



**INNOVATE**

WORKFORCE DEVELOPMENT

**July 20, 2021**

**10:00 a.m. – 12:00 p.m.**

Arkansas Division of Workforce  
Services

*SOCIAL DISTANCING – COVID-19  
VIA Zoom or In-Person*

Arkansas Community Corrections  
1302 Pike Avenue B  
North Little Rock, AR 72114

# Arkansas Workforce Development Board

## Full Board Meeting



# AGENDA

July 20, 2021

## ARKANSAS WORKFORCE DEVELOPMENT BOARD FULL BOARD MEETING

10:00 a.m.

*Estimated Time: 2 hours*

Call to Order & Roll Call (3 min) ..... Tom Anderson, Chair

Introduction of the Governor (1 min) ..... Tom Anderson, Chair

Governor's Address (3 min) ..... Governor Asa Hutchinson

Introduction of and Welcome to New Board Director (1 minute) ...Dr.Charisse Childers, Director  
Arkansas Division of Workforce Services

Report of Board Director (5 mins) ..... Chad Brown, Board Director

### **Agenda Item 1: ACTION**

Minutes of April 20, 2021 Full Board Meeting (2 min) ..... Tom Anderson, Chair

Report of Chairperson (5 mins)..... Tom Anderson, Chair

Report of Director (5 mins) ..... Dr. Charisse Childers, Director  
Arkansas Division of Workforce Services

Report of Staff (5 mins)..... Eddie Thomas, Employment Assistance - Assistant Director  
Arkansas Division of Workforce Services

### **Report of Committee**

- Temporary Assistance for Needy Families (TANF)  
Oversight Committee Overview (2 mins) .....Gan Nunnally, Committee Chair

Arkansas Division of Workforce Services  
Statewide Social Distancing – COVID-19  
VIA Zoom or In Person at:  
Arkansas Community Corrections  
1302 Pike Avenue B  
North Little Rock, AR 72114



**Agenda Item 2: ACTION**

Work Pays Eligibility Transition

And Policy Update (5 mins)..... Phil Harris, Assistant Director-TANF  
Arkansas Division of Workforce Services

**Agenda Item 3: INFORMATIONAL**

Ready For Life 2021 (20 mins) ..... Rick Neal, Director  
Education, Workforce & Data Transformation  
Office of Governor Asa Hutchinson

**Agenda Item 4: INFORMATIONAL**

Arkansas Act 319 of 2021 (15 mins) ..... Ross White, Director  
Arkansas Department of Education  
Division of Career & Technical Education

Career Readiness Certificate (CRC) (10 mins) ..... Jessica Caldwell, Program Manager  
Arkansas Division of Workforce Services

**Agenda Item 5: INFORMATIONAL**

Offender Re-entry Program (20 mins) ..... Jarrod Self, Housing Manager for Re-entry Services  
Arkansas Community Correction

Board Open Discussion (13 mins)

Public Opportunity to Address the Board (3 mins)

Announcements (2 mins)

Adjournment

**For Consideration of the  
Arkansas Workforce Development Board**

**July 20, 2021**

**AGENDA ITEM 1 – ACTION:** Minutes of the April 20, 2021, Arkansas Workforce Development Board meeting.

**RECOMMENDATION:** It is recommended that the Arkansas Workforce Development Board approve the minutes of the April 20, 2021, Arkansas Workforce Development Board meeting.

**INFORMATION/RATIONALE:** Minutes of the meetings are attached.

UNOFFICIAL

**MINUTES  
ARKANSAS WORKFORCE DEVELOPMENT BOARD  
April 20, 2021**

The Arkansas Workforce Development Board convened the Full Board meeting through electronic means on April 20, 2021, beginning at 10:04 a.m. The meeting was conducted remotely utilizing Zoom and teleconference. Chair Tom Anderson presided with the following members voicing their presence: Mr. Carl Daughtery proxy for Mr. Joseph Baxter, Mr. Len Blaylock III, Ms. Karen Breashears, Mr. Scott Bull, Dr. Charisse Childers, Judge Brandon Ellison, Mr. Randy Finegan, Mr. Jeff Griffin, Ms. Abby Houseworth, Mr. Alan Hughes, Ms. Rebecca Ives, Ms. Candice Lawrence, Ms. Holley Little, Ms. Alisha Lewis proxy for Dr. Maria Markham, Mr. Brian Marsh, Dr. Trenia Miles, Mr. George “Gan” Nunnally, Mr. Justin Major proxy for Secretary Mike Preston, Dr. Julie Roberson, Mr. Kelley Sharp, Dr. Cassandra Williams-Stokes, Mr. Robert Thorne, and Dr. Diana Wright.

Mr. Lindsay Brown, Ms. Melissa Hanesworth, Mr. Randy Henderson, Mr. Charles Johnson, Mr. Johnny Key, and Mayor James Sanders were unable to attend.

Chairman’s Opening Comments: Chair Anderson called the meeting to order at 10:04 a.m. upon seeing a quorum. Chair Anderson stated for the record that, the One-Stop Certification Document was tabled previously in April 2020, July 2020, October 2020, January 2021, and April 2021 due to COVID-19 delays and will continue to be tabled with the hope to revisit this item in the July 2021 Full Board meeting. On March 30, 2021 Governor Asa Hutchinson extended the State’s public health and disaster emergency via Executive Order 21-07 until May 30, 2021.

Report of New Assistant Director: Chair Tom Anderson acknowledged the ADWS announcement of Mr. Eddie Thomas as the new Employment Assistance Unit’s Assistant Director.

**Agenda Item 1 – ACTION – Minutes of the January 26, 2021, Full Board Meeting:** Chair Tom Anderson asked if there were any additional corrections or revisions to the January 26, 2021, Full Board meeting minutes.

**Hearing none, a motion to accept the January 26, 2021, Full Board meeting minutes with no corrections or revisions was made by Ms. Brian Marsh followed by Mr. Robert Thorne making the second motion. The motion carried unanimously with none opposed.**

The following votes were recorded and voiced by Board Members on a roll vote to Approve, Disapprove, or Abstain for no vote: Mr. Carl Daughtery proxy for Mr. Joseph Baxter – Approve, Mr. Len Blaylock III – Approve, Ms. Karen Breashears – Approve, Mr. Lindsay Brown – Absent, Mr. Scott Bull – Approve, Dr. Charisse Childers – Approve, Judge Brandon Ellison – Approve, Mr. Randy Finegan – Approve, Mr. Jeff Griffin – Approve, Ms. Melissa Hanesworth – Absent, Mr. Randy Henderson – Approve, Ms. Abby Houseworth – Approve, Mr. Alan Hughes – Approve, Ms. Rebecca Ives – Approve, Mr. Charles Johnson – Absent, Mr. Johnny Key – Absent, Ms. Candice Lawrence – Approve, Ms. Holley Little – Approve, Ms. Alisha Lewis proxy for Dr. Maria Markham – Approve, Mr. Brian Marsh – Approve, Dr. Trenia Miles – Approve, Mr. George Nunnally – Approve, Mr. Justin Major proxy for Secretary Mike Preston – Approve, Dr. Julie Roberson – Approve, Mayor James Sanders – Absent, Mr. Kelley Sharp – Approve, Dr. Cassandra Williams-Stokes – Approve, Mr. Robert Thorne – Approve, and Dr. Diana Wright – Approve.

Report of Chairperson: Chair Anderson informed Board Members he has been monitoring the Local Workforce Development Boards across the state by Zoom along with the National Governors Association (NGA) State Chairs and Liaisons meeting in March. Chair Anderson proceeded with informing Board Members about the Workforce Information Advisory Council (WIAC) Committee under the Secretary of Labor which he was appointed to last year. The committee deals with the Bureau of Labor Statistics, which reports its findings to the Department of Labor.

Report of Director: Chair Tom Anderson recognized Board Member and Arkansas Division of Workforce Services (ADWS) Director, Dr. Charisse Childers to address the Full Board. Dr. Childers discussed the bills in the General Assembly. The Arkansas Division of Workforce Services has the following four bills: Three bills regarding unemployment; one bill specific to TANF; and one bill regarding the Work Pace Program. Arkansas Rehabilitation Services (ARS) has two bills currently filed: one regarding an amendment of the forgiveness of student loans; and, the other the telecommunications access program which would allow more revenue. Dr. Childers stated the unemployment rate decreased to 4.2% in December 2020 from 6.3% in November 2020. Dr. Childers reported the civilian labor workforce had an increase of 38,904 as a result of 65,543 more Arkansans employed and 26,639 fewer Arkansans unemployed. The US job rate held steady at 6.7%. In December 2019, the number of unemployed Arkansans was down to 12,396. However, the number of unemployed Arkansans increased sharply from December 2019 to December 2020 with significant gains in several categories. Dr. Childers indicated there were four changes to the several unemployment programs and one new program was added with the Continued Assistance Act for Unemployed Workers in 2020. The following have been reinstated until March 13, 2021: Federal Pandemic Unemployment Compensation (FPUC) with an additional \$300 per week, Pandemic Unemployment Assistance (PUA), Pandemic Unemployment Compensation (PUC) was reinstated with additional weeks, Pandemic Emergency Unemployment Compensation (PEUC) was reinstated with additional weeks, and the new program Mixed Earners Compensation provides an additional \$100 per week. Dr. Childers stated the Pandemic Unemployment Assistance (PUA) program now requires additional documentation along an identity verification beginning February 8, 2021. The details for the Mixed Earners Compensation will be administered by the local offices around mid-February. Dr. Childers stated as of January 16, 2021 unemployment claims dropped to 4,079 but still higher than the reported 1,804 unemployment claims from January 16, 2020. Dr. Childers announced the promotion of Mr. Kris Jones to Assistant Director of Office of Financial Management. He took the place of Mr. Brian Hicks upon Mr. Hicks' retirement at the end of December 2020.

Report of Staff: Chair Anderson recognized Board Staff Mr. Kris Jones. Mr. Jones spoke about his time with WIOA and about looking forward to his new position as Assistant Director of Office of Financial Management. Mr. Jones thanked the staff for the rollout of the Work Base Learning program, Virtual Job Fairs, TANF grants, the short term benefits program enacted by the CARES Act, and the progress of the longitudinal data bases tied in with the Ready For Life Project.

Report of Committees:

The first quarter of 2020 was the last committee meeting for Strategic Planning and Program and Performance Evaluation due to COVID-19. The TANF Oversight Committee was scheduled to meet on April 19, 2020 and report to the Full Board during the April 20, 2020 meeting. However, the committee meeting had to be rescheduled.

**Agenda Item 2 – Action – Council Resolution 2021-1:** Chair Anderson brought attention to Council Resolution 2021-1 for the Board Member stipend payments. Arkansas Law allows Boards to pay stipends

of \$110 to those non-governmental members who choose to accept them. The board members shall receive no other compensation, expense reimbursement, or in-lieu-of payments.

**As presented with no revisions, a motion to accept the Council Resolution 2021-1, Board Member Stipend was made by Mr. Kelley Sharp followed by Ms. Karen Breashears making the second motion. The motion carried unanimously with none opposed.**

The following votes were recorded and voiced by Board Members on a roll vote to Approve, Disapprove, or Abstain for no vote: Mr. Joseph Baxter – Approve, Mr. Len Blaylock III – Approve, Ms. Karen Breashears – Approve, Mr. Lindsay Brown – Absent, Mr. Scott Bull – Approve, Ms. Chanda Chacon – Absent, Dr. Charisse Childers – Approve, Judge Brandon Ellison – Approve, Mr. Randy Finegan – Approve, Mr. Jeff Griffin – Absent, Ms. Melissa Hanesworth – Absent, Mr. Randy Henderson – Approve, Ms. Abby Houseworth – Approve, Mr. Alan Hughes – Absent, Ms. Rebecca Ives – Absent, Mr. Charles Johnson – Approve, Mr. Johnny Key – No Vote Voiced, Ms. Candice Lawrence – Approve, Ms. Holley Little – Absent, Dr. Maria Markham – No Vote Voiced, Mr. Brian Marsh – Approve, Dr. Trenia Miles – Approve, Mr. George Nunnally – Approve, Mr. Steve Sparks proxy for Secretary Mike Preston – Approve, Dr. Julie Roberson – Approve, Mayor James Sanders – Approve, Mr. Kelley Sharp – Approve, Ms. Betsy Barnes proxy for Dr. Cassandra Williams-Stokes – Approve, Mr. Robert Thorne – Approve, and Dr. Diana Wright – Approve.

**Agenda Item 3 – Action – Administrative Forms – New Year:** Chair Anderson recognized Board Staff Ms. Rebecca Edwards to review the administrative forms for the Board to update their personal information for the new year in the database system. Ms. Edwards informed members January 31, 2021 was the deadline to file annual financial interest disclosure statements with the Arkansas Secretary of State. Additionally, ADWS offered assistance for notary services and filing.

**Agenda Item 4 – Informational – Program Year 2019 WIOA – Annual Report Narrative Updates:** Chair Anderson recognized WIOA Roundtable members who represent the WIOA Core Programs to provide updates regarding activities during PY 2019. WIOA Core Partners presenting today were Kris Jones, Assistant Director, Arkansas Division of Workforce Services Employment Assistance; Dr. Trenia Miles, Director of Adult Education Section and Ms. Christy Lamas, Deputy Commissioner of Arkansas Rehabilitation Services. Dr. Cassandra Williams-Stokes, Director of Arkansas Division of Services for the Blind, was not present today but had previously asked that she be allowed to make her presentation at the next Board Meeting. One of the functions of the Arkansas Workforce Development Board is to assist the Governor in preparation of the annual reports as described in WIOA Section 116(d) paragraphs (1) and (2) of WIOA Sec. 116(d). Mr. Kris Jones listed and discussed the major components of the narrative report while both he and Mr. Elroy Willoughby reported on WIOA Title I and III performance.

Board Members heard updates on WIOA Title IV from Arkansas Rehabilitation Services Deputy Commissioner, Christy Lamas. Ms. Lamas gave a brief summary of the Arkansas Rehabilitation Services training of real people with a disability to work and obtain an independent lifestyle. One of the largest sections of Arkansas Rehabilitation Services (ARS) is their Field Services. Ms. Lamas highlighted two people who had successfully gone through the program, Sara Murphy and Tonya Mays. Ms. Lamas then discussed the Arkansas Career Development Center (ACDC) which reports Field Services along with their accommodation section. They have added the following new programs: Virtual Security Classes reviewed by the Arkansas State Police; Virtual Driver Education; and direct services provided to other programs throughout the field offices. ARS operates a high school program in the summer through which high school students can come together to learn and gain certifications. ACDC provides virtual Certified Nursing Assistant (CNA), Occupational Safety and Health Administration (OSHA), and Cardiopulmonary

Resuscitation (CPR) classes along with onsite Forklift training, virtual professional guest services, and a variety of other services to support ARS clients comprehensively. Ms. Lamas explained through the section called Business Engagement. ARS reaches out to businesses with their mission statement and collaborates with businesses to help clients find work and help keep individuals currently working to stay in their jobs. ARS serve young adults between the ages of 16-24 who want to engage and be a part of the workforce. Last year, ARS serviced 12,159 Arkansans with disabilities. Ms. Lamas then stated ARS is embracing the team approach by engaging all the sections with employers, business engagement services, hands-on assistance, technological expertise of doctors, psychologists, and occupational therapists, and professional one-on-one coaching of field services counselors to provide successful employment for our clients.

Board Members heard updates on WIOA Title II from Adult Education, Dr. Trenia Miles. Dr. Miles presented a Power-Point presentation on the Workforce Alliance for Growth in the Economy (WAGE). WAGE serves the unemployed and underemployed offering six types of certificates for employment. Dr. Miles stated out of 20,000 adult students, 80% are below an 8<sup>th</sup> - grade level. Dr. Miles discussed the two levels of WAGE Certificates, beginning with WAGE Level I. This level includes basic academic skills instruction, career exploration, financial literacy, digital literacy, and workforce preparation. The WAGE Level II Certificate is harder and requires placement, includes education/training in Manufacturing, Health Science, Business Management and Administration, Hospitality and Tourism, and Education and Training. Dr. Miles highlighted the Arkansas Education Providers – Northwest Technical Institute (NWTI) Adult Education and NWTI College Certified Nursing Assistant Bridge Program with nine completed CNA classes, 78 adult learners enrolled in CNA classes, 36% Educational Functioning Level (EFL) increase, and 68% certification achievers. Fort Smith Adult Education has partnered with the Department of Human Services (DHS) on the Peers Achieving Collaborative Treatment (PACT) Grant to serve incarcerated women in the local jail by providing education, childcare classes, and training for employment. Wal-Mart has donated \$12,000 to Fort Smith Adult Education (FSAE) to assist these women. Lastly, they have partnered with the Fort Smith School District in offering tutorial classes to help parents navigate online learning with their children. University of Arkansas Monticello (UAM)-McGehee – Adult Education Program has partnered with Simmons Bank located in Monticello, AR. Simmons Bank provided a \$2,500 grant to support workforce development which by offsetting testing fees through the General Education Diploma (GED) scholarship even though the State pays 80% of the GED testing. The grant will also be used to provide short-term training programs. Southern Arkansas University (SAU) – Tech Adult Education had 11 CNA graduates from November 2, 2020 – December 17, 2020. Seven out of the 11 graduates were TANF participants, six of the seven TANF clients made educational gains; all 11 received OSHA 410 in General Healthcare credential; and six have become employed. SAU-Tech Adult Education has partnered with SAU Tech College, TANF, Career Pathways Initiative, Pine Hills Rehab, Wentworth Nursing, and Title 1-B Adult Programs in ensuring the success of their students.

**Agenda Item 5 – Informational – Reimagine Arkansas Workforce (RAW) Grant:** Chair Anderson recognized Mr. Eduardo Lemm, ADWS Regulatory Specialist to provide a brief update to the Full Board. Mr. Lemm updated information regarding the Department of Education issuing a Notice of Inviting Applications (NIA) for the FY2020 Education Stabilization Fund – Reimagine Workforce (ESF-RWPO) Grants program under the CARES Act, making available \$127.5 million. The Arkansas Workforce Development Board was one of eight State Workforce Boards awarded this funding.

**Agenda Item 6 – Informational – Workforce System Evaluation Project Update:** Chair Anderson recognized Board Staff, Mr. Kris Jones to give a Workforce System Evaluation Project update. Mr. Jones reported evaluations of activities under the WIOA I Core Programs are being conducted in order to



promote continuous improvement and research, test innovative services and strategies, and achieve high levels of performance and outcomes. A contract was entered into between ADWS and the University of Arkansas (UA) to carry out these requirements of federal regulation.

**Agenda Item 7 – Informational – Arkansas Workforce Development Board Codes of Conduct:** Chair Anderson recognized ADWS Policy Specialist, Dr. Claudia Griffin to review the Arkansas Workforce Development Board Codes of Conduct in accordance to the federal and state laws and regulations with the members of the Full Board. Dr. Griffin discussed conflict of interest, Freedom of Information Act, and the Arkansas Sunshine Law.

**Agenda Item 8 – Informational – USDOL Governance TAT Project Updates:** Chair Anderson recognized ADWS Employment Assistance Deputy Director, Beverly Lovett to discuss an opportunity to partake in the Arkansas Governance Training Project for the Local Workforce Development Board (LWDB) members, Arkansas Workforce Development Board (AWDB) Full Board members, and Chief Elected Officials( CEO), and other state stakeholders offered by the U.S. Department of Labor (DOL) – Dallas Regional Office for State Governance training. Ms. Lovett highlighted the training covered an overview of the WIOA workforce development system; governance roles and responsibilities of the AWDB, Local Workforce Development Boards, and Chief Elected Officials; WIOA vision for state and local boards; state and local Board memberships; the roles of state and local board staff; and relationships to other system partners and components.

**Board Open Discussion:** Chair Anderson asked board members for any additional items for discussion. Hearing none, Chair Anderson opened the floor to allow the public the opportunity to speak before the Full Board.

**Public Speaking Opportunity:** Chair Anderson addressed members of the public attending the meeting through electronic means and extended the opportunity to speak before the Full Board. After opening the floor for the public and a brief silence with the telephone lines unmuted hearing no public comments, Chair Anderson moved into the announcements.

**Announcements:** Chair Anderson announced the committee meetings of the Arkansas Workforce Development Board will convene “as needed” due to the COVID-19 pandemic and out of respect for Board Member’s schedules. He added the next Full Board meeting is set for July 20, 2021. Board Staff will keep everyone aware of any changes to the schedule or the type of meeting, whether virtual or in-person, as the State progresses through COVID-19 under the guidance of Governor Asa Hutchinson.

**Adjourn:** As presented, Chair Tom Anderson adjourned the AWDB Full Board meeting at 11:10 a.m., on a motion made by Ms. Karen Breashears, followed by Mr. Randy Thorne making the second motion. The motion carried unanimously with none opposed.

The following votes were recorded and voiced by Board Members on a roll vote to Approve, Disapprove, or Abstain for no vote: Mr. Carl Daughtery proxy for Mr. Joseph Baxter – Approve, Mr. Len Blaylock III – Approve, Ms. Karen Breashears – Approve, Mr. Lindsay Brown – Absent, Mr. Scott Bull – Approve, Ms. Chanda Chacon – Absent, Dr. Charisse Childers – Approve, Judge Brandon Ellison – Approve, Mr. Randy Finegan – Approve, Mr. Jeff Griffin – No Vote Voiced, Ms. Melissa Hanesworth – Absent, Mr. Randy Henderson – Approve, Ms. Abby Houseworth – Approve, Mr. Alan Hughes – Absent, Mr. Charles Johnson – Approve, Ms. Rebecca Ives – Absent, Mr. Johnny Key – No Vote Voiced, Ms. Candice Lawrence – Approve, Ms. Holley Little – Absent, Dr. Maria Markham – No Vote Voiced, Mr. Brian Marsh – Approve,

Dr. Trenia Miles – Approve, Mr. George Nunnally – Absent, Secretary Mike Preston – No Vote Voiced, Dr. Julie Roberson – Approve, Mayor James Sanders – Approve, Mr. Kelley Sharp – Approve, Ms. Betsy Barnes proxy for Dr. Cassandra Williams-Stokes – Approve, Mr. Robert Thorne – No Vote Voiced, and Dr. Diana Wright – Approve.

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Tom Anderson, Board Chair  
Arkansas Workforce Development Board

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Director Workforce Development  
Arkansas Division of Workforce Services

*Minutes recorded by Monica Simon  
Arkansas Division of Workforce Services Staff*

**For Consideration of the  
Arkansas Workforce Development Board**

**July 20, 2021**

**AGENDA ITEM 2 – ACTION:** Work Pays Eligibility Transition & Policy Update.

**RECOMMENDATION:** It is recommended that the Arkansas Workforce Development Board approve the Work Pays Eligibility Transition & Policy Update, as reviewed by the TANF Committee.

**INFORMATION/RATIONALE:** On May 11, 2021, the TANF Committee of the Arkansas Workforce Development Board met and reviewed this transition and policy change. This Committee recommends approval by the Full Board.

Details of these changes are attached herein.

## **Work Pays Eligibility Transition Overview:**

Currently DHS handles eligibility for the TEA and the Work Pays Programs under the TANF Block Grant. DWS handles the case management for TEA and Work Pays. Effective July 1, 2021 DHS and DWS started the transition of the eligibility function of Work Pays over to DWS.

To facilitate this transition, DWS TANF will have to make changes to various policies to move forward with the transition. For us to make the changes to policies we must go through the Administrative Procedures process which is called promulgation. In this, any amendments and new policy must go through the State's promulgation process.

After the Board hears the changes today, the following should occur:

1. Notify the Governor's Office of the draft policy and request Governor's Office approval.  
Once his office approves
2. Start the initial filing process which is the following.
  - File with the Bureau of Legislative Research
  - Register with the Secretary of State
  - Then Public Notice for 30-day comment period.

## SUMMARY OF CHANGES: WORK PAYS POLICY

### OVERVIEW

Revisions are being made in order to incorporate eligibility policy for the administration the Work Pays Program, as permitted by Act 514 of 2007.

The following is a brief summary of some of the changes:

#### **Policy 10101**

- Added language regarding Act 1205 of 2015, **drug testing of applicants and recipients**

#### **Policy 10102.4**

- Language added regarding **Drug Screening Questionnaire requirement**

#### **Policy 10102.5**

- Language added regarding **scheduling the initial interview**

#### **Policy 10102.6**

- Language added regarding **re-scheduling the initial interview**

#### **Policy 10103**

- Language added to require **adequate notice of denial during initial eligibility determination**

#### **Policy 10104**

- Added new language on **drug testing requirements**

#### **Policy 10104.1**

- Added language regarding **exemptions from drug screenings and testing**

#### **Policy 10104.2**

- Added language regarding **cooperation with drug testing**

#### **Policy 10104.3**

- Added language regarding **substance abuse evaluation/drug treatment referral**

#### **Policy 10104.4**

- Added language regarding **compliance with drug abuse treatment plan of action**

#### **Policy 10104.5**

- Added language regarding **good cause for noncompliance with drug treatment/recovery support**

#### **Policy 10105**

- Language added regarding **biweekly contact**

**Policy 10106**

- Added procedure for **Drug Assessment Questionnaire**

**Policy 10200**

- Language added outlining **requirements for 6 month and yearly re-evaluations**
- Examples and FPL calculations added
- Language added to clarify significant change to budget

**Policy 10502**

- Language added to **list types of acceptable verification**

**Policy 10600**

- Language added to **clarify eligibility for bonuses**

**Policy 10600.4**

- Language added to require advance notice before closure
- Language added that temporary fluctuations in salary are not part of income calculations

**Policy 10740**

- Language added to **explain sanction levels and home visit requirement**

**Policy 10750**

- Language added about **lifting the child support sanction**

**Policy 10760**

- Language added regarding closure due to **noncompliance with drug screening requirements**

**Policy 10800**

- Language added to clarify when the six-month does not apply
- Note added to **explain insufficient hours**

## SUMMARY OF CHANGES: WORK PAYS APPLICATION

### OVERVIEW

The most sufficient change other than the address of where the application will now go are the revisions to the Work Pays application that were made in accordance with Federal Law change. Public Law 112-96 of February 2012, which **amended Section 408 of the Social Security Act U.S.C. 608(a) and enacted a state requirement to prevent unauthorized spending of benefits.**

Specific revisions to the Work Pays application include:

- (1) Incorporated language regarding illegal use of EBT card;**
- (2) Incorporated language regarding DWS' compliance with Civil Rights regulations;
- (3) Changed references from AR Dept of Human Services to Division of Workforce Services.

**For Consideration of the  
Arkansas Workforce Development Board**

**July 20, 2021**

**AGENDA ITEM 3 – INFORMATIONAL:** Ready For Life 2021

**INFORMATION/RATIONALE:** Governor Asa Hutchinson and other state leaders announced the launch of *Ready For Life*, a new education and jobs program geared to connect Arkansas workers with new high-paying careers.

According to the governor's office, Ready for Life is a new unified system of education opportunities, workforce development and data analysis. The Governor said Ready for Life is important for education, workforce, and employers.

Governor Hutchinson committed \$14.7 million from his discretionary fund to the project.

The governor said one of his long-term goals is for the state to be more efficient and connecting work skills and work certifications with employers.

The project also provides over \$4.5 million to two-year institutions to expand workforce training opportunities in high-wage, high-demand careers for all Arkansans, according to state officials.

State officials say the project provides three primary resources to enhance education, workforce opportunities and data-driven decision making through a learning management system, statewide longitudinal data system and learner employer records.

Details related to this program will be shared with the Board members.





**SUPPORTING**





# Imagine a coordinated, collaborative, efficient public workforce system that consistently changes lives for the better...

Unfortunately, we're not there yet. Instead, there are more than 40 different federal workforce development programs scattered across multiple cabinet-level agencies. And billions of dollars in annual budgets flowing toward disparate, and sometimes contradictory, goals for workforce customers. For more than fifty years, the public workforce system has been working toward conceptual alignment but with very little forward progress. In the meantime, it is the workforce system customers who pay the price when trying to navigate a confusing web of bureaucracies and service providers.

We think there is a better way.

We believe that measurable skills – not simply degrees or buzz words – can be the common thread to tie together the needs of customers, educators, and employers.

We believe that an integrated information technology infrastructure unlocks the system's

capacity to move at the speed of real life, and not the speed of bureaucracy.

We believe that public-private partnerships are the key to sparking innovation in the workforce ecosystem. Cutting-edge private companies are already doing incredible things, and we need these leaders in partnership with the public workforce system in order to increase career opportunity and economic mobility for the workforce of tomorrow.

Since the Manpower Training and Development Act of 1962, States have struggled to provide coordinated, citizen-center service delivery across multiple Federal workforce programs. The Ready for Life platform has the potential to provide an on-demand resource for all workforce customers in Arkansas. When fully implemented, RFL will allow for horizontal integration and seamless delivery of workforce services that will serve as a model for other States wanting to improve the efficiency and effectiveness of their workforce programs.

*Heeding the call from the U.S. Departments of Education, Health & Human Services, and Labor, Ready for Life positions the State of Arkansas at the forefront of coordinated workforce service delivery. By bringing together traditional workforce, higher education, human services, and k-12, the platform will serve as a model for other states looking to increase positive outcomes for all workforce customers, while delivering the skilled workforce employers need to lead unprecedented economic growth statewide.*

**John Pallasch, Assistant Secretary of Labor, USA**

## **Ready For Life Vision:**

Create the strongest, most versatile and diverse workforce pipeline the state of Arkansas has ever had.

## **Ready For Life Core Purpose:**

To provide a network of continuous support for learning and career pathways to enable the Arkansan workforce.

## **Ready For Life Brand Drivers:**

**Access:** For everyone, everywhere. Ready For Life is accessible to ALL Arkansans.

**Acquire:** Ready For Life is here to help you acquire the skills and training you need to get the career you want.

**Advance:** Ready For Life will be here to support you as you advance through your life and career.

## **Mission Statement**

"We want to create the strongest, most versatile and effective workforce pipeline Arkansas has ever seen. The Ready For Life program will allow EVERY Arkansan to access a continuous network of support and learning; through this, we will connect the businesses of Arkansas to a newly-skilled workforce allowing both to benefit as they advance and grow together, each READY For their next challenge."





## Overview of the platform



## User Activity

The screenshot displays a user activity dashboard for a user named Bryant Myllyssa. The interface is divided into three main sections: a sidebar menu, a user profile, and a list of activities.

**Sidebar Menu:** Includes links to Dashboard, Opportunities, Events, CareerCafe, LMS, Users, Users List, Organization List, Individual Users List (Email), Individual Users List (Activities), User List (Email), Create User, Organization Approval, Summary Work User List, Groups, Videos, Reports, User Activities, Message, and SMS.

**User Profile:** Shows the user's name, a profile picture, and registration details: Registered at 05/18/2021, Last visit at 06/18/2021, and Location Prescott, Arizona. There are buttons for 'Remove' and 'Change'. Below the profile, there is an 'About' section with statistics: Courses Completed (1), Favorite Jobcards (1), and Favorite Videos (1).

**User Activities:** A list of activities with a date filter set to 'Jun 18, 2021'. Each activity entry includes a green checkmark icon, a description of the activity, and a timestamp. The activities listed are:

- Opened Lesson Activity: First Impressions in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Reviewed Lesson Activity: Pop Quiz! Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: Pop Quiz! Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Started Lesson Activity: Effective & Respectful Communication Course Journal in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: Effective & Respectful Communication Course Journal in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Started Lesson Activity: Pop Quiz! Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: Pop Quiz! Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Completed Lesson Activity: Click Here to Complete the Course: Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: Click Here to Complete the Course: Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Reviewed Lesson Activity: Click Here to Complete the Course: Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Started Lesson Activity: Click Here to Complete the Course: Effective & Respectful Communication in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: First Impressions in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Reviewed Lesson Activity: Course Overview & Objectives in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Opened Lesson Activity: Course Overview & Objectives in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)
- Reviewed Lesson Activity: Course Overview & Objectives in course Career Prep 2 (SL) : Workplace Respect (21 hours ago)

## Resume Upload

The screenshot shows a resume upload interface. On the left, there is a sidebar with a list of resume thumbnails. The main area displays a resume for David Graham, who is a Sales Manager at Slechers, USA, Huntsville, AL. The resume includes a summary, experience, skills, and education.

**Resume Content:**

**David Graham**  
1310 College St SE  
Decatur, AL 35601  
256.318.8028  
dgraham

**Summary:** Seasoned, results-producing retail store manager with extensive experience leading profit-generating operations through innovative merchandising and inventory control, and focusing on continuous product turnover. Effective leader skilled in developing highly productive customer-focused teams through coaching and motivational training.

**EXPERIENCE**

**Slechers, USA, Huntsville, AL -- Sales Manager**  
Apr 2019 - Present

Direct day-to-day operations of warehouse outlet store aimed at more than \$1M in annual revenue. Recruit, train, motivate, and manage team, ensuring continuous delivery of outstanding customer service. Supervise assistant store managers and floor leaders, providing coaching and encouraging accountability for store results and staff performance. Develop and implement strategic merchandising plans to achieve revenue objectives and reduce expenditures while ensuring personnel requires within budget. Currently serve as a mentor to managers in challenging locations.

**Selected Achievements**

- Exceeded first year sales goal, despite being closed for approximately seven weeks due to COVID-19.
- Exceeded first year conversion goals, achieving an approximately 12% conversion goal.
- Exceeded third year shrink goal of <1% in 2% with a first year shrink result of <1.20%.
- Chosen to be a recording artist for the district, currently recording, producing, and being subject for the album website. Released 3 releases.
- Led my store, along with 100 other locations through a new POS rollout.

**Target, Decatur, AL -- Fulfillment Expert**  
Apr 2019 - November 2019

Efficiently and accurately pulled guest order orders during the height of the COVID-19 pandemic while my store was closed. Continued to work part time until autumn.

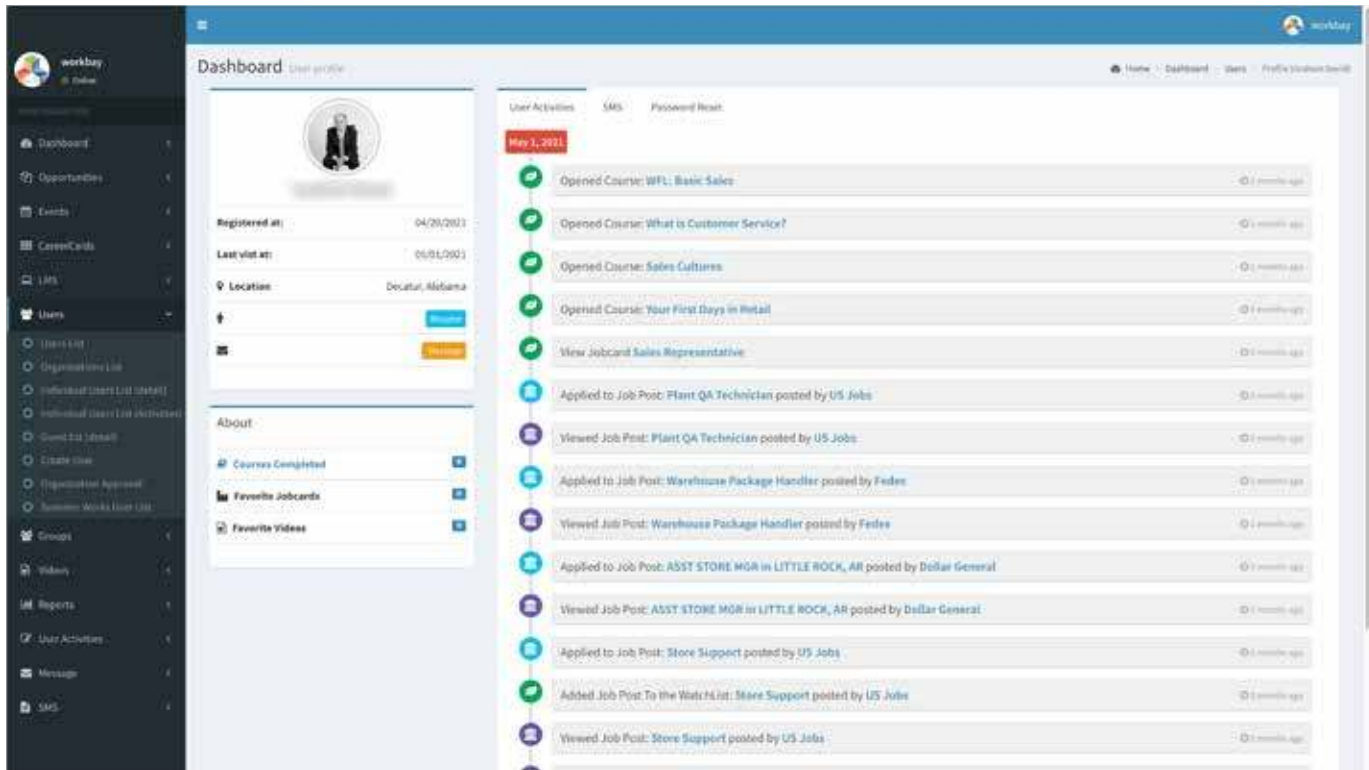
**Altitude Trampoline Park, Huntsville, AL -- General Manager**  
Apr 2018 - November 2018

Directed the day-to-day operations of a family entertainment center with annual revenue of over \$1M. Increased ticket sales, and

**SKILLS**

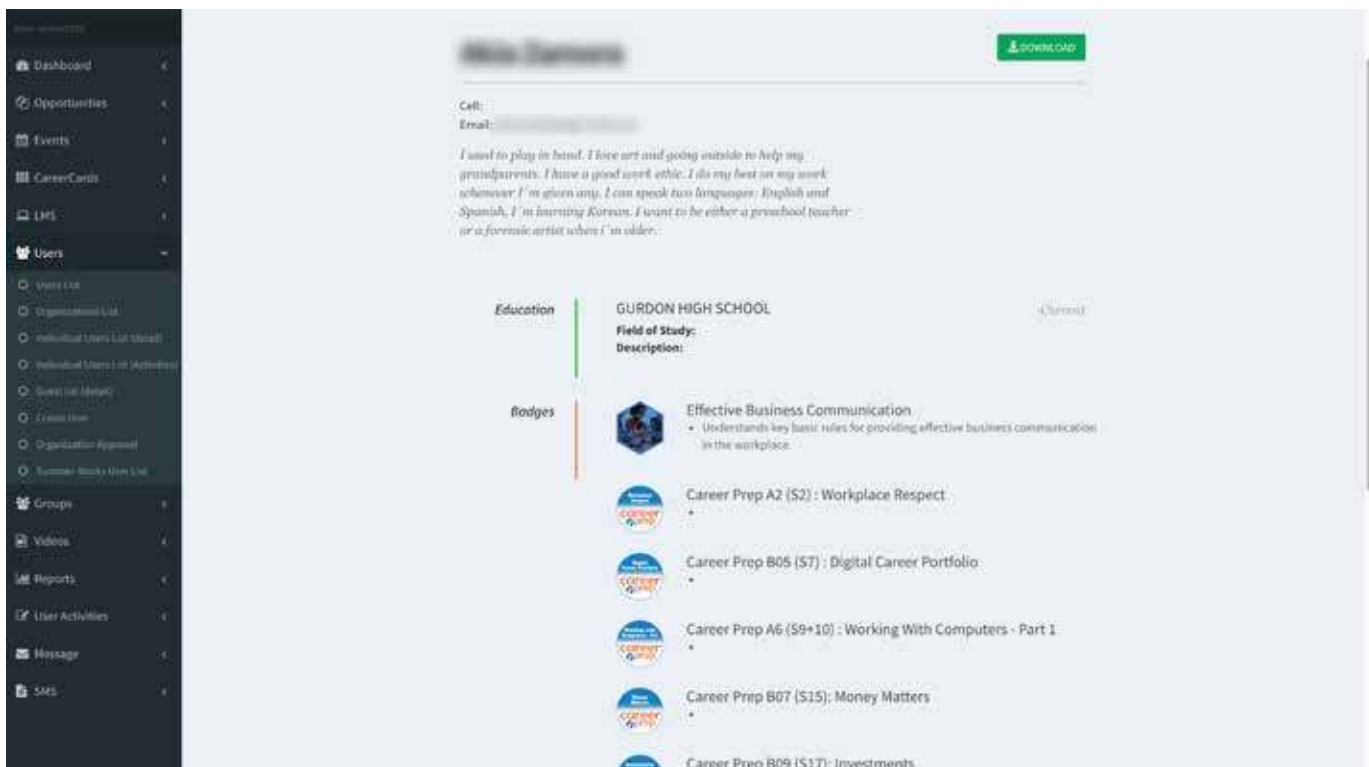
- Merchandising/Product Placement
- Operational Analysis/Inventory Planning
- Team Building/Staffing
- Attendance
- Sales Training/Team Building
- Recruiting/Staffing Initiatives

## User Activity



The screenshot shows the Workday User Activity dashboard. On the left is a navigation menu with options like Dashboard, Opportunities, Events, CareerCards, LMS, Users, Groups, Videos, Reports, User Activities, Message, and SMS. The main content area is titled 'Dashboard' and 'User profile'. It displays a user's profile information, including a profile picture, registered date (04/20/2023), last visit date (06/01/2023), and location (Decatur, Alabama). Below this is an 'About' section with links for Courses Completed, Favorite Jobcards, and Favorite Videos. The right side of the dashboard shows a list of user activities, including opening courses (WFL: Basic Sales, What is Customer Service?, Sales Cultures, Your First Days in Retail), viewing jobcards (Sales Representative), and applying to job posts (Plant QA Technician, Warehouse Package Handler, ASST STORE MGR in LITTLE ROCK, AR, Store Support).

## Learning Activity



The screenshot shows the Workday Learning Activity page. It features a navigation menu on the left with options like Dashboard, Opportunities, Events, CareerCards, LMS, Users, Groups, Videos, Reports, User Activities, Message, and SMS. The main content area displays a user's profile information, including a profile picture, name (John Doe), and a bio. Below the bio is a section for 'Education' and 'Badges'. The 'Education' section lists 'GURDON HIGH SCHOOL' with a 'Field of Study' and 'Description'. The 'Badges' section lists several career preparation badges, including 'Effective Business Communication', 'Career Prep A2 (\$2) : Workplace Respect', 'Career Prep B05 (\$7) : Digital Career Portfolio', 'Career Prep A6 (\$9+10) : Working With Computers - Part 1', 'Career Prep B07 (\$15): Money Matters', and 'Career Prep B09 (\$17): Investments'.

## User Activity

The screenshot displays the Workday User Activity dashboard. On the left is a dark sidebar with navigation links: Dashboard, Opportunities, Events, Career Cards, LMS, Users, Users List, Organizations List, Individual Users List (detail), Individual Users List (Performance), Talent Std (detail), Career User, Organization Approval, Summer Works User List, Groups, Values, Reports, User Activities, Message, and SMS. The main content area is titled 'Dashboard' and 'User profile'. It features a user profile card with a placeholder image, registration date (04/05/2021), last visit date (05/13/2021), location (Gordon, Arkansas), and buttons for 'Profile' and 'Settings'. Below the profile card is an 'About' section with 'Courses Completed' (14), 'Favorite Jobcards' (5), and 'Favorite Videos' (6). To the right, the 'User Activities' tab is active, showing a list of activities starting from May 15, 2021. Each activity entry includes a green checkmark icon, a description of the activity, and a timestamp (e.g., '2 months ago').

User Activities	SMS	Password Reset
<b>May 15, 2021</b>		
Opened Lesson Activity: Construction Safety Specialist in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Reviewed Lesson Activity: Course Overview & Objectives in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Opened Lesson Activity: Course Overview & Objectives in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Completed Lesson Activity: Construction Safety Specialist in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Completed Course: Career Prep A2 (S2) : Workplace Respect		2 months ago
Started Lesson Activity: Construction Safety Specialist in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Opened Lesson Activity: Construction Safety Specialist in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Completed Lesson Activity: Human Resources Manager in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Started Lesson Activity: Human Resources Manager in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Opened Lesson Activity: Human Resources Manager in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Started Lesson Activity: Skills Survey: You in the Workplace in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Opened Lesson Activity: Skills Survey: You in the Workplace in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Completed Lesson Activity: Journal: Starting Your Job in course Career Prep A2 (S2) : Workplace Respect		2 months ago
Started Lesson Activity: Journal: Starting Your Job in course Career Prep A2 (S2) : Workplace Respect		2 months ago



## INPUTS:

- + Business Identify Skills in Demand: Computer Science, BioMedical, Advanced Manufacturing, Innovations in Logistics;
  - + K14 Career and Technical Education Needs Professional Development;
  - + Colleges Identify Demand for Micro Credentials;
  - + Government Services Strive to Do More for Less.
- 

## ACTIONS:

- + 17,000+ work skills library available anytime anywhere to every Arkansan: Citizens have Work Ready Credentials, Skills to Compete;
- + Every Student Graduates with Ready for Life Portfolio & Career Plan;
- + "Employers for Educators" : Teachers Work with Industry: Demand-Driven Development of Our Future Workforce;
- + Inter-Agency Sharing Provides Citizens with Efficient Networked Service: Arkansas' State Longitudinal System Leads Nation;
- + 32 Centers Implement Employer-Educator Co-Developed Training Programs: World Class Work Skills Labs Create Future-Ready Communities;
- + Greater Transparency of Program Efficacy: Better Data to Cross-Reference Education/Training Results to Employment;
- + Coordinated partnerships between businesses and schools ensure that learners get the right skills for local careers.





- + Promote Post-Secondary programs to drive citizen engagement with Arkansas colleges and universities.
  - + Integrate to Arkansas Global Classroom and other online and blended learning programs and events
  - + Integrate with Idatafy, Credly, LinkedIn and other resources to promote credentialed candidates to Employers.
  - + Transform professional skills development to employer-demand driven and informed
  - + Evolve CTE Centers to World Class Work Skills Labs, serving schools and community workforce education and professional credentialing.
- 



- + Families receiving services Increase skills credentials and recruitment success.
  - + Greater connectivity between DHS with agencies, employers and educators, through a multi-stakeholder dashboard cross-referencing results in education, worker retraining, apprenticeships, and local economic initiatives.
  - + Integrated Multi-Stakeholder Network to scale and track workforce efforts
- 



- + Better data (immediate, cross-referenced, new sources of inputs) to measure workforce development programs by location/ sector/ to test relevancy, validity, reliability of outcomes,
  - + Better data-driven decisions; identify emerging skills and occupations, identify programs that achieve improved outcomes
  - + Increased service to support the 50%+ of employers who report they cannot find the workers they need.
- 



- + Career and job information system personalized to local community skills in demand
- + Increase employability by overcoming a record of conviction with a credential of skill, professional and technical licenses
- + Portfolio, Resume development during incarceration continues uninterrupted after release, accessible anytime anywhere.
- + Multi-Stakeholder dashboard creates powerful network of opportunity and support.



- + Better Data to Find a Better Career: Access to the Right Credentials, Promoted to the Right Employers
  - + Mobile Personalized Work Skills Training & Competency Assessment Networked to Employers and Opportunities
  - + Recommendations based on real-time industry trends, personalized to individual level, location and goals.
  - + Freedom to gain skills credentials anytime, on desktop or mobile, online or off.
- 



- + Promote company's profile, opportunities and expertise across Arkansas,
- + Participate in Biz-Gov, Biz-Biz and Biz-Ed online events, information and advisory councils
- + Search Arkansas Post-Secondary programs by Occupation intention of graduates
- + Publish company's Pre-Hire training, participate in work-based learning events, professional skills development for teachers, students



- + Virtual Career Fairs Open Anytime
- 



- + Offer community members encouragement, coaching and engagement in local workforce efforts
  - + RFL Partnership with Goodwill Excel Centers for two new Excel Center Adult High Schools partnered with CTE Centers so that adult students may earn industry-recognized credentials concurrently as they earn a high school diploma.
- 



- + New immediacy of reporting and responsiveness between Arkansas Education and Workforce alignment.
- + Ready for Life ( RFL) integrates with our State Longitudinal Data System (SLDS): to inform citizens, agencies and policymakers with immediate quantitative and qualitative data from citizens and employers (RFL to SLDS), improving data collection, data sharing, and data integrity

## **What can I do?**

- 1. Approve your Department Profile on ReadyForLife  
(contact [Mary@Workbay.net](mailto:Mary@Workbay.net))**
- 2. Communications Teams: Follow us on Social Media and Share!!**
- 3. Promote to your Employer network to sign up and post jobs**
- 4. Promote to your Clients to Learn Skills and Seek Opportunities**

## **KEY OUTCOMES:**

- + Companies Gain Skilled Arkansans Ready for Work;
- + New and Expanding Businesses Choose Arkansas: Best Future Talent Force;
- + Work Skills Credentials Connected to Job Opportunities: Freedom to Gain Skills Available to Everyone;
- + SLDS New Technology, Access to Data Significantly Supported by Ready For Life;
- + Long Term Strategy and Infrastructure for Employer-Informed Career and Technical Education Partnerships;
- + Powerful Arkansas Network to scale, support, analyze education - to- employment economic activity.

**For Consideration of the  
Arkansas Workforce Development Board**

**July 20, 2021**

**AGENDA ITEM 4 – INFORMATIONAL:** Arkansas Act 319 of 2021

**INFORMATION/RATIONALE:** During 93<sup>rd</sup> General Assembly, Arkansas Act 319 of 2021 was passed. This Act requires a that an Arkansas public school that serves a student in grades ten through twelve (10-12) shall administer college and career readiness assessments, including a career readiness assessment that leads to a nationally recognized work readiness certificate, as determined by the state board to each student before he or she graduates from high school.

The implementation of this Act will have implications regarding the current structure of the Career Readiness Certificate Program as well.

Information related to the implementation of this Act and the accompanying implications for the current Career Readiness Certificate Program will be presented to the Board.

## ACT WorkKeys Curriculum, Assessment, and National Career Readiness Certificate®



### National Career Readiness Certificate Available for Arkansas Students

With the support from the 93rd General Assembly and the State Board of Education, high school students have the opportunity to earn a nationally-recognized work readiness certificate before they graduate. The passage of Senate Bill 31, which became Act 319 of 2021, prompted the State Board of Education to approve the ACT WorkKeys assessment for this purpose on May 13, 2021.

The WorkKeys assessment measures the essential work skills needed for success in jobs across industries and occupations and represents work readiness through the National Career Readiness Certificate (NCRC®). The primary purpose of the NCRC is to provide students with a workplace certification that represents their knowledge and skills in Applied Math, Graphic Literacy, and Workplace Documents.

### Expectations of Every District

- A public school district and open-enrollment public charter school that serves students in grades 10-12 shall administer college and career readiness assessments including a career readiness assessment that leads to a nationally-recognized work readiness certificate.
- Students in public school districts and open-enrollment public charter schools in grades 10-12 will be given the opportunity to have a single administration of the WorkKeys assessment (Applied Math, Graphic Literacy, and Workplace Documents) under the state contract.
- Districts and schools have the flexibility to determine the grade in which students assess in order to provide students the greatest likelihood of success.
- The goal is for every student to take both the grade 11 ACT and WorkKeys assessments through the state's comprehensive assessment system.

### Benefits of WorkKeys and the NCRC for Students

- The WorkKeys curriculum develops proficiency in skills that employers seek; this is communicated by the NCRC.
- Students can be job ready upon graduation from high school.
- The NCRC is a portable credential with no expiration date; it verifies to employers that a student possesses the workplace skills needed to be successful.
  - Bronze - indicates the skills required for 17% of ACT-profiled jobs
  - Silver - indicates the skills required for 69% of ACT-profiled jobs
  - Gold - indicates the skills required for 93% of ACT-profiled jobs
  - Platinum - indicates the skills required for 99% of ACT-profiled jobs
- All students, college or career bound, benefit from the WorkKeys curriculum and outcomes, including the connection to the ACT exam.
- Many employers across Arkansas are using the nationally-recognized credential as a pre-employment requirement for the application process.
- Students obtain employment after high school graduation and are offered higher paying positions because they have earned the NCRC.
- WorkKeys becomes a critical component of every student's success plan.

### Benefits of the NCRC for a Community

- There are [28 Arkansas counties](#) (as of 4/30/21) that are participating in the Work Ready Communities program; 16 of these counties have achieved certified Work Ready Community status. The NCRC is a vital part of the process.
- Work Ready Communities are those in which economic developers, employers, and educational institutions partner to determine skill gaps and use the WorkKeys assessment to help close the gaps.
- Almost 700 Arkansas employers support their local Work Ready Community effort.
- Partnership is strengthened between school districts and industries.

# ACT WorkKeys Curriculum, Assessment, and National Career Readiness Certificate®



## Preparing Students for the Assessment

- ACT WorkKeys provides an online curriculum designed to prepare students for the assessment in the following areas:
  - Applied Math
  - Graphic Literacy
  - Workplace Documents
- Districts may create an intentional alignment of WorkKeys essential skills to existing course offerings.

## Possible Delivery Options of ACT WorkKeys Curriculum and Assessment in Schools

Applied Math	Graphic Literacy	Workplace Documents
All CTE Courses	All CTE Courses	All CTE Courses
<i>College and Career Readiness</i> <a href="#">493880</a> (.5 credit)	<i>College and Career Readiness</i> <a href="#">493880</a> (.5 credit)	<i>College and Career Readiness</i> <a href="#">493880</a> (.5 credit)
<i>Work Ready</i> <a href="#">493910</a> (.5 credit)	<i>Work Ready</i> <a href="#">493910</a> (.5 credit)	<i>Work Ready</i> <a href="#">493910</a> (.5 credit)
<i>JAG Program</i>	<i>JAG Program</i>	<i>JAG Program</i>
<i>Advisory Period (full class period)</i>	<i>Advisory Period (full class period)</i>	<i>Advisory Period (full class period)</i>
<i>Student Enrichment</i>	<i>Student Enrichment</i>	<i>Student Enrichment</i>
<i>Technical Math for College and Career</i> <a href="#">439130</a> (1 credit)	<i>Technical Math for College and Career</i> <a href="#">439130</a> (1 credit)	<i>Critical Reading I</i> <a href="#">419110</a> (1 credit)
	EAST I-V 560010, 560020, 560030, 560040, 560110	<i>Critical Reading II</i> <a href="#">419120</a> (1 credit)
		<i>Reading and Writing for Business Professions</i> <a href="#">418110</a> (.5 credit)
		<i>Reading and Writing for Trade and Industry Professions</i> <a href="#">418220</a> (.5 credit)
		<i>Reading and Writing for STEM Professions</i> <a href="#">418200</a> (.5 credit)

## Testing Window

Districts must provide an assessment and may locally designate the testing schedules within the timeframes below:

- Fall - 9/13/21 to 12/15/21
- Spring - 2/14/22 to 5/20/22

## District Point of Contact

The District Test Coordinator is the primary point of contact who collaborates with test administrators/teachers of courses in which the curriculum is addressed and/or assessment is administered. The district may appoint someone to assist the DTC as the primary person responsible for the administration of the WorkKeys assessment.

## District Support and Training for Test Coordinators

- ADE, Division of Elementary and Secondary Education
- ADE, Division of Career and Technical Education

## ACT Customer Care Phone Numbers for Assistance

- Curriculum: 1-877-842-6205
- WorkKeys: 1-800-967-5539



# HIRE THE BEST APPLICANTS

**The ACT® WorkKeys® National Career Readiness Certificate® (ACT® WorkKeys® NCRC®) is an assessment-based credential issued at four levels. The NCRC measures and certifies the essential work skills needed for success in jobs across industries and occupations.**

**When you require or recommend the WorkKeys NCRC from your applicants, you'll tap into the most qualified labor pool in your area.**

**This credential is used across all sectors of the economy and verifies the following cognitive skills:**

- Problem solving
- Critical thinking
- Reading and using work-related text
- Applying information from workplace documents to solve problems
- Setting up and performing work-related math calculations



## A National Career Readiness Certificate is earned by completing the three WorkKeys<sup>®</sup> Assessments



### APPLIED MATH

measures the ability to apply mathematic principles to problems encountered in the workplace



### GRAPHIC LITERACY

measures the ability to find, analyze and apply information presented in workplace graphics



### WORKPLACE DOCUMENTS

measures the ability to understand and apply written information presented in the workplace

*Also available in Spanish*



### BERNER FOODS STOPS TURNOVER FROM EATING UP PROFITS.

In a rapidly changing field, Berner Foods found their ineffective hiring practices led to high turnover and significant training costs. After introducing ACT WorkKeys Assessments and the NCRC, Berner reduced turnover to just over 2% and reported a 92% reduction in terminations in just two years.

Read more success stories at [www.act.org/WorkforceSuccess](http://www.act.org/WorkforceSuccess)





“ The stronger we make the transition to postsecondary institutions and employers, the better job we’re going to do preparing students for college and career readiness. ”

**Chad Steinmetz**

Wisconsin high school principal

# ASSESSMENTS FOR A BETTER-PREPARED WORKFORCE

**ACT**® WorkKeys®  
Assessments



When you talk to employers, more than half say they can’t find qualified candidates, according to a CareerBuilder® study. Simply put, the speed of change in workplace skill requirements is outpacing educators’ ability to prepare their students, leaving a widening skills gap.

**How can you ensure that your students are prepared for life beyond their diploma?**

ACT® WorkKeys® Assessments are the cornerstone of the ACT workforce solutions. The assessments help measure the workplace skills that can affect job performance. WorkKeys Assessments are:



## UNIQUE

Unlike other assessments, WorkKeys Assessments don't simply give an indication of reading and writing competency. Instead, they measure a range of hard and soft skills relevant to any occupation, at any level, and across industries.



## RECOGNIZED

Successful completion of WorkKeys Assessments can lead to earning a National Career Readiness Certificate® (NCRC®)—a credential that verifies foundational workplace skills. Tens of thousands of employers recognize the value of the NCRC, and many recommend the credential to candidates.

### WorkKeys Assessments consist of:

- Applied Math measures the ability to apply mathematic principles to problems encountered in the workplace
- Graphic Literacy measures the ability to find, analyze and apply information presented in workplace graphics
- Workplace Documents measures the ability to understand and apply written information presented in the workplace
- Fit measures the interests and values associated with particular career pathways
- Talent measures the attitudes and behaviors particularly relevant to success in the workplace


Students who successfully complete the three WorkKeys Assessments - Applied Math, Graphic Literacy, and Workplace Documents - earn the WorkKeys® National Career Readiness Certificate® (NCRC®), a valuable credential for students whether they plan to go directly to work after high school or pursue postsecondary paths. ACT WorkKeys also offer additional assessments to measure interests, values, and behaviors that can lead to greater job satisfaction.

Each assessment for the NCRC offers varying levels of difficulty. The levels build on each other, incorporating the skills assessed at the previous levels. For example, at Level 5, individuals need the skills from Levels 3, 4, and 5. The complexity can also increase as the quantity and/or density of the information increases.



**LEARN MORE** ABOUT THE ASSESSMENTS AND  
ALIGNED CURRICULUM AT [act.org/workkeyforeducators](https://act.org/workkeyforeducators)

ACT WorkKeys  
Curriculum,  
Assessment, and  
National Career  
Readiness Certificate<sup>®</sup>



Arkansas Department of Education  
Division of Secondary and Elementary Education  
Division of Career and Technical Education

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National Career Readiness Certificate  
Available for Arkansas Students



Through the support of the 93rd General Assembly and the  
State Board of Education, Arkansas students can

- ☐ Have **access to curricular support** to develop workplace  
skills
- ☐ Earn a **nationally-recognized work readiness certificate**  
before they graduate through the ACT WorkKeys  
assessment

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National Career Readiness Certificate  
Available for Arkansas Students



Senate Bill 31, Act 319 of 2021 prompted the State Board  
of Education to approve **the ACT WorkKeys assessment**  
for this purpose on May 13, 2021.



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**National Career Readiness Certificate  
Available for Arkansas Students (continued)**



The WorkKeys assessment measures:

- ☐ the **essential work skills** needed for success in jobs across industries and occupations and represents
- ☐ **work readiness** through the National Career Readiness Certificate (NCRC)

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**National Career Readiness Certificate  
Available for Arkansas Students (continued)**



The primary purpose of the NCRC is to provide students with a **workplace certification**.

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**Expectations of Every District**



A public school district and open-enrollment public charter school that serves students in grades 10-12 shall:

- ☐ administer a college and career readiness assessments that leads to a nationally-recognized work readiness certificate
- ☐ provide the opportunity to have a single administration of the WorkKeys assessment (Applied Math, Graphic Literacy, and Workplace Documents) under the state contract

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Benefits of WorkKeys and the NCRC for Students



The WorkKeys curriculum develops proficiency in skills that employers seek; this is communicated by the NCRC.

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The NCRC is a **portable credential** with no expiration date; it verifies to employers that a student possesses the **workplace skills** needed to be successful.




☐ Platinum - indicates the skills required for 99% of ACT-profiled jobs



☐ Gold - indicates the skills required for 93% of ACT-profiled jobs



☐ Silver - indicates the skills required for 69% of ACT-profiled jobs



☐ Bronze - indicates the skills required for 17% of ACT-profiled jobs

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Benefits of WorkKeys and the NCRC for Students (continued)



All students, college or career bound, benefit from WorkKeys by

- ☐ Strengthening student success plans,
- ☐ Graduating job ready,
- ☐ Meeting pre-employment requirements, and
- ☐ Obtaining higher paying positions with the NCRC.

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There are 28 Arkansas counties that are participating in the Work Ready Communities program; 16 of these counties have achieved certified Work Ready Community status. The NCRC is a vital part of the process.

❑ ACT WorkKeys provides an online curriculum designed to prepare students for the assessment in the following areas:

- Applied Math
- Graphic Literacy
- Workplace Documents

- ❑ Districts may create an intentional alignment of WorkKeys essential skills to existing course offerings.

Applied Math	Graphic Literacy	Workplace Documents
AP/CC Courses	AP/CC Courses	AP/CC Courses
College and Career Readiness 420,000 (5 credit)	College and Career Readiness 420,000 (5 credit)	College and Career Readiness 420,000 (5 credit)
Work Ready 450,000 (5 credit)	Work Ready 470,000 (5 credit)	Work Ready 470,000 (5 credit)
AP Program	AP Program	AP Program
Advisory Period (full class period)	Advisory Period (full class period)	Advisory Period (full class period)
Student Performance	Student Performance	Student Performance
Technical Math for College and Career 430,000 (4 credit)	Technical Math for College and Career 510,000 (4 credit)	College Planning I 510,000 (4 credit)
	FAST IV 560,000, 560,000, 560,000, 560,000	College Planning II 510,000 (4 credit)
		Reading and Writing for Business Professionals 430,000 (5 credit)
		Reading and Writing for Trade and Industry Professionals 430,000 (5 credit)
		Reading and Writing for STEM Professionals 430,000 (5 credit)



### District Point of Contact and Testing Window

- ☐ The District Test Coordinator or other appointed individual will serve as the primary point of contact.
- ☐ Districts must provide an assessment and may locally designate the testing schedules within the timeframes below:
  - Fall - 10/04/21 to 12/15/21
  - Spring - 2/14/22 to 5/20/22

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### District Support and Training for Test Coordinators

- ☐ ADE, Division of Elementary and Secondary Education
- ☐ ADE, Division of Career and Technical Education

### ACT Customer Care Phone Numbers for Assistance

- ☐ Curriculum: 1-877-842-6205
- ☐ WorkKeys: 1-800-967-5539

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**Image Credits:**  
<https://pixabay.com>

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**For Consideration of the  
Arkansas Workforce Development Board**

**July 20, 2021**

**AGENDA ITEM 5 – INFORMATIONAL:** Offender Re-Entry

**INFORMATION/RATIONALE:** The Re-Entry Services Section of Arkansas Community Correction assists parolees and probationers reintegrating into their communities and families from incarceration. They work with organizations within the community to assist with mentoring, continued education, job services, training, and placement.

The Arkansas Reentry Team's vision is to motivate and provide opportunities for offenders to prepare for successful reentry into society through community engagement and stakeholder partnerships aimed at increasing public safety and reducing recidivism while slowing prison growth.

Detailed information regarding the available re-entry services will be provided to the Board.





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## Introduction

Jarrod Self, Housing Manager for Arkansas Department of Corrections, Division of Community Correction

I began my career with the Arkansas Department of Correction at the Tucker Unit in 2005. I've held the position of Correctional Officer, Corporal, Field Sergeant, Field Lieutenant, and Field Major (Chief Security Officer). In 2016 I transferred to Arkansas Community Correction to work with the Reentry Team and currently oversees policy development, policy compliance, and Resident placement for both Reentry and Transitional Housing Programs.

As the Housing Manager, I have seen firsthand the reentry barriers, such as identification, employment and transportation, which offenders face after release from incarceration. Continued efforts made in our community have assisted in bridging these gaps for returning citizens allowing a more holistic and seamless process toward living the life of a law-abiding citizen.

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## What is a "Barrier"

### Definition of barrier

- Something material that blocks or is intended to block passage
- A natural formation or structure that prevents or hinders movement or action
- Something immaterial that impedes or separates

### What are we seeing

- Stigma of being a felon
- Housing
- Getting referrals for Mental Health
- Identification

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## Employment



REENTRY STATISTICS



PAROLE STATISTIC



WHY?

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## Reentry Statistics

Reentry is not a specific program but rather a process that starts when an individual is initially incarcerated and ends when he or she has been successfully reintegrated in the community as a "law-abiding" citizen.

- Currently there are 217 active participants across 7 facilities.
- Since the program began there have been 2,271 graduates
- Everyone is or was fulltime employed in the community.

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## Field Statistics

▪There are currently 66,772 persons on supervision across the state.  
Of these:

- 21,820 are fulltime employed.
- 2,139 are parttime employed.
- 4,825 are considered disabled and drawing compensation.

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## WHY???

Why are these populations so different?

### REENTRY

- Facilities are knowledgeable of their communities.
- Transportation is provided to the resident.
- Length of time

### COMMUNITY

- Persons are often directed to a job or fair
- Depending on the area, transportation is a true concern
- Persons will hop

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## Answers

What does this mean for us?

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## Contact information

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