



**INNOVATE**

WORKFORCE DEVELOPMENT

**July 21, 2020**

**10:00 a.m. – 12:00 p.m.**

Arkansas Division of Workforce  
Services

*VIA Zoom (Webinar/Teleconference)*  
*SOCIAL DISTANCING – COVID-19*

# Arkansas Workforce Development Board

## Full Board Meeting



# AGENDA

July 21, 2020

## ARKANSAS WORKFORCE DEVELOPMENT BOARD FULL BOARD MEETING

10:00 a.m.

*Estimated Time: 1 hour, 54 minutes*

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

Report of Board Director (2 mins).....Arnell Willis, Board Director

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

Minutes of April 21, 2020 Full Board Meeting (2 min) ..... Tom Anderson, Chair

Minutes of June 16, 2020 Executive Committee 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)..... Kris Jones, Employment Assistance - Assistant Director  
Arkansas Division of Workforce Services

### **Agenda Item 2: INFORMATIONAL**

June 16, 2020 Executive Committee

Meeting Update (5 mins) .....Kris Jones, Employment Assistance – Assistant Director

- Approval of the State Funding Mechanism for Partner Funding of an Arkansas Workforce Center
- Approval of Eligible Training Provider Initial Eligibility Certification Procedure
- Approval of the PY2020-2023 WIOA State Plan

Arkansas Division of Workforce Services  
VIA Zoom (Webinar/Teleconference)  
Statewide Social Distancing – COVID-19



**Agenda Item 3: INFORMATIONAL**

Eastern Arkansas Local Workforce Area

Curbside Job Fair (10 mins) ..... Dave Brady, Director  
Tracy L. Hinton, Business Services Team  
Workforce Development Board of Eastern Arkansas

Dejanette Smith, Local Office Manager  
Sandra Atwater, TANF Program Supervisor  
Tomika Conway, Workforce Specialist  
Arkansas Division of Workforce Services

**Agenda Item 4: INFORMATIONAL**

WIOA Titles II & IV Performance Update (30 mins)..... WIOA Partners  
Dr. Trenia Miles, Director  
Adult Education Section – Arkansas Division of Workforce Services

Christy Lamas, Vocational Education Coordinator  
Arkansas Rehabilitation Services – Arkansas Division of Workforce Services

Cassondra Williams – Stokes, Director  
Arkansas State Services for the Blind – Arkansas Division of Workforce Services

**Agenda Item 5: INFORMATIONAL**

Source 360 Virtual Job Fair Presentation (10 mins).....Kris Jones, Employment Assistance  
Arkansas Division of Workforce Services

**Agenda Item 6: INFORMATIONAL**

Work-Based Learning, Employer Engagement  
and Apprenticeships Project Report (10 mins).....Nithya Pramekumar, Senior Consultant  
Brenda Vogley, Senior Consultant

**Agenda Item 7: INFORMATIONAL**

Statewide Arkansas Employer  
Survey Results (10 mins) .....Andrea Henderson, Executive Director  
Arkansas Community Colleges

Board Open Discussion (10 mins)

Public Opportunity to Address the Board (3 mins)

Announcements (2 mins)

Adjournment

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

**July 21, 2020**

**AGENDA ITEM 1 – ACTION:** Minutes of the April 21, 2020 Arkansas Workforce Development Board meeting and the minutes of the June 16, 2020 Executive Committee meeting.

**RECOMMENDATION:** It is recommended that the Arkansas Workforce Development Board approve the minutes of the April 21, 2020, Arkansas Workforce Development Board meeting and the minutes of the June 16, 2020 Executive Committee meeting.

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

UNOFFICIAL

**MINUTES  
ARKANSAS WORKFORCE DEVELOPMENT BOARD  
April 21, 2020**

The Arkansas Workforce Development Board convened the first Full Board meeting through electronic means on April 21, 2020, beginning at 1:00 p.m. The meeting was conducted remotely utilizing Zoom and teleconference. Chair Tom Anderson presided with the following members voicing their presence: Mr. Len Blaylock, Mr. Lindsay Brown, Mr. Scott Bull, Dr. Charisse Childers, Judge Brandon Ellison, Mr. Jeff Griffin, Mr. Randy Henderson, Ms. Abby Houseworth, Ms. Rebecca Ives, Mr. Johnny Key, Ms. Holley Little, Mr. Alan McClain by proxy Mr. Joe Baxter, Mr. Brian Marsh, Dr. Trenia Miles, Mr. George Nunnally, Dr. Julie Roberson, Mr. Mike Rogers, Mayor James Sanders, Mr. Kelley Sharp, Mr. Robert Thorne, Dr. Cassandra Williams-Stokes, and Dr. Diana Wright.

Ms. Karen Breashears, Ms. Chanda Chacon, Mr. Randy Finegan, Ms. Melissa Hanesworth, Mr. Alan Hughes, Dr. Maria Markham, and Secretary Mike Preston were unable to attend.

Chair Anderson called the meeting to order at 1:06 p.m. upon seeing a quorum.

Report of Board Director: Chair Tom Anderson recognized the Arkansas Workforce Development Board Director, Arnell Willis. Director Willis informed attendees of the issuance of Arkansas Governor Asa Hutchinson's "Executive Order No. 20-10 of March 26, 2020, Amending Executive Order No.20-03 Regarding the Public Health Emergency Concerning COVID-19 for the Purpose of Restricting Gatherings to prevent the Spread of COVID-19." Director Willis added the Arkansas legislature addressed the issue via House Bill 1082. House Bill 1082 would allow the utilization of electronic means for public meetings. Similarly, Senate Bill SB3 was recommended as "do pass". The bill is expected to pass during the upcoming 92<sup>nd</sup> General Assembly Fiscal Session.

Director Willis informed attendees that he reached out to the National Governors Association (NGA) seeking guidance on how State Workforce Development Boards should proceed with meetings moving forward with the COVID-19 pandemic and executive orders restricting public meetings. Upon receiving technical assistance from the NGA, Board Staff will present a Remote Meeting Participation Policy for adoption by the Full Board.

**Agenda Item 1 – ACTION – Minutes of the January 21, 2020, Full Board Meeting and the minutes of the February 27, 2020 Executive Committee Meeting:** Chair Tom Anderson asked if there were any additional corrections or revisions to the January 21, 2020, Full Board meeting minutes.

**Hearing none, a motion to accept the January 21, 2020, Full Board meeting minutes with no corrections or revisions was made by Mr. Jeff Griffin and seconded by Mr. Lindsay Brown. The motion carried unanimously with none opposed.**

The following votes recorded and voiced by Board Members on a roll vote as "Aye" for approval, "Nay" for disapproval, or "Abstain" for no vote: Mr. Len Blaylock III, Mr. Lindsay Brown, Mr. Scott Bull, Dr. Charisse Childers, Judge Brandon Ellison, Mr. Jeff Griffin, Ms. Abby Houseworth, Ms. Rebecca Ives, Mr. Johnny Key, Ms. Holley Little, Mr. Brian Marsh, Mr. Alan McClain by proxy Mr. Joe Baxter, Dr. Trenia Miles, Mr. George Nunnally, Dr. Julie Roberson, Mr. Mike Rogers, Mayor James Sanders, Mr. Kelley Sharp, Dr. Cassandra Williams-Stokes and Dr. Diana Wright.

Next, Chair Anderson asked for any corrections or revisions to the February 27, 2020 Executive Committee meeting before ratification by the Full Board.

**Hearing none, a motion to accept the February 27, 2020 Executive Committee meeting minutes with no corrections or revisions for ratification by the Full Board was made by Mr. Jeff Griffin and seconded by Mr. Johnny Key. The motion carried unanimously with none opposed.**

The following votes recorded and voiced by Board Members on a roll vote as “Aye” for approval, “Nay” for disapproval, or “Abstain” for no vote: Mr. Len Blaylock III, Mr. Lindsay Brown, Mr. Scott Bull, Dr. Charisse Childers, Judge Brandon Ellison, Mr. Jeff Griffin, Ms. Abby Houseworth, Ms. Rebecca Ives, Mr. Johnny Key, Ms. Holley Little, Mr. Brian Marsh, Mr. Alan McClain by proxy Mr. Joe Baxter, Dr. Trenia Miles, Mr. George Nunnally, Dr. Julie Roberson, Mr. Mike Rogers, Mayor James Sanders, Mr. Kelley Sharp, Dr. Cassondra Williams-Stokes and Dr. Diana Wright.

Report of Chairperson: Chair Anderson referenced the two agenda items that were tabled until the July 21, 2020, Full Board meeting with respect to Board Members’ time under the constraints of the COVID-19 pandemic. The two tabled agenda items are the One-Stop Certification Process and the WIOA Dashboard. Chair Anderson informed attendees the Labor and Market Information (LMI) staff has been assisting with large number of Unemployment Insurance claims that created a lack of resources to compile the necessary data for the meeting. Additionally, Chair Anderson informed the public they would have the opportunity to address the Full Board at the end of the meeting.

Report of Director: Chair Tom Anderson recognized Board Member and Director of Arkansas Division of Workforce Services (ADWS) Dr. Charisse Childers to address the Full Board. Dr. Childers began by informing Board Members how extremely busy the Workforce Centers across the state are in response to the large influx of claimants for Unemployment Insurance due to the COVID-19 pandemic. She described how Workforce Center employees were working beyond their normal work hours and work days in order to respond to claimants as quickly as possible. She encouraged Board Members to visit their local offices. Dr. Childers stated that ADWS implemented additional telephone lines as well as a third-party call center to accept the large influx of telephone calls. Additionally, she provided an update of the number of claims since the pandemic started. ADWS received 1,387 UI claims for the week ending March 14, 2020, ; 62,086 for the week ending April 4, 2020, ; but for the week ending April 11, 2020, in the number of claims were reduced to 34,635. She added ADWS continues to encourage claimants to make online applications instead of personal visits to the Workforce Centers in order to maintain safety for staff and other claimants. Data reflected the longest lines are individuals who were denied UI or have user errors. Dr. Childers continued with an update on Pandemic Unemployment Assistance for individuals who are self-employed or independent contractors. PUA will be available the first week of May with payments processed by mid-May. The current UI system is not equipped to handle the PUA payments. This will require a new system that will be operated by the Department of Finance and Administration. PUA payments will be a minimum amount of \$133 but may be higher with supporting documentation. PUA will be in addition to the regular UI \$600.

ADWS has extended benefits that are expiring or have already expired for those who were on UI back to July 2018. Both programs will run until the end of the year. The current federal pandemic compensation in place will run until July 25, 2020.

Report of Staff: Chair Anderson recognized Board Staff Mr. Kris Jones. Mr. Jones provided board members an update on the WIOA State Plan 2020-2023. ADWS has received comments from the U.S. Department of Labor on the plan. EA Staff is working to address the comments and revisions to resubmit the plan.

Mr. Jones proceeded to provide an overview of the four waivers requested. The State received a request last Friday from the U.S. Department of Labor for additional information as to why the reduction of expenditures from 75% to 50% is needed for the Out-of-School Youth (OSY) Waiver. Mr. Jones noted the U.S. Department of Labor has a separate committee designated to review only waivers submitted across the nation.

Mr. Jones reported the Employment Assistance Staff has been meeting weekly with the Local Workforce Development Area Directors to provide technical assistance and updates on federal guidance issued during this time. One strategy staff is utilizing is Teams, which allows Employment assistance staff to share documents while providing Technical Assistance remotely.

Employment Assistance is also opening carry-forward funds and recapturing funds from Rapid Response Activities that might be able to avert layoffs aversions, including training or equipment needed in the work-from-home model to prevent layoffs. Employment Assistance Staff has been working remote. Staff will be conducting Desk Reviews of the Local Workforce Development Boards due to the current circumstances. Mr. Jones clarified that there is no DWS requirement that a business maintains their level of Career Readiness Certificate (CRC) for job postings. Many employers may need to remove the CRC requirement to broaden their pool of applicants. Mr. Jones proceeded to provide an update on the progress of condensing the Board's Strategic Action Plan to a one-page plan. Staff continues to work on the one-page; however, it is still a large document.

#### Report of Committees:

The committees of Strategic Planning, TANF Oversight, and Program and Performance Evaluation of the Arkansas Workforce Development Board previously scheduled for March 24, 2020 did not convene due to COVID-19 pandemic. Arkansas Governor Asa Hutchinson issued "Executive Order No. 20-10 of March 26, 2020, Amending Executive Order No.20-03 Regarding the Public Health Emergency Concerning COVID-19 for the Purpose of Restricting Gatherings to prevent the Spread of COVID-19."

**Agenda Item 2 – INFORMATIONAL – Review of the Arkansas Workforce Development Board's Strategic Action Plan:** Chair Anderson recognized Board Staff Kris Jones to address the Full Board in the review of the Arkansas Workforce Development Board's Strategic Action Plan. Mr. Jones highlighted the strategic goals and strategies for efficiency and respect of time.

**Agenda Item 3 – ACTION – Remote Meeting Participation Policy:** Chair Anderson recognized Board Staff Kris Jones to present a draft policy allowing remote participation of Board Members. Mr. Jones proceeded by breaking the policy down into two sections. One section of the policy would allow for remote participation of the Full Board in the event of a natural disaster or a similar event such as the current circumstances. The other section of the policy would allow a Board Member to attend remotely under specific conditions and terms once per calendar year in the event it was unreasonably hard for them to attend in-person. Mr. Jones reiterated participation is still encouraged for in-person participation.

**A motion to approve the Remote Meeting Participation Policy as presented in the agenda book was made by Mr. Brian Marsh, seconded by Dr. Diana Wright. The motion carried unanimously with none opposed.**

The following votes recorded and voiced by Board Members on a roll vote as "Aye" for approval, "Nay" for disapproval, or "Abstain" for no vote: Mr. Len Blaylock III, Mr. Lindsay Brown, Mr. Scott Bull, Dr. Charisse Childers, Judge Brandon Ellison, Mr. Jeff Griffin, Mr. Randy Henderson, Ms. Abby Houseworth, Ms. Rebecca Ives, Mr. Johnny Key, Ms. Holley Little, Mr. Brian Marsh, Mr. Alan McClain by proxy Mr. Joe

Baxter, Dr. Trenia Miles, Mr. George Nunnally, Dr. Julie Roberson, Mr. Mike Rogers, Mayor James Sanders, Mr. Kelley Sharp, Dr. Cassandra Williams-Stokes and Dr. Diana Wright.

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 public persons of interest attending the meeting through electronic means that they have the opportunity to speak before the Full Board. After a brief silence while the lines were unmuted, Chair Anderson moved into the announcements.

Announcements: Chair Anderson announced the committee meetings of the Arkansas Workforce Development Board that were scheduled in March were cancelled due to the COVID-19 pandemic. He added the next committee meetings are schedule for June of 2020 before the next Full Board meeting in July 2020 and information will be sent out at a later date.

Adjourn: Chair Tom Anderson adjourned the meeting at 2:02 p.m., **on a motion made by Mr. Lindsay Brown, seconded by Ms. Abby Houseworth, and carried unanimously with none opposed.**

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Tom Anderson, Board Chair  
Arkansas Workforce Development Board

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Arnell Willis, Director Workforce Development  
Arkansas Division of Workforce Services

*Minutes recorded by Rebecca Edwards  
Arkansas Division of Workforce Services Staff*



**UNOFFICIAL**

**MINUTES  
ARKANSAS WORKFORCE DEVELOPMENT BOARD  
Executive Committee  
June 16, 2020**

The Arkansas Workforce Development Board (AWDB) Executive Committee convened on June 16, 2020 at 10:00 a.m. utilizing electronic means of Zoom and teleconference information. Chairman Tom Anderson presided with the following Executive Committee members confirming attendance through roll call: Ms. Karen Breashears, Judge Brandon Ellison, Ms. Abby Houseworth, Mr. Alan Hughes, Dr. Julie Roberson, and Mr. Robert Thorne. Other Arkansas Workforce Development Board members present were Mr. Randy Finegan, Dr. Diana Wright, and Mayor James Sanders who voiced their attendance to the meeting.

Executive Committee members Mr. Scott Bull and Mr. Jeff Griffin were unable to attend.

Recognizing the presence of a quorum, Chair Anderson called the meeting to order at 10:01 a.m.

**Agenda Item 1 – Approval of the State Funding Mechanism for Partner Funding of an Arkansas Workforce Center:** Chair Tom Anderson recognized Board Staff Kris Jones to proceed with providing Board Members with the outlines for State Funding Mechanism to determine funding when the Local Workforce Development Areas cannot agree upon a funding method. Mr. Jones completed his presentation, and Chair Anderson asked if there were any questions.

**Hearing none, a motion to approve the State Funding Mechanism for Partner Funding of an Arkansas Workforce Center as presented, was voiced by Mr. Robert Thorne, with a voiced second made by Judge Brandon Ellison. The motion carried unanimously with none opposed and no revisions.**

The following voiced votes were recorded for Executive Committee Members by a roll call vote to Approve, Disapprove, or Abstain: Ms. Karen Breashears - Approve, Mr. Scott Bull – Absent, Judge Brandon Ellison - Approve, Mr. Jeff Griffin – Absent, Ms. Abby Houseworth - Approve, Mr. Alan Hughes - Approve, Dr. Julie Roberson - Approve, and Mr. Robert Thorne – Approve.

**Agenda Item 2 – Approval of the Eligible Training Provider (ETP) Initial Eligibility Certification Procedure:** Chair Tom Anderson recognized Board Staff Kris Jones to proceed with providing Board Members with an outlining certification process of an Eligible Training Provider Initial Certification. The certification process leverages resources with an appeals process that utilizes the Appeals Tribunal. Mr. Jones completed his presentation, and Chair Anderson asked if there were any questions.

**Hearing none, a motion to approve the Eligible Training Provider (ETP) Initial Eligibility Certification Procedure as presented, was voiced by Mr. Alan Hughes, with a voiced second made by Judge Brandon Ellison, each board member voiced their individual vote in favor, and carried unanimously with no revisions.**

The following voiced votes were recorded for Executive Committee Members by a roll call vote to approve, disapprove, or abstain: Ms. Karen Breashears - Abstain, Mr. Scott Bull – Absent, Judge Brandon

Ellison - Approve, Mr. Jeff Griffin – Absent, Ms. Abby Houseworth - Approve, Mr. Alan Hughes - Approve, Dr. Julie Roberson - Approve, and Mr. Robert Thorne – Approve.

**Agenda Item 3 – Approval of the WIOA State Plan 2020-2023:** Chair Anderson recognized Mr. Kris Jones to provide an update to the Executive Committee on the revisions to the WIOA State Plan since the last Full Board meeting.

Mr. Jones informed Executive Committee members the United States Department of Labor (USDOL) Dallas Regional office approved the plan in the agenda book for approval to be uploaded into the USDOL portal. States are required to submit their final plan in the portal by June 30, 2020.

Mr. Jones completed his presentation, and Chair Anderson asked if there were any questions.

**Hearing none, a motion to approve the WIOA State Plan 2020-2023 as presented, was made by Mr. Alan Hughes, seconded by Mr. Robert Thorne, each board member voiced their individual vote in favor, and carried unanimously with no revisions.**

The following voiced votes were recorded for Executive Committee Members by a roll call vote to Approve, Disapprove, or Abstain: Ms. Karen Breashears - Approve, Mr. Scott Bull – Absent, Judge Brandon Ellison - Approve, Mr. Jeff Griffin – Absent, Ms. Abby Houseworth - Approve, Mr. Alan Hughes - Approve, Dr. Julie Roberson - Approve, and Mr. Robert Thorne – Approve.

**Announcements:** The Full Board of the Arkansas Workforce Development Board will convene on July 21, 2020, at 10:00 a.m. Board Staff will review possible locations to accommodate social distancing of board members for an in-person meeting. Board Staff will provide additional information at a later date.

**Adjournment:** The meeting was adjourned by Chair Tom Anderson at 10:37 a.m. after a roll call vote to adjourn.

**A motion to adjourn was voiced by Ms. Karen Breashears, with a voiced second by Mr. Alan Hughes, each board member voiced their individual vote in favor to adjourn.**

The following voiced votes were recorded for Executive Committee Members by a roll call vote to Approve, Disapprove, or Abstain: Ms. Karen Breashears - Approve, Mr. Scott Bull – Absent, Judge Brandon Ellison - Approve, Mr. Jeff Griffin – Absent, Ms. Abby Houseworth - Approve, Mr. Alan Hughes - Approve, Dr. Julie Roberson - Approve, and Mr. Robert Thorne – Approve.

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Tom Anderson, Committee Chair

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Arnell Willis, Director Workforce Investment  
Division of Workforce Services

*Minutes by Rebecca Edwards  
Division of Workforce Services*

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

**July 21, 2020**

**AGENDA ITEM 2 – INFORMATIONAL:** June 16, 2020 Executive Committee Meeting Update

**INFORMATION/RATIONALE:** On June 16, 2020, the Executive Committee of the Arkansas Workforce Development Board conducted a virtual committee meeting. The purpose of this meeting was to review and approve the PY2020-2023 WIOA State Plan.

Additionally, during the development of this plan, the U.S. Department of Labor requested modifications of the following policies that are embedded into the plan:

- The State Funding Mechanism Policy
- The Initial Eligibility of Eligible Training Providers Policy

Upon the revisions of these policies and their inclusion into the PY2020-2023 WIOA State Plan, the U.S. Department of Labor – Dallas Regional Office recommended approval of the plan to the U.S. Department of Labor National Office.

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

**July 21, 2020**

**AGENDA ITEM 3 – INFORMATIONAL:** Eastern Arkansas Local Workforce Area Curbside Job Fair

**INFORMATION/RATIONALE:** The COVID-19 pandemic has prevented Workforce Systems from providing services to job seekers and employers in the traditional fashion. Across the Country, workforce practitioners have sought innovative ways to serve their communities. The Eastern Arkansas Local Workforce Area is one example of the use of innovation in order to continuing to provide services to job seekers via a curbside job fair.

# Bridging the Gap Between Employers & Employee's, 2020

Curb Side "Drive-Through" Job Fair



1

## Introduction

As we all are aware, the global pandemic has not only shocked our nation, it has impacted the day to day operations of "how" we do things.

Executives across the nation have pondered over the notion of "how" to bring people to the workplace and "how" they will do their jobs upon their return.

Reimagining the solicitation of prospects is pivotal. The Business Service Team has worked strategically with local employers to bridge the gap to eradicate this issue!

~Arkansas Workforce Services, Business Service Team



2

## Ensuring a Successful “Curb-Side”:

- ✓ Weather
- ✓ Accommodations for Employers’
- ✓ Necessary PPE
- ✓ Safety & Mapping of Service Flow
- ✓ Shelter (tents, tables, chairs etc.)
- ✓ Support Staff
- ✓ Marketing & Advertisements (social media, radio, tv, etc.)
- ✓ Notifying Local Partners (Chamber of Commerce, City Hall & Neighboring Workforce Facilities)



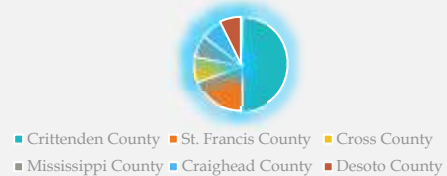
3

## Service Coverage Areas:

Hino Motors Job Fair had a successful turnout of over 200 applicants from various counties which included:

- Arkansas
- Tennessee
- Mississippi

Applicants



4



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

**July 21, 2020**

**AGENDA ITEM 4 – INFORMATIONAL:** WIOA Titles II & IV Performance Update

**INFORMATION/RATIONALE:** The Workforce Innovation and Opportunity Act (WIOA) incorporates various core partners that make up the major framework of our nation's workforce system. Each of these programs have specific performance goals that they must achieve. The Arkansas Division of Workforce Services' has specific program areas that provide the bulk of our state's workforce system services.

The Adult Education Section, Arkansas Rehabilitation Services and Arkansas State Services for the Blind will provide updates regarding their program performance data.



**WIOA Title II  
2019-20 Performance  
Adult Education Section – Arkansas Division of Workforce Services**

**Measurable Skill Gains**

Entering Educational Functioning Level	Total Number of Participants*	Percentage of Measurable Skill Gains Target	Percentage of Measurable Skill Gains Achieved
ABE Level 1	328	53%	41.5%
ABE Level 2	2,402	48%	38.6%
ABE Level 3	2,851	47%	44.8%
ABE Level 4	1,640	48%	54.8%
ABE Level 5	392	52%	55.3%
ABE Level 6	48	N/A	37%
ESL Level 1	1,258	36%	41.9%
ESL Level 2	631	43%	49.8%
ESL Level 3	429	50%	52.6%
ESL Level 4	238	52%	54.7%
ESL Level 5	134	43%	48.9%
ESL Level 6	26	24%	38.5%
<b>Grand Total</b>	<b>10,375</b>	<b>47%</b>	<b>45.7%</b>

\*Participant in Adult Education between July 1, 2019- May 31, 2020

**Measurable Skill Gains by Barriers to Employment**

	Measurable Skill Gains (07/01/19 - 05/31/20)	
Displaced Homemakers	56	35.40%
English Language Learners, Low Levels of Literacy, Cultural Barriers	4,787	45.70%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	5	26.30%
Ex-offenders	859	47.20%
Homeless Individuals / runaway youth	102	38.10%
Long-term Unemployed (27 or more consecutive weeks)	282	46.00%
Low-Income Individuals	1,510	42.20%
Migrant and Seasonal Farmworkers	13	37.10%
Individuals with Disabilities (incl. youth)	230	38.30%
Single Parents (Incl. single pregnant women)	275	34.60%
Youth in foster care or aged out of system	19	48.70%

# Arkansas Rehabilitation Services Performance Update

7/21/2020

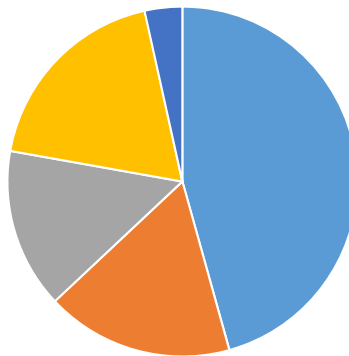


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## New Applicants

Applicants July 1, 2019 to June 30, 2020

Total: 4460

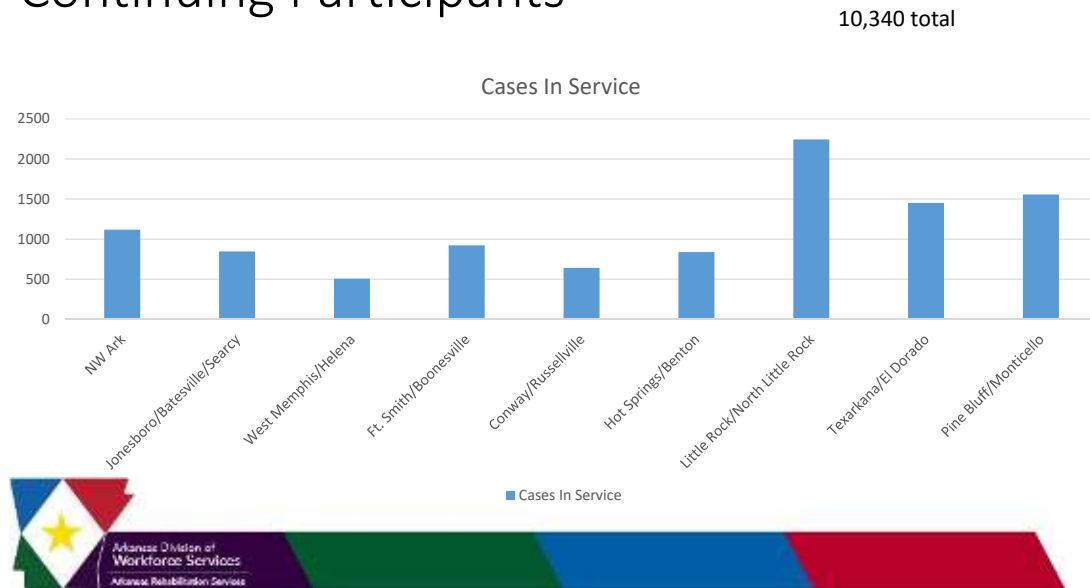


■ 16-24 ■ 25-35 ■ 36-46 ■ 47-65 ■ 66-88



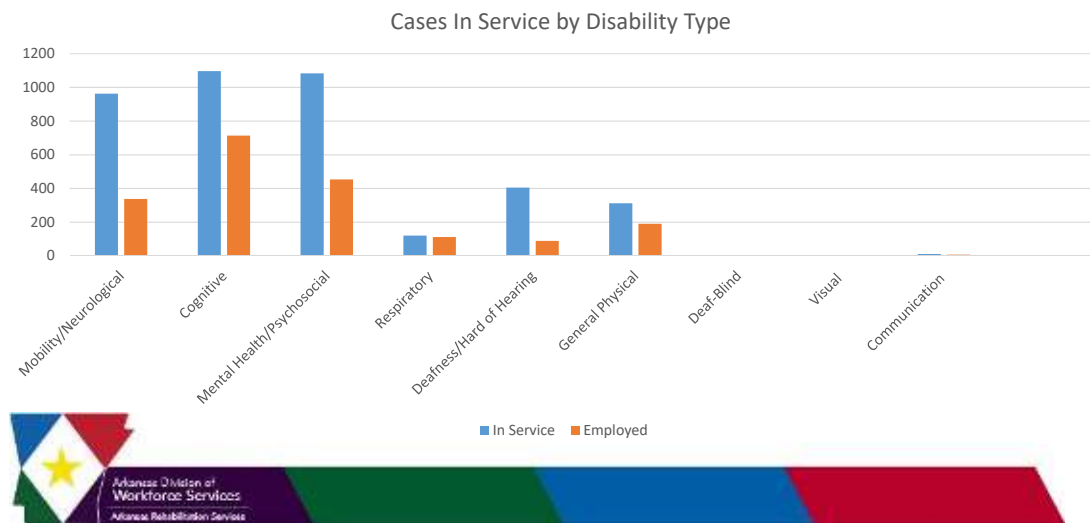
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## Continuing Participants



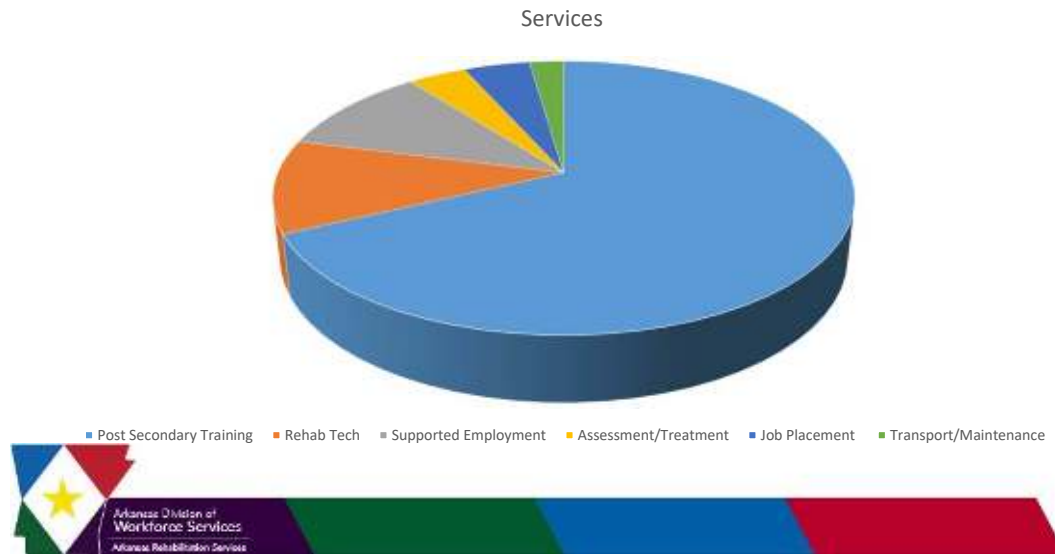
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## Who are we Serving? Who is Successful?



4

## What Services are We Providing?



5

## Where is ARS on Performance?

A Few Notes:

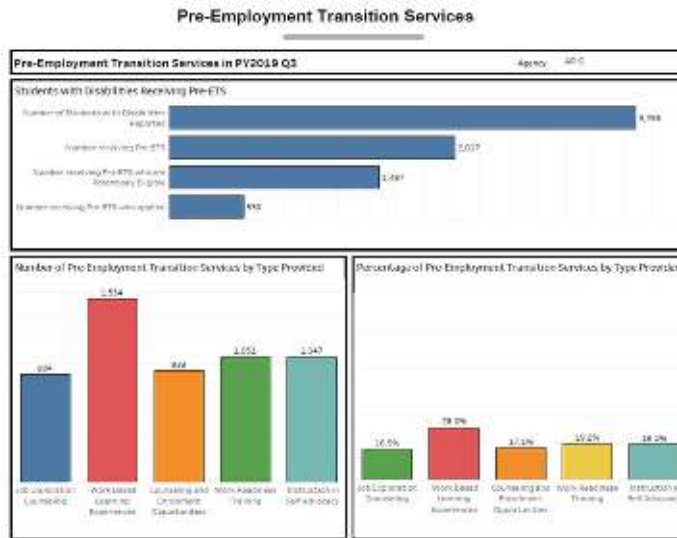
- The latest full set of performance data is for PY2018 Q1
- Exception is MSGs & Pre-ETS, currently reporting PY19, 3<sup>rd</sup> quarter

Employment Rate 2 <sup>nd</sup> Quarter After Exit	Employment Rate 4 <sup>th</sup> Quarter After Exit	Retention Rate in the 4 <sup>th</sup> Quarter After Exit	Median Earnings 2 <sup>nd</sup> Quarter After Exit	MSG
54.32%	43.63%	63.96%	\$4,978.11	14.4%



6

## Services to In-School Youth, Pre-ETS



**How many Pre-ETS students went straight to work?**

**2019Q1 39**

**2019Q2 162**

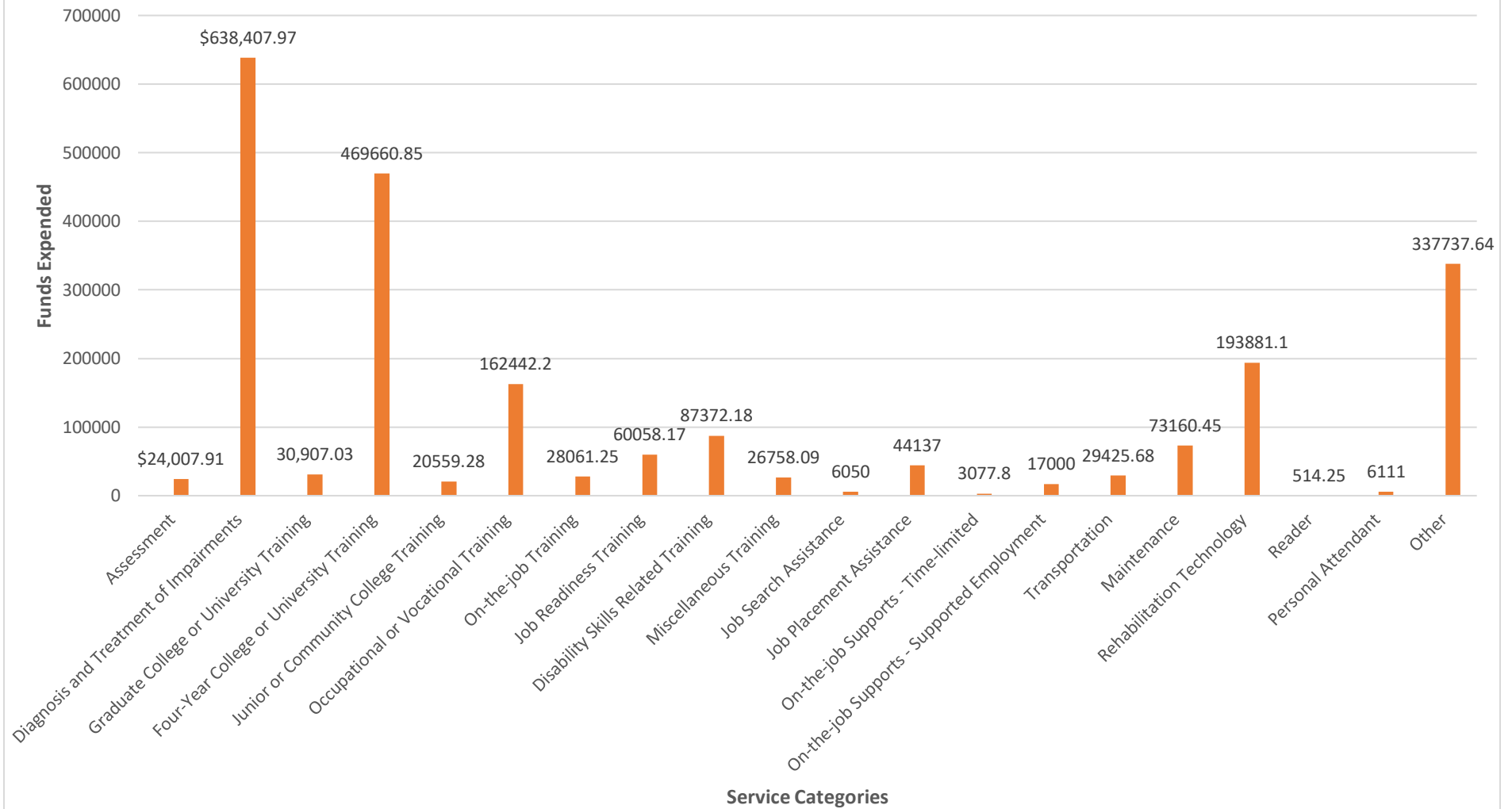
**2019Q3 293**

**2019Q4 320**

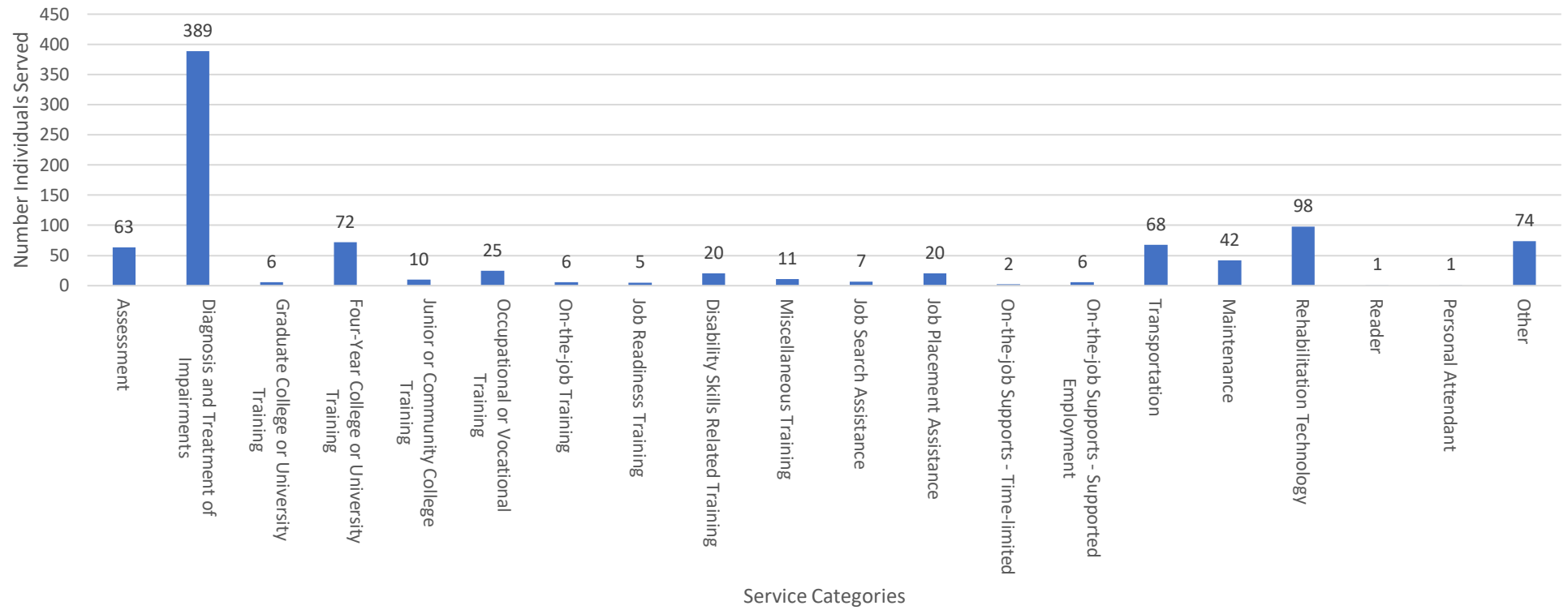
**Total: 814!**

Source: IWAGE

# DSB Funds Expended By Service Category October 1, 2018 - September 30, 2019



DSB Participant Services  
October 1, 2018 - Septmeber 30, 2019



**Program Year 2018 WIOA Title IV**

**This rate is the federal reported rate for both Title IV Programs.**

<b>VR Statewide</b>	<b>Negotiated Goal</b>	<b>Actual Performance</b>
Employment Rate 2Q After Exit	Baseline Year	56.3%
Employment Rate 4Q After Exit	Baseline Year	Not Reported
Median Earnings	Baseline Year	\$5,240.93
Credential Attainment	Baseline Year	Not Reported
Measurable Skill Gains	Baseline Year	25.2%



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

**July 21, 2020**

**AGENDA ITEM 5 – INFORMATIONAL:** Source 360 Virtual Job Fair

**INFORMATION/RATIONALE:** Source 360 Group, Inc. is an Enterprise Software Solutions Consulting Firm well known nationwide for simple, intelligent, business-driven technology solutions that streamline workflow processes, improve productivity and maximize return on your technology investment.

During the ongoing COVID pandemic, Source 360's Virtual Job Fair platform is focused on providing Federal, State, Local and Educational entities a platform to quickly host and deploy Virtual Job Fairs for their job seekers.

A virtual job fair is an online version of a traditional job fair and hosted by you. The virtual job fair will allow employers and job seekers to meet and discuss employment opportunities by way of the website you create using our platform. Like a traditional job fair, online job fairs are live, fully interactive, and held at specific times. Job seekers will be able to search for a job and talk with an employer.

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

**July 21, 2020**

**AGENDA ITEM 6 – INFORMATIONAL:** Work-Based Learning, Employer Engagement and Apprenticeships Project Report

**INFORMATION/RATIONALE:** The Arkansas Division of Workforce Services contracted with Thomas P. Miller & Associates to assist in the ongoing development of our Business Services initiatives.

Thomas P. Miller & Associates specializes in conducting research and analysis to inform the formation and expansion of workforce initiatives. In Arkansas, Thomas P. Miller & Associates have worked with State and Local Workforce representatives in the areas of Work-Based Learning, Employer Engagement and Apprenticeships. The results of this efforts are being presented to the Board.

# **WORK-BASED LEARNING AND APPRENTICESHIP EXPANSION: SUCCESSES AND NEXT STEPS**

Arkansas Division of Workforce Services




THOMAS P. MILLER & ASSOCIATES

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THOUGHTFUL  
SOLUTIONS.  
EMPOWERED  
COMMUNITIES.

# HOW DID WE ACHIEVE THESE GOALS?



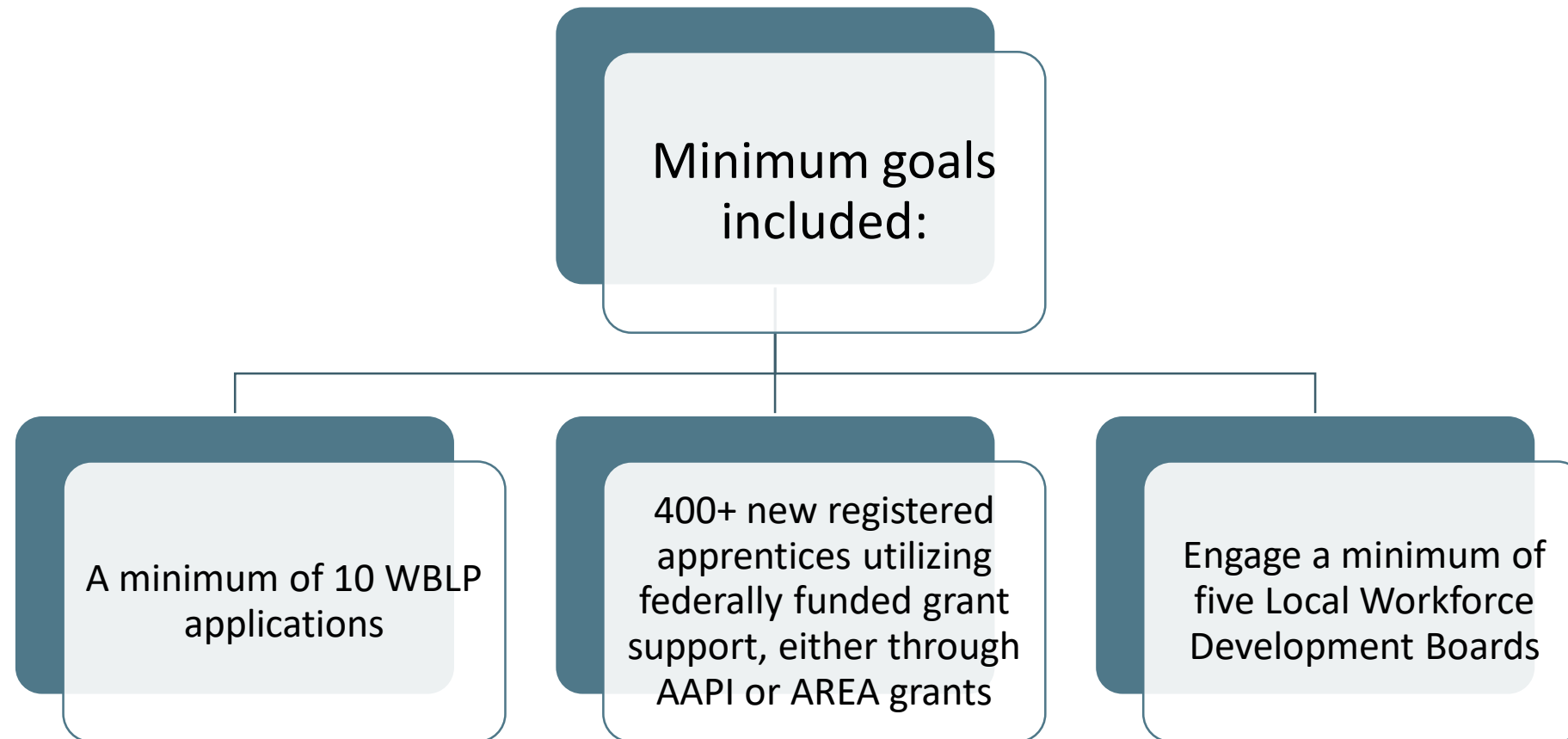
Empower BSRs so they are better equipped to inform, sell, and finalize agreements to increase WBLP participation

Trained all BSRs to provide effective customized business services based on employers' needs

Shared best practices during monthly one-on-one and full-group calls with BSRs

Provided hands-on BSR technical assistance, such as marketing collateral

## HOW DID WE MEASURE THESE GOALS?



# WHAT DID THE TRAININGS ACCOMPLISH?



7 TRAINING  
WORKSHOPS  
ABOUT BUSINESS  
OUTREACH AND  
MARKETING  
WBLPS &  
APPRENTICESHIPS



149 PEOPLE  
TRAINED IN ALL 10  
LWDAS



ADDITIONAL  
STRATEGIC  
PLANNING  
SESSION FOR  
LWDA EMPLOYER  
OUTREACH



ADDITIONAL  
COMMUNITY  
COLLEGE  
TRAINING FOR 27  
PEOPLE



POSITIVE SURVEY  
FEEDBACK

## WHAT ELSE DID THE LWDAS REQUEST?

Sector partnerships/strategies 101

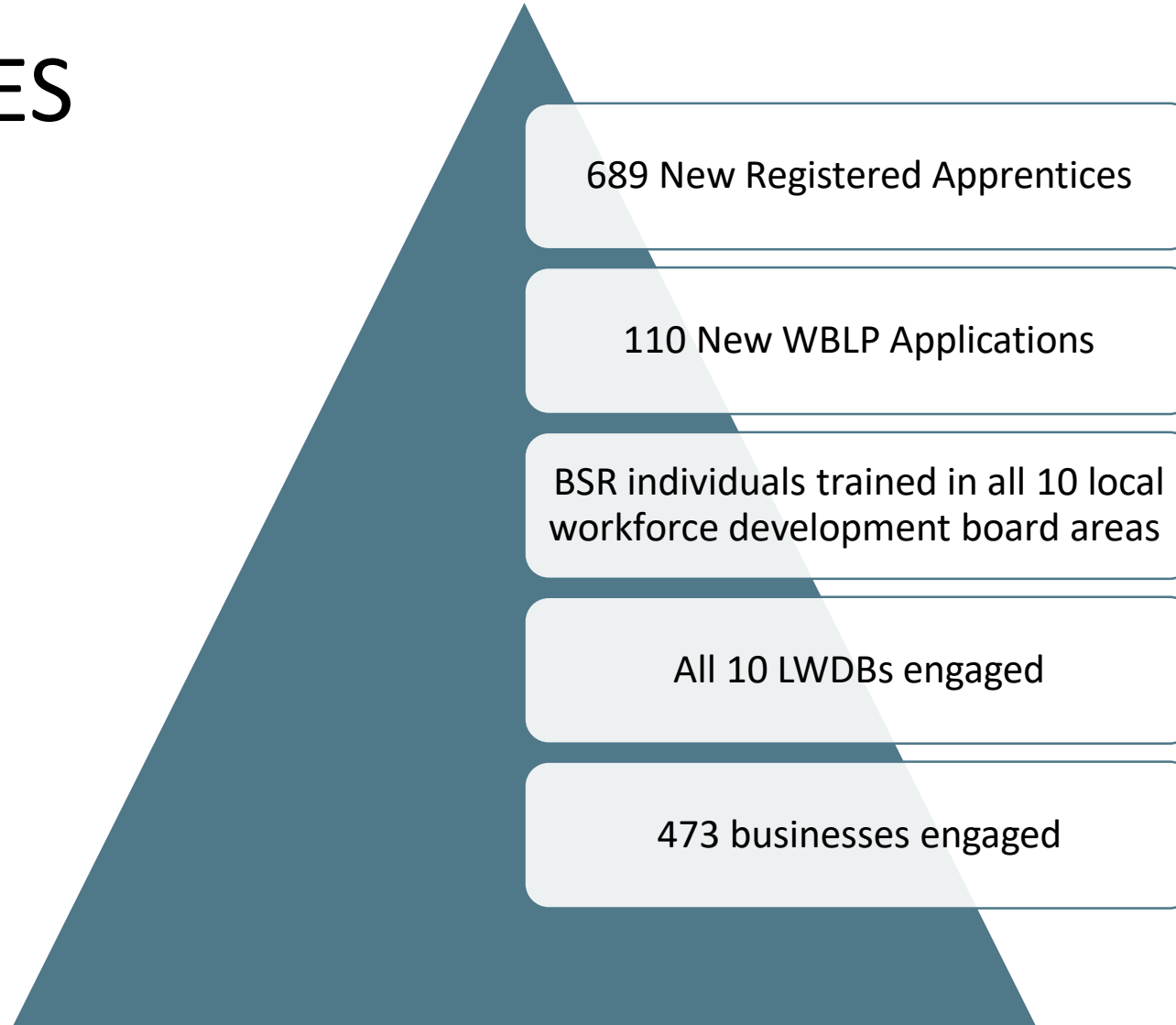
Dual customer focused system

Development of a systemwide BSR Toolkit

Development of a systemwide catalogue of services

Development and implementation of virtual services

# OUTCOMES





# RECOMMENDED NEXT STEPS

WBL Coordinator role  
to track  
apprenticeships &  
WBLPs

Community colleges  
partnering with  
LWDAs

Marketing collateral

Quarterly employer  
apprenticeship  
forums

Share case studies  
among LWDBs, like  
Our House

Continue monthly  
BSR team calls to  
share best practices

Define LWDAs'  
participation in  
sector partnerships

Track/streamline  
business engagement  
& WBLP/RA  
applications

# RECOMMENDED NEXT STEPS

Continue support for  
BSR team structures

Continuously  
promote WBLPs and  
RAs among all  
partners

Identify and advertise  
incentives for WBLPs  
and RAs

Hold BSR trainings 1-  
2 times per year

Provide  
information/trainings  
about braiding  
funding/resources

Create common  
definition of job  
readiness

Streamline reporting  
in Salesforce

# QUESTIONS?



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THOMAS P. MILLER & ASSOCIATES

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THOUGHTFUL  
SOLUTIONS.  
EMPOWERED  
COMMUNITIES.

THANK  
YOU!



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

**July 21, 2020**

**AGENDA ITEM 7 – INFORMATIONAL:** Statewide Arkansas Employer Survey Results

**INFORMATION/RATIONALE:** The Arkansas Community Colleges (ACC) is a non-profit professional development association representing all twenty-two (22) public community colleges in Arkansas.

ACC has partnered with the Division of Workforce Services in the Arkansas Apprenticeship Pathway Initiative (AAPI) and the Arkansas Sector Partnership Initiatives.

Recently, ACC conducted a statewide Employer Survey in partnership with the Arkansas State Chamber. The results of this Employer Survey, which have implications pertaining to workforce development needs, are being presented to the Board.