit

31 counties had single-digit

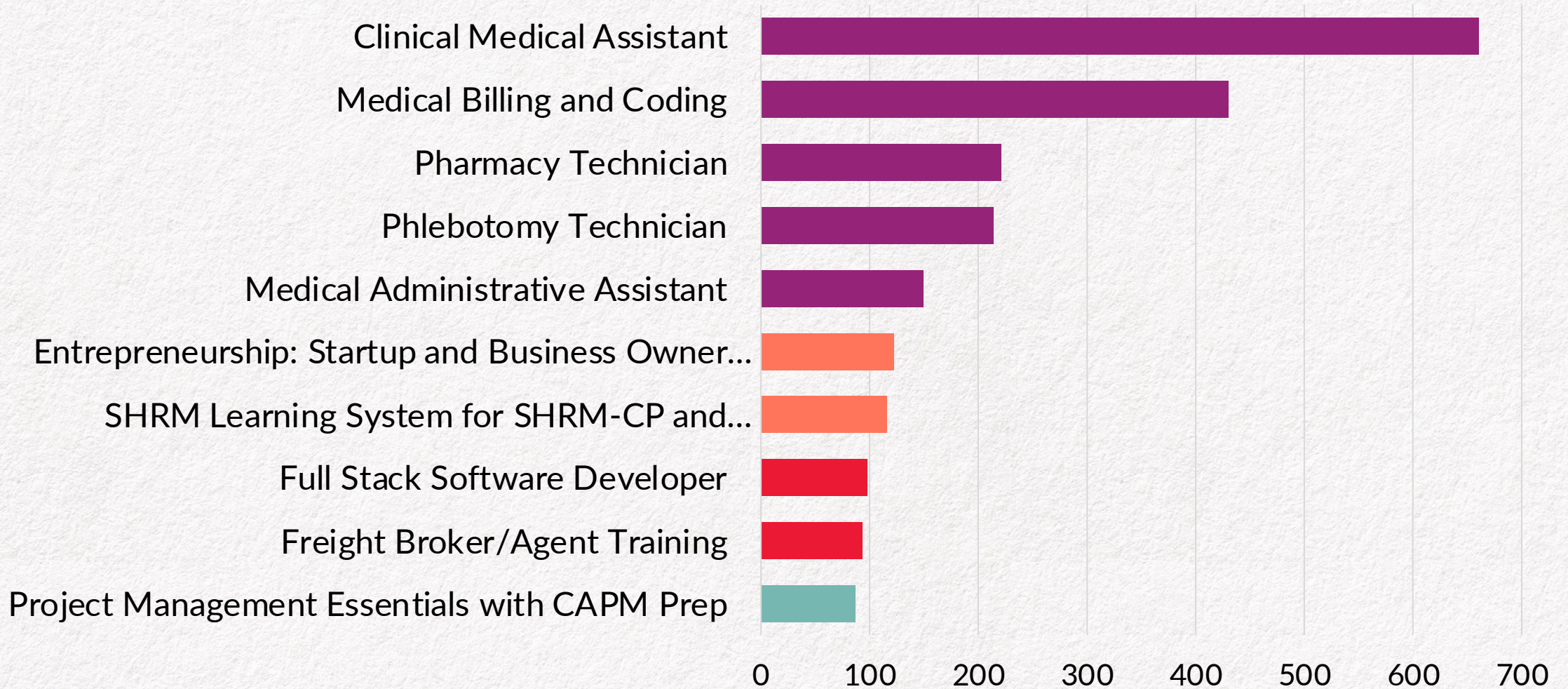


TOP 5 INDUSTRY CLUSTERS As of April 30, 2024

Industry categories with the most enrollments



TOP 10 COURSE ENROLLMENTS As of April 30, 2024



Agenda Item 7: INFORMATIONAL WIOA CORE PARTNER REPORTS

WIOA Titles I & III



Office of Employment & Training

Eddie Thomas, Deputy Director

May 21, 2024





WIOA Title I Programs **PARTICIPANT OVERVIEW**

PY' 23

July 1, 2023 - March 31, 2024

Participants Served

1,259

Participants Receiving Training Services

694

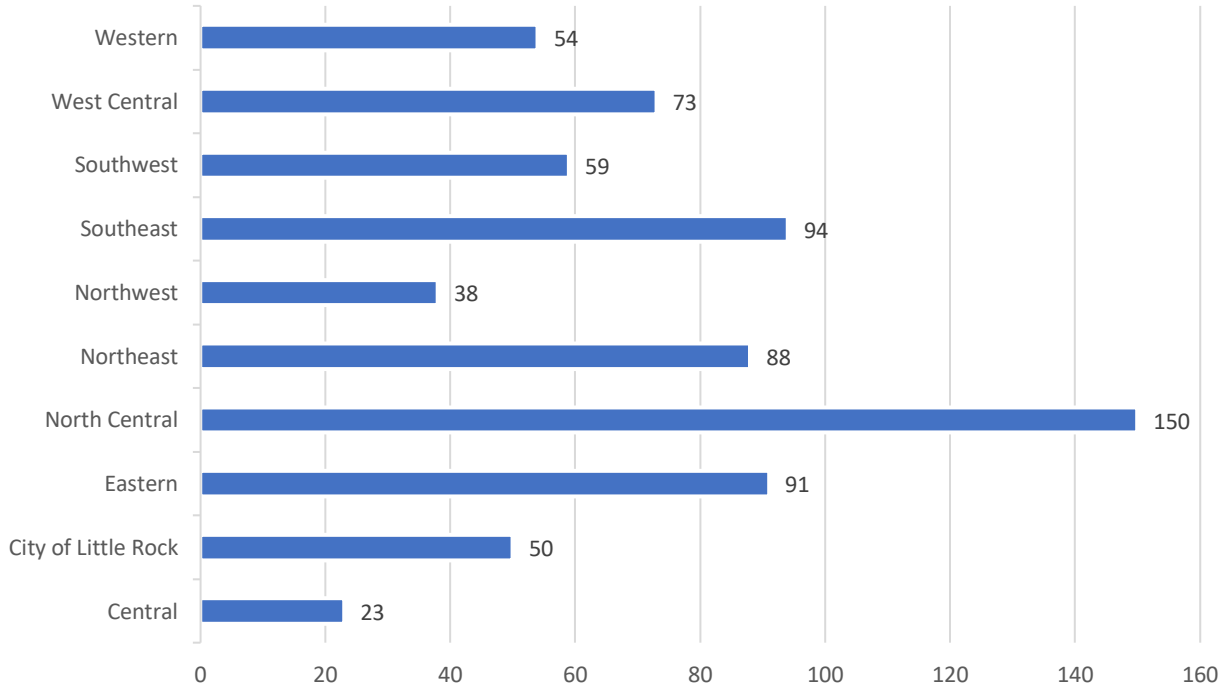


WIOA Sec 134(c)(3)

(D) TRAINING SERVICES.—Training services may include—

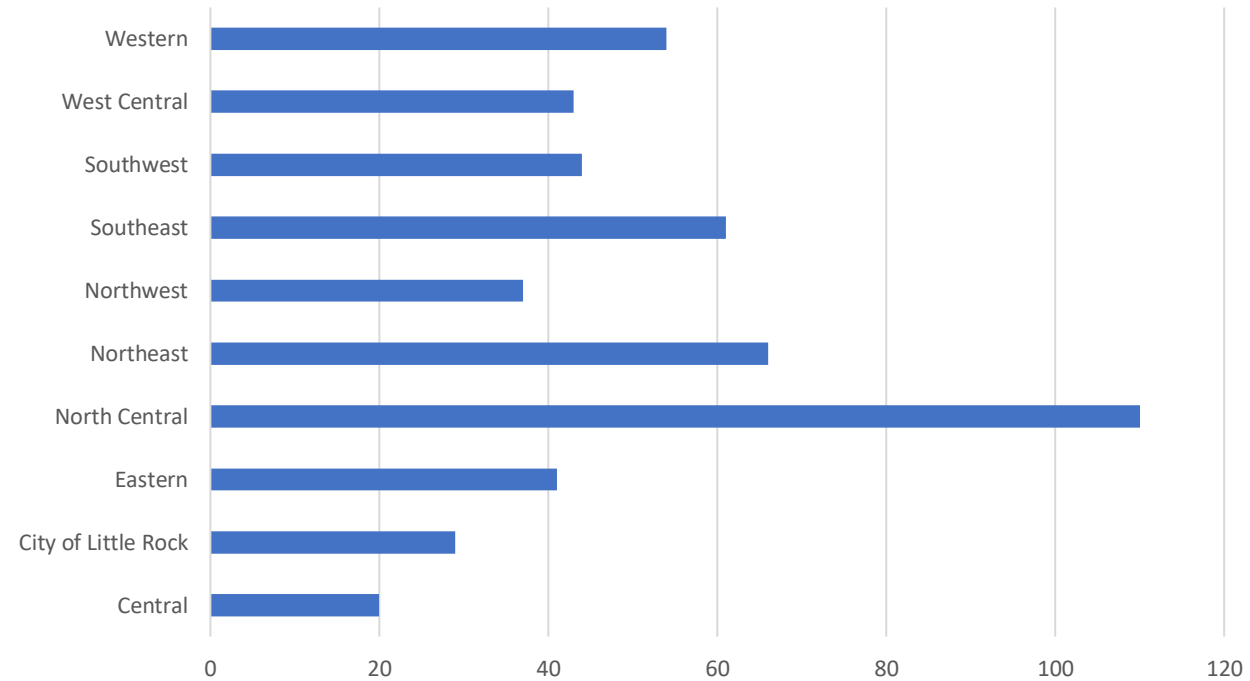
- (i) occupational skills training, including training for nontraditional employment;
- (ii) on-the-job training;
- (iii) incumbent worker training in accordance with subsection (d)(4);
- (iv) programs that combine workplace training with related instruction, which may include cooperative education programs;
- (v) training programs operated by the private sector;
- (vi) skill upgrading and retraining;
- (vii) entrepreneurial training;
- (viii) transitional jobs in accordance with subsection (d)(5);
- (ix) job readiness training provided in combination with services described in any of clauses (i) through (viii);
- (x) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses (i) through (vii); and
- (xi) customized training employer-directed skills development conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Total Participants Served Adult - 720

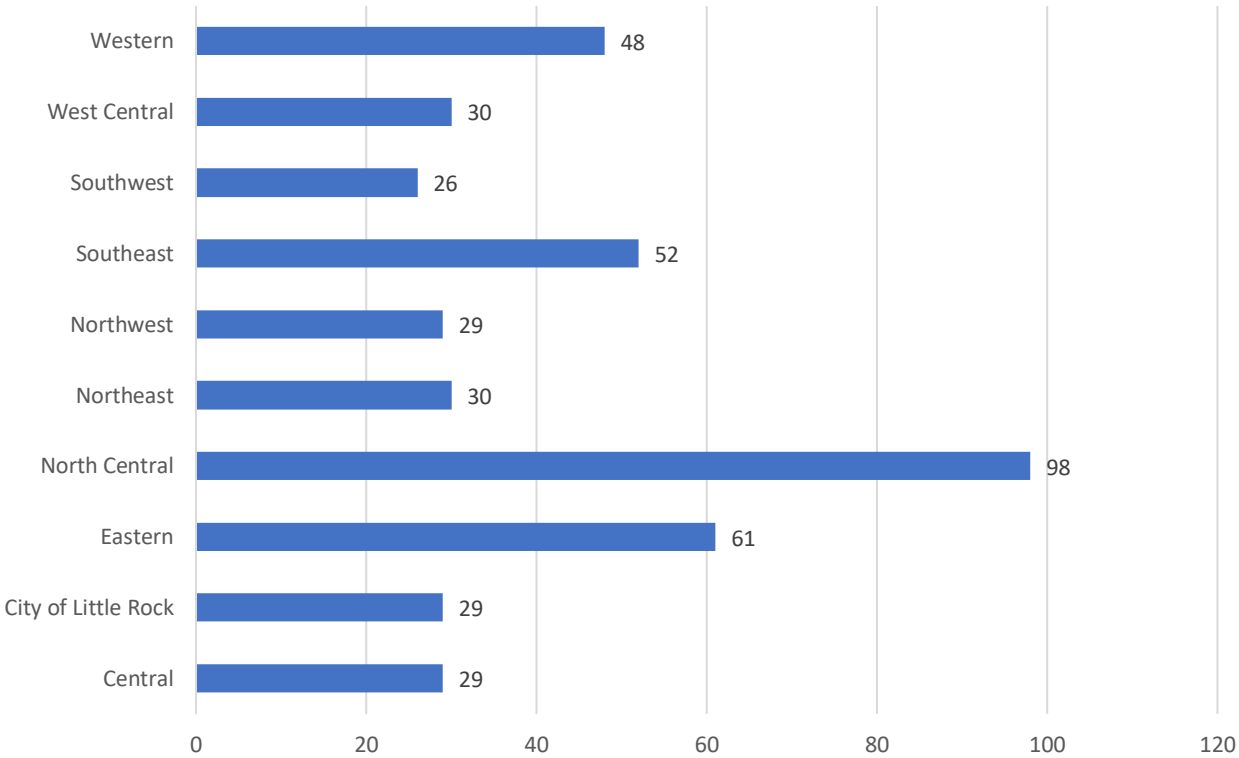


WIOA Title I- ADULT

Training Services - Participants Served Adult - 505

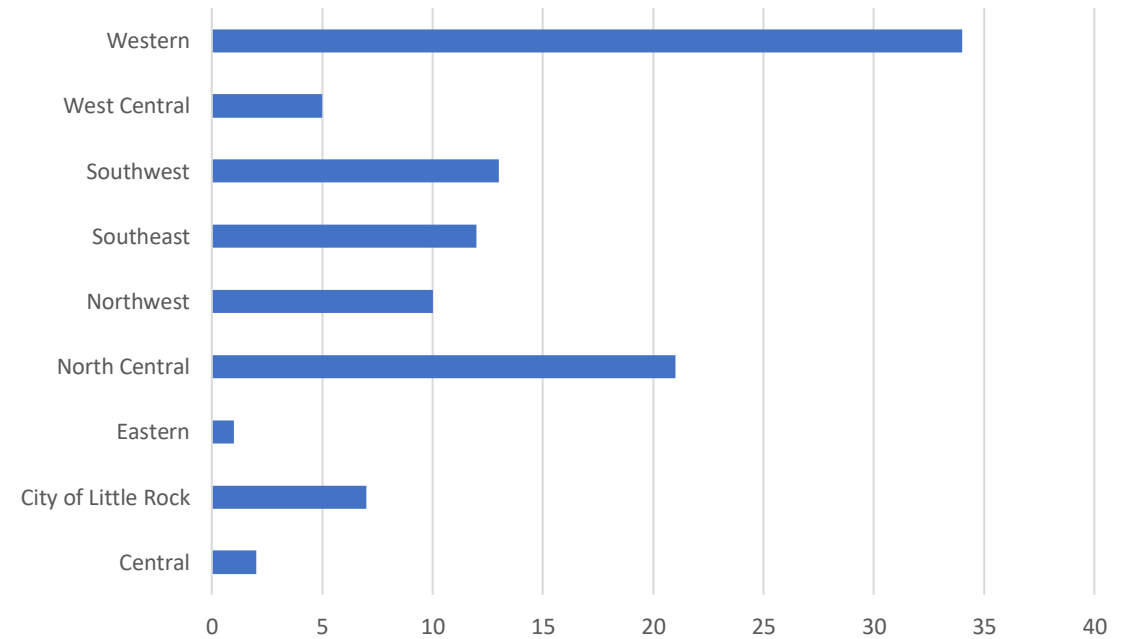


Total Participants Served Youth - 432



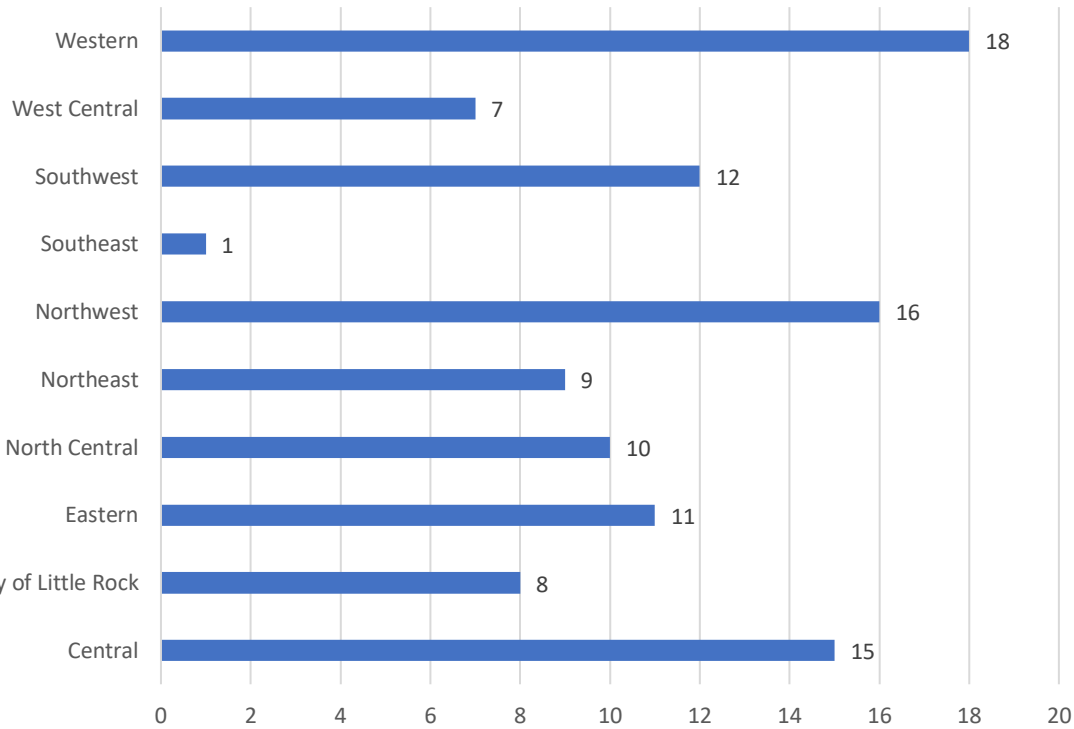
WIOA Title I- YOUTH

Training Services - Participants Served Youth - 105

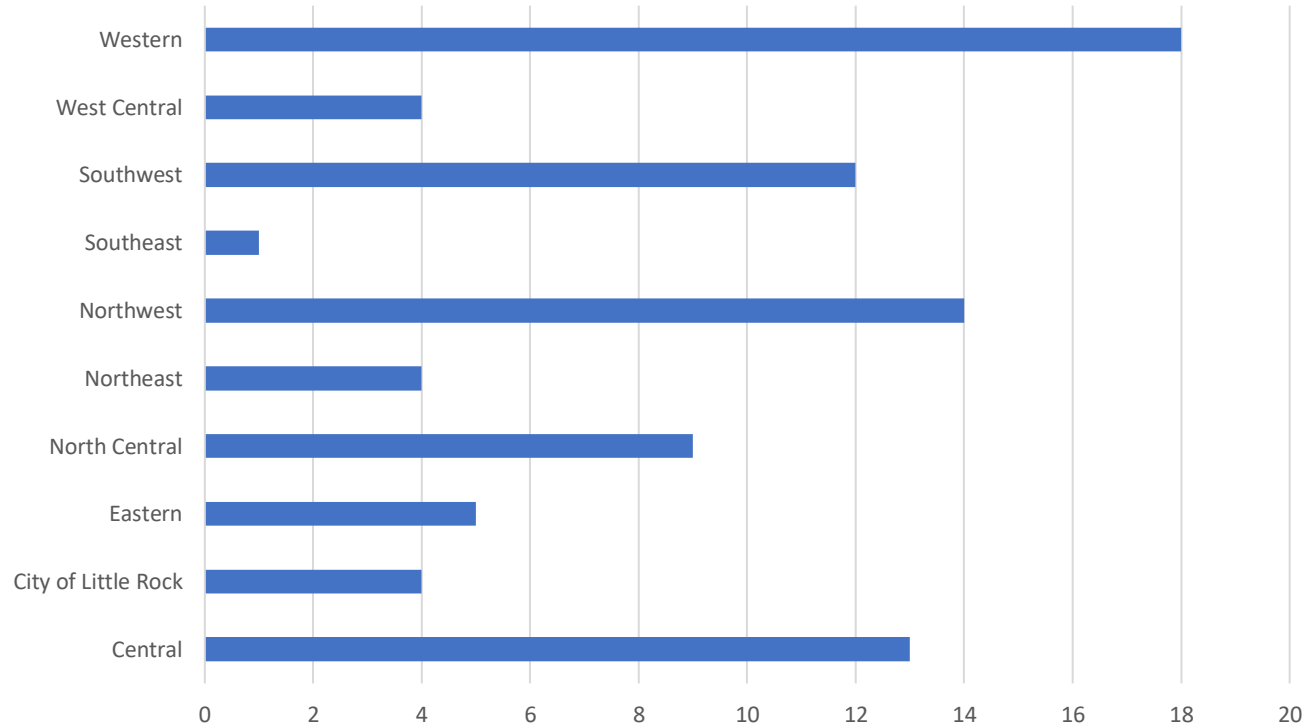


WIOA Title I- Dislocated Workers

Total Participants Served DLW - 107



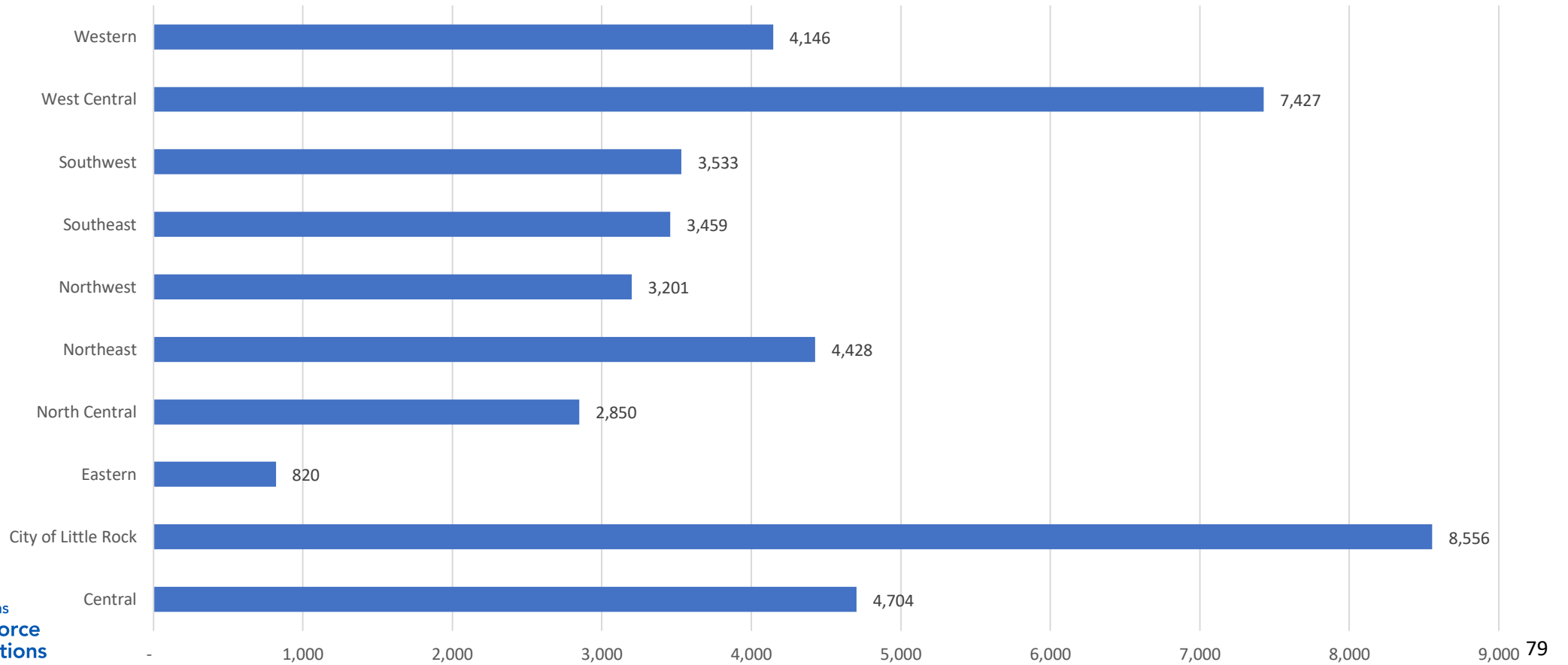
Training Services - Participants Served DLW - 84



WIOA Title III- WAGNER PEYSER/EMPLOYMENT SERVICES



Total Participants Served Wagner-Peyser - 43,124



WIOA Title III- WAGNER PEYSER/EMPLOYMENT SERVICES



Locations

Below, our locations are divided into 10 Local Workforce Development Areas: Little Rock, Central, North Central, Western, West Central, Northwest, Southwest, Eastern, Northeast, & Southeast. Not sure which area you live in? [Use this map!](#)

Little Rock

Little Rock
5401 S. University Ave.
Little Rock, AR 72209
501-682-0228

Central

Conway
1500 N. Museum Rd. #111
Conway, AR 72032
501-730-9894

Lonoke*

902 N. Center St.
Lonoke, AR 72086
501-676-2721

North Little Rock*

324 W Pershing Blvd. Suite 1
North Little Rock, AR 72114
501-376-4119

North Central

Searcy
501 W. Arch Ave.
Searcy, AR 72143
501-268-8601

Western

Fort Smith
616 Garrison Ave.
Fort Smith, AR 72901
479-783-0231

Mena

UA Rich Mountain Abernathy Building
1100 College Dr.
Mena, AR 71953
479-394-3060

West Central

Hot Springs
201 Market St.
Hot Springs, AR 71901
501-525-3450

Malvern*

1735 Sullenberger Ave. #4
Malvern, AR 72104
501-332-5461

Morrilton*

104 East Railroad Ave.
Morrilton, AR 72110
501-354-9793

Russellville

104 S. Rochester Ave.
Russellville, AR 72801
479-968-2784

Northwest

Fayetteville
2153 E. Joyce Blvd. Suite 201
Fayetteville, AR 72701
479-521-5730

Harrison

818 N. Hwy. 62-65
Harrison, AR 72601
870-741-8236

Southwest

Camden*
870-836-5024
232 N Adams Ave.
Camden, AR 71701

El Dorado

708 W Faulkner St.
El Dorado, AR 71730
870-862-6456

Hope

205 Smith Rd. Suite A
Hope, AR 71801
870-777-3421

Magnolia*

104 Harvey Couch Blvd.
Magnolia, AR 71753
870-234-3440

Eastern

Forrest City
EACC Campus
(in the old library building)
1700 New Castle Rd.
Forrest City, AR 72235
870-633-2900

Helena*

302 Cherry Street
Suite 408 (4th Floor of Partners Bank)
Helena, AR 72342
870-338-5601

West Memphis

2003 W. Broadway
West Memphis, AR 72301
870-400-2269

Northeast

Jonesboro
2311 E. Nettleton Ave.
Jonesboro, AR 72401
870-935-5594

Paragould

Black River Technical College
Suite 139
1 Black River Dr.
Paragould, AR 72450
870-236-8512

Southeast

Crossett*
306 North Alabama
Crossett, AR 71635
870-619-4737

Dumas*

124 N Main St.
Dumas, AR 71639
870-382-1017

Lake Village*

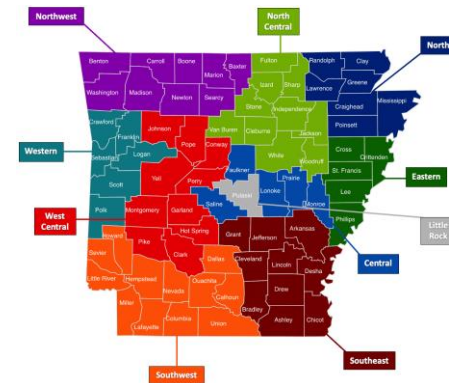
103 Main St.
Lake Village, AR 71653
870-619-4744

Monticello

477 S. Main St.
Monticello, AR 71655
870-367-2476

Pine Bluff

1001 S. Tennessee St.
Pine Bluff, AR 71601
870-534-1920



Click [Here](#) for the Web-based listing

Success Story - Kyla Lanette Frazier

Ms. Kyla Lanette Frazier was enrolled into the WIOA Title IB Adult program after it was determined that she was facing multiple barriers to employment including being low-income, an underemployed disabled individual, and an individual who required more training in order to obtain employment in her desired career path.

Kyla was co-enrolled in the Arkansas Rehabilitation program to ensure she had the support system and wrap-up around services, necessary for her situation. With the financial and career readiness assistance from both programs, Kyla completed the Bachelor of Science in Nursing degree program at Arkansas State University on May 6, 2023, and a minor degree in Homeland Security Disaster Prevention.

On June 13, 2023, Kyla received her multistate Registered Nurse license and she was immediately offered a job at Arkansas Children's Hospital in Little Rock, Arkansas where she is currently employed as a BSN Registered Nurse in their Cardiovascular Intensive Care Unit. In this position she provides care to infants, children, and adolescents with congenital or acquired heart disease.

On April 11, 2024, Kyla was awarded the Rookie MVP Teamwork award by Ms. Angela Glover, who is the team lead on the CVICU floor at the Arkansas Children's Hospital.

Kyla is a WIOA shining star and the epitome of what the program is designed to do.



Arkansas Rehabilitation Services

Joseph Baxter
Commissioner
ADWS-ARS

Mission: To prepare Arkansans with disabilities to work and lead productive and independent lives.



Arkansas Rehabilitation Services

Updates:

- Go-Live in the AWARE Case Management System
- ARS is revising the Field Service Policy and Procedures Manual
- ARS clients employed at program exit for Program Year 2023 Q3 at 71.81%



Division of Services for the Blind



Dr. Cassondra Williams-Stokes, Director



Arkansas Information Reading Services

- Broadcasts readings of local and national newspapers and magazines
 - New York Times, The Wall Street Journal, Arkansas Democrat Gazette
- AIRS Plus offers reading of papers on a touch tone telephone
 - Allows user to select specific stories
 - Dial 844-888-0981
 - Does not require preregistration
- Available 24 hours a day on AETN Channels 2, 6, 9, 13, and 19
- AIRS.AETN.org or [facebook.com/AIRSradio](https://www.facebook.com/AIRSradio)
- Contact AIRS at 501-852-5125 or airs@myarkansaspbs.org



Vending Facility Program



- New vendor in training at County Court House
- 5 applicants for participation in the program
- Vendor in Northwest has started selling freeze dried products
- 4 new vending machines with credit card capability will be in place by fall



Accomplishments Thus Far



- During Program Year 2023 (July 1, 2023 – June 30, 2024)
 - Arkansas DSB served **1220** individuals who are blind or visually impaired. Of that, **100** successfully achieved competitive employment.
 - DSB provided Pre-Employment Transition Services to **129** students aged 16-21.
 - DSB provided **169** Clients with ongoing training to increase their career earning potential.
- During Federal Fiscal Year 2024 (October 1, 2023 – September 30, 2024)
- The Older Individuals who are Blind program helped **89** Individuals aged 55 and older gain their independence during Federal Fiscal Year 2023.



Title IV: Vocational Rehabilitation Performance (Services for the Blind)

	Title IV: Vocational Rehabilitation Program (Services for the Blind)	
	Program Year 23 (3 Quarters)	
	Negotiated Target	Actual Performance
Employment (Second Quarter after Exit)	61.5%	52.0%
Employment (Fourth Quarter after Exit)	57.9%	46.2%
Median Earnings (Second Quarter after Exit)	\$5,787	\$8,764.30
Credential Attainment Rate	30.9%	22%
Measurable Skill Gains	51.0%	21.3%

Pre-ETS Summer Programs

Jump Start

- Hosted annually
- In collaboration with Arkansas School for the Blind and Visually Impaired
- Virtual available to all students 16-21
- June 2-14 In-person open to high school students 16-21
- Previous employers include
 - Arkansas Children's Hospital, Eye Care Arkansas, Pulaski County Circuit Court, Clinton Library, Peter Miller Law Firm

College Experience Robotics Camp

- Able to add robotics back this year
- Stay on the University of Central Arkansas campus
- College tour of UCA
- Meet with Disability Resource Centers
- Experience life in the dorms
- Build robots and test them using accessible materials with UCA's engineering department



Success Story – Evette Jones



Meet Evette Jones – Ms. Jones has been working for the past 4 years at EACC Adult Education Program, while receiving training in Orientation and Mobility and rehab technology from the Division of Services for the Blind. She recently completed her Arkansas High School Diploma and is looking forward to moving towards an Associate’s Degree to help her gain employment. Ms. Jones reports she has also earned a scholarship for two semesters of school.



Adult Education Updates

Bridget Criner
Associate Director

GED® Top 25



Annual Spring Administrators' Meeting

Included (but was not limited to):

- Meeting of state and local Adult Education and Career Pathways staff to kick off partnership
- Presentation of awards to programs for exemplary performance
- Discussions and panels on topics such as pre-apprenticeship, using data to improve program retention and labor participation rate.

Upcoming

2024 CENTRAL ARKANSAS
ADULT EDUCATION

Graduation
& CERTIFICATION RECOGNITION

JUNE 6, 2024 @ 6PM

📍 PULASKI ACADEMY CONNOR PERFORMING ARTS CENTER
12701 HINSON RD | LITTLE ROCK, AR 72212

Arkansas Division of
Workforce Services
Adult Education

SAVE THE DATE

Thank you

Agenda Item 8: INFORMATIONAL

WIOA Monitoring Procedures

ARKANSAS MONITORING AND OVERSIGHT PROCEDURES

I. **BACKGROUND AND PURPOSE:**

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. Subsequently, the Arkansas Workforce Innovation and Opportunity Act was established by Act 907 of 2015. The mission of the Arkansas WIOA program is to promote and support a talent development system that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity. Title I-B of WIOA consists of the youth, adult, and dislocated worker programs. All WIOA title I-B funds are awarded to the state by grant, and are subject to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards codified at 2 CFR § 200¹ and 2 CFR § 2900. The program and grant funds are also subject to the WIOA program-specific provisions codified at 20 CFR parts 675 through 683.

As the Governor's designated administrative entity and WIOA grant recipient, the Arkansas Workforce Connections (AWC) Division of the Arkansas Department of Commerce is responsible for the oversight and monitoring of all WIOA activities carried out in the state. Monitoring is an essential part of program and financial management as it ensures substantial compliance with laws, regulations, integrated workforce plans, provider agreements, policies, procedures, Equal Opportunity (EO) components, as well as other applicable guidance. Monitoring identifies areas of strength and weakness in operations in order to improve program performance.

A. **Definitions**

- 1) Local Workforce Development Area (LWDA, local area) – The purpose of an LWDA is to serve as a jurisdiction for the administration of workforce development activities and execution of the adult, dislocated worker, and youth funds allocated by the state under WIOA title I-B. Arkansas is comprised of ten (10) local workforce development areas, as designated by the Governor. Local areas are the entities subject to monitoring for the purposes of this procedure.
- 2) Local Workforce Development Board (LWDB, local WDB, or local board) – Local workforce development boards are appointed by the chief elected official(s) in each local area in accordance with state criteria and certified by the Governor every two years. The primary purpose of the LWDB is to provide strategic and operational oversight in collaboration with the required and additional partners to develop a comprehensive and high-quality workforce development system in the local area.
- 3) Fiscal Agent – In order to assist in the administration of the grant funds, the chief elected official(s) may designate an entity to serve as a local fiscal agent. The fiscal agent receives the grant funds on behalf of the CEOs for the LWDA. Designation of a fiscal agent does not relieve the chief elected official(s) of liability for the misuse of grant funds.
- 4) Pass-through Entity – A non-federal entity that provides a subaward to a subrecipient to carry out part of a federal program. For the purposes of this document, AWC is considered the pass-through entity.
- 5) Subrecipient – An entity that receives a subaward from a pass-through entity to carry out part of a federal award. For each LWDA, the fiscal agent, acting on behalf of the CEOs, is considered the subrecipient and AWC is the designated pass-through entity.

¹ All federal regulations are found in the Code of Federal Regulations (CFR)

- 6) Subgrant/Subaward Agreement – An award of funding provided by AWC, as the pass-through entity, to the subrecipient to carry out part of the grant program. The terms subgrant agreement and subaward agreement are used interchangeably throughout this document.
- 7) Monitoring and Compliance Team (MCT) – The team responsible for monitoring all grant activities of subrecipients. The MCT consists of the AWC Monitoring Unit, the AWC EO Office, and other AWC or contractor personnel as appropriate.
- 8) Arkansas Program, Financial, and EO Monitoring Instruments (MCT Monitoring Instruments) – Documents and tools used to guide the monitoring of local area grant activities and operations.
- 9) Designated Lead Regional Advisor (MCT Lead) – The MCT monitor designated as the lead and primary point of contact for a local area. This individual leads and coordinates monitoring efforts during a review.
- 10) Findings – Deficiencies based upon non-compliance with statutory, regulatory, or program requirements for which corrective actions may be required and/or sanctions may be imposed.
- 11) Management concerns – Deficiencies in a program noted by the MCT that are not based upon statutory, regulatory, or program requirements, but that hinder the LWDA's ability to successfully implement the provisions of WIOA.

II. **POLICY:**

In accordance with 20 CFR § 683.410, the AWC MCT will conduct annual monitoring of each LWDA to ensure substantial compliance with applicable laws and regulations, including, but not limited to 2 CFR part 200. Monitoring will consist of both desk reviews and on-site visits as well as additional special reviews, on an as-needed basis, to investigate allegations of mismanagement, gross negligence, or fraud, or to clarify questionable findings identified through reviews. The MCT and/or its contractors will use these procedures in combination with the Arkansas Program, Financial, and EO Monitoring Instruments and other supplemental working papers to perform monitoring and oversight of grant-funded activities.

In addition, all LWDA's and other entities receiving WIOA grant funds must implement written policies and procedures for self-monitoring their own WIOA activities (20 CFR § 683.220) as well as monitoring the WIOA activities of their subrecipients (2 CFR § 200.332). All monitoring processes and instruments other than Arkansas's Monitoring and Oversight Procedures and/or the MCT Monitoring Instruments must be reviewed and approved by the MCT prior to implementation. Such alternate procedures must address, at a minimum:

- A. Designation of the staff performing the monitoring review.
- B. Description of the expected scope of the monitoring review.
- C. Equivalent monitoring instrument(s).
- D. Scheduling of the monitoring review(s).
- E. Program monitoring review process.
- F. Financial monitoring review process.
- G. EO monitoring review process.
- H. Administrative and contract monitoring review process.
- I. Property control.
- J. Documentation of internal/self-monitoring.
- K. Follow-up on previously unresolved issues.
- L. Monitoring report(s).
- M. Corrective action(s), response(s), and closeout(s).

Note: Although monitoring and oversight responsibility for the local area rests with the LWDB and CEOs, this function may be contracted to another entity at the LWDA's discretion.

III. AWC MONITORING PROCEDURES:

A. Planning and Coordination

- 1) The MCT Lead assigned to the LWDA coordinates the scheduling of the monitoring review between the MCT team members and the LWDA staff.
- 2) As a courtesy, the MCT Lead will make an initial telephone contact and follow-up with a confirmation email at least six (6) weeks in advance to notify the LWDA prior to the review, if possible. The notification will include the expected scope of the review, list of requested documentation, monitoring instrument(s), and a tentative entrance conference date and time. The MCT Lead will inform the LWDA of their responsibility to complete and upload the monitoring instrument along with all other requested documentation to SharePoint or another designated location by no later than two (2) weeks after the receipt of the email notification.
- 3) The initial documentation request includes, but is not limited to the following (if not already provided in the permanent maintenance file):
 - a) A list of all training and/or work sites (youth, adults, and dislocated workers), inclusive of:
 - i. Number of participants assigned to each worksite.
 - ii. Participant(s) names.
 - iii. Participant(s) training and/or work hours.
 - iv. Work/training site contract(s) with the name of the supervisor, worksite name, telephone number, and worksite address.
 - v. Worksite agreements of the above referenced worksites.
 - b) Current contact list (i.e., case managers, office locations, addresses, and telephone numbers) for each location.
 - c) Information regarding on-the-job training (OJT) and customized training contracts, if applicable, to include:
 - i. Number of participants at each training site.
 - ii. Contract amounts and amounts expended by funding stream.
 - iii. Number of participants served to date and number of participants currently being served.
 - d) Local written policies and procedures, as applicable, including, but not limited to the following topics:
 - i. Supportive services policy and procedures, including eligibility.
 - ii. OJT, including contract procedures, if applicable.
 - iii. Occupational skills training policy and procedures.
 - iv. Incumbent worker training policy and procedures.
 - v. Registered apprenticeship policy and procedures.
 - vi. Customized training, including contract procedures, if applicable.
 - vii. Work experience policy and procedures, including contract procedures.
 - viii. Individual training account (ITA) policy and procedures.
 - ix. Local definition of self-sufficiency and procedures for use.
 - x. Veterans' priority of services policy and procedures.
 - xi. Services for adults policy and procedures, including eligibility.

- xii. Services for dislocated workers policy and procedures, including eligibility.
 - xiii. Services for youth policy and procedures, including eligibility.
 - xiv. Local priority of service for individuals with barriers to employment policy and procedures.
 - xv. Follow-up services policy and procedures.
 - xvi. Referral policy and procedures.
 - xvii. Co-enrollment and co-funding policy and procedures.
 - xviii. Case management policy and procedures.
 - xix. Incentive policy and procedures, if applicable.
 - xx. Local confidentiality policy and procedures.
 - xxi. Monitoring and oversight policy and procedures, both internal and external.
 - xxii. Local WIOA title I grievance and complaint procedures.
 - xxiii. All financial policies and procedures, including cash management, procurement, leave, travel, etc.
 - xxiv. One-stop policies and procedures.
 - xxv. List of any other LWDA policies and procedures.
- e) All forms and checklists used by front-line staff and internal monitors.
 - f) Organizational chart reflecting the names, areas of responsibility, and job descriptions for all employees of the entities involved in the following roles:
 - i. Staff of the LWDB.
 - ii. One-stop operator(s).
 - iii. Provider of WIOA title I-B services.
 - g) Information on the LWDB, including the following:
 - i. Board member roster, listing all categories represented.
 - ii. Disclosure forms/conflict of interest.
 - iii. Proxy forms, if applicable.
 - iv. Sign-in sheets for meetings within the review scope.
 - v. Bylaws.
 - h) Board meeting minutes for all associated boards, including the LWDB, CEOs, fiscal agent entity boards, etc.
 - i) All agreements between entities related to governance and service provision, including, but not limited to, CEO agreement, LWDB and CEO agreement, multi-function agreement (agreements for entities with multiple roles), one-stop operator agreement, fiscal agent agreement, local area and youth elements service provider agreement(s), etc.
 - j) Memorandum of understanding (MOU) and infrastructure funding agreement (IFA) for the one-stop delivery system.
 - k) All requests for proposal issued for the provision of services that must be procured by competitive bidding.
 - l) Internal and external monitoring reports for both program and financial operations.
 - m) Chart of accounts and general ledger, including all funds in excel format.
 - n) Check register, including all funds in excel format.
 - o) Bank statements, including monthly reconciliation worksheets and supporting documentation for all funds.

- p) Budget-to-actual analysis.
- q) Employee handbook.
- r) Inventory list and list of equipment purchased during scope of review.
- s) All lease contract agreement(s).
- t) Supporting documentation for the selected month of monthly expenditure reports for all funds.
- u) Approved indirect cost rate and cost allocation plan, as applicable.

B. Desk Review and Preparation

- 1) The MCT reviews the participant files, supporting documentation, policies, board governance, agreements, etc. uploaded by the LWDA.
- 2) The MCT sends follow-up documentation requests that include, but are not limited to:
 - a) Selected LWDA participant files, which must include the following items:
 - i. Signed WIOA application.
 - ii. Job description for participants involved in work experience, on-the-job training, or other work-based learning activities. This must be included in the on-the-job training agreement, the work-site agreement, or in other appropriate documentation as determined by the type of activity.
 - iii. Participant Rights and Responsibilities acknowledgement.
 - iv. Personnel Policy acknowledgement.
 - v. Benefits and Working Conditions acknowledgement.
 - vi. Equal Opportunity (EO)/Grievance Procedure acknowledgement.
 - vii. Hatch Act Acknowledgement.
 - viii. Local Grievance, Complaint, and Appeals Policy and procedures.
 - ix. I-9 Form, if applicable.
 - x. Thirty (30) day review, as appropriate. This is **optional**, unless required by the LWDA. The MCT recommends that this check be incorporated into internal procedures as a safeguard against incurring disallowed costs. A 30-day review form should be developed by the LWDA.
 - xi. Time and attendance records signed by the participants and the immediate supervisor and/or instructor.
 - xii. W-4 forms – applicable to a participant receiving monetary compensation.
 - xiii. EO demographic information.
 - b) Supporting documentation for selected financial transactions, including, but not limited to, timesheets and payroll registers, invoices, receipts, etc.
- 3) The MCT also reviews the following documentation, available from other sources, including but not limited to:
 - a) Information in the permanent maintenance file.
 - b) Local and regional plan(s) and modification(s).
 - c) LWDB certifications.
 - d) Arkansas Job Center (AJC) certifications.
 - e) Performance data.
 - f) Single audit reports.
 - g) Subaward agreements.
 - h) Funds utilization data.
 - i) Data validation reports.

C. Entrance Conference

- 1) The MCT ensures that the LWDA Executive Director, Deputy Director, and/or WIOA Director is in attendance during the entrance conference.
- 2) At the scheduled entrance conference, the MCT members introduce themselves and inform the entity of any assistance required from the LWDA staff during the review.
- 3) The MCT Lead requests points of contact for and provides an overview of the review details including:
 - a) Scope of the review.
 - b) Monitoring instrument(s) to be used.
 - c) Status of documentation requested (i.e., received or outstanding).
 - d) Interviews to be conducted during the review.
 - e) Overall review process.
 - f) Timeframe for the review.
 - g) Worksite and training site visits.
 - h) Any other relevant information.
- 4) The MCT requests any additional documentation that will be needed during the review that has not already been requested. Such items may include, but are not limited to:
 - a) Bank collateralization.
 - b) Petty cash reconciliation and supporting documentation, if applicable.
 - c) Insurance and bonding.
- 5) The MCT Lead requests an appropriate business working area, which must allow ample space for conducting the review with wireless internet access and electrical outlets. The requested physical participant files and the designated points of contact must be easily accessible from the working area.
- 6) The MCT Lead provides a tentative schedule for worksites, training sites, and OJT sites to be visited. If any sites require notification prior to the on-site visit, the LWDA informs those sites of the upcoming visit and requests the presence and availability of all relevant staff and participants.
- 7) The MCT discusses findings and concerns from the LWDA's prior monitoring report(s) and audit(s). The MCT informs the LWDA that documentation will be reviewed to ensure all findings and concerns, especially those left unresolved pending additional review, have been corrected.
- 8) The MCT requests an overview of current LWDA program operations, contracts, activities, internal organization, and objectives of major programs.
- 9) The MCT Lead establishes a communication plan for the review. In general, the MCT will report concerns to LWDA staff as they are identified.
- 10) The MCT Lead schedules a tentative exit conference date and time and explains the following:
 - a) Potential findings will be discussed at the exit interview.
 - b) The LWDA will be provided an opportunity to discuss any potential findings or ask questions concerning the issues.
 - c) If necessary, more information may be requested and/or follow-up field work may be conducted prior to the exit conference.
 - d) Although potential findings will be discussed at the exit conference, the items of concern may not be noted as findings or management concerns in the official monitoring report.
 - e) The monitoring report will require that the monitored LWDA provide a corrective action(s) and/or response(s), as necessary, to correct the findings or concerns noted.
- 11) The MCT inquires if there are any areas of concern that the LWDA would like to address or if there are any questions prior to the commencement of the review.

D. On-Site Review and Participant Interviews

- 1) Upon arrival at a worksite, training site, or OJT site, the MCT members present introduce themselves to the site contact indicated by the LWDA. If the contact person is not available, the MCT Lead contacts other appropriate site personnel. If no appropriate personnel can be located after a reasonable effort is made, the MCT interviews participant(s) and notifies the LWDA of the situation.
- 2) The MCT conducts participant and supervisor interviews using the appropriate forms located in the monitoring instrument(s). The MCT reviews work/training site records and requests access to review:
 - a. WIOA activities and the areas of the worksite to which the participant(s) is assigned;
 - b. Worksite agreements, timesheets, sign-in sheets, EO posters, and other documentation as indicated in the participant and supervisor interview forms located in the monitoring instrument(s).
- 3) In addition to the above listed documentation, the MCT makes general observations of the site to confirm information or comments uncovered during the interview process and to ensure that all applicable training, equipment, and safety rules and regulations are being followed. Items of concern may be uncovered during this general review of sites.
- 4) The MCT reviews physical participant files to ensure their completeness and adherence to case management and file maintenance policies. The MCT ensures that all original files are returned to local area staff in the order in which they were received; copies may be made as needed.
- 5) The MCT has timely and reasonable access to interview any LWDA staff as needed, in order to assess the existing internal control structure of financial and program operations and ensure compliance with applicable regulations. Any discrepancies identified are communicated to the designated points of contact and/or LWDA management in order to obtain clarification as needed.
- 6) As part of the on-site visit, the MCT members communicate observations and areas of concern detected during the on-site and virtual desk reviews to LWDA staff. Written follow-up is provided to the LWDA staff when possible.

E. Exit Conference

- 1) The MCT prepares for the exit conference as follows:
 - a) Assembles all collected data.
 - b) Evaluates data for findings and management concerns identified during the review to determine validity.
 - c) Establishes the number of occurrences of each finding and management concern identified.
 - d) Establishes the types of findings or management concerns identified and determines all applicable regulations or citations.
 - e) Determines whether the findings or concerns have been identified during prior monitoring reviews or audits to establish whether the occurrences indicate a systemic problem.
 - f) Notes sensitive areas of concern which require the input of AWC management prior to communication to the local area.
 - g) Prepares all notes and supporting documentation such that the exit conference process is conducted in a professional and efficient manner.
 - h) Provides the appropriate LWDA personnel a list of any requested documentation that has not been located so the LWDA may have an opportunity to provide it.

- i) Confirms the scheduling of the exit conference with the MCT and all required LWDA staff.
- 2) The MCT conducts the exit conference as follows:
 - a) The MCT ensures that the LWDA Executive Director and/or Deputy Director and the WIOA Director is in attendance during the exit conference.
 - b) The MCT describes all items of concern identified during the review. Findings and management concerns are not identified as such during the exit conference as they cannot be considered final at this point.
 - c) The MCT requests clarification on any corrective actions that have been taken or will be taken by the LWDA in response to the problems identified above.
 - i. Corrective actions or responses submitted by the LWDA prior to a monitoring report being issued cannot guarantee that the findings or management concerns identified will not be included in the report. However, if the findings or management concerns were resolved prior to the initial report being issued, the report will indicate them as such, and that no further corrective actions or responses are required.
 - d) The MCT provides the monitored LWDA an opportunity to request clarification and information regarding any of the concerns identified and accepts any additional documentation offered by the LWDA.
 - e) The MCT gives a brief overview of the report, response, and resolution process indicated below. The MCT also describes the timeline and requirements for submission of responses by the LWDA.

F. Initial Report Issuance

- 1) The MCT prepares the written monitoring report, obtains the necessary approvals within AWC, and issues the report along with a cover letter to the LWDA. The report includes the following:
 - a) MCT members.
 - b) Purpose and general process of the review.
 - c) Overview of work completed.
 - d) List of participant files reviewed.
 - e) Findings and management concerns identified during the review.
- 2) Each finding includes the following elements:
 - a) Details regarding the condition and cause of the issue identified (i.e., what happened, why did it happen, what was the impact, etc.).
 - b) Requirements, including the specific law, regulation, policy, procedure, or other guidance that appears to have been violated must be cited.
 - c) Corrective action(s) that must be taken in order to resolve the issue.
- 3) The monitoring report identifies any questioned costs associated with certain findings including, but not limited to:
 - a) Costs resulting from a violation or possible violation of a statute, regulation, or the terms and conditions of a federal award.
 - b) Costs that are not supported by adequate documentation at the time of review.
 - c) Costs that appear to be unreasonable and do not reflect the actions a prudent person would have taken in similar circumstances.
 - d) Please note: Questioned costs are not considered disallowed costs or improper payments until they have been completely reviewed and confirmed to be improper. In instances where procedural or performance-related corrective actions can remedy the noncompliance, those measures may be utilized. Examples include, but are not limited to:

- i. Failure to meet youth expenditure requirements related to work experience or out-of-school youth may be resolved via an alternative corrective action plan related to performance.
 - ii. Costs that were allocated incorrectly may be corrected by applying the correct allocation methodology and making financial adjustments for the difference(s).
- 4) The report is emailed to the monitored LWDA's Executive Director, Board Chair, and CEO Chair within approximately 45 calendar days following the exit conference. It is the responsibility of the LWDA to ensure that the MCT has correct contact information for said individuals, including their names, titles, and email addresses.
Note: The Executive Director, LWDB chair, and CEO chair for the LWDA are responsible for ensuring that information related to the monitoring report is communicated to all other interested parties, including the LWDB members and the remaining CEOs for the local area.

G. Report Resolution

- 1) The monitored LWDA has 10 calendar days from the date of receipt to review the initial report for accuracy. The intent of this review period is for the LWDA to ensure that the MCT has not overlooked information or documentation already provided which would materially impact the findings or concerns in the report.
- 2) The MCT schedules a follow-up virtual meeting to be held approximately two weeks after the issuance of the initial report. The purpose of the meeting is to discuss the status of the LWDA's response and provide any clarification or technical assistance on the issues as needed. If additional clarification is needed after the virtual meeting, it is the LWDA's responsibility to communicate the request for technical assistance to the MCT.
- 3) The LWDA has 30 calendar days from the date of receipt of the initial report to provide written responses. The responses must:
 - a) Describe the corrective action(s) taken or provide rebuttal information for each finding or management concern; and
 - b) Provide documentation where appropriate to support the corrective action(s) or rebuttal described. The supporting documentation must be labeled with the appropriate finding or management concern number.
- 4) Responses to all monitoring reports must be submitted to the Director of AWC as follows:
 - a) A PDF version on the respondent's letterhead, signed and dated by the respondent's Director; and
 - b) A Microsoft Word version, to be used by the MCT in its response.
Note: LWDA responses and correspondence must at a minimum copy the Assistant Director of Employment and Training, the LWDA Chief Elected Official (CEO) Chair, and the Local Workforce Development Board Chair.
- 5) The MCT reviews the LWDA submission to determine if the responses are sufficient to resolve the issues.
 - a) If the responses and corrective actions submitted are sufficient to resolve all outstanding issues, the closeout process in part III, section H is followed.
 - b) If additional information, documentation, or corrective actions are necessary for any of the findings or management concerns, then the MCT issues a written response within approximately 30 calendar days from the receipt of the LWDA's response.
- 6) The MCT schedules a second follow-up virtual meeting to be held within the first two weeks after the issuance of the state's response. The purpose of the meeting is to discuss the specific steps necessary to resolve any outstanding issues.

- 7) The LWDA has 30 calendar days from the date of receipt of the state's response to submit a second written response along with any additional documentation necessary to support resolution of the issues.
- 8) The MCT reviews the LWDA second submission and issues a final determination within approximately 30 days from receipt of the LWDA's second response. If there are any unresolved questioned costs at the time of the final determination, the costs are then considered disallowed and must be repaid by the LWDA using non-federal funds.

H. Closeout Process

- 1) If there are *no* issues identified during the monitoring review, the MCT issues a closeout letter to the LWDA in conjunction with a written monitoring report reflecting that no issues were identified.
- 2) If there *were* issues identified during the monitoring review, the MCT issues a closeout letter to the LWDA once all outstanding issues have been resolved.
- 3) The monitored LWDA has the option of appealing the final determination through the Arkansas Grievance, Complaint, and Appeals Procedure within 30 calendar days of receipt of the final determination. Refer to the most recent version of Arkansas Policy No. WIOA I-B – 6.1 *Arkansas Grievance, Complaint, and Appeals Procedure* located in the [WIOA Title I Policy Manual](#).

Agenda Item 9: ACTION
WIOA Regional & Local Plan Policy
(6.6 replacing 4.7)

ADWS Policy Number: WIOA I-B 6.6 (Replaces 4.7) Effective Date: February 1, 2024

ADWS REGIONAL AND LOCAL PLAN GUIDANCE POLICY

PURPOSE:

The purpose of this policy is to provide guidance regarding Regional Plans, Local Plans, and subsequent modifications to Regional and Local Plans in accordance with the Workforce Innovation and Opportunity Act (WIOA).

REFERENCES:

WIOA §§102; 106(a)(c),102,108
20 CFR 679
29 CFR part 38
Training and Employment Notice (TEN) 21-16
Training and Employment Guidance Letter (TEGL) 4-21

BACKGROUND:

Each local workforce development board (LWDB), in partnership with chief elected officials, must submit a comprehensive local plan to the state every four years [TEN 21-16]. The local plan must support the strategy described in the state plan in accordance with WIOA §102(b)(1)(E). In addition, WIOA section 107(d)(11)(B) requires local boards to review applications for Title II funds and make recommendations to the state eligible agency to promote alignment with the local plan [TEN 21-16]. If the local area is part of a designated region that includes more than one local area, the local plans of the region must align with the workforce development activities of the regional plan and be incorporated as part of the regional plan [TEN 21-16].

DEFINITIONS:

Regions – WIOA §106(a)(1) requires the Governor, after consultation with local boards and chief elected officials, to identify regions in the state and classify them as directed in WIOA § 106(a)(2). Regions are identified as one of the following categories [WIOA § 106(a)(2)].

- A. The region is comprised of one local area.
- B. The region is comprised of two or more local areas.

- C. The region is comprised of two or more local areas, the region is in two or more states, and the region consists of labor market areas, economic development areas, or other appropriate contiguous subareas of those states.

Planning Region – The term “planning region” means a region that is classified as Type B or C, as described in the definition of region [WIOA §3(48)].

Regional Plan – A regional plan is a four-year action plan to develop, align, and integrate service delivery strategies and resources among multiple local workforce development areas in each region (region categories B & C). The regional plan must be consistent with the vision and goals of the state plan [TEN 21-16]. The substance of the regional plan is described in WIOA section 106(c)(2) and 20 CFR 679.510.

Local Plan – A local plan is a four-year action plan to develop, align and integrate service delivery strategies and resources among the six WIOA core programs and partners in a specific local area. The local plan should support the achievement of the state’s vision and goals, as outlined in the state plan. If the local area is part of a region requiring a regional plan (region category B or C), the local plan must support and be incorporated into the regional plan [TEN 21-16].

POLICY:

Regional Plan

The Governor, after consultation with local boards and chief elected officials (CEOs) for the planning regions will require local boards and chief elected officials within a planning region to prepare, submit, and obtain approval of a single regional plan that includes a description of the regional planning activities and that incorporates local plans for each of the local areas in the planning region. [WIOA §106(c)(1)(2)].

Regional plans are not appropriate for region category A, a region with only one local area.

A single regional plan must include a description of:

- The preparation of a regional plan.
- The establishment of regional service strategies, including the use of cooperative service delivery agreements.
- The development and implementation of sector initiatives for in-demand industry sectors or occupations for the region.
- The collection and analysis of regional labor market information (in conjunction with the state).
- The establishment of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region.
- The coordination of services with regional economic development services and providers.
- The establishment of an agreement concerning how the planning region will collectively negotiate and reach an agreement with the Governor on local levels of performance for, and report on, the performance and accountability measures described in WIOA section 116(c), for local areas or the planning region.

Regional Plan Modification Required Timeframe [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 Plans

Local boards, in partnership with the chief elected official for the local area involved, must develop, and submit, to the Governor, a local plan that meets the requirements in WIOA section 108. If the local area is a part of a planning region that includes other local areas, the local board must collaborate with the other local boards and chief elected officials from “such other” areas in the preparation and submission of a regional plan as described in WIOA §106(c)(2).

Local boards, in partnership with the chief elected official, must develop, and submit a comprehensive 4-year local plan to the Governor. The local plan must support the strategy described in the state plan in accordance with WIOA section 102(b)(1)(E), and be otherwise consistent with the state plan. *[WIOA §108(a)]* **Note:** If a region, as designated by the state, includes only one local area, then a regional plan is not required. In this situation, the local board must submit only a local plan to the Governor for approval *[TEN 21-16]*.

Local Plan Modification Required Timeframe *[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 LWDB structure; and
 - The need to revise strategies to meet local area performance goals.