



# ARKANSAS WORKFORCE DEVELOPMENT BOARD

**MAY 3, 2023**  
**10 A.M. - 2:30 P.M.**

## AGENDA

**FULL BOARD MEETING**

**BENTONVILLE, AR**

# AGENDA

May 3, 2023

## ARKANSAS WORKFORCE DEVELOPMENT BOARD FULL BOARD MEETING

10:00 a.m.

Call to Order & Roll Call ..... Tom Anderson, Chair

### Agenda Item 1: ACTION

Minutes of February 21, 2023, Full Board Meeting..... Tom Anderson, Chair

### Agenda Item 2: INFORMATIONAL

Reports.....

- Report of Chairperson..... Tom Anderson, Chair
- Report of Director ..... Dr. Charisse Childers, Director  
Arkansas Division of Workforce Services
- Report of Staff..... Eddie Thomas, Employment Assistance - Assistant Director  
Arkansas Division of Workforce Services

#### Updates:

- WIOA Title I Policy- 4.5- Eligible Training Provider Policy
- Local Workforce Development Board Certifications
- One-Stop Center Certification Applications
- Eligible Training Provider Policy Update
- WIOA PY 23 Allotments- Title I and Title III
- Report of Board Director ..... Chad Brown, Executive Director  
Arkansas Workforce Development Board
- DWS Local Office Manager Meeting Presentation..... Candice Lawrence and Miles Crawford



### Agenda Item 3: INFORMATIONAL

Report of Board Committees ..... Committee Chairs  
Arkansas Workforce Development Board

- *Executive Committee – Tom Anderson*
- *Strategic Committee – Karen Breashears*
- *Performance Committee – Abby Houseworth*
- *TANF Committee – Gan Nunnally*

### Agenda Item 4: INFORMATIONAL – Lunchtime Speaker

Workforce Vision ..... Mike Rogers, Chief Workforce Officer  
Office of Governor Sarah Huckabee Sanders

### Agenda Item 5: INFORMATIONAL

Reimagine Arkansas Workforce Grant.....Eddie Thomas, Employment Assistance - Assist. Dir.  
Arkansas Division of Workforce Services

- *Shorter College*
- *University of Arkansas Global Campus (UAGC)*

### Agenda Item 6: INFORMATIONAL

Arkansas211.....Dallas Mudd, Executive Director  
Christina Hinds, Vice President of Business

### Agenda Item 7: INFORMATIONAL

UpSkill NWA ..... Carol Moralez, CEO  
UpSkill NWA

### Agenda Item 8: INFORMATIONAL

WIOA Partner Updates .....

- *Title I - Workforce Development Activities (Assistant Director – Eddie Thomas)*
- *Title II - Adult Education (Dr. Trenia Miles, Director)*
  - *Dr. Debbie Faubus-Kendrick (Alternative Sentencing Program)*
- *Title III - Wagner-Peyser (Jay Bassett, ADWS Deputy Director)*
- *Title IV - Arkansas Rehabilitation Services (Joseph Baxter, Commissioner)*
- *Title IV - Services for the Blind (Dr. Cassandra Williams, Director)*



**Agenda Item 9: INFORMATIONAL**

Local Workforce Area Highlight ..... Northwest Arkansas Local Workforce Development Area

Board Open Discussion

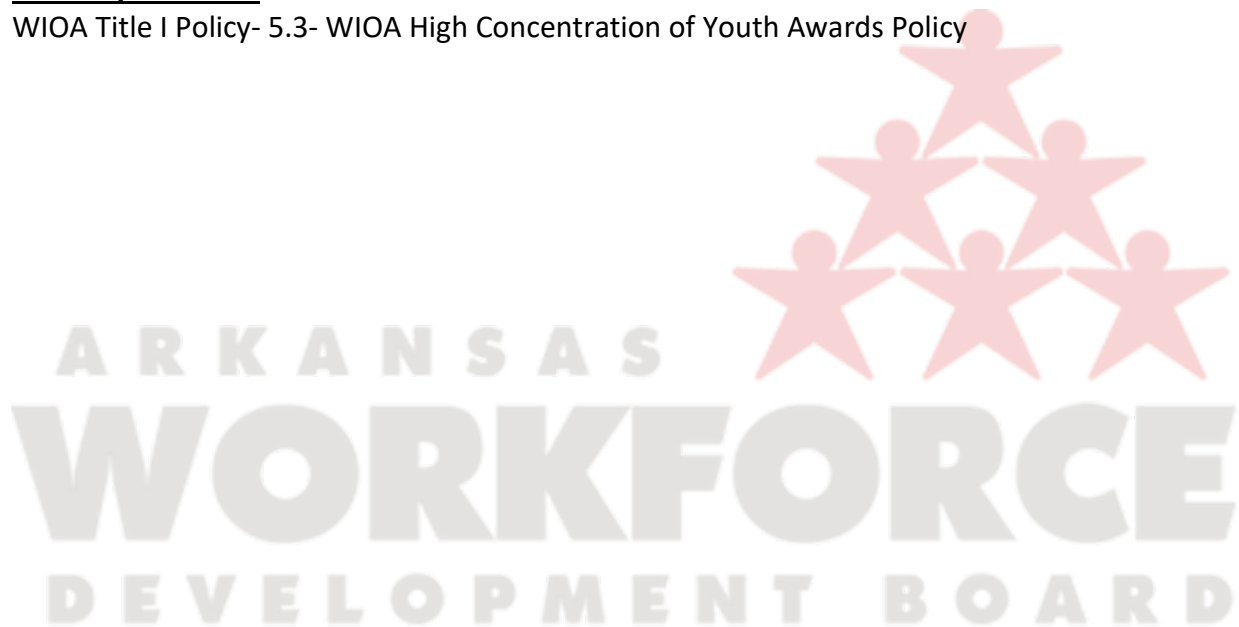
Public Opportunity to Address the Board

Announcements

Adjournment

**Policies for Review**

WIOA Title I Policy- 5.3- WIOA High Concentration of Youth Awards Policy





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

**May 3, 2023**

**AGENDA ITEM 1 – ACTION:** Minutes of the February 21, 2023, Arkansas Workforce Development Board meeting.

**RECOMMENDATION:** It is recommended that the Arkansas Workforce Development Board approve the minutes of the February 21, 2023, Arkansas Workforce Development Board meeting.

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

**MINUTES**  
**ARKANSAS WORKFORCE DEVELOPMENT BOARD**  
**February 21, 2023**

The Arkansas Workforce Development Board convened the Full Board meeting on February 21, 2023, beginning at 10:11 a.m. The meeting was conducted in-person at Goodwill Industries. Chairman Tom Anderson presided with the following members voicing their presence: Mr. Joseph Baxter, Mr. Len Blaylock, Eddie Thomas proxy for Dr. Charisse Childers, Shana Chaplin, Mr. Miles Crawford, Mr. William French, Mr. Randy Henderson, Ms. Rebecca Ives, Ms. Candice Lawrence, Mr. Brian Marsh, Dr. Trenia Miles, Ms. Rachel Mize, Mr. Gan Nunnally, Clint O'Neal, Mr. Kelley Sharp, Megan Lamb proxy for Cassandra Williams-Stokes, and Mr. Robert Thorne.

Governor Sanders, Ms. Karen Breashears, Judge Brandon Ellison, Mr. Randy Finegan, Ms. Abby Houseworth, Mr. Charles Johnson, Ms. Holley Little, Dr. Maria Markham, Dr. Julie Roberson, Ms. Latanyua Robinson, and Mayor James Sanders were unable to attend.

Chairman's Opening Comments: Chairman Anderson moved to the first agenda item.

**Agenda Item 1 – ACTION – Full Board Minute Approval:** Chairman Anderson asked if there were any additional corrections or revisions to the February 21, 2023, Full Board meeting minutes.

Chairman Anderson opened the floor for questions.

**Hearing none, a motion to accept the February 21, 2023, Full Board meeting minutes with no corrections or revisions was made by Mr. Kelley Sharp, followed by a second motion by Mr. Robert Thorne. The motion carried unanimously with none opposed.**

**Agenda Item 2 – ACTION – Executive Committee Minute Approval:** Chairman Anderson asked if there were any additional corrections or revisions to the January 31, 2023, Full Board meeting minutes.

Chairman Anderson stated that the previously scheduled Board meeting on January 31<sup>st</sup> had to be cancelled due to inclement weather; however, a virtual Executive Committee was scheduled instead since some policies needed reviewed and approved.

Chairman Anderson opened the floor for questions.

**Hearing none, a motion to accept the January 31, 2023, Executive Committee meeting minutes with no corrections or revisions was made by Ms. Rebecca Ives, followed by a second motion by Mr. Miles Crawford. The motion carried unanimously with none opposed.**

Report of the Chairperson: Chairman Anderson congratulated new Governor Sarah Huckabee Sanders and mentioned that two of her initiatives are workforce and education. Chairman Anderson also welcomed new Secretary of Commerce Hugh McDonald, who replaced Mike Preston.

Next, Chairman Anderson encouraged the members to regain that synergy it had before meeting started going to Zoom. He mentioned the difficulty of engagement with zoom and hopes the Board will get back to being productive. He encouraged members to ask questions and encouraged them to have an elevator pitch about WIOA.

Report of Director: Board Director Chad Brown informed the Board that Director Childers is running late due to DWS bills being presented in Committee.

Report of Board Director: Chairman Anderson recognized Board Director, Chad Brown, to address the Full Board. First, Director Brown informed the Board of the US Department of labor coming to Arkansas to monitor the Board in May of 2023. Director Brown explained that audit findings will flow up to the Governor's Office which gives everyone involved a poor reflection. Director Brown advised members of the Board that DOL can interview any member on the Board regarding the role on the Board. He mentioned that following the Board meeting will be an orientation that will address their roles and responsibilities.

Second, Director Brown informed the Board that Committees should be reporting updates at each Board Meeting according to the by-laws.

Lastly, Director Brown gave an update on the Board's website and many of the changes that have been made. Rachel Mize asked if there was a template that could be used to make sure we are keeping up with committee requirements. Director Brown stated that he has never seen a template but will be more than happy to look into the idea.

Report of Staff: Chairman Anderson recognized Board staff, Mr. Eddie Thomas, to address the Full Board. Mr. Thomas informed the Board of four priorities that Employment Services is concentrating on for Arkansas.

- 1) Outreach and enrollment for PY22
- 2) Performance
- 3) Service delivery
- 4) Funds utilization

AD Thomas also gave an overview of the Reimagine Grant and ACT Work-ready communities update to the members.

Miles Crawford asked about recapturing funding and what the Board can do to help. AD Thomas provided ideas that can be done to help. Mr. Crawford asked what the main reason for recapture. AD Thoams stated it is awareness of the programs. Rachel Mize what specific area had the recapture issues. AD Thomas mentioned that adult and youth are typically the area where the state has the most trouble.

Dr. Trenia Miles asked for an update on the number of certifications and credentials that have been earned by Arkansans within the reimagine grant. AD Thomas stated that a report was submitted to the state's project officer. He mentioned that University of Arkansas Global Campus met their outcome., and that Shorter College is below their outcome goals. Rachel Mize asked if this was the same grant that was discussed in the last meeting. AD Thomas said it was the same grant.

Miles Crawford asked how long we have had these funds associated with the Reimagine grant because there seems to be many opportunities on the table with the amount of funds that have yet to be spent. AD Thomas provided the details to Mr. Crawford's questions.

Brian Marsh asked about the timeline on notifying potential candidates on the services provided through this grant. AD Thomas stated that both campuses have done an excellent job of marketing

through radio and tv ads to get the word out across the state. Dr. Miles explained the challenges with this population and their potential literacy skills coupled with technology. Mr. Crawford asked if Dr. Miles could expound on her point about digital literacy. Dr. Miles went into further detail and explained the challenges of those that live in rural communities and how broadband will help which can be used to provide technology training. Ms. Rebecca Ives asked if we can use these funds in with school systems to prepare for the shortage of workers that is coming in the future. AD Thomas explained stated that Reimagine would not be appropriate for that need; however, he explained that WIOA would be a better fit. Rachel Mize agreed with AD Thomas and provided more information on those in-youth school youth. Dr. Miles stated that the Department of Education would be the best resource for the questions from Ms. Ives.

Mr. Randy Henderson also asked about K-12 in relation to the new Arkansas LEARNS legislation and working together to accomplish a unified approach. Ms. Candice Lawrence stated that Congresswoman Fox is looking for input through the Arkansas State Chamber to rewrite WIOA and make it more efficient. She stated that AD Thoams and Director Brown have met with the State Chamber to start that discussion. Len Blaylock asked if there was a way, before the next board meeting, to provide the performance numbers of the Reimagine grant.

Chairman Anderson mentioned the Be Pro Be Proud initiative that goes to state high schools and introduce them to various trades.

**Agenda Item 3 – ACTION – Expense Reimbursements:**

Chairman Anderson recognized Deputy Director Courtney Traylor to discuss expense reimbursements. Director Brown interrupted and gave the floor to Mr. Brian Marsh and thanked him for the use of the Goodwill facility for the meeting. Mr. Marsh provided a brief overview of the amenities.

Director Brown, instead of Ms. Traylor, provided the Board an explanation of expense reimbursements.

Chairman Anderson opened the floor for questions.

**Hearing none, a motion to approve this agenda item was made by Mr. Randy Henderson, followed by a second motion by Ms. Candice Lawrence. The motion carried unanimously with none opposed.**

**Agenda Item 4 – Action – Board Member Stipends**

Chairman Anderson recognized Director Brown to provide an explanation of stipend payments.

Chairman Anderson opened the floor for questions.

**Hearing none, a motion to approve this agenda item was made by Mr. Miles Crawford, followed by a second motion by Mr. Robert Thorne. The motion carried unanimously with none opposed.**

**Agenda Item 5 – Informational – AWDB Committee Update:**

Chairman Anderson recognized Director Brown for an update on Committee assignments.

Chairman Anderson opened the floor for questions.

**Agenda Item 6 – Informational – Labor Market Information:**

Chairman Anderson recognized Ms. Susan Price to present on the current state of labor market statistics and how they are calculated in Arkansas. Ms. Price presented in place of Ms. Cara Benton. Ms. Price



concluded her presentation and opened the floor for questions. Members asked questions with answers provided by staff.

**Agenda Item 7 – Informational – ADWS WIOA PY-22 High Concentration of Youth (HCY)**

**Allocation Issuance of Eligible Youth:**

Chairman Anderson recognized Ad Thomas to present this agenda item. AD Thoams turned the floor over to Shalon Bogard and Doss Burgess to present this item. At the conclusion of the presentation, Dr. Miles and Ad Thomas provided more explanation around out-of-school youth and the difficulties in locating them.

**Agenda Item 8 – Informational – WIOA Partner Updates**

All core partners under WIOA presented updates that included performance numbers, participant numbers and various updates to the Board specifically tied to their programs. Adult Education provided a success video as part of their update.

Dr. Childers arrived and Chairman Anderson asked that she provide a report from her perspective on the workforce in Arkansas based on updates provided by the core partners.

**Agenda Item 9 – Informational – Goodwill Industries of Arkansas**

Chairman Anderson recognized Mr. Brian Marsh. Mr. Marsh turned the presentation over to his staff who discussed all the programs and services provided by Goodwill Industries of Arkansas. Mr. Marsh closed and gave overall numbers of Goodwill locations and their services across the state.

**Public Speaking Opportunity:** Chairman opened the floor for public comment, but there were none. AD Thomas recognized the Local Area's that attended the meeting.

**Announcements:** Chairman stated the next Board meeting has not been scheduled; however, once more details will be provided closer to the next meeting.

**Adjourn:** As presented, Chairman Anderson adjourned the AWDB Full Board meeting on a motion made by Mr. Kelley Sharp, followed by Mr. Brian Marsh making the second motion. The motion carried unanimously with none opposed.

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Thomas Anderson, Board Chairman  
Arkansas Workforce Development Board

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Chad Brown, Director Workforce Development  
Arkansas Division of Workforce Services

*Minutes recorded by Chad Brown  
Arkansas Division of Workforce Services Staff*

U.S. Department of Labor  
Employment and Training Administration  
WIOA Youth Activities State Allotments  
Comparison of PY 2023 Allotments vs PY 2022 Allotments

State	PY 2022	PY 2023	Difference	% Difference
<b>Total</b>	<b>\$928,841,800</b>	<b>\$943,575,800</b>	<b>\$14,734,000</b>	<b>1.59%</b>
Alabama	11,388,121	10,411,891	(976,230)	-8.57%
Alaska	4,183,488	3,824,865	(358,623)	-8.57%
Arizona	27,807,148	25,423,422	(2,383,726)	-8.57%
Arkansas	5,881,616	5,543,794	(337,822)	-5.74%
California	141,613,074	142,969,572	1,356,498	0.96%
Colorado	13,703,113	12,528,434	(1,174,679)	-8.57%
Connecticut	10,925,731	12,065,981	1,140,250	10.44%
Delaware	2,350,947	2,959,957	609,010	25.90%
District of Columbia	4,221,055	3,859,211	(361,844)	-8.57%
Florida	42,902,700	39,224,930	(3,677,770)	-8.57%
Georgia	17,404,272	15,912,317	(1,491,955)	-8.57%
Hawaii	3,855,827	3,760,088	(95,739)	-2.48%
Idaho	2,580,180	2,358,998	(221,182)	-8.57%
Illinois	39,986,105	43,578,256	3,592,151	8.98%
Indiana	15,415,332	14,093,876	(1,321,456)	-8.57%
Iowa	5,512,351	5,652,031	139,680	2.53%
Kansas	4,977,764	4,551,053	(426,711)	-8.57%
Kentucky	12,022,727	12,961,971	939,244	7.81%
Louisiana	15,380,021	14,121,001	(1,259,020)	-8.19%
Maine	2,578,709	2,821,164	242,455	9.40%
Maryland	13,647,037	18,022,572	4,375,535	32.06%
Massachusetts	19,376,968	21,018,238	1,641,270	8.47%
Michigan	33,787,421	34,408,717	621,296	1.84%
Minnesota	10,497,536	9,597,650	(899,886)	-8.57%
Mississippi	10,463,206	9,566,263	(896,943)	-8.57%
Missouri	10,182,689	11,203,397	1,020,708	10.02%
Montana	2,281,555	2,317,747	36,192	1.59%
Nebraska	2,924,329	2,673,645	(250,684)	-8.57%
Nevada	11,823,134	10,809,613	(1,013,521)	-8.57%
New Hampshire	2,669,419	2,440,587	(228,832)	-8.57%
New Jersey	26,917,413	26,580,977	(336,436)	-1.25%
New Mexico	7,789,461	8,661,716	872,255	11.20%
New York	68,508,072	71,279,759	2,771,687	4.05%
North Carolina	22,179,701	24,201,171	2,021,470	9.11%
North Dakota	2,281,555	2,317,747	36,192	1.59%
Ohio	37,495,574	34,281,322	(3,214,252)	-8.57%
Oklahoma	7,521,576	6,876,800	(644,776)	-8.57%
Oregon	10,396,634	9,505,398	(891,236)	-8.57%
Pennsylvania	38,433,440	42,912,756	4,479,316	11.65%
Puerto Rico	23,575,954	21,554,940	(2,021,014)	-8.57%
Rhode Island	3,633,400	3,321,932	(311,468)	-8.57%
South Carolina	8,818,543	9,325,293	506,750	5.75%
South Dakota	2,281,555	2,317,747	36,192	1.59%
Tennessee	14,787,821	14,138,571	(649,250)	-4.39%
Texas	73,435,799	91,789,734	18,353,935	24.99%
Utah	3,842,315	3,512,938	(329,377)	-8.57%
Vermont	2,281,555	2,317,747	36,192	1.59%
Virginia	15,915,259	14,550,947	(1,364,312)	-8.57%
Washington	20,928,382	19,134,328	(1,794,054)	-8.57%
West Virginia	6,015,297	5,499,645	(515,652)	-8.57%
Wisconsin	10,957,464	10,018,152	(939,312)	-8.57%
Wyoming	2,281,555	2,317,747	36,192	1.59%
<b>State Total</b>	<b>912,621,900</b>	<b>927,098,608</b>	<b>14,476,708</b>	<b>1.59%</b>
American Samoa	244,726	322,923	78,197	31.95%
Guam	830,674	886,216	55,542	6.69%
Northern Marianas	453,848	414,942	(38,906)	-8.57%
Palau	75,000	75,000	0	0.00%
Virgin Islands	683,025	624,474	(58,551)	-8.57%
<b>Outlying Areas Total</b>	<b>2,287,273</b>	<b>2,323,555</b>	<b>36,282</b>	<b>1.59%</b>
<b>Native Americans</b>	<b>13,932,627</b>	<b>14,153,637</b>	<b>221,010</b>	<b>1.59%</b>

U.S. Department of Labor  
Employment and Training Administration  
WIOA Adult Activities State Allotments  
Comparison of PY 2023 Allotments vs PY 2022 Allotments

State	PY 2022	PY 2023	Difference	% Difference
<b>Total</b>	<b>\$867,625,000</b>	<b>\$882,925,000</b>	<b>\$15,300,000</b>	<b>1.76%</b>
Alabama	11,031,823	10,103,726	(928,097)	-8.41%
Alaska	3,923,005	3,592,966	(330,039)	-8.41%
Arizona	26,301,024	24,088,343	(2,212,681)	-8.41%
Arkansas	5,680,370	5,361,433	(318,937)	-5.61%
California	136,107,910	137,974,143	1,866,233	1.37%
Colorado	12,435,718	11,389,512	(1,046,206)	-8.41%
Connecticut	9,952,310	10,953,250	1,000,940	10.06%
Delaware	2,254,630	2,853,613	598,983	26.57%
District of Columbia	3,820,554	3,499,134	(321,420)	-8.41%
Florida	43,812,497	40,126,592	(3,685,905)	-8.41%
Georgia	16,678,811	15,275,638	(1,403,173)	-8.41%
Hawaii	3,656,552	3,803,223	146,671	4.01%
Idaho	2,309,760	2,201,794	(107,966)	-4.67%
Illinois	37,628,657	41,284,587	3,655,930	9.72%
Indiana	14,145,314	12,955,282	(1,190,032)	-8.41%
Iowa	4,015,782	4,080,702	64,920	1.62%
Kansas	4,215,743	3,861,076	(354,667)	-8.41%
Kentucky	11,923,641	12,635,450	711,809	5.97%
Louisiana	14,842,227	13,875,218	(967,009)	-6.52%
Maine	2,452,358	2,591,045	138,687	5.66%
Maryland	13,150,215	17,396,744	4,246,529	32.29%
Massachusetts	16,456,845	18,040,385	1,583,540	9.62%
Michigan	31,085,117	31,989,992	904,875	2.91%
Minnesota	8,866,650	8,120,707	(745,943)	-8.41%
Mississippi	10,013,878	9,171,420	(842,458)	-8.41%
Missouri	9,425,238	10,386,320	961,082	10.20%
Montana	2,163,640	2,201,794	38,154	1.76%
Nebraska	2,237,848	2,201,794	(36,054)	-1.61%
Nevada	11,527,452	10,557,658	(969,794)	-8.41%
New Hampshire	2,531,459	2,318,490	(212,969)	-8.41%
New Jersey	26,373,115	25,950,239	(422,876)	-1.60%
New Mexico	7,526,365	8,347,447	821,082	10.91%
New York	66,720,730	69,333,637	2,612,907	3.92%
North Carolina	21,080,103	22,972,996	1,892,893	8.98%
North Dakota	2,163,640	2,201,794	38,154	1.76%
Ohio	34,884,358	31,949,569	(2,934,789)	-8.41%
Oklahoma	7,114,498	6,515,962	(598,536)	-8.41%
Oregon	10,110,571	9,259,978	(850,593)	-8.41%
Pennsylvania	35,455,175	39,877,363	4,422,188	12.47%
Puerto Rico	24,441,918	22,385,642	(2,056,276)	-8.41%
Rhode Island	3,135,173	2,871,414	(263,759)	-8.41%
South Carolina	8,493,087	9,001,080	507,993	5.98%
South Dakota	2,163,640	2,201,794	38,154	1.76%
Tennessee	14,440,407	13,853,614	(586,793)	-4.06%
Texas	69,525,372	86,292,577	16,767,205	24.12%
Utah	2,988,412	2,737,000	(251,412)	-8.41%
Vermont	2,163,640	2,201,794	38,154	1.76%
Virginia	14,854,061	13,604,402	(1,249,659)	-8.41%
Washington	19,695,933	18,038,932	(1,657,001)	-8.41%
West Virginia	5,876,607	5,382,213	(494,394)	-8.41%
Wisconsin	9,438,464	8,644,415	(794,049)	-8.41%
Wyoming	2,163,640	2,201,794	38,154	1.76%
<b>State Total</b>	<b>865,455,937</b>	<b>880,717,687</b>	<b>15,261,750</b>	<b>1.76%</b>
American Samoa	231,650	306,253	74,603	32.21%
Guam	786,288	840,469	54,181	6.89%
Northern Marianas	429,597	393,455	(36,142)	-8.41%
Palau	75,000	75,000	0	0.00%
Virgin Islands	646,528	592,136	(54,392)	-8.41%
<b>Outlying Areas Total</b>	<b>2,169,063</b>	<b>2,207,313</b>	<b>38,250</b>	<b>1.76%</b>

U.S. Department of Labor  
Employment and Training Administration  
WIOA Dislocated Worker Activities State Allotments  
Comparison of PY 2023 Allotments vs PY 2022 Allotments

State	PY 2022	PY 2023	Difference	% Difference
<b>Total</b>	<b>\$1,371,910,000</b>	<b>\$1,417,357,000</b>	<b>\$45,447,000</b>	<b>3.31%</b>
Alabama	14,354,136	13,164,128	(1,190,008)	-8.29%
Alaska	6,952,482	6,376,097	(576,385)	-8.29%
Arizona	32,882,281	30,156,226	(2,726,055)	-8.29%
Arkansas	5,004,071	4,589,216	(414,855)	-8.29%
California	172,716,686	158,397,875	(14,318,811)	-8.29%
Colorado	15,998,009	14,671,719	(1,326,290)	-8.29%
Connecticut	13,434,048	12,320,319	(1,113,729)	-8.29%
Delaware	2,792,814	2,561,280	(231,534)	-8.29%
District of Columbia	9,172,120	12,150,262	2,978,142	32.47%
Florida	46,716,550	42,843,586	(3,872,964)	-8.29%
Georgia	30,438,974	27,915,478	(2,523,496)	-8.29%
Hawaii	2,787,961	2,556,829	(231,132)	-8.29%
Idaho	1,847,221	2,007,847	160,626	8.70%
Illinois	46,778,485	61,967,225	15,188,740	32.47%
Indiana	13,628,787	12,498,913	(1,129,874)	-8.29%
Iowa	4,497,235	4,124,399	(372,836)	-8.29%
Kansas	4,139,435	3,796,262	(343,173)	-8.29%
Kentucky	13,250,923	12,152,376	(1,098,547)	-8.29%
Louisiana	16,817,514	15,423,284	(1,394,230)	-8.29%
Maine	2,242,181	2,056,296	(185,885)	-8.29%
Maryland	17,212,091	15,785,149	(1,426,942)	-8.29%
Massachusetts	22,669,765	20,790,363	(1,879,402)	-8.29%
Michigan	31,292,714	28,698,440	(2,594,274)	-8.29%
Minnesota	9,426,224	8,644,757	(781,467)	-8.29%
Mississippi	13,933,482	12,778,348	(1,155,134)	-8.29%
Missouri	10,956,060	10,047,765	(908,295)	-8.29%
Montana	1,596,891	1,464,503	(132,388)	-8.29%
Nebraska	2,006,552	1,840,202	(166,350)	-8.29%
Nevada	14,994,671	19,863,366	4,868,695	32.47%
New Hampshire	2,118,850	1,943,190	(175,660)	-8.29%
New Jersey	36,473,636	33,449,845	(3,023,791)	-8.29%
New Mexico	14,928,088	19,466,660	4,538,572	30.40%
New York	82,585,211	108,043,045	25,457,834	30.83%
North Carolina	23,457,549	21,512,837	(1,944,712)	-8.29%
North Dakota	813,070	745,664	(67,406)	-8.29%
Ohio	30,695,154	28,150,420	(2,544,734)	-8.29%
Oklahoma	6,139,713	5,630,710	(509,003)	-8.29%
Oregon	10,443,575	9,577,767	(865,808)	-8.29%
Pennsylvania	42,934,413	55,648,335	12,713,922	29.61%
Puerto Rico	62,908,530	83,334,615	20,426,085	32.47%
Rhode Island	3,552,454	3,257,943	(294,511)	-8.29%
South Carolina	11,779,701	10,803,123	(976,578)	-8.29%
South Dakota	1,322,041	1,212,439	(109,602)	-8.29%
Tennessee	14,429,101	13,232,879	(1,196,222)	-8.29%
Texas	83,358,322	76,447,629	(6,910,693)	-8.29%
Utah	3,518,216	3,226,544	(291,672)	-8.29%
Vermont	1,005,465	922,108	(83,357)	-8.29%
Virginia	14,152,452	12,979,165	(1,173,287)	-8.29%
Washington	22,254,509	20,409,533	(1,844,976)	-8.29%
West Virginia	10,610,160	9,730,541	(879,619)	-8.29%
Wisconsin	10,874,839	9,973,277	(901,562)	-8.29%
Wyoming	1,005,588	922,221	(83,367)	-8.29%
<b>State Total</b>	<b>1,071,901,000</b>	<b>1,092,263,000</b>	<b>20,362,000</b>	<b>1.90%</b>
American Samoa	366,291	491,627	125,336	34.22%
Guam	1,243,297	1,349,203	105,906	8.52%
Northern Marianas	679,289	631,612	(47,677)	-7.02%
Palau	118,592	120,397	1,805	1.52%
Virgin Islands	1,022,306	950,554	(71,752)	-7.02%
<b>Outlying Areas Total</b>	<b>3,429,775</b>	<b>3,543,393</b>	<b>113,618</b>	<b>3.31%</b>
<b>National Reserve</b>	<b>296,579,225</b>	<b>321,550,607</b>	<b>24,971,382</b>	<b>8.42%</b>



U. S. Department of Labor  
Employment and Training Administration  
Employment Service (Wagner-Peyser)  
PY 2023 vs PY 2022 Allotments

State	PY 2022	PY 2023	Difference	% Difference
<b>Total</b>	<b>\$672,277,000</b>	<b>\$677,531,500</b>	<b>\$5,254,500</b>	<b>0.78%</b>
Alabama	8,132,935	8,157,290	24,355	0.30%
Alaska	7,307,972	7,365,091	57,119	0.78%
Arizona	14,420,924	14,367,195	(53,729)	-0.37%
Arkansas	4,980,892	5,068,542	87,650	1.76%
California	82,214,927	81,499,358	(715,569)	-0.87%
Colorado	12,535,126	12,513,087	(22,039)	-0.18%
Connecticut	7,441,172	7,546,077	104,905	1.41%
Delaware	1,900,099	2,041,275	141,176	7.43%
District of Columbia	1,918,142	1,924,337	6,195	0.32%
Florida	38,879,016	38,791,016	(88,000)	-0.23%
Georgia	18,713,831	18,884,035	170,204	0.91%
Hawaii	2,851,951	2,811,112	(40,839)	-1.43%
Idaho	6,088,841	6,136,431	47,590	0.78%
Illinois	26,228,600	26,805,431	576,831	2.20%
Indiana	12,199,107	12,198,042	(1,065)	-0.01%
Iowa	5,922,601	6,083,922	161,321	2.72%
Kansas	5,369,400	5,370,575	1,175	0.02%
Kentucky	7,699,960	8,028,686	328,726	4.27%
Louisiana	8,565,336	8,511,466	(53,870)	-0.63%
Maine	3,620,977	3,649,278	28,301	0.78%
Maryland	12,301,343	12,638,485	337,142	2.74%
Massachusetts	14,909,252	14,841,028	(68,224)	-0.46%
Michigan	19,223,218	19,625,843	402,625	2.09%
Minnesota	10,949,342	10,868,056	(81,286)	-0.74%
Mississippi	5,216,683	5,186,386	(30,297)	-0.58%
Missouri	11,234,763	11,219,804	(14,959)	-0.13%
Montana	4,975,831	5,014,722	38,891	0.78%
Nebraska	4,580,711	4,489,626	(91,085)	-1.99%
Nevada	6,837,890	6,814,792	(23,098)	-0.34%
New Hampshire	2,612,731	2,625,284	12,553	0.48%
New Jersey	18,696,713	18,623,063	(73,650)	-0.39%
New Mexico	5,583,759	5,627,402	43,643	0.78%
New York	40,021,771	39,960,265	(61,506)	-0.15%
North Carolina	18,987,978	19,548,712	560,734	2.95%
North Dakota	5,066,886	5,106,489	39,603	0.78%
Ohio	22,422,864	22,892,147	469,283	2.09%
Oklahoma	6,664,893	6,825,929	161,036	2.42%
Oregon	8,219,250	8,641,616	422,366	5.14%
Pennsylvania	25,780,925	25,998,063	217,138	0.84%
Puerto Rico	5,922,930	5,882,119	(40,811)	-0.69%
Rhode Island	2,226,894	2,217,710	(9,184)	-0.41%
South Carolina	8,758,024	8,820,458	62,434	0.71%
South Dakota	4,682,968	4,719,570	36,602	0.78%
Tennessee	12,337,195	12,583,460	246,265	2.00%
Texas	56,597,052	57,724,443	1,127,391	1.99%
Utah	5,574,504	5,704,059	129,555	2.32%
Vermont	2,193,768	2,210,914	17,146	0.78%
Virginia	15,417,551	15,516,383	98,832	0.64%
Washington	15,464,004	15,860,228	396,224	2.56%
West Virginia	5,360,119	5,402,014	41,895	0.78%
Wisconsin	11,191,329	11,276,927	85,598	0.76%
Wyoming	3,633,273	3,661,671	28,398	0.78%
<b>State Total</b>	<b>670,638,223</b>	<b>675,879,914</b>	<b>5,241,691</b>	<b>0.78%</b>
Guam	314,574	317,033	2,459	0.78%
Virgin Islands	1,324,203	1,334,553	10,350	0.78%
<b>Outlying Areas Total</b>	<b>1,638,777</b>	<b>1,651,586</b>	<b>12,809</b>	<b>0.78%</b>

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

**May 3, 2023**

**AGENDA ITEM 3 – INFORMATIONAL:** Board Committee's Report

**INFORMATION/RATIONALE:** Now that the Board is back to in-person meetings, it is the goal of Chairman Anderson and Director Brown to resume Committee Meetings. The Board has four standing committees with members assigned to each. The rosters and membership are as follows:

**Executive Committee**

# of Members	Status	Act 907	Last Name	First Name	Notes
1		Business	Anderson	Thomas	Chair
2		Business	Crawford	Miles	
3		Business	Lawrence	Candice	
4		Chief Elected Official	Ellison	Brandon	
5		§15-4-3704(b)(2)(B) - (Apprenticeship)	Breashears	Karen	Vice-Chair
6		§15-4-3704(b)(2)(B) - (Labor)	French	William	
7		State	Baxter	Joe	
8		Open to any AWDB Board Member	O'Neal	Clint	
9 (min)		Open to any AWDB Board Member	Huckabee Sanders	Governor	
10	Vacant	Business			
11 (max)	Vacant	Business			

**TANF**

# of Members	Status	Act 907	Last Name	First Name	Notes
1		Business	Nunnally	George "Gan"	Chair
2		Business	Little	Holley	
3		Business	Finegan	Randy	
4		Business	Thorne	Robert	
5		§15-4-3704(b)(2)(B) - ADHE			
6		Chief Elected Official	Ellison	Brandon	
7		Director of DWS	Childers	Charisse	
8		DHS - Division of County Operations	Franklin	Mary	
9 (max)	Vacant	Business			

## Strategic and Planning Committee

# of Members	Status	Act 907	Last Name	First Name	Notes	Other Committee Assignments
1		\$15-4-3704(b)(2)(B) - (Apprenticeship)	Breashears	Karen	Chair	Executive Committee
2	Vacant	Business				
3		Business	Henderson	Randy		
4		Business	Ives	Rebecca		
5		Business	Robinson	Latanyua		
6		Business	Johnson	Charles		
7		State	Williams	Cassandra		
8		Workforce Development	Marsh	Brian		
9		Open to any AWDB Board Member	Chaplin	Shana		

## Performance Committee

# of Members	Status	Act 907	Last Name	First Name	Notes	Other Committee Assignments
1		Business	Houseworth	Abby	Chair	
2		Business	Mize	Rachel		
3		Business	Blaylock	Len		
4		Business	Roberson	Julie		
5		Business				
6		Business	Sharp	Kelley		
7		Chief Elected Official	Sanders	James		
8		Open to any AWDB Board Member	Miles	Trenia		
9	Vacant	Open to any AWDB Board Member				

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

**May 3, 2023**

**AGENDA ITEM 4 – INFORMATIONAL: Mike Rogers Introduction**

**INFORMATION/RATIONALE:** Mike Rogers is the Chief Workforce Officer under Governor Huckabee Sanders' Administration. The press release, which can be found on Governor Sanders website is as follows:

**Sanders to Appoint Mike Rogers as Chief Workforce Officer**

**BENTON, Ark.** – Today, Governor Sarah Huckabee Sanders announced that she will appoint Mike Rogers to serve as Chief Workforce Officer.

"I'm pleased to announce that Mike Rogers will be Arkansas' first-ever Chief Workforce Officer, overseeing the Workforce Cabinet and its initiatives," Sanders said. "It's time for our state to build a strong pipeline of skilled, qualified workers. Mike's expertise will be crucial to getting that done. He has been on the ground floor of companies across our state, training young workers and developing technical education programs, making him the clear choice to lead our whole-of-government approach to this issue. I look forward to working together as we roll out a host of new programs to unleash a new era of growth and prosperity in our state."

**Mike Rogers Bio:**

Mike Rogers is the Senior Director of Maintenance and Refrigeration for Tyson Foods, Inc. His team travels across the country to conduct trainings on industrial maintenance, refrigeration, and reliability engineering, and is also responsible for starting technical programs close to Tyson Foods facilities. Rogers has taught agriculture and industrial maintenance at Siloam Springs High School for 20 years and was the Energy Manager for the Siloam Springs School District for 16 years. He received his Bachelor of Science in Agriculture from University of Arkansas and later completed his Master's in Education. During his 20-year career at Frez-N-Stor, he took refrigeration classes through the Refrigerating Engineers & Technicians Association, received a universal HVAC/R license and boiler operator's certification. Rogers holds six additional teaching licenses with the Arkansas Department of Education for secondary and post-secondary education. He is an NCCER Master Trainer and holds three journeyman level certificates in HVAC, welding, and industrial maintenance. Rogers was runner up for 2016 Arkansas Teacher of the Year and currently is a member of the Arkansas Workforce Education Council.



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

**May 3, 2023**

**AGENDA ITEM 5 – INFORMATIONAL: Reimagine Update**

**INFORMATION/RATIONALE:** During the Board Meeting on February 21, 2023, many questions were asked about specifics of the grant which revolved around length of the grant, number of participants served, financial oversight, and other specifics that could not be answered by Division of Workforce Services – Employment Assistance staff. For this reason, staff made this an agenda item and invited Shorter College and University of Arkansas Global Campus to present and field questions from the Board.



# Shorter College Reimagine Arkansas Workforce Program

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State Board Meeting  
May 3, 2023



IDATAFY



# Shorter College Faith Statement

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

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



## Agenda

- ❖ Performance
- ❖ Participants Served
- ❖ Expenses
- ❖ Challenges
- ❖ Success Stories
- ❖ Board Requests



# Meet our Team



Dr. Angee Valentine  
Director



Ms. ML Hatchett  
Program Coordinator



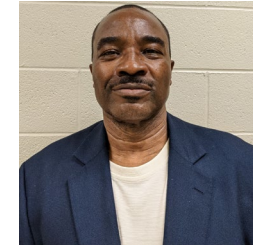
# Meet our Extended Team



Mr. John Payne  
IT Director/MOS Instructor



Mrs. Kelley Huskey  
Director of Career  
Placement



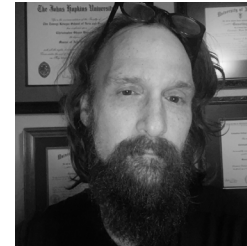
Dr. Michael Blanchett  
IBM Project Manager  
Certifications/Badges



Ms. Disreal Herron  
Counselor



Ms. Irma Jaime  
Tutor



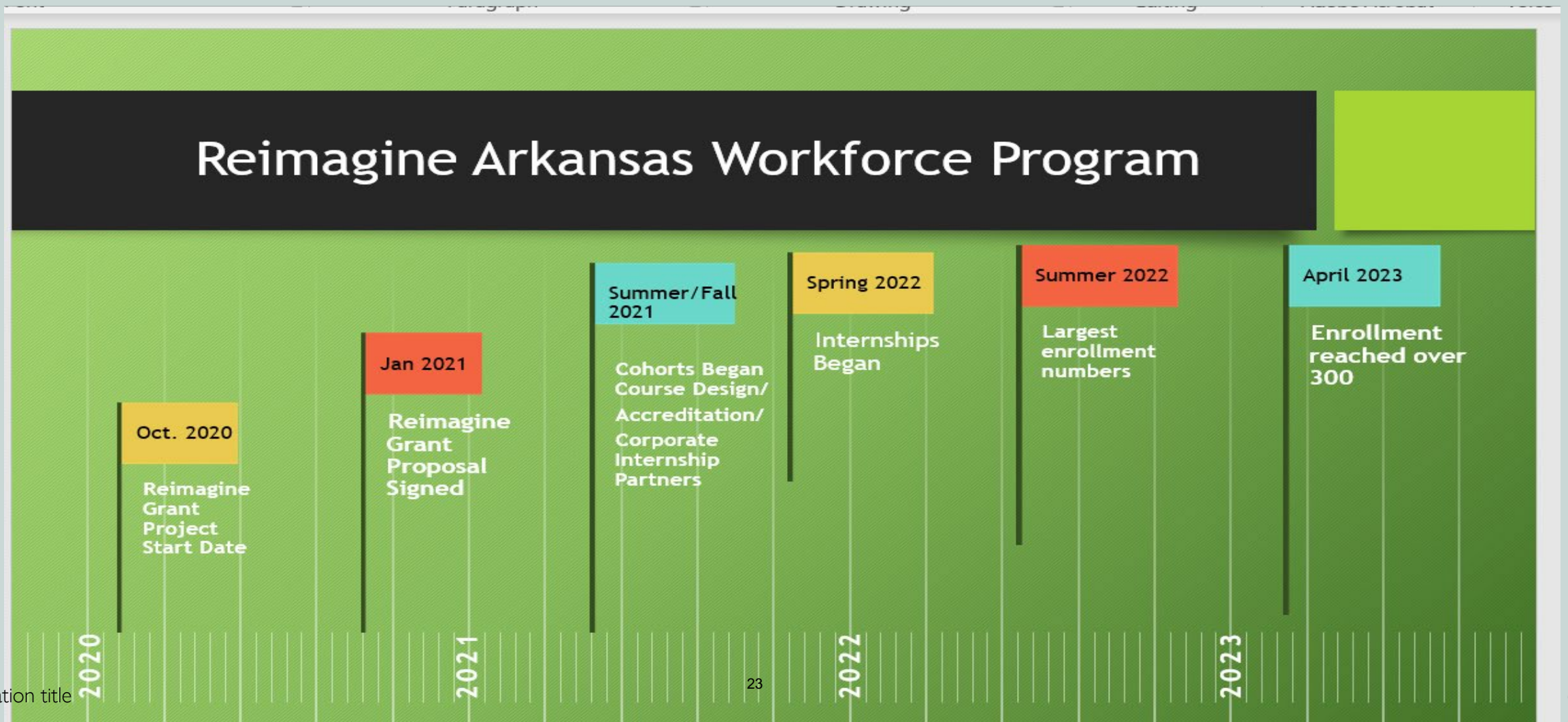
Mr. Christopher Beaumont  
Tutor



Mr. Shaquille Spearman  
Tutor



# Reimagine Arkansas Workforce Program Timeline





## Participants Served

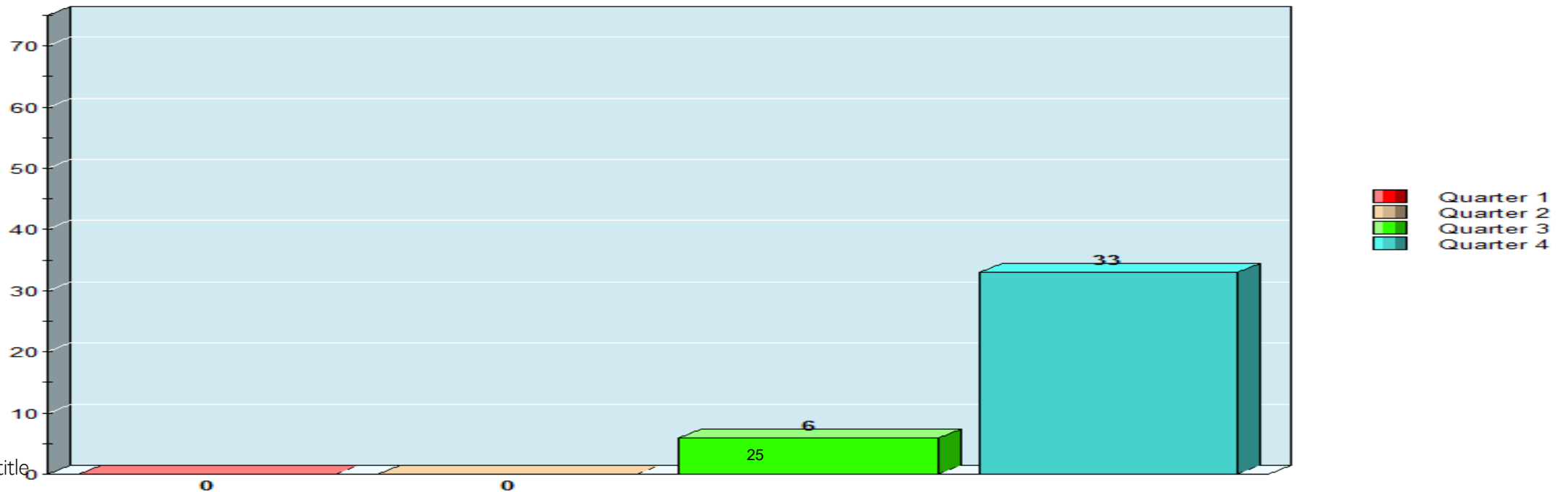
Attribute	Numbers
Counties	31
Ethnicities	4
Demographics	7



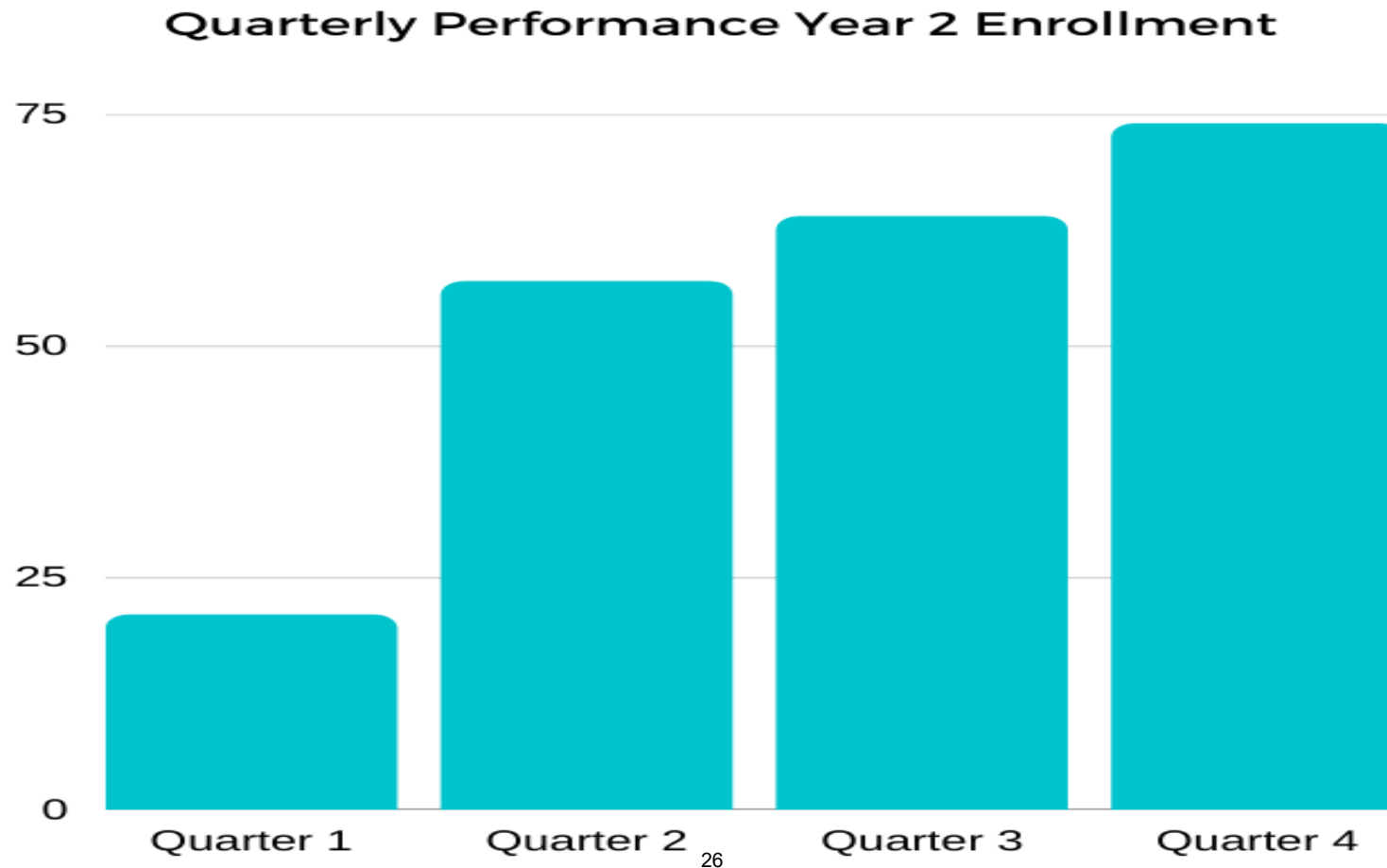
# Year 1 Performance Enrollment (39 Enrolled)



**Quarterly Performance Year 1 (Enrollment)**



# Quarterly Performance Year 2 Enrollment (180 Participants enrolled)

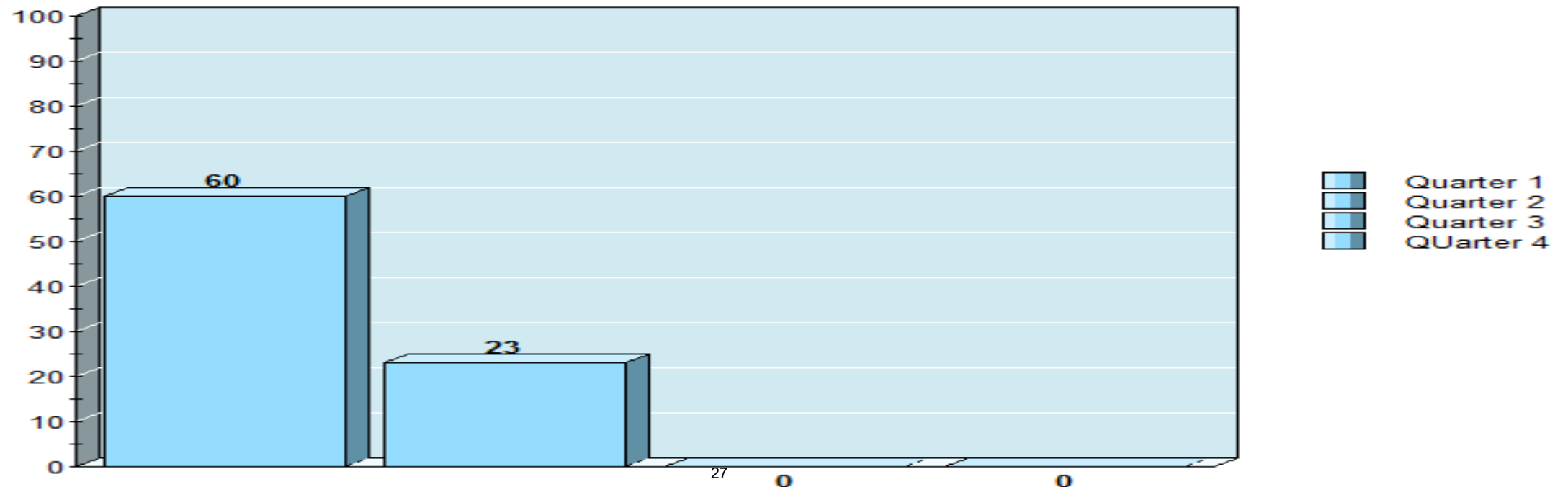


# Quarterly Performance Year 3 (Enrollment)

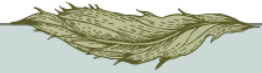
## 83 Enrolled



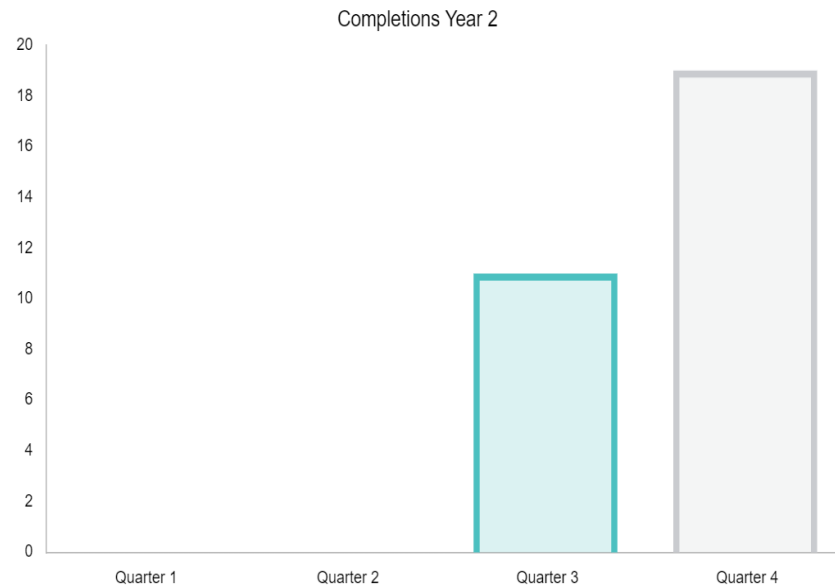
**Quarterly Performance Year 3 (Enrollment)**



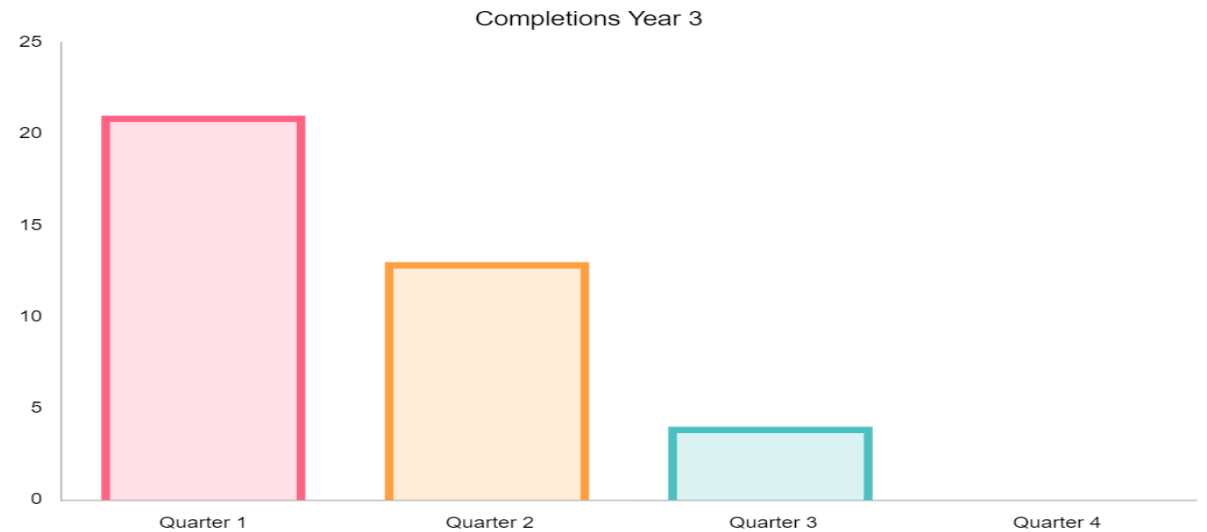
# Completions



## Year 2 Completions (30)

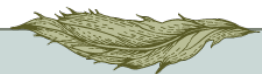


## Year 3 Completions (40)

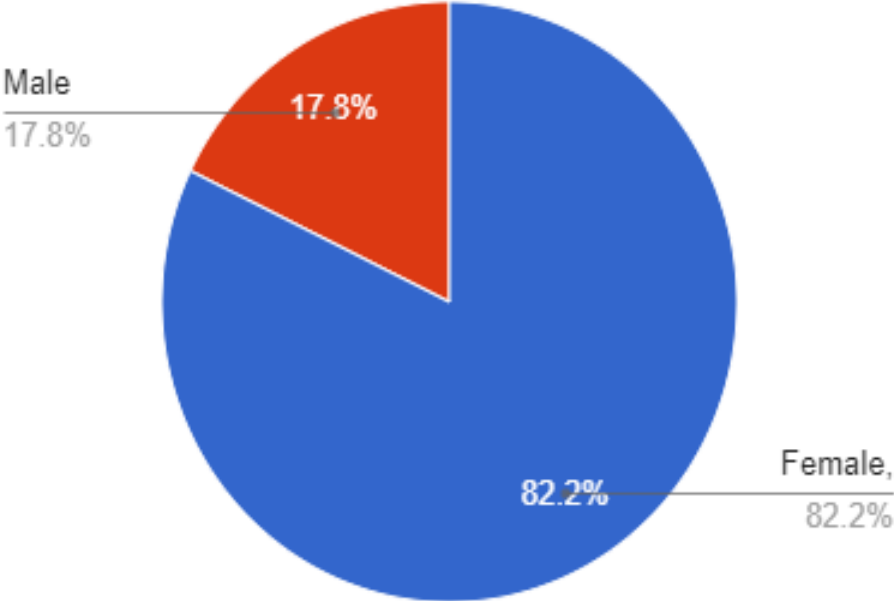




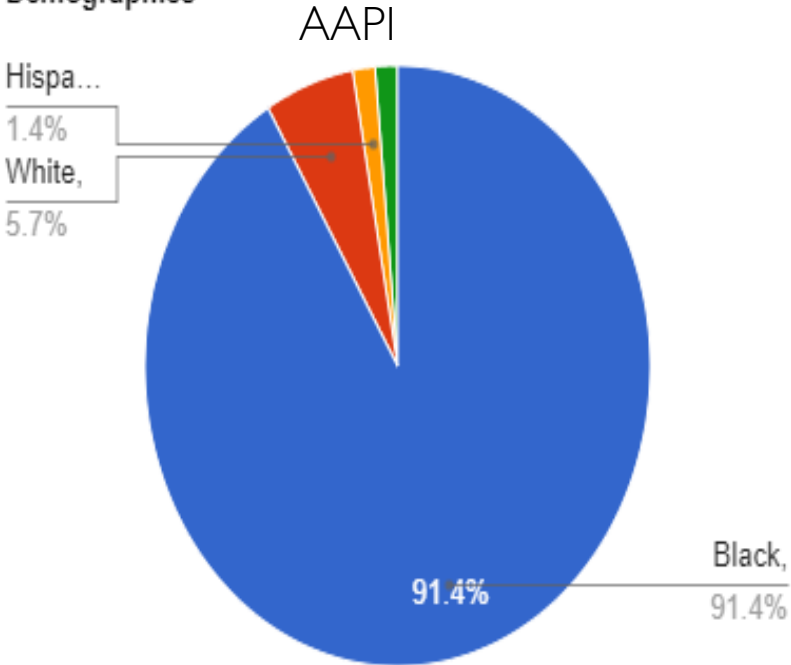
# Demographics



Demographics



Demographics



# Completion Certificates



## Reimagine Arkansas Workforce



## IBM Badge



## WSET Wine Certification



### Grade List

Exam No: **F42491** Educator: ONLINE

Date of examination: **24-Aug-2022**

2111

WSET Americas Custom Courses

SatelliteNo:

SatelliteName:

Candidate No.	Family Name	First Name	Results
			Overall
22043165	[REDACTED]	[REDACTED]	93 - Pass

Total Pass 1

Total Fail 0

Total 1

# Performance (Internships)



Safe Foods



Brandon House



Montgomery &  
Associates

Interns	16
Internship Partners	12



# Internship to Career Opportunity



# Corporate Internship Partner – Mr. Darrell Montgomery Montgomery and Associates Insurance



Montgomery and Associates Insurance  
Final Expense - Life - Health - Auto - Home

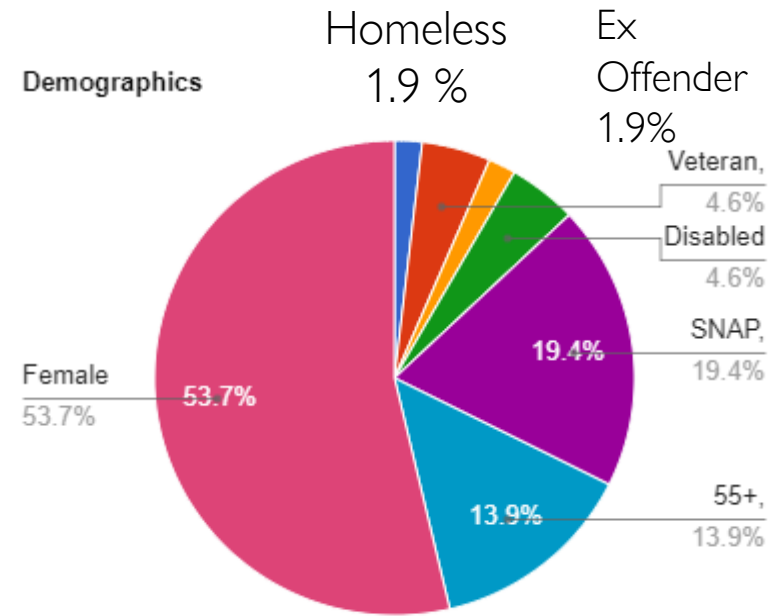
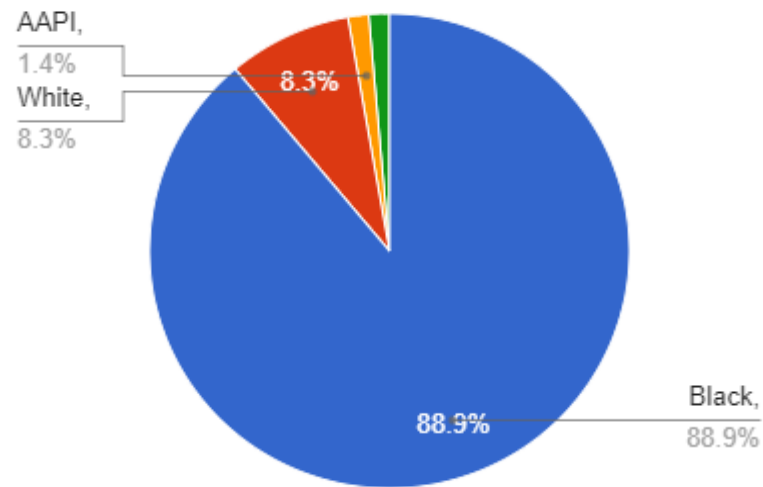
Being a corporate internship partner has afforded me the opportunity to get feedback on my website, social media, as well as an increased marketing campaign. The interns brought fresh ideas and innovative design to my company.

This partnership has given me the opportunity to share my knowledge of insurance practices, management and operations with those interns who prior to working for Montgomery and Associates Insurance, did not even remotely consider insurance as a possible career choice.

The interns saw firsthand what the day-to-day experience of an entrepreneur by attending meetings, engaging and educating with potential clients while servicing current clients.

# Demographics

Demographics (Race) ◀ Hispanic 1.4%



# Shorter College Reimagine Arkansas Workforce Program (Counties)



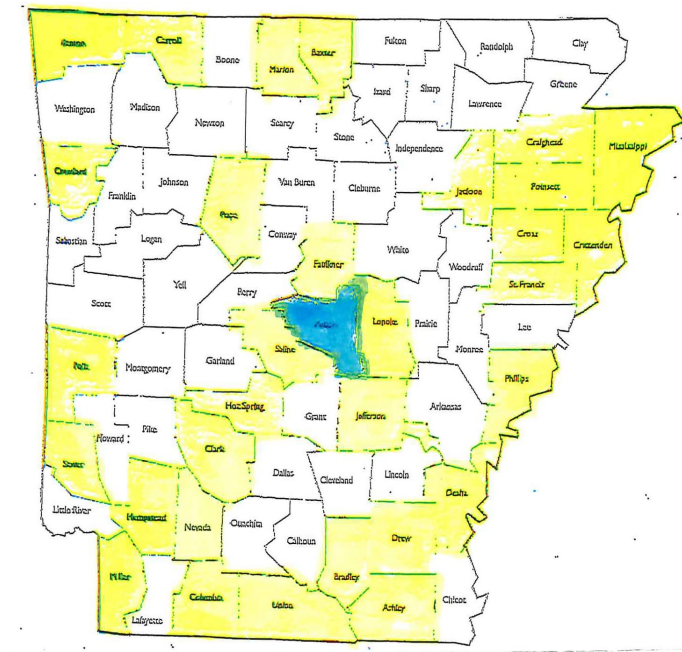
## Counties A-G

COUNTY	TOTAL
ASHLEY	2
BAXTER	2
BENTON	1
BRADLEY	1
CARROLL	2
CLARK	2
COLUMBIA	1
CRAIGHEAD	3
CRAWFORD	1
CRITTENDON	5
CROSS	1
DESHA	1
DREW	1
FAULKNER	9
GRANT	1

## Counties H-Z

HEMPSTEAD	1
HOT SPRINGS	1
JACKSON	2
JEFFERSON	13
LONOKE	3
MARION	2
MILLER	4
MISSISSIPPI	1
PHILLIPS	4
POLK	1
POPE	3
PULASKI	212
SALINE	7
SEVIER	1
ST. FRANCIS	2
UNION	2

## Arkansas Counties (31)





# Success Stories



Jennifer Fox

Microsoft Office Specialist



Bivia Hunt

Entrepreneurial Small Business  
Management





# Reimagine Survey Comments

I am extremely glad to have participated in the Reimagine Workforce Program. I took on the Entrepreneurship and Small Business Management Course. Initially, I felt a little intimidated by the thought of having to learn so much in such a small amount of time, having been out of school for nearly 30 years. From start to finish, the faculty at Shorter College enhanced my experience. Ms. Michelle Hatchett, who enrolled me and Dr. Daryl Tate, my instructor, were both knowledgeable, courteous, professional and a pleasure to work with.

It's officially my last week of interning with Montgomery & Associates and it's bittersweet for me. This program has opened a plethora of doors for me since I began my entrepreneurship journey. I experienced a hardship right in the beginning where my faith was truly tested. At one point I didn't even think there was a finish line to those trials and tribulations. After receiving a call from Mrs. Herron, I knew that this program was designed for people like me. This lady allowed me to release and provided me with resources to help see me through. The amount of support was immaculate. My hand was held through the entire process and once I was able to float on my own I did just that. Everyone came together and created a plan to get me back on track, in counseling, and more importantly, restore my faith. Mr. Chris checked in with me every month to make sure I accomplished this goal. Mr. Darrell placed me in rooms I'd never thought I'd be in. I've done a health fair, the Black Expo, rotary meetings, chamber meetings, and more. Because of this, I am now a full-time entrepreneur now licensed as an insurance producer, HR specialist, life coach, and soon-to-be financial advisor. The best part of it all was walking into my new office space as my very own boss. Now it's my turn to pay it forward. Thank you Shorter, you did that!

# Expenditures

## Reimagine Grant Award

### Expenditure Report through March 31, 2023

#### Shorter College Expenditures

*Salaries*

FB (Fringe Benefits)

*Travel and Conferences*

*Supplies*

Marketing

*Contractual*

Training Costs

**Total Direct Costs**

Indirect Charges

**Total Direct & Indirect Costs**

	Expenditures Thru	Remaining
Budget	3/31/2023	Budget
\$501,854	\$ 250,418	\$ 251,436
\$47,027	20,670	26,357
\$12,000	72	11,928
\$265,939	121,695	144,244
\$110,338	123,195	(12,858)
\$157,625	13,500	144,125
\$1,966,192	512,150	1,454,042
<b>\$3,060,974</b>	<b>1,041,700</b>	<b>2,019,274</b>
\$103,819	27,058	76,761
<b>\$3,164,793</b>	<b>\$ 1,068,758</b>	<b>\$2,096,035</b>

# Challenges

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Baton please.....



Coaches Corner.....



Batter Out.....

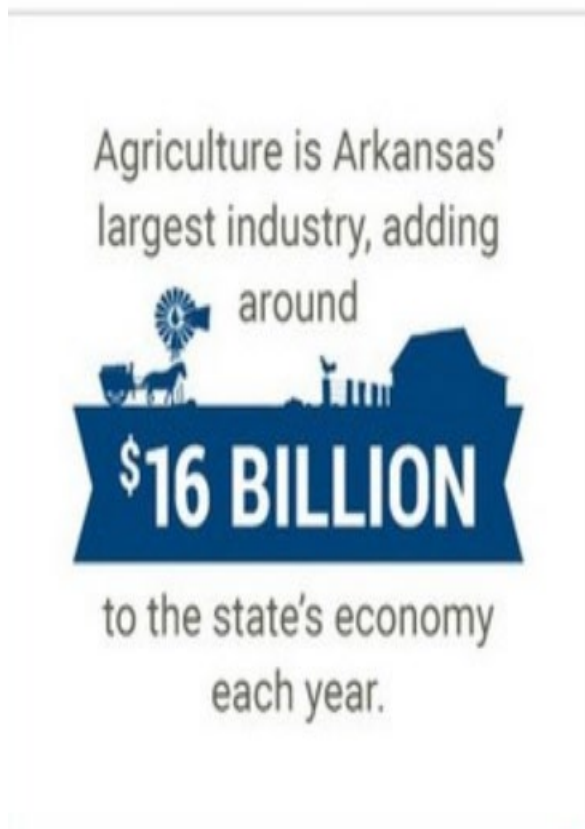


# Board Requests



# Certifications by the Numbers

## Green Jobs/Agriculture



### Certifications

Sustainable Horticulture

Environmental Studies

Agricultural Land Management

Agribusiness Management

# Certifications (Existing)



## ESBM

- 21st century skills
  1. Critical thinking
  2. Collaboration
  3. Communication
  4. Creativity
  5. Project/Performance based assessment

## Human Resources

- Course to internship process
- 21<sup>st</sup> century skills

## Digital Marketing Fundamentals

## Generative AI

- Content Development - fundamentals
- Tools and Platforms - exposure
- Case Studies - real world marketing
- Ethical Considerations - data privacy, bias in algorithm decision making



Thank you



Reimagine Arkansas

Workforce Program

[mhatchett@shortercollege.edu](mailto:mhatchett@shortercollege.edu)

[aburd@shortercollege.edu](mailto:aburd@shortercollege.edu)

501-396-3913



# Shorter College *Reimagine* Workforce Program

REIMAGINE the Possibilities...



**RETRAIN REBRAND REIMAGINE**

**CERTIFICATIONS**

**PAID INTERNSHIPS**

Entrepreneurship/Small Businesses Management

Human Resource Certificate

Digital Marketing Fundamentals

Wine Certification (Ages 21+ and older)

Microsoft Office Certification

IBM Certifications and Badges

Certificate in Apple Swift Coding

Accounting Software



**APPLY TODAY**

*Adults 18+, Affected by the Pandemic*



10/01/2022 thru 09/30/2023 (Year Three of Grant)

6

	Expenditures Thru	Average Monthly Exp.	Projection	Projected YTD Thru
Budget	3/31/2023	22	12/01/22-09/30/23	9/30/2023
<b>Shorter College Expenditures</b>				
<i>PS (Salaries)</i>	\$501,853.81	250,418	11,383	68,296
FB (Fringe Benefits)	\$47,026.88	20,670	940	5,637
<i>Travel and Conferences</i>	\$12,000.00	72	3	20
<i>Supplies</i>	\$265,938.50	121,695	5,532	33,190
Marketing	\$110,337.50	123,195	5,600	33,599
<i>Contractual</i>	\$157,625.00	13,500	614	3,682
Training Costs	\$1,966,192.27	512,150	23,280	139,677
<b>Total Direct Costs</b>	<b>\$3,060,973.96</b>	<b>1,041,700</b>	<b>47,350</b>	<b>284,100</b>
Indirect Charges	\$103,819.04	27,058	3,006	18,039
<b>Total Direct &amp; Indirect Costs</b>	<b>\$3,164,793.00</b>	<b>1,068,758</b>	<b>50,356</b>	<b>302,139</b>

**Notes:**

Update column C with cumulative Expenses

Update D10 for current number of month's expenses

Update E6 with remaining number of months in grant year

**Note:** This updated Report is due the Day before the second TEAMS call each month. Example: The November report will be due to ADWS should be reported on the December 28 Call.

## PARTICIPANTS SERVED BY PROGRAM As of March 2023



Year*	Enrolled	Completed
1	79	34
2	1,622	249
3	742	297
Total	2,443	580

\*Note: Year 1 of the Reimagine Arkansas Workforce Project began 10/1/2020 and ended 9/30/2021. Year 2 began 10/1/2021 and ended 9/30/2022. The project is in its third year, which began 10/1/2022 and will end 9/30/2023.



## ENROLLMENTS BY TRAINING INDUSTRY As of March 2023



## POPULATIONS SERVED

As of March 2023

In their applications, participants can identify population demographics that may demonstrate their eligibility to receive funding for training. Here are the populations served from year one of the program based on this data:

POPULATION DEMOGRAPHIC	PARTICIPANTS
Female	1,984
Age 55+	1,140
Ethnicity - Not Hispanic or Latino	2,219
Ethnicity - Hispanic or Latino	224
Race - White or Caucasian	1,234
Race - Black or African American	945
Race - More Than One Race	151
Race - Asian or Asian American	78
Race - American Indian or Native Alaskan	30
Race - Hawaiian or OPI	5

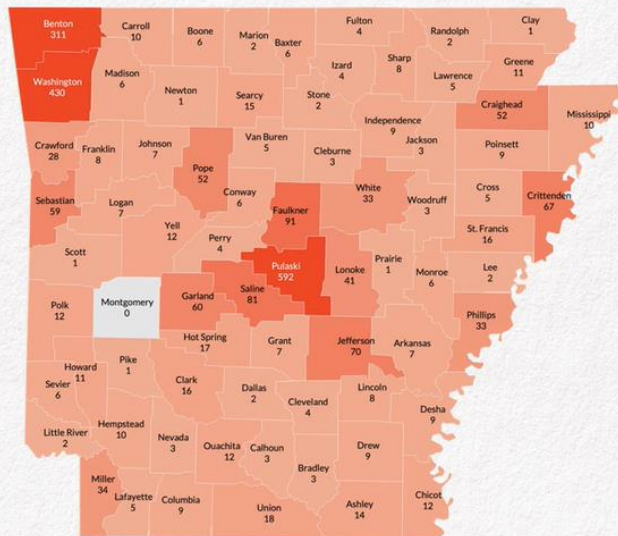
POPULATION DEMOGRAPHIC	PARTICIPANTS
English Not Primary Language	89
Disability Reported	260
Ex-Offender	131
No HS Degree or GED	11
Unemployed	812
Self-Employed	135
Underemployed	717
Displaced Homemaker	104
Separating Military Service Member	8
SNAP Recipient	417
Veteran	79
Rural Area Resident	501
Homeless	69
Aged Out of Foster Care	14
TANF Recipient	17
Minority	1,335
No Work History	41
Other Traditionally Marginalized Group	42
Economic Opportunity Zone Resident	234



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## PARTICIPANTS SERVED BY COUNTY As of March 2023



74 of 75 Arkansas counties  
with enrolled participants

2,434 Arkansas Residents

9 Neighboring State Residents  
(OK, TN, LA, TX)

**2,443 TOTAL ENROLLED**




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# MARKETING DATA As of March 2023

All efforts direct people to the website

 Printed materials distributed across Arkansas resulted in 453 QR code scans



## Social Media Paid Ads

From LinkedIn and Facebook 01/18/22 - 02/3/23

13,797 Site visits

1,107 Go to Application Button Clicks

In-house paid social media campaign ongoing.



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# WEBSITE DATA

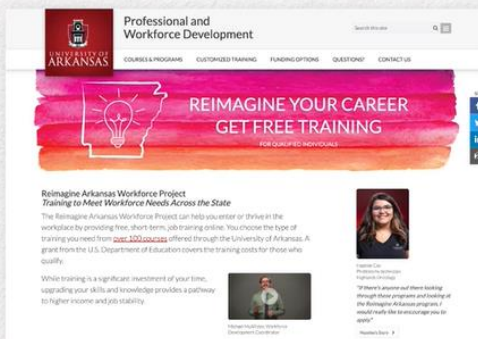


Website training.uark.edu/reimagine  
from December 14, 2021 - March 31, 2023

86,197 users

225,435 total page views

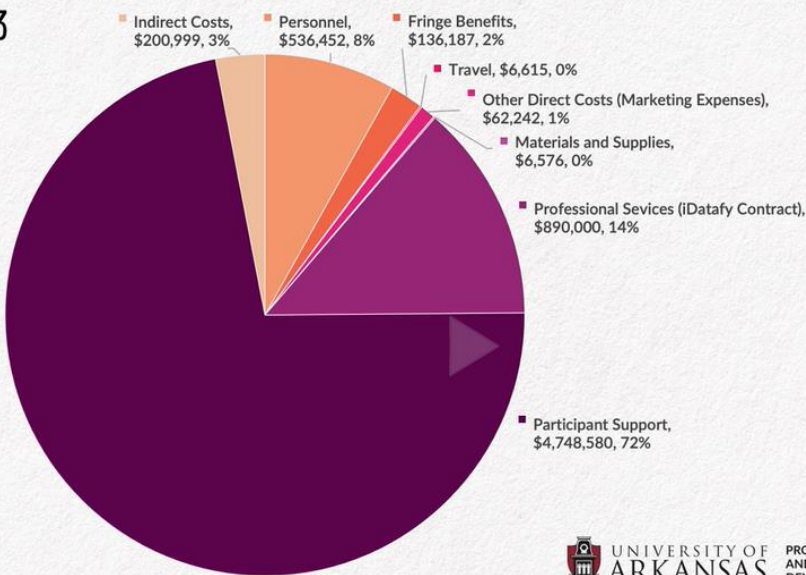
Avg. Session Duration 2 min. 31 sec.



CITY	USERS	PAGEVIEWS
Little Rock	11,654	29,502
Fayetteville	6,575	17,035
Bentonville	3,462	9,852
Springdale	3,120	7,719
(not set) No data provided	2,532	6,236
Fort Smith	2,049	5,282
Rogers	2,016	4,794
Conway	2,008	4,517
North Little Rock	1,905	4,550
Jonesboro	1,825	4,457
Hot Springs	1,150	3,485
Benton	1,118	2,823
Sherwood	1,052	2,411
Cabot	1,044	2,601
Russellville	1,007	3,276
Jacksonville	993	2,391
Pine Bluff	922	2,387
Bella Vista	778	3,155
Maumelle	667	1,660
Bryant	652	1,399

# REIMAGINE GRANT EXPENDITURES

As of March 2023



10/01/2022 thru 09/30/2023 (Year Three of Grant)

6

**U of A Expenditures**

PS (Salaries)	\$747,603.37	536,452	17,882	107,290	643,742
FB (Fringe Benefits)	\$184,454.90	136,187	4,540	27,237	163,425
Travel	\$36,064.69	6,615	220	1,323	7,938
Supplies	\$16,469.10	6,576	219	1,315	7,892
Marketing	\$167,663.14	62,242	2,075	12,448	74,690
Contractual	\$1,335,000.00	890,000	29,667	178,000	1,068,000
Training Costs	\$7,295,209.45	4,748,580	158,286	949,716	5,698,296
Total Direct Costs	\$9,782,464.65	6,386,652	212,888	1,277,330	7,663,982
Indirect Charges	\$306,086.35	200,999	6,700	40,200	241,198
Total Direct & Indirect Costs	\$10,088,551.00	6,587,650	219,588	1,317,530	7,905,180

Notes:

**Update column C with cumulative Expenses****Update D10 for current number of month's expenses****Update E6 with remaining number of months in grant year**

**Note:** This updated Report is due the Day before the second TEAMS call each month. Example: The November report will be due to ADW should be reported on the December 28 Call.



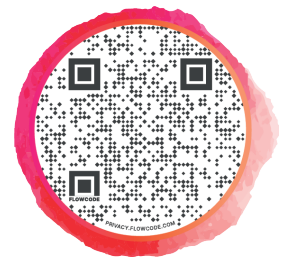
# REIMAGINE YOUR CAREER GET FREE TRAINING

FOR QUALIFIED INDIVIDUALS

## TRAINING.UARK.EDU/REIMAGINE

### Enter or Thrive in the Workplace

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



### Who Should Apply?

- Arkansas residents (or residents of a neighboring state who work in Arkansas)
- 18 years of age or older
- Eligible to work in the U.S.
- If male, registered for selective service or exempt (can register before applying)

- 15 Career Fields
- No Cost to Those Who Qualify
- Grant Funded
- Apply Online



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SHORTER  
COLLEGE  
FOUNDED 1886

IDATAFY®

This poster was developed under a grant from the Department of Education. This does not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government. Project partners are listed above.



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

**May 3, 2023**

**AGENDA ITEM 7 – INFORMATIONAL: Arkansas211**

**INFORMATION/RATIONALE:** All information below came from their website.

Whether you want to give or get help, Arkansas 211 is the free, confidential, 24-hour-a day, multilingual way to connect individuals and families to critical local resources. These include food, shelter, rental assistance, childcare, and more. Arkansas 211 helps callers navigate their situation and then matches them with the best and closest resources in their community.

Arkansas211 History and Facts

In 2000, due to efforts of the Alliance of Information and Referral Systems (AIRS) and United Way Worldwide (UWW), the Federal Communications Commission (FCC) designated 211 as the three-digit dialing code for information and referral. This easy-to-remember number was set aside to provide access to health and human services.

In 2004, United Ways of Benton and Washington counties submitted a proposal to the Arkansas Public Service Commission (PSC) to provide 211 services statewide. The PSC approved United Way as the statewide 211 provider in 2007.

The initial launch of a statewide system began in 2008 and operated for one year. In 2010, 211 services relaunched in Northwest Arkansas covering Benton, Carroll, Madison and Washington counties.

In 2017, United Way of Northwest Arkansas received an AmeriCorps grant to expand the 211 database and resources to cover the entire state of Arkansas. After a brief period of repositioning due to changing funding, Arkansas 211 expanded contact service to the entire state of Arkansas in 2019. An additional grant was received to expand the system statewide to address the rise in needs across the state due to the pandemic.

Since 2019, Arkansas 211 has connected hundreds of thousands individuals and their families across the state to critical, local resources, including food, shelter, rental assistance, childcare and more.

How it Works

Dial 2•1•1 from anywhere in Arkansas, and you will reach a highly-trained information and resource specialist who will assess your needs and provide a list of referrals to available resources in your community. Arkansas 211 has a database of over 19,000 resources to help you find the right services.



Referrals are usually given over the phone, or can be emailed or texted to you. In crisis situations, a warm transfer can be made directly to crisis specialists or 911. TTY and interpreter services are available. Arkansas 211 has multilingual resource specialist team members and uses a service that allows us to communicate with callers in more than 150 different languages. Arkansas211.org has built-in translation functionality with support for more than 30 languages (powered by Google Translate).

Arkansas 211 is fully certified in crisis intervention by the American Association of Suicidology. We are also a member of The Alliance of Information and Referral Systems (AIRS), the professional association for over 1,200 community information and referral providers.

# Arkansas 211 Monthly Impact Report

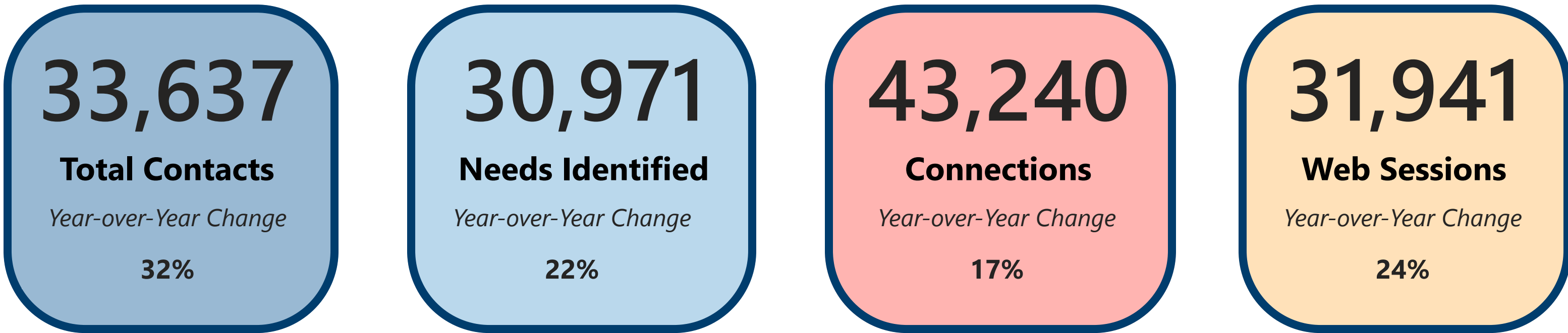
Statewide Report | Multiple Months Selected 2022



## Summary

In April of 2022, Arkansas 211 handled 33,637 contacts . This represented an increase of 32% compared to April of the previous year. The Arkansas 211 website hosted a total of 31,941 web sessions in April of 2022, an increase of 24% compared to April of the previous year.

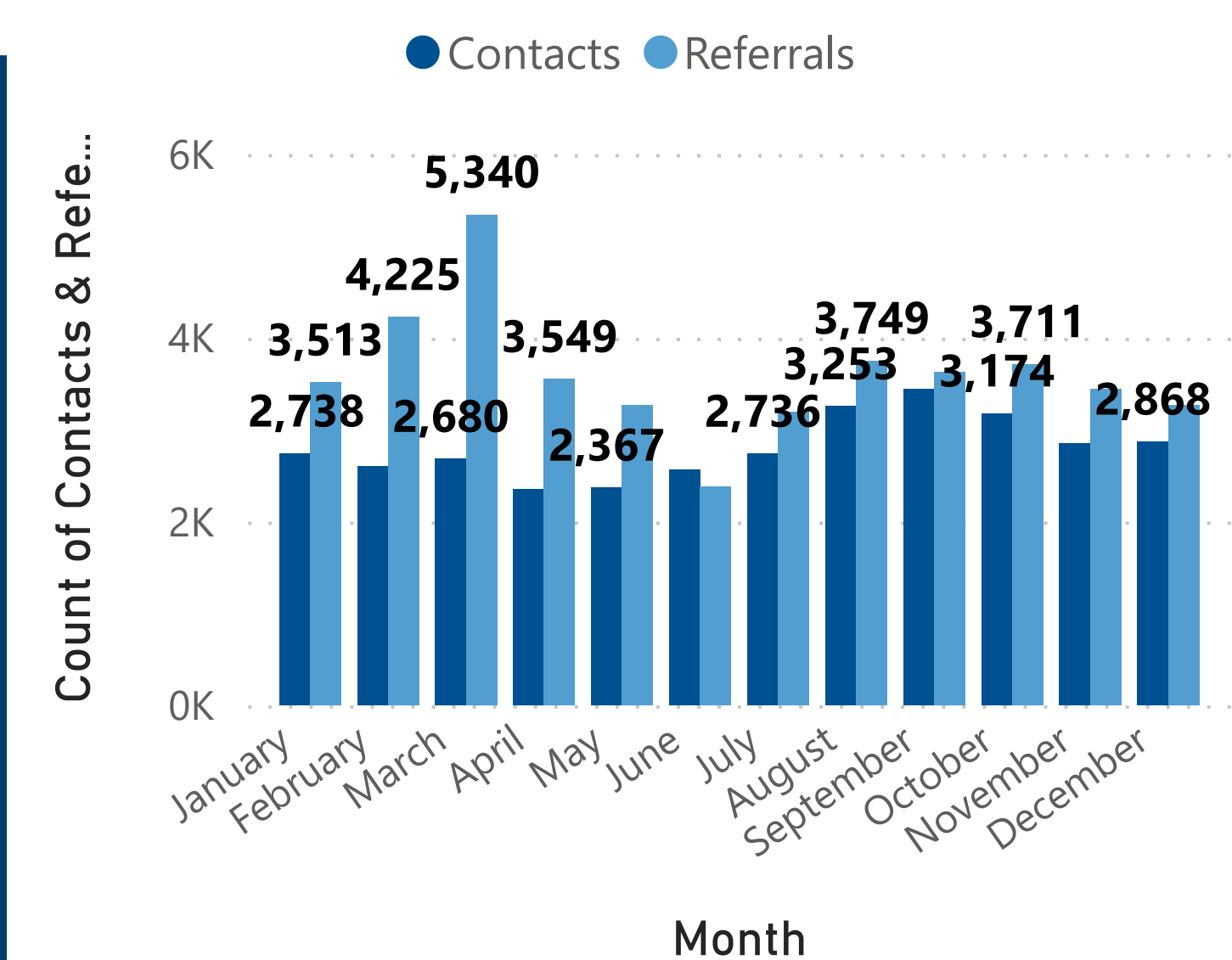
## Contacts and Web Sessions



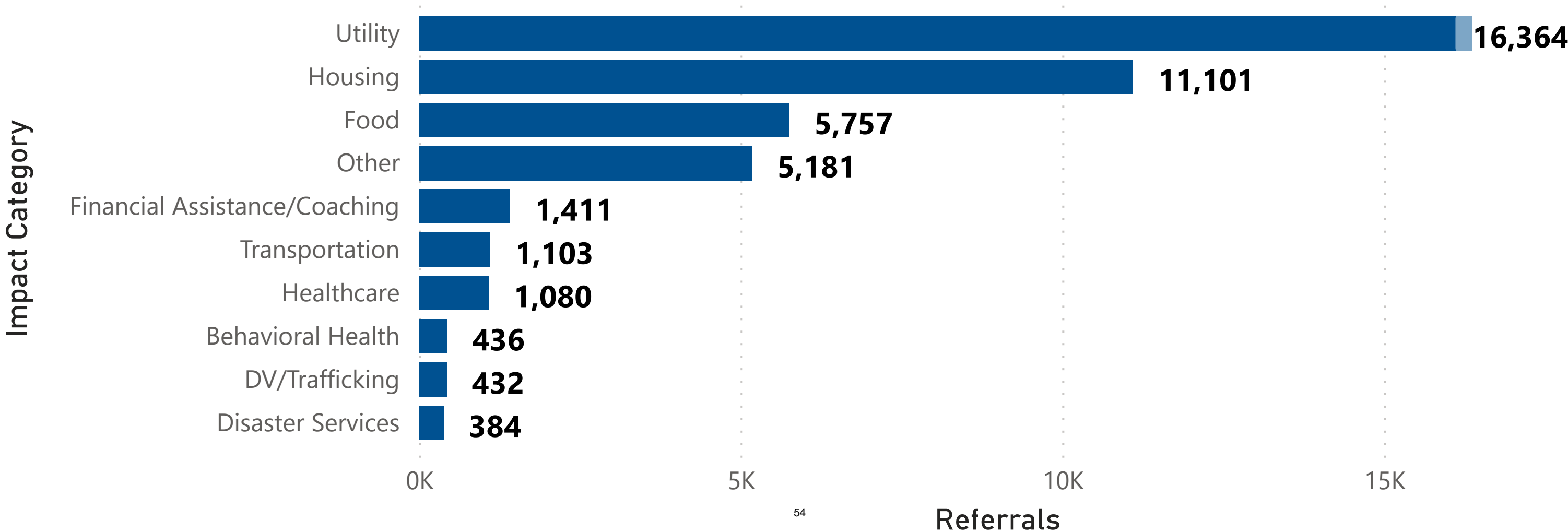
## Top 10 Client Needs

Need	Contacts	Connections
Electric Assistance	4,816	8,229
Gas Assistance	3,097	5,294
Rent Assistance	2,767	4,104
Food Pantries	1,771	4,416
Temporary Financial Assistance	1,284	1,350
Water Assistance	1,216	1,572
Housing Related Coordinated Entry	720	833
Rapid Re-Housing Programs	695	765
Utility Bill Payment Plan Negotiation Assistance	595	602
Transitional Housing/Shelter	589	864

## Contacts and Referrals by Month



## Connections by Impact Category



# Arkansas 211 Monthly Impact Report

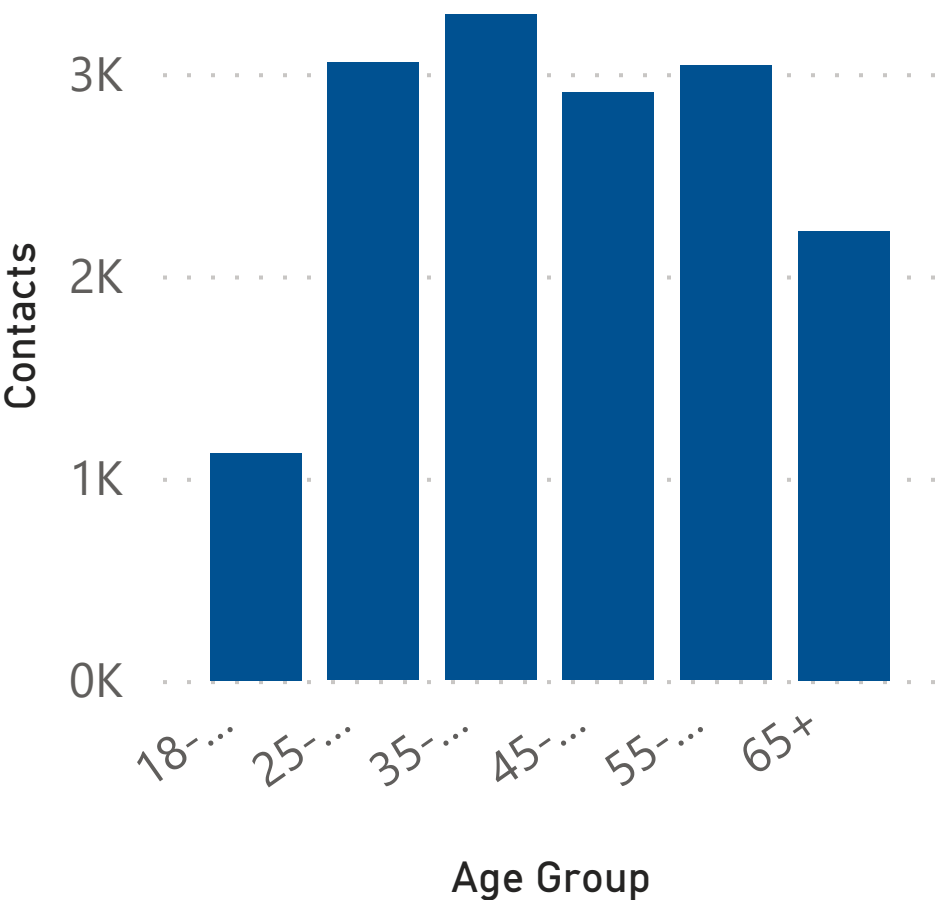
Statewide Report | Multiple Months Selected 2022



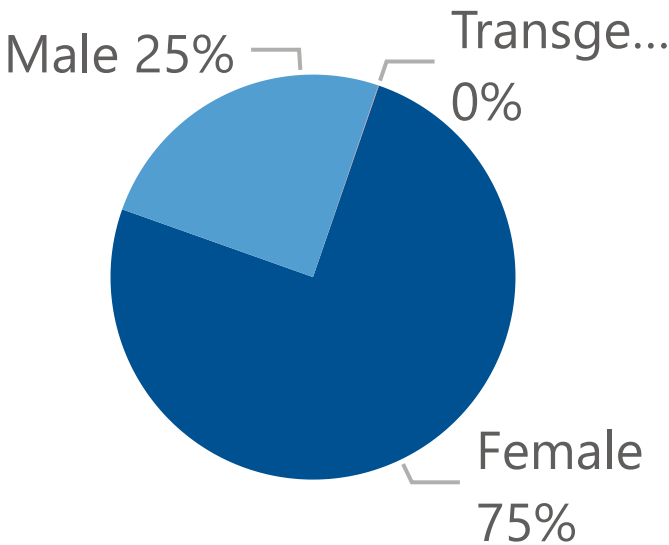
## Demographics

This data provides details about who used 211 services during Qtr 1 of 2022. Note that any contacts for which a question was refused or not collected are excluded from that question in the data displayed below.

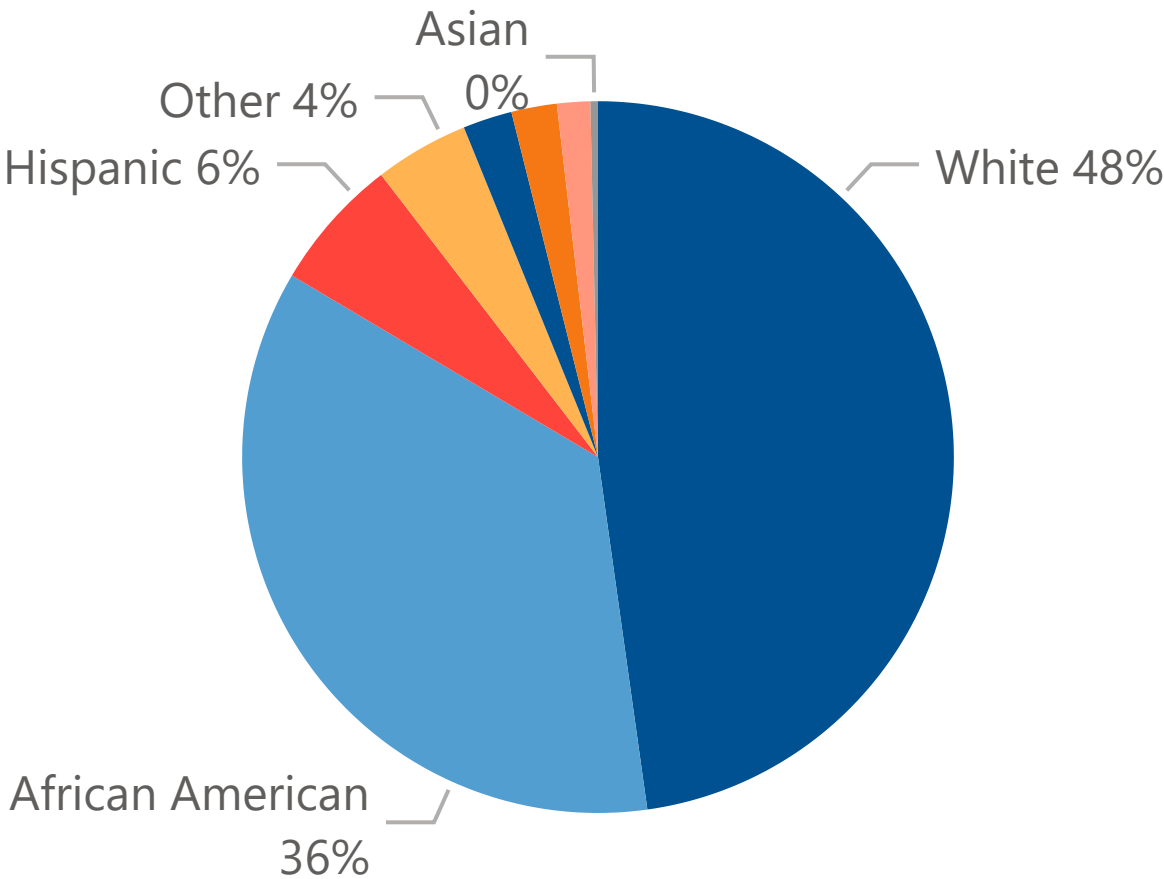
Age Groups



Gender



Race/Ethnicity

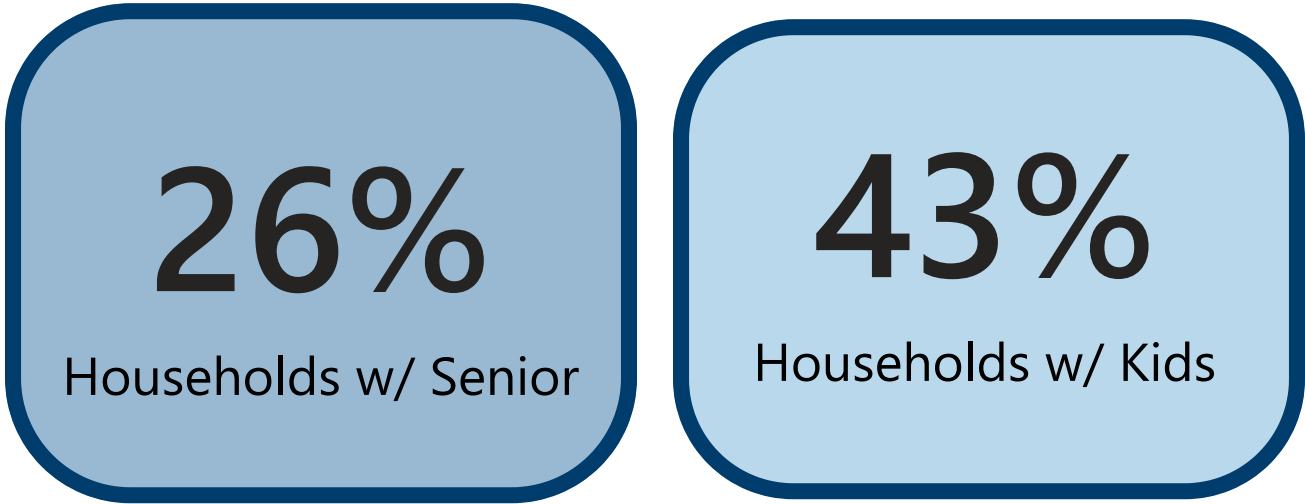


Age Group	Contacts	%
<18	39	0%
18-24	1,123	7%
25-34	3,053	19%
35-44	3,289	21%
45-54	2,903	19%
55-64	3,038	19%
65+	2,220	14%

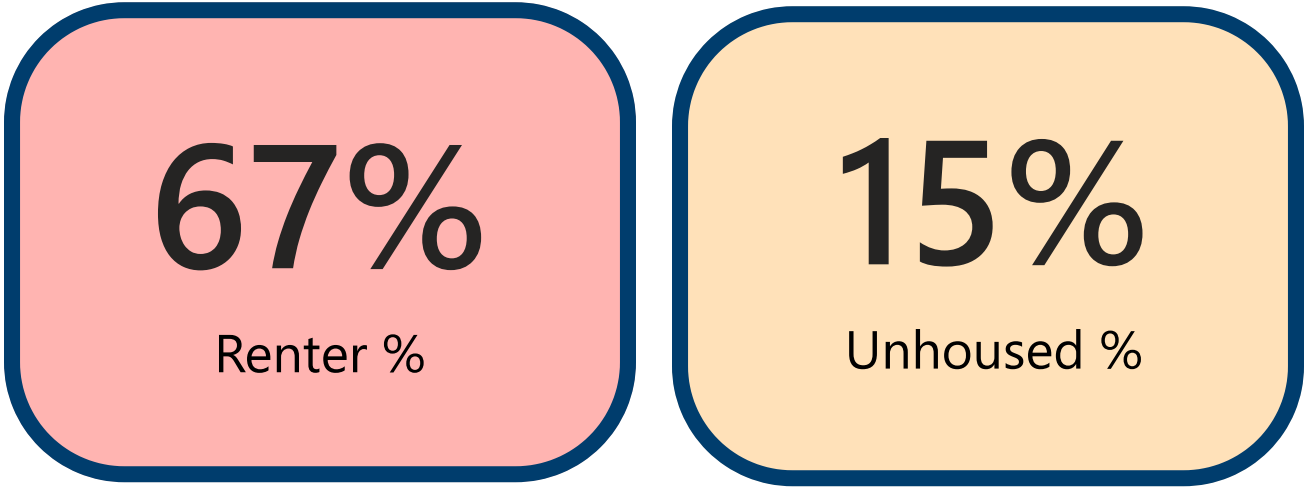
Gender	Contacts	%
Female	17,252	75%
Male	5,692	25%
Transgender	7	0%
Non-binary	5	0%

Ethnicity	Contacts	%
White	6,823	48%
African American	5,103	36%
Hispanic	864	6%
Other	611	4%
Marshallese	319	2%
Native American, Native Alaskan	295	2%
Bi-racial	215	2%
Asian	49	0%

## Seniors and Children



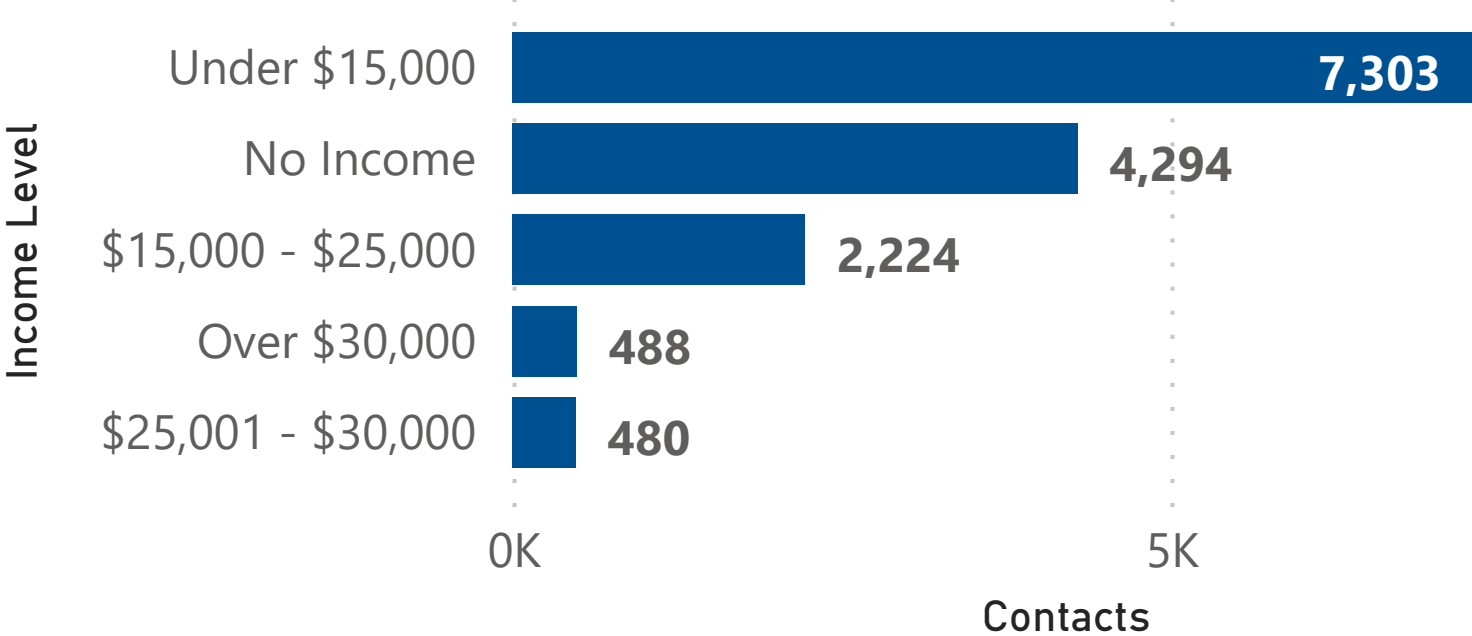
## Residence Type



## Referral Source

Referral Source	Contacts	%
Agency	6,675	36%
Called Before	5,750	31%
Friend	3,055	16%
Website	1,674	9%
Media	903	5%
Outreach	657	4%

## Income



Arkansas 211 Monthly Impact Report

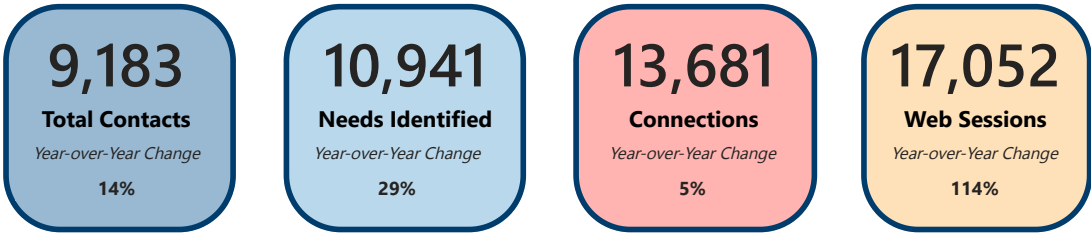
Statewide Report | 2023



Summary

In February of 2023, Arkansas 211 handled 9,183 contacts . This represented an increase of 14% compared to February of the previous year. The Arkansas 211 website hosted a total of 17,052 web sessions in February of 2023, an increase of 114% compared to February of the previous year.

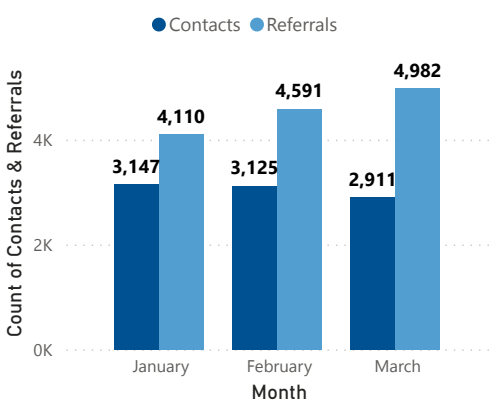
Contacts and Web Sessions



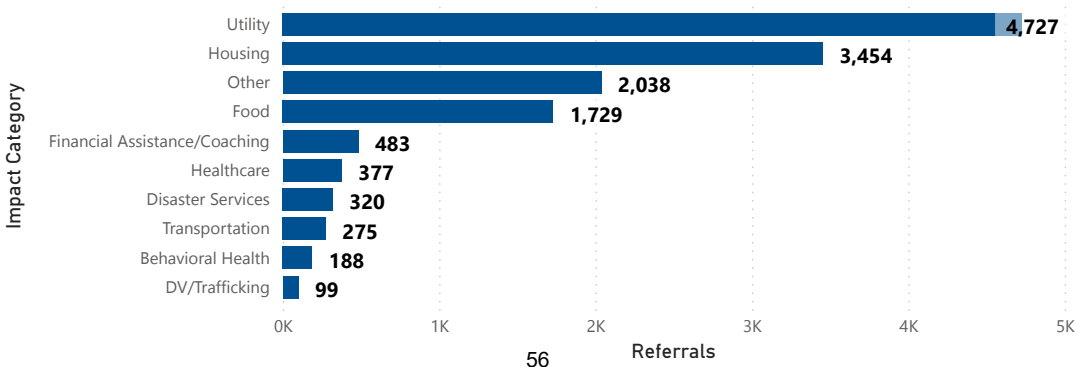
Top 10 Client Needs

Need	Contacts	Connections
Gas Assistance	1,350	2,166
Electric Assistance	1,283	1,914
Rent Assistance	533	602
Food Pantries	527	1,235
Temporary Financial Assistance	428	452
Water Assistance	356	496
Comprehensive Information and Referral	274	319
Transitional Housing/Shelter	224	348
Low Income/Subsidized Private Rental Housing	209	513
Food Stamps/SNAP	195	205
Specialized Information and Referral	195	241

Contacts and Referrals by Month



Connections by Impact Category



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

**May 3, 2023**

### **AGENDA ITEM 7 – INFORMATIONAL: UpSkill NWA**

**INFORMATION/RATIONALE:** All information below came from their website.

#### **Mission**

Upskill NWA comes to work every day with the mission to connect you to your dream career. Currently, we connect participants to career opportunities in the healthcare field and take care of things like tuition, books, fees, licensing exam costs, and other historical barriers. Upskill NWA participants are partnered with a Career Navigator who are with you every step of the way to ensure your success.

#### **History**

Excellerate Foundation and Walton Family Foundation joined leaders from local academic institutions and major employers in Northwest Arkansas to connect the region's untapped workforce to skilled positions in high demand industries.

As a result, these two foundations committed \$3 million to the three-year roll out phase of Upskill NWA. Upskill NWA is based on the proven model of success that has served people across the country for nearly 30 years, a model that has been known as Project QUEST, Capital IDEA, and others.

#### **Vision**

Upskill NWA wants to bring this successful upskilling model to our region to provide lasting positive impact to its participants and their families. Research showed that children of Capital IDEA participants experienced a college enrollment rate of approximately 70% directly after high school compared to the expected rate of just 45% (Source: Greg Compton, UT Ray Marshall Center). We want to empower leaders of today and generations of leaders to come.



### **CAROL SILVA MORALES**

[Carol Silva Moralez](#), President & CEO of [Upskill NWA](#), is leading the sectoral-based workforce development program and is growing a robust stand-alone organization providing lower income workers access to education and placing them into high-paying, high-demand careers in healthcare.

Upskill NWA ensures education costs are paid for, works with Hark NWA to provide wrap around services, and provides each participant with a Career Navigator to help ensure the participant has the support they need to graduate. Together with the team at the Excellerate Foundation, Moralez is focused on building a region-wide collective that coordinates its efforts with philanthropic, education, healthcare, and social support partners to create a robust ecosystem of support for Upskill NWA program participants.

Moralez is a successful executive who spent 25 years advancing into multiple leadership roles in Walmart field operations before bringing her People and Operations leadership expertise to the Bentonville home office where she lead teams in the design and development of functional and leadership training for Walmart's U.S. workforce.

Prior to being Upskill NWA's President & CEO, Moralez was the Lead Partner responsible for Diversity and Inclusion and Leadership Development practices at SERVE2PERFORM where she also served as the Co-Chair of LatinXNA.

Her community service includes the Bentonville Mayor's Community Council, Rotary Satellite Club of Bentonville, and Vice Chair of Community Clinic NWA Board and serves on Washington County's Community Economic Development Strategy taskforce. Moralez has a record of excellence having earned the coveted Helen Walton Community Award from Walmart and was the recipient of NWA Business Journal's 2020 Top Ten Women in Business Award.

Links to related articles:

[Axios Northwest Arkansas Power Players: Sarah Huckabee Sanders, the young Waltons - Axios NW Arkansas](#);

[Upskilling Program Lifts Working Adults into Higher-Paying Jobs in Northwest Arkansas \(waltonfamilyfoundation.org\)](#);

[Northwest Arkansas group gearing up to upgrade work skills \(nwaonline.com\)](#)

[Springdale City Council backs job-training initiative of Excellerate Foundation \(arkansasonline.com\)](#)

Links to related videos:

[UPSKILL NWA - YouTube](#)

[Upskill NWA - Impacting the Health Care Profession \(nwahomepage.com\)](#)

Links to podcasts:

[Transforming Lives: Carol Silva Moralez and Upskill NWA's Mission to Provide Access to Healthcare Jobs here in Northwest Arkansas : I am Northwest Arkansas](#)



# UPSKILL NWA

## What does Upskill NWA do?

- Pay for tuition, books, fees, required supplies, and certification testing
- Provide a Career Navigator
- Connection to resources
- Career placement services



## Current Career Options

- Licensed Practical Nurse
- Surgical Technologist
- Registered Nurse
- Respiratory Therapist
- Emergency Medical Technician
- Radiological Imaging Sciences
- LPN to BSN Bridge Program

## Eligibility Requirements

- Must be at least 18 years old
- Have a GED or high school diploma
- Must be able to live and work in the United States
- Not already have a bachelor's degree (associate considered)
- Must be a resident of Benton, Madison, or Washington county
- Household income must be less than or equal to 80% AMI

2023 - 80% AMI								
Household Size → Max Income	1	2	3	4	5	6	7	8
	\$43,740	\$53,600	\$60,300	\$66,950	\$72,350	\$77,700	\$83,050	\$88,400

## So, what's the catch?

- Interview with all five employer partners (below) before accepting an offer
- Accept an offer of your choice from an employer partner (below)
- Work full-time for two years with that employer partner



apply @ [upskillnwa.com](https://upskillnwa.com)

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

**May 3, 2023**

**AGENDA ITEM 8 – INFORMATIONAL: WIOA Partner Updates**

**INFORMATION/RATIONALE:** Updates from the CORE Partners are a standing agenda item. This item is meant for partners to provide updates to the Board on status of programs and services.

Understanding this information can assist the members of this Board in gaining insight into the performance and issues these programs are facing.

**Title II – Adult Education**

Dr. Trenia Miles has asked Director Faubus-Kendrick to present to the Arkansas Workforce Development Board.

Dr. Debbie Faubus-Kendrick has been an educator for 42 years and Director of the Crawford County Adult Education Center for 16 years. Dr. Faubus-Kendrick earned her Ed.D. from the University of Arkansas, College of Education and Health Professions. She served as president and vice president of the Arkansas Association of Continuing and Adult Education (AACAE), president of the Arkansas Association of Adult Education Administrators, and secretary of the Arkansas Adult Education Advisory Council. Additionally, Faubus-Kendrick was instrumental in bringing Vincennes University Military Education Program to Crawford County. She acted as an adjunct professor for Vincennes for over 6 years. She is the legislative chairperson for Arkansas Adult Education, Adult Education Representative for the local workforce board, and Northwest Representative for the Arkansas Adult Education Advisory Council. She was named 2014 Outstanding Administrator of the Year by Arkansas Adult Education. In 2017, she received the Iverson Riggs Memorial Citizen of the Year Award for her service to Van Buren, Arkansas. Her community activities include DWI Court Team, Salvation Army Board, Comprehensive Juvenile Services Board and Head Start Policy Council and Board. Most recently, she has been named 2023 Outstanding Alumni of the College of Education and Health Professions at the University of Arkansas and 2022 Workforce Development Hero by the National Association of Workforce Development Professionals. Faubus-Kendrick has been a Coalition of Adult Basic Education (COABE) member for 16 years. She served as COABE Secretary, Region 6 Representative, and Vice-President in charge of membership. Her Alternative Sentencing Program at CCAEC is nationally recognized as Advancing Innovation in Adult Education by the Office of Career, Technical and Adult Education (OCTAE). Faubus-Kendrick also holds the position of Constable for her Mountainburg community. She is married to Roy Kendrick, and they have two adult sons Kris (Courtney) and Kolby (Alexis) and two grandsons Cohen and Connor. She and Roy raise dogs; included in her 17 dogs is Olive, a Therapy dog certified through the Alliance of Therapy Dogs.

Arkansas- PY' 21 WIOA Performance Results						
ADULT		Employment Rate 2nd Quarter after Exit	Employment Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 934	Statewide Negotiated Goal	87%	87%	\$ 6,200.00	82%	72.10%
	Statewide Actual Rate	78.80%	79.50%	\$ 6,754.00	71.90%	67.10%
	90% Threshold	78.3%	78.3%	\$ 5,580.00	73.8%	64.9%
		MET	MET	MET	FAILED	MET
DISLOCATED WORKER		Employment Rate 2nd Quarter after Exit	Employment Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 216	Statewide Negotiated Goal	91%	89%	\$ 6,900.00	79%	70.20%
	Statewide Actual Rate	80.00%	78.00%	\$ 7,986.00	78.70%	76.30%
	90% Threshold	81.9%	80.1%	\$ 6,210.00	71.1%	63.2%
		FAILED	FAILED	MET	MET	MET
Youth		Employment or Education Placement Rate 2nd Quarter after Exit	Employment or Education Placement Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 742	Statewide Negotiated Goal	80%	80%	\$ 3,024.00	73%	61.00%
	Statewide Actual Rate	74.50%	73.90%	\$ 4,407.00	53.40%	63.20%
	90% Threshold	72.0%	72.0%	\$ 2,721.60	65.7%	54.9%
		MET	MET	MET	FAILED	MET

LWDA PY21 WIOA Adult Program Performance Outcomes		Employment Q2		Employment Q4		Median Earnings		Credential Attainment		Measurable Skills Gains Attainment	
		Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate
Little Rock	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	82.6%	Passed	84.6%	Exceeded	\$ 4,352	Failed	47.6%	Failed	55.2%	Failed
Central	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	62.5%	Failed	70.6%	Passed	\$ 11,715	Exceeded	86.7%	Exceeded	76.7%	Exceeded
North-Central	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	74.4%	Failed	75.0%	Passed	\$ 6,825	Exceeded	77.3%	Passed	65.6%	Passed
NorthWest	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	78.5%	Passed	79.7%	Exceeded	\$ 7,886	Exceeded	78.7%	Passed	74.1%	Exceeded
West-Central	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	81.8%	Passed	100.0%	Exceeded	\$ 7,057	Exceeded	90.0%	Exceeded	87.5%	Exceeded
Western	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	82.1%	Passed	83.8%	Exceeded	\$ 6,749	Exceeded	61.1%	Failed	65.7%	Passed
SouthWest	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	80.3%	Passed	71.2%	Passed	\$ 6,157	Passed	64.5%	Failed	56.8%	Failed
SouthEast	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	73.5%	Failed	75.6%	Exceeded	\$ 7,329	Exceeded	58.8%	Failed	31.3%	Failed
NorthEast	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	74.4%	Failed	77.1%	Exceeded	\$ 6,625	Exceeded	78.7%	Passed	87.1%	Exceeded
Eastern	Target	87.0%	78.3%	75.0%	67.5%	\$ 6,200	\$ 5,580	82.0%	73.8%	72.1%	64.9%
	Actual	91.4%	Exceeded	91.0%	Exceeded	\$ 6,755	Exceeded	77.0%	Passed	83.7%	Exceeded

LWDA PY21 WIOA Youth Program Performance Outcomes		Employment Q2		Employment Q4		Median Earnings		Credential Attainment		Measurable Skills Gains Attainment	
		Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate
Little Rock	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	78.6%	Passed	59.1%	Failed	\$ 2,026	Failed	31.3%	Failed	27.3%	Failed
Central	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	53.8%	Failed	77.1%	Passed	\$ 3,409	Exceeded	75.0%	Exceeded	0.0%	Failed
North-Central	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	77.5%	Passed	72.3%	Passed	\$ 4,672	Exceeded	40.0%	Failed	67.5%	Exceeded
NorthWest	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	78.4%	Passed	80.3%	Exceeded	\$ 5,369	Exceeded	77.6%	Exceeded	84.8%	Exceeded
West-Central	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	64.0%	Failed	65.2%	Failed	\$ 2,189	Failed	46.7%	Failed	66.7%	Exceeded
Western	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	78.1%	Passed	70.7%	Failed	\$ 3,543	Exceeded	35.3%	Failed	59.3%	Passed
SouthWest	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	85.7%	Exceeded	68.2%	Failed	\$ 4,168	Exceeded	70.0%	Passed	58.3%	Passed
SouthEast	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	68.9%	Failed	75.0%	Passed	\$ 4,998	Exceeded	38.1%	Failed	9.5%	Failed
NorthEast	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	69.0%	Failed	71.4%	Failed	\$ 3,827	Exceeded	47.1%	Failed	38.7%	Failed
Eastern	Target	80.0%	72.0%	80.0%	72.0%	\$ 3,024	\$ 2,722	73.0%	65.7%	61.0%	54.9%
	Actual	85.0%	Exceeded	87.9%	Exceeded	\$ 4,053	Exceeded	87.5%	Exceeded	71.4%	Exceeded

LWDA PY21 WIOA Dislocated Worker Program Performance Outcomes		Employment Q2		Employment Q4		Median Earnings		Credential Attainment		Measurable Skills Gains Attainment	
		Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate	Rate	90% Pass Rate
Little Rock	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	75.0%	Failed	85.0%	Passed	\$ 8,731	Exceeded	71.4%	Passed	70.6%	Exceeded
Central	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	63.6%	Failed	60.0%	Failed	\$ 6,164	Failed	53.3%	Failed	87.5%	Exceeded
North-Central	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	66.7%	Failed	100.0%	Exceeded	\$ 14,237	Exceeded	100.0%	Exceeded	76.9%	Exceeded
NorthWest	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	87.5%	Passed	80.5%	Passed	\$ 7,542	Exceeded	83.8%	Exceeded	69.8%	Passed
West-Central	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	82.4%	Passed	100.0%	Exceeded	\$ 7,923	Exceeded	66.7%	Failed	73.3%	Exceeded
Western	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	85.7%	Passed	100.0%	Exceeded	\$ 8,555	Exceeded	75.0%	Passed	50.0%	Failed
SouthWest	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	77.8%	Failed	66.7%	Failed	\$ 8,718	Exceeded	73.9%	Passed	81.8%	Exceeded
SouthEast	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	71.4%	Failed	88.2%	Passed	\$ 7,816	Exceeded	91.7%	Exceeded	73.3%	Exceeded
NorthEast	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	74.1%	Failed	58.1%	Failed	\$ 10,054	Exceeded	90.9%	Exceeded	90.0%	Exceeded
Eastern	Target	91.0%	81.9%	89.0%	80.1%	\$ 6,900	\$ 6,210	79.0%	71.1%	70.2%	63.2%
	Actual	85.7%	Passed	100.0%	Exceeded	\$ 7,940	Exceeded	88.9%	Exceeded	100.0%	Exceeded

Arkansas- PY' 22 WIOA Performance Results <small>(as of 4-26-23)</small>						
ADULT		Employment Rate 2nd Quarter after Exit	Employment Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 944	Statewide Negotiated Goal	83%	82%	\$ 6,649.00	81%	71.00%
	Statewide Actual Rate	75.74%	74.16%	\$ 7,358.75	66.89%	51.68%
	90% Threshold	74.7%	73.8%	\$ 5,984.10	72.9%	63.9%
		MET	MET	MET	UNMET	UNMET
DISLOCATED WORKER		Employment Rate 2nd Quarter after Exit	Employment Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 145	Statewide Negotiated Goal	83%	85%	\$ 7,227.00	79%	68.50%
	Statewide Actual Rate	72.79%	77.71%	\$ 9,000.00	63.77%	60.82%
	90% Threshold	74.7%	76.5%	\$ 6,504.30	71.1%	61.7%
		UNMET	MET	MET	UNMET	UNMET
Youth		Employment or Education Placement Rate 2nd Quarter after Exit	Employment or Education Placement Rate 4th Quarter after Exit	Median Earnings 2nd Quarter after Exit	Credential Attainment Rate	Measurable Skills Gains Rate
Total Participants Served 573	Statewide Negotiated Goal	73%	76%	\$ 3,700.00	62%	59.00%
	Statewide Actual Rate	71.92%	74.45%	\$ 3,627.54	47.27%	48.44%
	90% Threshold	65.7%	68.4%	\$ 3,330.00	55.8%	53.1%
		MET	MET	MET	UNMET	UNMET
Total WIOA Participants Served 1662						



**Arkansas Division of Workforce Services**  
**WIOA Cost Per Participant Analysis for PY-21/FY-22**

07/01/21 through 09/30/2022

<b>Adult</b>	<b>TRAINING SERVICES</b>			<b>ALL WIOA SERVICES</b>		
Local Workforce Board	# of Participants	Total Training Expenses	Training Expense Per Part.	# of Participants	Total Expenses	Total Expenses Per Part.
Central	46	\$214,250	\$4,658	46	\$608,894	\$13,237
Eastern	124	\$110,437	\$891	124	\$329,542	\$2,658
Little Rock	89	\$152,174	\$1,710	89	\$279,853	\$3,144
North Central	102	\$187,527	\$1,838	102	\$211,274	\$2,071
North East	124	\$164,278	\$1,325	124	\$216,797	\$1,748
Northwest	163	\$271,353	\$1,665	163	\$552,883	\$3,392
Southeast	102	\$89,205	\$875	102	\$102,881	\$1,009
South West	108	\$112,604	\$1,043	108	\$240,985	\$2,231
West Central	56	\$196,692	\$3,512	56	\$292,793	\$5,228
Western	51	\$54,441	\$1,067	51	\$134,083	\$2,629
<b>Grand Total</b>	<b>965</b>	<b>\$1,552,961</b>	<b>\$1,609</b>	<b>965</b>	<b>\$2,969,986</b>	<b>\$3,078</b>

<b>Youth</b>	<b>TRAINING SERVICES</b>			<b>ALL WIOA SERVICES</b>		
Local Workforce Board	# of Participants	Total Training Expenses	Training Expense Per Part.	# of Participants	Total Expenses	Total Expenses Per Part.
Central	0	\$210,441	\$0	11	\$520,080	\$47,280
Eastern	11	\$96,139	\$8,740	21	\$336,449	\$16,021
Little Rock	12	\$166,880	\$13,907	39	\$260,218	\$6,672
North Central	66	\$233,577	\$3,539	114	\$254,687	\$2,234
North East	0	\$365,083	\$0	72	\$374,922	\$5,207
Northwest	53	\$279,931	\$5,282	53	\$591,537	\$11,161
Southeast	39	\$489,321	\$12,547	60	\$519,128	\$8,652
South West	12	\$24,164	\$2,014	13	\$236,850	\$18,219
West Central	0	\$224,942	\$0	34	\$312,326	\$9,186
Western	29	\$89,609	\$3,090	29	\$341,566	\$11,778
<b>Grand Total</b>	<b>222</b>	<b>\$2,180,087</b>	<b>\$9,820</b>	<b>446</b>	<b>\$3,747,764</b>	<b>\$8,403</b>

<b>DLW</b>	<b>TRAINING SERVICES</b>			<b>ALL WIOA SERVICES</b>		
Local Workforce Board	# of Participants	Total Training Expenses	Training Expense Per Part.	# of Participants	Total Expenses	Total Expenses Per Part.
Central	20	\$63,797	\$3,190	20	\$203,607	\$10,180
Eastern	26	\$16,903	\$650	26	\$92,904	\$3,573
Little Rock	9	\$81,173	\$9,019	9	\$145,379	\$16,153
North Central	18	\$13,002	\$722	18	\$28,895	\$1,605
North East	25	\$79,653	\$3,186	25	\$92,225	\$3,689
Northwest	54	\$7,072	\$131	54	\$85,108	\$1,576
Southeast	23	\$34,072	\$1,481	23	\$36,716	\$1,596
South West	19	\$37,080	\$1,952	19	\$126,540	\$6,660
West Central	19	\$101,478	\$5,341	19	\$148,698	\$7,826
Western	8	\$7,289	\$911	8	\$28,952	\$3,619
<b>Grand Total</b>	<b>221</b>	<b>\$441,520</b>	<b>\$1,998</b>	<b>221</b>	<b>\$989,024</b>	<b>\$4,475</b>

Total All Funding Streams	# of Participants	Total Training Expenses	Training Expense Per Part.	# of Participants	Total Expenses	Total Expenses Per Part.	LWDA Population	Total Counties Served
Central	66	\$488,488	\$7,401	77	\$1,332,581	\$20,191	544,892	6
Eastern	161	\$223,480	\$1,388	171	\$758,895	\$4,714	108,466	5
Little Rock	110	\$400,228	\$3,638	137	\$685,451	\$6,231	204,289	1
North Central	186	\$434,106	\$2,334	234	\$494,856	\$2,661	232,292	10
North East	149	\$609,014	\$4,087	221	\$683,945	\$4,590	272,623	7
Northwest	270	\$558,356	\$2,068	270	\$1,229,528	\$4,554	717,871	9
Southeast	164	\$612,597	\$3,735	185	\$658,725	\$4,017	184,701	10
South West	139	\$173,848	\$1,251	140	\$604,376	\$4,348	208,004	12
West Central	75	\$523,112	\$6,975	109	\$753,817	\$10,051	313,310	10
Western	88	\$151,339	\$1,720	88	\$504,602	\$5,734	253,682	6
<b>Grand Total</b>	<b>1408</b>	<b>\$4,174,568</b>	<b>\$2,965</b>	<b>1632</b>	<b>\$7,706,774</b>	<b>\$5,474</b>		

# *Welcome!*



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# Crawford County Adult Education Center

*Alternative Sentencing Program*



3

## FORMATION



- ◆ 2010: Arkansas received a grant from the Department of Justice to develop innovative ways to confront crime and then resolve it.
- ◆ Smarter Sentencing Program
  - ◆ 13th Judicial District-Union County
  - ◆ David Butler, Prosecuting Attorney & Barbara Hamilton, SAU Tech Adult Education Director



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## FORMATION

- ◆ Fall 2016:
  - ◆ CCAEC began discussions with court personnel and stakeholders in Crawford County and surrounding area.
- ◆ Spring 2017:
  - ◆ Changed name to Alternative Sentencing Program and began formal partnership with the District Court of Crawford County.





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## Alternative Sentencing Growth



- ◆ Added partners since formation:
  - ◆ District Court
  - ◆ Drug Court
  - ◆ Child Support Court
  - ◆ DWI Court
  - ◆ Mental Health Court





## Alternative Sentencing Procedures

- ◆ CCAEC attends all court proceedings in Crawford County.
  - ◆ Physical presence in court is essential.
- ◆ In lieu of fines or community service, client can spend 40 hours with CCAEC.
- ◆ CCAEC provides overview of each class and explains the components of each.



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## Enrollment Procedures



*Completion of the following is required:*

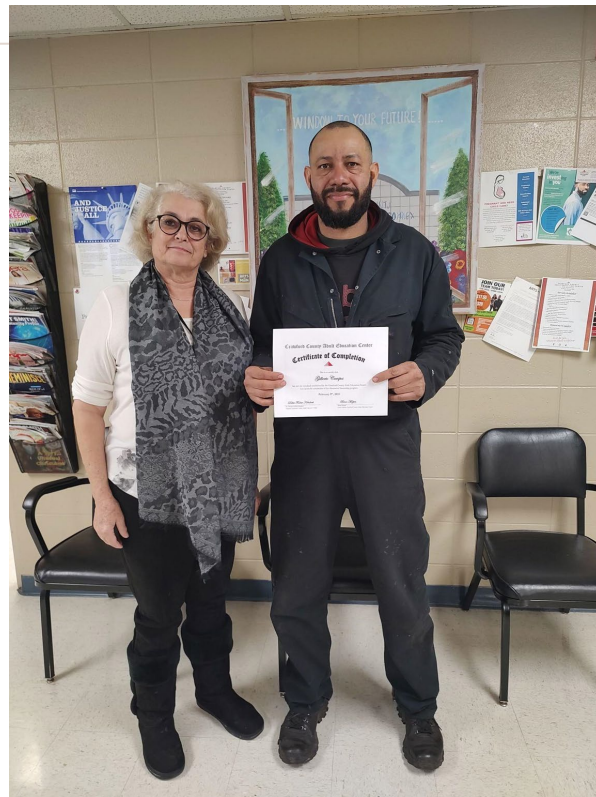
- ◆ Enrollment Application
- ◆ Learning Plan
- ◆ Alternative Sentencing Contract
- ◆ TABE Test
- ◆ Orientation
- ◆ Enroll in WAGE & Cognitive Behavioral Therapy (CBT)
- ◆ 40 Hours



## Attendance Guidelines

Students are required to attend:

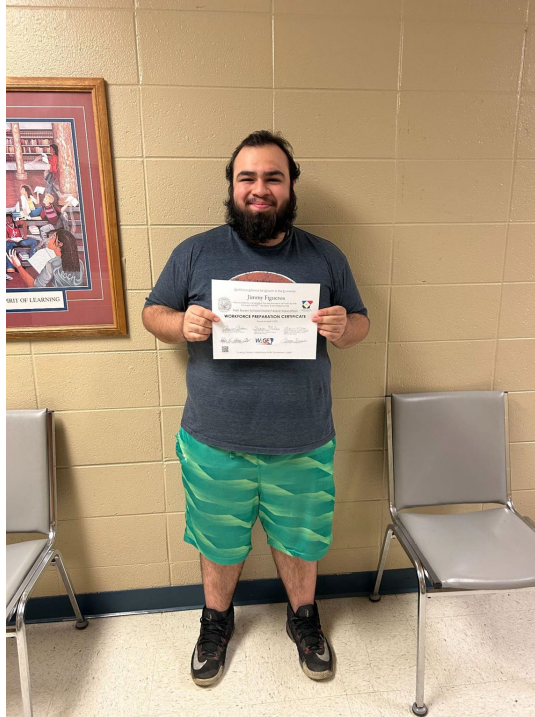
- ❖ 6 hours weekly if enrolled in evening classes
- ❖ 20 hours a week if enrolled in GED classes (unemployed)
- ❖ 10 hours a week if enrolled in GED classes (employed)







## Standard Student Policies Apply



- ❖ The Probation Officer is solely authorized to forgive an absence.
- ❖ Students who complete the class will satisfy their alternative service obligation and all fines will be waived.

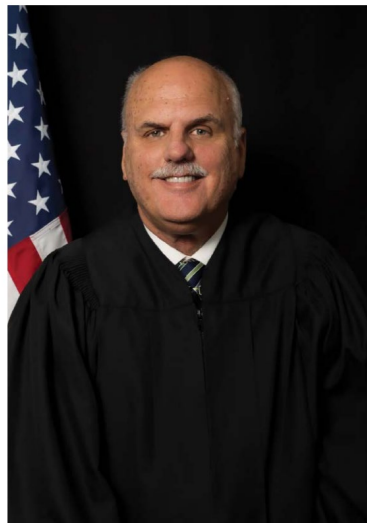


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## Things We've Learned Along the Way

### COMMUNICATION

- ◆ Letters
  - ◆ Completion
  - ◆ Released
  - ◆ Dismissed
- ◆ Sent to:
  - ◆ Probation Office
  - ◆ Student
  - ◆ Student File
  - ◆ Adult Ed Staff



### ENFORCEMENT

- ◆ Tracking
  - ◆ Sign in sheets
  - ◆ LACES Reports
  - ◆ Email Correspondence
  - ◆ Presence in the court



“

*“When I took the bench, we decided to try some innovative things to provide alternatives to help people financially, help their families and their employment situations, mental health issues, substance abuse issues. We try to be a one stop source for people to get help, no matter what their situation.”*

---

*Judge Charles Baker*





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## It's All About Choices, *Here are a Few of Ours...*

Arkansas High  
School Diploma  
(G.E.D.)

English Language  
Learner (ESL)

Citizenship  
Classes

National Career  
Readiness  
Certificate (NCRC)

OSHA 10  
Certifications

Workforce Alliance  
for Growth in the  
Economy (WAGE) II

Enroll in IET

**Saturday  
Availability!**



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## Additional Class Options with Partners

**Certified Clinical  
Medical Assistant  
(CCMA)**

**Certified Nursing  
Assistant (CNA)**

**Welding  
Courses**

**Personal Care  
Assistant Bootcamp**

**Vincennes  
University**

**Job Placement**

### **COMING SOON:**

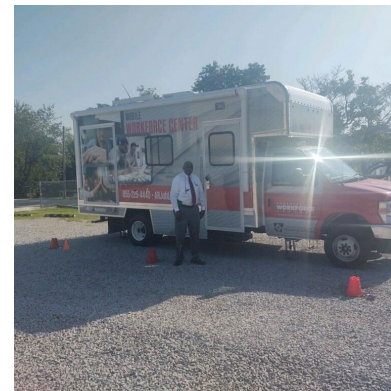
- ◇ **Pharmacy Technician Program**
- ◇ **Amatrol Industrial Maintenance**
- ◇ **Child Development Associate (CDA)**





## Wrap Around Services

- ◆ Temporary Assistance for Needy Families (TANF)
- ◆ Supplemental Nutrition Assistance Program (SNAP)
- ◆ 100 Families
- ◆ DWS Mobile Unit
- ◆ Western Arkansas Planning & Development (WAPDD)
- ◆ Arkansas Rehabilitation Services (ARS)
- ◆ Division of Services for the Blind
- ◆ Western Arkansas Community Development (WACD)
- ◆ Parents as Teachers (PAT) Program
- ◆ Educational Opportunity Center (EOC)



“

*“If I’m not eating and don’t  
have a place to live, I don’t  
care what you have to say to  
me. Show me you care and  
help me first.”*

---

*Dr. Debbie Faubus Kendrick*

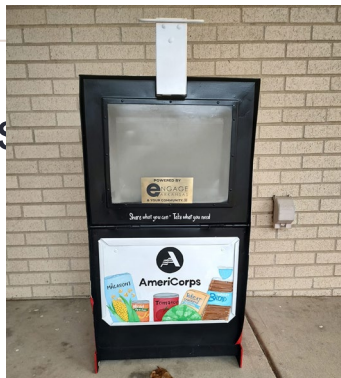




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## On Site Resources

- ◆ Monthly Food Giveaways
- ◆ Feeding Program
- ◆ Hygiene Goods
- ◆ Household Goods
- ◆ Community Garden
- ◆ Career Fairs
- ◆ Clothing Closet
- ◆ Book Nook



# Our Community Resources

- ◆ Local Churches
- ◆ Local Food Banks
- ◆ Local Banks
- ◆ Local Public Schools
- ◆ Local Law Enforcement Agencies
- ◆ Doordash
- ◆ Arkansas United
- ◆ Quality Inn Alma & VB
- ◆ Rotary Club
- ◆ Women's League of VB
- ◆ VB & Alma Chambers of Commerce
- ◆ Western Arkansas Counseling & Guidance Center (WACGC)
- ◆ Arkansas Community Corrections (ACC)
- ◆ Arkansas Legal Services
- ◆ ATU Ozark
- ◆ UAFS
- ◆ Wholistic Health
- ◆ Valley Behavioral Health
- ◆ Ideal Option
- ◆ Monarch 61
- ◆ Crawford County Conservation District
- ◆ AmeriCorps
- ◆ Crawford County Library System
- ◆ Hand to Hand Foundation
- ◆ Crawford-Sebastian Community Development Council (CSCDC)
- ◆ Comprehensive Juvenile Services (CJS)
- ◆ Armed Services
- ◆ Crawford County Public Facilities Board



# Our Business & Industry Partners

◆ Simmons Foods	◆ USA Truck	◆ Zaxby's
◆ Tyson Foods	◆ WorkSource	◆ Sonic
◆ Pepper Source Ltd.	◆ Mahar Manufacturing/4 Legs 4 Pets	◆ William's Florist
◆ Douglas Structural Welding	◆ Crawford County Sheriff's Department	◆ H&H
◆ Citizens Bank & Trust	◆ Head Start Child and Family Services	◆ Merle Norman
◆ Arvest Bank	◆ Creative Design Concepts	◆ Quality Inn VB & Alma
◆ Bekaert Steel	◆ DHS	◆ Camille & Co.
◆ Time Striping, Inc.	◆ United Federal Credit Union	◆ Chapters on Main
◆ McCormick Works	◆ Silverlight Insurance	◆ Legacy Heights
◆ TEC Staffing	◆ Cops Trucking School	◆ Crawford County
◆ Qual Serv Solutions	◆ CDL Academy	◆ Harold Hamm Construction
◆ Pinnacle In Home Care	◆ Home Instead	◆ Crawford Construction
◆ Consolidated Printing, Inc.	◆ ONIN Staffing	◆ Nabholz
◆ Van Buren Police Department	◆ Penmac Staffing	◆ Yeagers Hardware
◆ Van Buren Fire Department	◆ Walmart Van Buren	◆ Lowe's
◆ Barling Police Department	◆ OK Foods	◆ Arts on Main
◆ Turf Pro	◆ Cricket Wireless	◆ Home Helpers
◆ Home Instead Senior Care	◆ Designer Colleges	
◆ Alma Health & Rehab		

“

*"The greatness of a community is most accurately measured by the compassionate actions of its members."*

---

*Coretta Scott King*





# **\$58 Per Day Per Inmate**

The amount the CCAEC Alternative Sentencing program saves Crawford County in corrections costs.

## **Additional Wins**

- ◆ Enables students to keep their jobs and their freedom.
- ◆ Students may obtain higher paying jobs due to increased skill set.
  - ◆ Wrap around services provided for additional needs.
  - ◆ Allows families to stay together.





# Statistics

<b>Fiscal Year</b>	<b>Students Served</b>	<b>Students Completed</b>	<b>Obtained Employment</b>	<b>Remained Employed</b>	<b>Became Unemployed</b>
<b>2020-2021</b>	225	48%	29%	100%	0%
<b>2021-2022</b>	173	50%	54%	100%	0%

# Smart Justice Feature

- ◆ CCAEC is excited to be a part of the new Smart Justice magazine and seas 2 podcast featuring:
  - ◆ Crawford County District Court Judge Charles Baker
  - ◆ Van Buren Police Chief Jamie Hammond
  - ◆ Director, Dr. Debbie Faubus-Kendrick



- ◆ Magazine: [Spring 2023 Smart Justice](#)
- ◆ YouTube: [Smart Justice Video](#)
- ◆ Podcasts: [Smart Justice Podcast](#)





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# National Recognition

## Alternative Sentencing Program

Crawford County Adult Education Center (CCAEC)  
Van Buren, AR

*Innovator in Holistic Approaches to Adult Education Services*

### THE PRACTICE

First of its kind program in Crawford County in which adults can participate in an education program in lieu of jail time, community service, and/or fines while accessing a variety of wrap-around services.

### INNOVATIVE FEATURES

- CCAEC, the District Court Judge, and the Crawford County Probation Office work together to determine the best course for each eligible justice-involved individual.
- Relationships with local churches and families who provide food, clothing, furniture, and household items to learners.
- A court liaison meets with the District Court Judge monthly to discuss programs successes and areas for improvement.
- Strong partnerships with community employers that provide support, including job opportunities, for learners.
- Learners can enroll in college courses and can receive an associate degree through Vincennes University.



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**Crawford County Adult Education Center**  
INNOVATOR IN  
HOLISTIC APPROACHES  
TO ADULT  
EDUCATION SERVICES

## CRAWFORD COUNTY ADULT EDUCATION CENTER JOINS ADVANCING INNOVATION'S LIST OF ADULT EDUCATION INNOVATORS!



**Crawford County Adult Education Center**  
INNOVATOR IN  
HOLISTIC APPROACHES  
TO ADULT  
EDUCATION SERVICES



# Upcoming



# Events

Feeling stuck with the job search due to legal issues?  
Need resources or extra assistance?



Please join us for our

## Second Chance JOB & RESOURCE FAIR

Our Second Chance Job & Resource Fair is geared toward individuals that have been involved with the justice system.

**WEDNESDAY**  
**April 26, 2023**  
**10:00am - 1:00pm**

 Crawford County Adult Education Center  
301 Mount Vista Boulevard  
Van Buren, Arkansas 72956

**Lunch Provided!**

Follow Us:   

[www.crawfordcountyadulthoodeducationcenter.wordpress.com](http://www.crawfordcountyadulthoodeducationcenter.wordpress.com)

Attention Crawford County Residents!

## FOOD GIVEAWAY

SPONSORED BY WESTERN ARKANSAS CHILD DEVELOPMENT FOOD PANTRY

**UPCOMING DATES:** MAY 13  
JUNE 10  
JULY 8

**BEGINS AT 10AM**  
**WHILE SUPPLIES**  
**LAST!**

**PICKUP AT THE CRAWFORD COUNTY ADULT EDUCATION CENTER**

301 MT. VISTA BOULEVARD VAN BUREN, ARKANSAS 72956

FOR MORE INFORMATION, PLEASE CALL  
479-471-0019 OR 479-312-7403



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## HUNGRY FOR A New Beginning?

### KRAFT HEINZ

## Kirksville RELOCATION OPPORTUNITY

**INTEREST FORM Below**



CAREERS.KRAFTHEINZ.COM

**HIRING EVENT**  
FRIDAY, MAY 4TH  
SATURDAY, MAY 5TH  
9AM-1PM

301 MT VISTA BLVD  
VAN BUREN AR 72956

**JOIN OUR TABLE**  
PRODUCTION TEAM MEMBER  
STARTING AT \$22.00  
2ND SHIFT DIFFERENTIAL \$1  
3RD SHIFT DIFFERENTIAL \$2

**REWARDS AND BENEFITS**  
\$2,000 RETENTION BONUS  
FULL BENEFITS PACKAGE INCLUDING  
MEDICAL, DENTAL, AND VISION  
CAREER ADVANCEMENT  
OPPORTUNITIES



# Upcoming



Crawford County  
Adult Education Center

301 Mt. Vista Blvd. Van Buren Arkansas 72956

## Student Job & Resource Fair 2023

Join us as we host over 100+ Crawford County Graduating Seniors from surrounding area school districts.

**Thursday, April 27, 2023**  
**10:00am - 1:00pm**

Free vendor space is available! Please contact Autumn today at 479-471-0019 or [autumn.grant@vbsd.us](mailto:autumn.grant@vbsd.us) to reserve your booth!



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# Events

## CAREER & RESOURCE FAIR

This is where your new career begins.

**Saturday**  
**April 29, 2023**  
**10:00 am to 2:00 pm**

📍 Van Buren High School  
2001 Pointer Trail  
Van Buren AR 72956

This career fair is geared for displaced workers and those exploring new career opportunities.

Follow Us



[www.VanBurenChamber.org](http://www.VanBurenChamber.org)



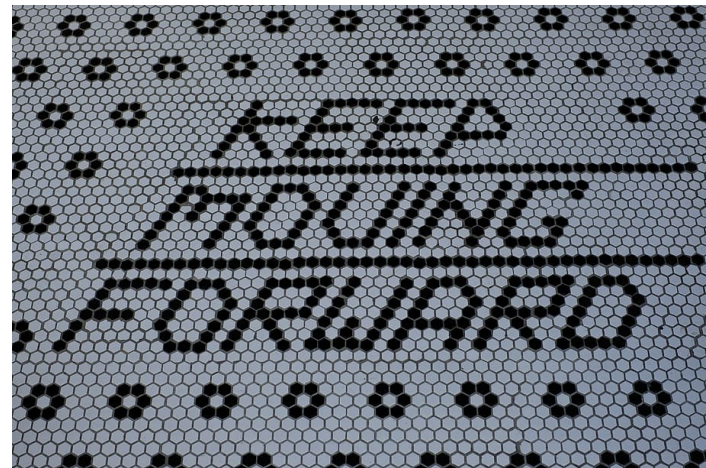




# Moving Forward...

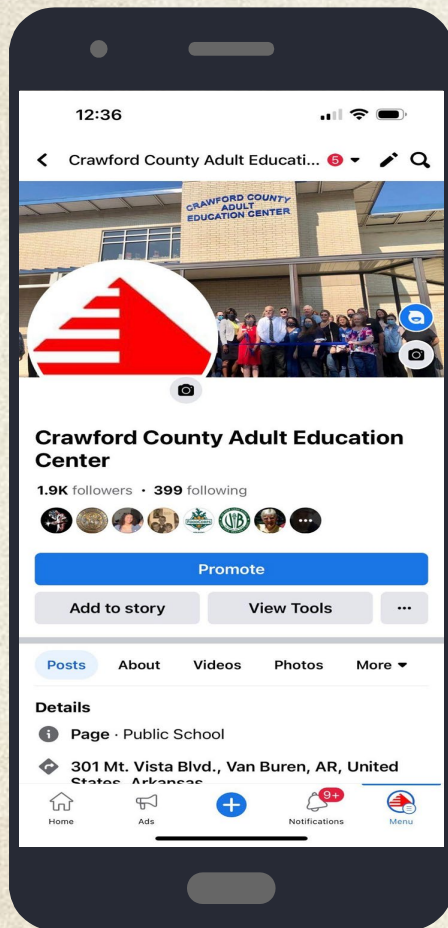
## What's Next at CCAEC

- ◆ Additional Resources
  - ◆ Community Partnerships
  - ◆ Business & Industry
- ◆ More Class Choices
- ◆ Updated Data
  - ◆ Accepted vs. declined job offers
  - ◆ Completed MSGs
- ◆ Added Case Management
- ◆ Events on Campus





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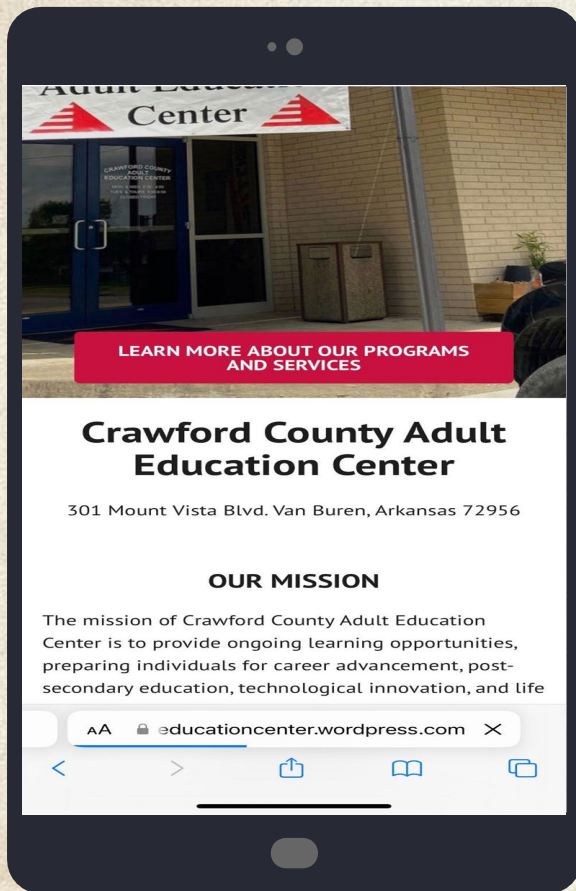
FOLLOW  
US  
ON  
SOCIALS







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**SUBSCRIBE TO  
OUR WEBSITE  
FOR UPDATES!**

**Visit:**

[www.crawfordcountyadulthoodeducationcenter.wordpress.com](http://www.crawfordcountyadulthoodeducationcenter.wordpress.com)





## Best Practices

### Build Your Lines of *Communication*

- ◆ Judges
- ◆ Court Staff
- ◆ Prosecuting Attorney
- ◆ Probation
- ◆ Law Enforcement
- ◆ Adult Education Staff
- ◆ City & County Officials
- ◆ State Office
- ◆ MOU
- ◆ Letters of Support
- ◆ Visit Active Alternative Sentencing Program



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## Best Practices

### Selling Points

- ◆ Be clear about
  - ◆ Who you are
  - ◆ What you offer
  - ◆ What you need
  - ◆ How this can help the community
    - ◆ Stay employed
    - ◆ Stay out of jail
    - ◆ Pay taxes
    - ◆ Keep family together
    - ◆ Provide resources
    - ◆ Upgrade skills



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## Best Practices: Other Key Players

### Schedule Meetings:

- ◆ Stakeholders
- ◆ Legislators
- ◆ City & County Officials
- ◆ Business & Industry
- ◆ Community Resources
- ◆ Ministerial Alliance
- ◆ Advisory Board



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## Best Practices



## Build Your *Choices*

- ◇ Class Options
- ◇ Resources Available
- ◇ Wrap Around Services
- ◇ Holistic Approach
- ◇ Job Opportunities







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## Best Practices

### Adult Ed Essential Staff

- ◆ Court Liaison
- ◆ Data Management
- ◆ Counseling
- ◆ CSP/CDF
- ◆ Other Needs
  - ◆ All adult education staff buy in





## Best Practices

### Day to Day Operations

#### ◆ Maintain Data

- ◆ Students Served
- ◆ # Graduated
- ◆ Obtaining and Retaining Employment

#### ◆ Invite the Community In

- ◆ Orientation
- ◆ Open Houses
- ◆ Host Business After Hours
- ◆ Career Fairs
- ◆ Advisory Board
- ◆ Community Events



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## Best Practices:Residuals



- ◆ Impact on Friends/Family
- ◆ New Student Referrals
- ◆ Taxes/Economic Impact
- ◆ Unemployment Decreases
- ◆ Higher Paying Jobs





# Thank You!

Got Questions?

Contact Dr. Debbie Faubus Kendrick

[dfaubus@vbsd.us](mailto:dfaubus@vbsd.us)

479-471-0019

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

**May 3, 2023**

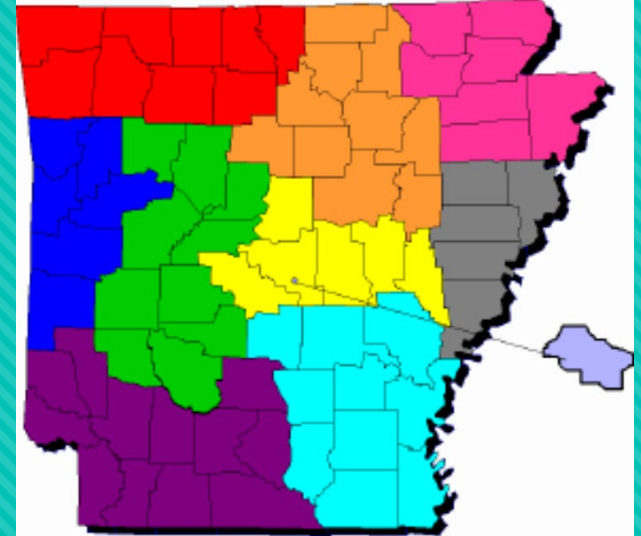
**AGENDA ITEM 9 – INFORMATIONAL:** Local Area Update

**INFORMATION/RATIONALE:** Throughout the year we try to provide Local Workforce Area's the ability to provide updates to the State Board. The Northwest Workforce Area serves this side of the state with WIOA funding.

# Northwest Workforce Development Area

## Northwest Arkansas Economic Development District

Presentation to  
Arkansas Workforce Development Board  
May 3, 2023



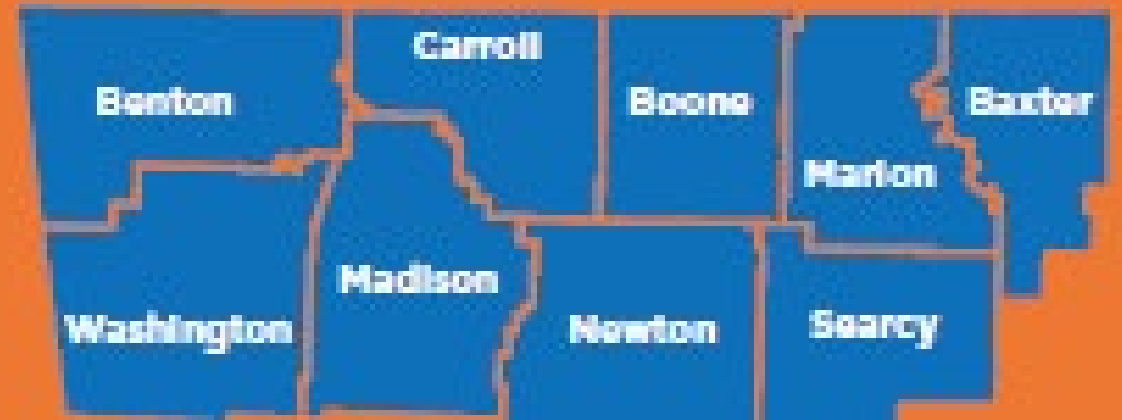
Northwest Arkansas Economic Development District



# Northwest Arkansas Workforce Development Area



## OUR REGION



# Counties Served



**Baxter**  
**Benton**  
**Boone**  
**Carroll**  
**Madison**  
**Marion**  
**Newton**  
**Searcy**  
**Washington**



# About Northwest Arkansas



- **Fortune 500 Companies Call the Region home – Walmart, Tyson and JB Hunt.**
- **USA Today readers rate the Buffalo River as the state's top attraction.**
- **Fayetteville boasts one of the top-rated Farmer's Markets in the nation.**
- **Home to 9 colleges and universities.**
- **Famous for its beautiful lakes, rivers and mountains.**
- **Numerous Blue Ribbon Schools in the 9-county area.**

# S.W.O.T.



## OPPORTUNITIES

- Mass Transit
- Entrepreneurial Opportunities in small counties
- Regional Collaboration
- Workforce Training
- Innovative Approaches to Agriculture Industry
- Bike and Pedestrian Trail Expansions (Dogpatch)

## THREATS

- Keeping Up with Growth
- Population Decline in Rural Areas
- Losing Educated Workers
- Housing Options
- Lack of Mass Transit
- Lack of Broadband

Can be classified as strengths or weaknesses depending on where you are in the Region.



# 9 Counties



<i><b>County</b></i>	<i><b>Housing Median Value</b></i>	<i><b>Largest Industry</b></i>
Baxter	\$138,500	Health Care and Social Justice
Benton	<b>\$211,100</b>	Management of Companies and Enterprises
Boone	\$133,500	Government
Carroll	\$154,400	Manufacturing
Madison	\$121,500	Agriculture, Forestry, Fishing and Hunting
Marion	\$121,500	Manufacturing
Newton	\$147,200	Agriculture, Forestry, Fishing and Hunting
Searcy	\$101,500	Agriculture, Forestry, Fishing and Hunting
Washington	<b>\$201,800</b>	Government

- **Community and Economic Development**
  - Linking private and public sectors together while working to advance economic development in our communities.
- **Transportation Services**
  - North Arkansas Transportation Services
    - Offices in Harrison and Mountain Home
- **Workforce Development**
  - WIOA Title 1 Provider of Adult Dislocated Worker and Youth Programs

# WIOA Title 1 Provider



- **Started working with workforce programs in 1970's.**
- **Arkansas Promise Grant – Northwest and specifically Susan Daniel received an award for an outstanding Promise program.**
- **Northwest has consistently met performance measures.**
- **Northwest traditionally serves more National Dislocated Worker Disaster grants than any other area in the State.**
- **Northwest has a very robust Summer Youth Program.**

# WIOA Title 1 Provider



## Apprenticeship and Pre-Apprenticeship Grants

- ❖ IT – 68 participants
- ❖ IT Pre-Apprenticeship – 87 participants
- ❖ Plumbers and Electricians – 30 participants
- ❖ Turf Management – 9 participants
- ❖ Industrial Electrical Maintenance - 15

# WIOA Title 1 Provider



## Business Services:

### ❖ Tania Overton

- ❖ Customized Recruiting and Hiring
- ❖ Human Resources Consultation
- ❖ Workforce Development Training
- ❖ Free Job Listings
- ❖ Labor Market Information
- ❖ Small Business Resources
- ❖ Layoff Aversion Strategies
- ❖ Tax Credit Information
- ❖ Work-Based Learning Opportunities



# WIOA Title 1 Provider



## Office Locations:

- ❖ Harrison – Comprehensive Center
- ❖ Mountain Home
- ❖ Fayetteville
- ❖ Rogers

# WIOA Title 1 Provider



- ❖ 2 Staff to the Board
- ❖ Workforce Accountant
- ❖ WIOA Director
- ❖ 2 Operations Managers
- ❖ 11 Career Advisors
- ❖ Records Manager

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

**May 3, 2023**

**AGENDA ITEM 1 – ACTION:**

**RECOMMENDATION:**

**INFORMATION/RATIONALE:**

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

**May 3, 2023**

**AGENDA ITEM 1 – ACTION:**

**RECOMMENDATION:**

**INFORMATION/RATIONALE:**



***Workforce Innovation and Opportunity Act***  
Office of Employment Assistance

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Policy Number: WIOA I-B – 4.5, Change 2

Effective Date: May 3, 2023

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**Arkansas Division of Workforce Services**  
**Eligible Training Provider Policy**

**PURPOSE:**

This policy Change 2, provides clarification on the procedure guidance and Registered Apprenticeship Programs (RAPs) as WIOA Title I Eligible Training Providers List (ETPL).

**REFERENCES:**

WIOA, Section 122  
TEGLs No. 8-19 and 8-19, Change 1  
TEGL No. 13-16  
20 CFR 680.410, 430, 510, 470, & 480  
WIOA Section 122 (b)(1)  
WIOA Section 122 (d)(1)  
WIOA Section 3(24)  
WIOA Section 133  
WIOA Section 134 (c)(E)  
A.C.A. 6-61-301  
A.C.A. 6-51-601 – 6-51-623

**BACKGROUND:**

WIOA Section 122 requires states to establish criteria, information requirements, and procedures regarding the eligibility of providers of training services to receive funds provided under section 133(b) for the provision of training services in local areas in the State.

The Arkansas Division of Workforce Services (ADWS) is the entity responsible for publishing and maintaining the comprehensive Arkansas Eligible Training Provider List (ETPL) with performance and cost information. In alignment with WIOA, publishing the ETPL by ADWS promotes customer choice and enables job seekers to compare offerings on the ETPL and select the most appropriate training program with the assistance of Arkansas Workforce Center Staff.

Unlike other training programs that must apply for eligible training provider status and placement on the statewide ETPL, National Program Registered Apprenticeship programs (RAPs) and other RAPs are automatically eligible for placement if they “opt in” for such placement, consistent with the WIOA regulations and federal policy. There are other distinctions and exceptions that apply uniquely to RAPs.



## **POLICY:**

The ADWS as the Governor's Administrative Entity, after consultation with the Arkansas Workforce Development Board, must establish criteria, information requirements, and procedures regarding the eligibility of providers of training services to receive funds provided under section 133 (b) for the provision of training services throughout local areas in the State [Need citation here].

An eligible training provider is the only type of entity that receives funding for occupational skills training as defined in 20 CFR 681.540. The funding is in the form of an individual training account (ITA) [20 CFR 680.410]. A training provider that is not on the Arkansas ETPL cannot receive WIOA funds for training services. (Some training interventions, including on-the-job training and customized training, are supported via contract, not an ITA, as noted below.)

In accordance with 20 CFR 680.410, an ETP must be included on the Arkansas ETPL, must provide a program of training services, and must be one of the following types of entities:

- A. An institution of higher education that provides a program that leads to a recognized postsecondary credential;
- B. Entities that carry out programs registered under the National Apprenticeship Act; or
- C. Other public or private providers of training services that may include:
  - a. Community-based organizations;
  - b. Joint labor-management organizations; and
  - c. Eligible providers of adult education and literacy activities under Title II of WIOA if the activities are provided in combination with training services.

Arkansas' list of eligible training providers, training provider programs, and accompanying information must be made available in a manner that does not reveal personally identifiable information about an individual participant [20 CFR 680.500],

With the exception of Registered Apprenticeship Programs (RAPs), Arkansas state colleges and universities, and other training providers listed in A.C.A. 6-51-603, training providers in Arkansas must be licensed by the State Board of Private Career Education in order to operate in Arkansas [A.C.A.6-51-605] and to be placed on the ETPL. It is the responsibility of the Board of Private Career Education to protect the Arkansas individuals from unethical private career schools as described in A.C.A. 6-61-601 – 623. Therefore, before training providers from other states may be placed on the ETPL, they must be approved by the State Board of Private Career Education if they would qualify for licensing by this Board if they were located in Arkansas [A.C.A. 6-61-301(a)(1)(B)].

Programs of study offered by Arkansas state-supported institutions must be approved by the Arkansas Higher Education Coordinating Board before offering courses that lead to a degree, certificate of proficiency, or technical certificate [A.C.A. 6-61-301(a)(2)]. More information concerning degree and certificate requirements may be obtained by the individual state-supported institutions or the Arkansas Division of Higher Education.

A postsecondary education institution in another state may be required to obtain certification from the Arkansas Higher Education Coordinating Board before offering a course or degree in this state (either physically or online to Arkansans) unless the institution is a school that is exempted under A.C.A. 6-51-603 or a school regulated by the Cosmetology Technical Advisory Committee, or a school regulated by the State Board of Private Career Education [A.C.A. 6-61-301(a)(1)(B)]. Local areas and or ADWS must contact the Arkansas Division of Workforce Services before placing an out-of-state postsecondary education institution on the ETPL.

Except in specific circumstances listed in WIOA § 122(h), WIOA § 134(c)(3)(G)(ii), 20 CFR 680.320, TEGL 19-16, and TEGL 8-19, Occupational Skills Training is provided for WIOA title I Adults, Dislocated Workers, and Out-of-School Youth through an individual training account (ITA) that is used to purchase training from an Eligible Training

Provider [WIOA § 134(c)(3)(G)(a); TEGL 19-16; TEGL 3-18; TEGL 8-19]. Eligible training providers (ETPs) must be certified by the State and local areas before they may receive funding through ITAs. Only ITAs require the use of an eligible training provider. Other training services required by contracts are not required to be certified as an ETP [TEGL 8-19].

An ITA is a payment agreement established by a local workforce development board on behalf of a participant with a training provider on the eligible training provider list (ETPL). An ITA may be used to pay for any allowable type of training, as listed in WIOA Sec. 134(c)(3)(D), 20 CFR 680.200, TEGL 19-16, and TEGL 8-19, as long as the program of study is on the state list of eligible training providers. However, ITAs are usually used for occupational skills training.

Occupational skills training is organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. Such training must [20 CFR 681.540]:

1. Be outcome oriented and focused on an occupational goal specified in an ISS or IEP;
2. Be of sufficient duration to impart the skills needed to meet the occupational goal;
3. Lead to the attainment of a recognized postsecondary credential per WIOA Section 3(52);
4. Meet the quality standards in WIOA sec. 123.

### **Individual Training Account:**

Although WIOA participants can select training from the ETPL, the LWDB policies determine the type and funding amounts for each program. Local WDBs must have the authority to write procedures for making payments, selecting individual training account options such as: vouchers, checkbooks, electronic transfers, setting duration and amounts of individual training accounts and policy regarding exceptions. The authority to restrict the duration of ITAs or to restrict funding amounts should not be used to establish limits that arbitrarily preclude WIOA participants from selecting a training provider of their choice. Local WDBs do not have the authority to modify the regulatory exceptions afforded Registered Apprenticeship programs.

The LWDB **may choose not to fund** specific training programs based on, but not limited to, the following reasons:

- Lack of high occupational demand; or
- High tuition costs compared to similar programs; or
- Lack leading to a self-sufficient wage; or
- Lack leading to a WIOA – defined “recognized post-secondary credential”

It shall be the policy of ADWS that Registered Apprenticeship programs (RAPs) taking applications are to automatically be considered “in-demand” without further due diligence, consistent with the recommendations in TEGL 8-19, Change 1.

### **Licensing:**

In-state and out-of-state post-secondary institutions must be authorized by a state governing body—such as the Arkansas Division of Higher Education Commission (ADHE), Arkansas Department of Education (ADE), Arkansas Division of Career and Technical Education (ADE CTE), Arkansas State Board of Private Career Education, Higher Learning Commission (HLC) to operate in the State of Arkansas. This does not apply to RAPs.

## **Arkansas ETPL Application and Program Instructions:**

Prospective Eligible Training Providers must apply for eligibility approval status for their programs electronically using AJL ProviderLink, a web-based training application. To be included on the ETPL, training providers must set up a user account for the ETPL application in AJL ProviderLink for the Local Workforce Development Board (LWDB) for the area where they wish to provide training services. The instructions to set up the user account for the AJL ProviderLink ETPL Application are included with this link, [Arkansas ETPL Application and Program Instructions](#)

The user account is designed to enable prospective providers to simultaneously apply for program approval for the WIOA Title I Individual Training Accounts (ITAs).

Notwithstanding RAPs, being placed on the State ETPL is contingent upon the approval of a training institution's electronic application and at least one postsecondary occupational program.

Eligibility status for a training institution is one year from the date of approval by the State; however, provider and program approvals will end on a program year basis annually by July 1<sup>st</sup> thru June 30<sup>th</sup>. After the initial and first renewal or subsequent program performance reporting data is approved in AJL ProviderLink, eligibility status for a training institution can be approved for one year from the date of renewal or subsequent performance by the State.

An entity that carries out programs under the National Apprenticeship Act will be included and maintained on the ETPL for so long as their program remains registered or unless a substantial violation has occurred as described later. ADWS is responsible for advising current RAP sponsors of their automatic eligibility for the statewide ETPL and the advantages of doing so. ADWS is also responsible for establishing a mechanism to advise newly registered programs of their automatic eligibility in agreement with the State Director of the Office of Apprenticeship. The Office of Apprenticeship will verify the registration status of programs at least every two years consistent with TEGL 8-19, and ADWS will ensure new RAPs are added to the statewide ETPL at least every six months.

## **Demand Occupations and Projected Employment Opportunities:**

Local WDBs may approve a training provider program if there is a demand for an occupation. Local WDBs are responsible for giving training institutions information on occupations in-demand and sectors of the economy that have a high potential for sustained demand or growth within the labor market area. Using labor market information, a local WDB is responsible for determining occupational demand in its local area or in another local area to which a youth, adult or dislocated worker is likely to be willing to relocate. There is an exception, however, for Registered Apprenticeship programs (RAPs), which are automatically to be considered "in demand" if the program is taking applications.

Notwithstanding RAPs, local WDBs should instruct providers wishing to explore occupations in-demand in the Arkansas economy to view labor market data found on the Discover Arkansas Labor Market Information Section, *Projected Employment Opportunities List*, for the State or local area. An occupation is considered an in-demand or employment opportunity for a local area if it appears on the [Projected Employment Opportunities List \(arkansas.gov\)](#) for the State or local area. Occupations on an adjacent local area's list, including local areas in other states, may also be considered employment opportunities in the local area. If a local area would like to train in an occupation that is not on their local area's Projected Employment Opportunities List, but is on the list of an adjacent area, they should contact the Division of Workforce Services with the information located in the Labor Market Information section, ["Adding to the List"](#), of the occupation within the Discover Arkansas Labor Market Information Section web site. For local areas in other states, the LWDB must provide the adjacent area's projected employment opportunities list, along with the adjacent state's contact information and occupations to be trained in before the occupations can be added.

## **Transferring WIOA Participants:**

Local WDBs will determine the feasibility of transferring WIOA participants to another eligible training provider with the same or similar program, when an eligible training provider is removed from the ETPL.

Primary factors to consider in transferring participants are the length of time remaining to complete the training program, necessity and reasonability of allowing participants to continue with a training provider removed from the State ETPL. WIOA participants enrolled with an eligible training provider removed from the ETPL may complete the program for the duration of an ITA. Local WDBs are encouraged to minimize disruption to WIOA participants, to the extent as possible.

## **Procedures:**

To be included on the Eligible Training Provider List (ETPL), providers must submit an electronic application for each training program they wish to be included. Each occupation associated with the training program must be on the current Projected Employment Opportunities List (add link).

Generally, providers must submit the electronic application to the Local Workforce Development Board (LWDB) for the area where they wish to provide training services. However, if a training program operates in more than one local area or statewide, only one application is necessary. Also, consistent with Attachment I of TEGL 8-19, “although local boards may add some of their own restrictions and requirements in defining the list of ETPs for their local area, they may include only training providers on their list that are approved for the state ETPL.” In this way, any local list must be a subset of the statewide list. With the exception of Registered Apprenticeship programs (RAPs), if a local area does not add restrictions and requirements, its local ETPL will include all ETPs on the statewide ETPL, while a local area that adds eligibility restrictions may have a subset of the state ETPL.

An entity that carries out programs under the National Apprenticeship Act will be included and maintained on the ETPL for so long as their program remains registered. These programs are placed on the statewide ETPL with the provision of minimal information as follows:

1. Occupations included in the RAPs;
2. The name and address of the RAP sponsor;
3. The name and address of the Related Instruction provider(s) and the location(s) of instruction if different from the program sponsor’s address. (Note: If the provider of Related Instruction is different from the program sponsor, cost of the instruction may be requested; this is the only time that cost pertaining to a RAP may be requested.)
4. The method and length of instruction; and
5. The number of active apprentices.

## **Required Information for Initial Eligibility [TEGL 8-19] (not including RAPs):**

The information to be included on the initial application is described below.

1. A description of each training program to be offered, including the costs of tuition, books, and fees.
2. The State’s completion rate factor must be related to WIOA performance indicators.

**To calculate:** The number of all participants who completed the program during the reporting period divided by the total number of all participants who participated in the program.

3. If the training provider is in a partnership with business/industry and an explanation of the partnership.
4. If the training program leads to a recognized postsecondary credential and a description of the credential.
5. If the program aligns with in-demand industry sectors and occupations.

#### **The Initial Eligibility Certification Process:**

1. Providers eligible to apply under this section will complete an online electronic application for “initial certification” through the automated Arkansas ETPL Application and Program Instructions located at <https://www.arjoblink.arkansas.gov/training>. Providers must apply for each individual program.
2. The LWDBs will receive the application via AJL ProviderLink if (1) The program’s CIP Code appears on the current *Projected Employment Opportunities List* for the State or Local Workforce Development Area, and (2) Required items are completed and meet minimum qualifications.
3. The LWDB will electronically approve or disapprove each application received via AJL ProviderLink. The LWDB is responsible for ensuring that the provider’s performance information meets or exceeds the State minimum levels.
4. Upon approval by the LWDB, the provider will be automatically placed on the AJL ProviderLink website as a WIOA Eligible Training Provider for the applicable program.

If the training provider does not have performance data because the training program is a new program, then the provider must submit the following information to the LWDB of application to include:

1. Written justification for the missing data, and
2. The process that will be used to track and record the required information for re-certification.

#### **The Continued Eligibility Certification Process (does not apply to RAPs):**

1. Providers eligible to apply under this section will complete an online electronic application for “continued certification” through the automated AJL ProviderLink ETPL Application and Program Instructions is located at <https://www.arjoblink.arkansas.gov/training>. Providers must apply for each individual program.
2. The LWDBs will receive the application via AJL ProviderLink if (1) The program’s CIP Code appears on the current *Projected Employment Opportunities List* for the State or Local Workforce Development Area, and (2) Required items are completed and meet minimum qualifications.
3. The LWDB will electronically approve or disapprove each application received via AJL ProviderLink. The LWDB is responsible for ensuring that the provider’s performance information meets or exceeds the State minimum levels.
4. Upon approval by the LWDB, the provider will be automatically placed on the AJL ProviderLink website as a WIOA Eligible Training Provider for the applicable program.



### **Continued Eligibility [TEGL 8-19]:**

The information to be included on the continued application is described below.

1. The percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program
2. The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program
3. The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program
4. The percentage of program participants who obtain a recognized postsecondary credential or a secondary school diploma or its recognized equivalent, during participation in or within 1 year after exit from the program
5. Information on cost of attendance, including cost of tuition and fees, for program participants
6. Information on the program completion rate for program participants
7. A description of how the provider provides access to training services, including to rural areas, including the use of technology
8. A description of the degree to which training program(s) align with in-demand industries and occupations in the State, as identified in State and Local Plans
9. Any applicable state licensure requirements of training providers and licensing status of providers of training is applicable
10. A description of training provider's ability to offer industry-recognized certificates and/or credentials
11. A description of training provider's ability to offer programs that lead to a recognized post-secondary credentials
12. A description of the quality of the program of training services including a program that leads to a recognized post-secondary credential
13. A description of the ability of the providers to provide training services that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities
14. The timeliness and accuracy of the eligible training provider's performance reports
15. Relevant information reported to State agencies on Federal and State training programs other than programs within WIOA Title I-B.

The ADWS will not limit customer choice nor decrease the number of available training providers. We will prioritize certain individual criteria elements listed above during our evaluation for continued eligibility. Our primary focus will be placed upon the WIOA performance criteria, Numbers 1-4; followed by criteria Numbers 5-8. The remaining criteria elements will be given no special emphasis.

### **WIOA Participant Exit:**

As defined for the purpose of performance calculations, exit is the point after which a participant who has received services through any program meets the following criteria:

1. For the adult, dislocated worker, and youth programs authorized under WIOA title I, the Adult Education and Family Literacy Act program authorized under WIOA title II, and the Employment Service Program authorized under Wagner-Peyser Act, as amended by WIOA title III, exit date is the last day of service.
2. The last day of service cannot be determined until at least 90 days has lapsed since participant last received services; services do not include self-services, information-only services or activities, or follow-up services. This also requires that there are no plans to provide the participant with future services.

For consideration of renewal of programs, with the exception of RAPs, an eligible training provider must add continued program performance data in AJL ProviderLink annually for the current PY ending June 30<sup>th</sup>, and this will avoid any interruption of eligibility. The instructions to add the performance data is included in the following link, [Arkansas ETPL Application and Program Instructions](#).

Performance data must be added by the end of each program year between July 1<sup>st</sup> and August 15<sup>th</sup>. The continued eligibility review conducted is required for both the program and the eligible training provider as an institution.

The training provider and program approval date(s) will be extended for an additional year if the training providers meets the fiscal, programmatic integrity and performance standards. The State will not update any program approval for continued eligibility that does not meet the eligibility criteria.

Upon completion of the review of continued eligibility criteria, the training provider will be made aware of any programs for denial or removal via email correspondence or a notification from the AJL ProviderLink system along with the appeal process.

The State may consider a 30-day extension for a provider who has extenuating circumstances if performance cannot be entered prior to a program's renewal or expiration date.

### **Performance:**

LWDBs have the authority to increase the levels of performance required by the State and require additional verifiable program-specific information from training providers for initial eligibility. (This does not pertain to RAPs.) The Arkansas Division of Workforce Services/Employment Assistance (EA) Section must be notified if these levels of performance are increased.

To facilitate the public and stakeholder access to such information, training provider outcomes information will also be published on <https://www.trainingproviderresults.gov/>.

### **Performance Data Requirements for ETP Annual Reporting (Excluding Registered Apprenticeship programs):**

- ETPs must submit accurate and timely information for participants receiving training under WIOA Title I–B.
- ETPs must provide the information necessary to determine program performance and to meet requirements per WIOA. The ETP must agree to make their data available to validate the information submitted for reporting,
- The annual performance reports must contain individual-level data for all participants in programs offered by the ETP that include at least one (1) student receiving WIOA funding.
- The performance data is due in AJL ProviderLink and ADWS between July 1 through August 31 of every year.

### State Minimum Performance Standards for Training Providers

Performance Measure	Calculation	State Minimum Level
<b>ALL PARTICIPANT PERFORMANCE MEASURES</b> Programs must meet the State minimum level for the performance measure.		
Program Completion Rate	The number of all participants who completed the program during the reporting period divided by the total number of all participants.	19.5 %

Besides the requirements above, the State has established additional minimum performance standards to evaluate the Renewal/Continued Eligibility determination for programs at the end of each program year (July 1- June 30). The State Minimum Performance Standards implemented by State in accordance with the requirements stipulated by Section 116 of the WIOA for eligible training provider programs inclusion to the state's ETPL for all are:

#### Performance Criteria for All Participants in the Program of Study:

2. Credential Attainment Rate (state minimum performance level: **25%**)

*The percentage of those participants enrolled in an education or training program who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.*

3. Employment Rate 2nd Quarter after Exit (state minimum performance level: **40%**)

*The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.*

4. Employment Rate 4th Quarter after Exit (state minimum performance level: **45%**)

*The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.*

5. Median Earnings – 2nd Quarter After Exit (state minimum performance level: **\$1,500 per quarter**).

*The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.*

#### Performance Criteria for WIOA Title I-B Participants in the Program of Study:

6. Credential Attainment Rate (state minimum performance level: **25%**)

*The percentage of those participants enrolled in an education or training program who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.*

7. Employment Rate 2nd Quarter after Exit (state minimum performance level: **25%**)

*The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.*

8. Employment Rate 4th Quarter after Exit (state minimum performance level: **25%**)

*The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.*

9. Median Earnings – 2nd Quarter After Exit (state minimum performance level: **\$2,000 per quarter**)

*The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.*

**Registered Apprenticeship programs [TEGL 8-19]:**

Registered Apprenticeship programs (RAPs) are automatically eligible to be included on the ETPL as previously stated. They are an exception to the initial and continued eligibility certification process and are exempt from performance and reporting-related requirements. If RAP sponsors are interested in enrolling in a training program for participants possibly being paid through WIOA funding based on a LWDB's policy, they should follow the instructions in this link, [Registered Apprenticeship - Arkansas ETPL Application and Program Instructions](#).

**Substantial Violation:**

Under WIOA, an institution commits a substantial violation when it: (1) fails to meet the state's procedure for timely and accurately submitting required information for annual ETP performance reporting, (2) fails to meet the state's procedure for timely and accurately submitting all required information for initial or continued eligibility, (3) intentionally provides false information, or (4) violates any provision of WIOA Title I or its regulations, including the nondiscrimination and equal opportunity provisions.

The State will consider exceptional circumstances beyond the institution's control (e.g., natural disasters, unexpected personnel transitions, and unexpected technology-related issues) when determining if an institution committed a substantial violation for failing to timely and accurately submit required information. If it is determined that exceptional circumstances existed, then a substantial violation did not occur. If it is determined that an institution committed a substantial violation, the institution is prohibited from having its programs on the published ETPL for a minimum of two years and it is liable to repay any WIOA Youth, Adult, and Dislocated Worker Program funds it received during the period of noncompliance.

**Arkansas Division of Workforce Services (ADWS) Responsibilities:**

The ADWS is the designated state agency for WIOA administration and is responsible for:

- Ensuring that the information contained on the ETPL is accurate and current.
- Establishing a process for adding programs to the ETPL and verifying their "approved" status.
- Contacting the following entities to advise them of the ETPL process: State Workforce Agencies; State Workforce Administrators, State and Local Workforce Board Chairs and Directors, State Labor Commissioners, State Apprenticeship Agencies, State Director of the Office of Apprenticeship, Disabled Veterans Outreach Program Representatives, and Local Veteran Employment Representatives as advised by [TEGL 8-19].
- Contacting Registered Apprenticeship program (RAP) sponsors based on a mechanism/process developed in concert with the USDOL Office of Apprenticeship to advise them of their automatic eligibility and provide them with an opportunity to allow them to indicate interest or "opt in."
- Maintaining the list of eligible training providers and programs approved by LWDB.
- Providing an updated list to all LWDBs and the public through the State's website.
- Establishing initial eligibility criteria for new training providers and setting minimum levels of performance for all training providers to remain eligible (with the exception of RAPs).
- Submitting all reports to the appropriate Federal Agency as required.

- Distributing the ETPL, accompanied by credential, cost and performance information for each ETPL training program throughout Arkansas.
- Allowing training providers to appeal a denial or removal of eligibility, including an opportunity for a hearing at the state level, after a training provider receives an unsatisfactory decision.
- Providing technical assistance to the local areas and the training providers.

### **Required Local Workforce Development Board (LWDB) Responsibilities:**

Local workforce development boards are responsible for carrying out the procedures assigned to them by the State [20 CFR 430 (c)].

Local Boards must:

- Carry out the procedures assigned to the Local workforce development boards by the State, such as determining the initial eligibility of entities providing a program of training services, with the exception of Registered Apprenticeship programs (RAPs), renewing the eligibility of providers and programs, and considering the possible termination of an eligible training provider due to the provider's submission of inaccurate eligibility and performance information or the provider's substantial violation of WIOA requirements;
- Maintain the minimally burdensome process established by the state for RAP sponsors and implement the regulatory exceptions associated with these programs (e.g., no reporting or performance requirements);
- Work with the State to ensure there are sufficient numbers and types of providers of training services, including eligible providers with expertise in assisting individuals with disabilities and eligible providers with expertise in assisting adults in need of adult education and literacy activities described under WIOA sec. 107(d)(10)(E), serving the local area; and
- Ensure the dissemination and appropriate use of the State list of eligible training providers and programs through the local one-stop delivery system, including formats accessible to individuals with disabilities [20 CFR.430 (c)(3)].
- Collect performance information required by the state and determine if the providers meet the state's performance criteria [20 CFR 680.430 (c)(1)]

Local WDBs cannot use the local list to limit choices for WIOA participants. Local WDBs have the option, by law to establish higher performance levels and make a case for in-demand occupations that may differ from the State's (RAPs excepted). Any local WDBs that have established higher minimum performance standards above the state minimum requirements may remove a program of training services from the eligible programs in the local area for failure to meet the higher performance levels, but only if applied consistently to all approved providers within their local area.

The LWDB is responsible for:

- Reviewing training programs for initial eligibility;
- Ensuring that all participants are enrolled in approved training programs, as identified on the ETPL;
- Collecting performance and cost information and any other required information related to programs from



training providers;

- Monitoring training providers for compliance and performance;
- Evaluating performance data of all training providers during the continued eligibility review to verify that the training programs meet minimum performance standards; and
- Allowing training providers to appeal a denial or removal of eligibility of programs that includes an opportunity for a hearing at the local level, a timely decision and a right to appeal if the provider is unsatisfied with the LWDB decision.

Each LWDB must develop and maintain procedures to determine the eligibility of a training provider's programs in an objective and consistent manner. Each local WDB must define its own procedures, consistent with the requirements of this policy, for all training providers and programs, with the exception of RAPs. Procedures must clearly describe how reviewer(s) will apply any local policies related to the following factors:

- Quality training programs linked to in-demand occupations as determined by the local WDB.
- Performance and cost information, including program-specific performance and cost information of the local outlet(s) of multi-site eligible training providers.
- Information indicating how programs are responsive to local requirements.
- Other appropriate information related to the objectives of WIOA.

#### **Denial, Removal, and/or Appeal of Training Providers and/or Programs:**

A training provider must meet the requirements for eligibility and provide accurate information in order to retain its status as an eligible training provider. Only the Governor's Administrative Entity can remove eligible training providers and programs from the ETPL after appropriate due process.

Local WDBs may take steps to request removal of eligible training providers and/or programs from the ETPL in consultation with the ADWS ETP Coordinator. The State can deny and/or remove a program, an eligible training provider, or both when the individual:

#### **Denial of a Program/Provider (may reapply for approval after 6 months):**

- Fails to meet the minimum criteria for initial eligibility as specified above;
- Fails to complete the initial eligibility application in AJL ProviderLink;
- Failure to have a license to operate by a private career school as required in the state of Arkansas;
- Fails to add the subsequent eligibility performance reporting ending dates and performance data in AJL ProviderLink as required;
- Program renewal expired past the renewal date and/or
- Program not approved by the local board.

#### **Removal of a Program/Provider (may reapply for approval after 1 year):**

- Fails to supply available participant data required for the performance review within due dates established and unwilling to supply required and available participant data by the ADWS staff;
- Violates state and/or local laws;
- State or local required performance levels are not met;
- Loses its educational license or accreditation;
- Fails to notify any program changes including, but not limited to, costs or location of training;

- Ceases to be in business and/or lost its license to operate;
- Fails to meet criteria or minimum performance levels as part of the annual or biennial review of initial or continued eligibility;

#### **Removal of a Provider (may reapply for approval after 2 years):**

- Substantially violates any provision of Title I of WIOA and its regulations including 29 CFR Part 38, the nondiscrimination and equal opportunity provisions, and
- Intentionally supplies inaccurate data.

#### **Appeal of Training Providers and Programs:**

If a provider of training services has its eligibility denied, are terminated due to substantial violations, failure to provide requested performance information without reasonable justification, or otherwise are removed for good cause, the training provider will be notified that their training program is being removed from the State's training provider list. This information regarding the decision will be submitted to the contact person listed on the training provider's account.

The training provider may appeal the denial or termination within ten (10) calendar days from the date of receipt of notice of termination by submitting an appeal request to the following email address:  
[ADWS.WIOAAppeals@arkansas.gov](mailto:ADWS.WIOAAppeals@arkansas.gov).

The State will review the appeal, provide opportunity for a hearing, and issue a written decision/response within (30) calendar days of the receipt of the appeal. The Director will appoint a hearing officer.

The ADWS ETP Coordinator or designee shall remove a provider and/or program that was determined to be no longer eligible no earlier than the 31st calendar day from the issuance of the removal notice. However, if a training provider initially chooses to appeal, a training provider and/or program that is subject to removal shall remain on the state ETPL until the appeal is concluded.

After official removal of a training provider and/or program from the ETPL, local WDBs cannot fund WIOA participants enrolled in the removed training provider and/or its programs. Per WIOA Section 122, a training provider removed from the ETPL for failure to meet performance or is in violation of the WIOA regulations, cannot apply for eligibility for one year after the official removal date. Training providers may appeal a removal decision under the appeal process.

#### **Monitoring:**

The ADWS will monitor the LWDBs for ETPL compliance during annual monitoring visits or desk reviews. The ADWS Monitor for the local area will randomly select WIOA participant files and validate that the data has been uploaded into the system correctly, ensuring that the annual report is accurate.

#### **Reciprocal Agreement:**

States may enter into agreements, on a reciprocal basis, with other states to permit eligible providers of training services to accept individual training accounts from providers in another state. [WIOA §122 (g)] Under the current policy, training providers must have a physical and permanent Arkansas mailing address. Arkansas currently has reciprocal agreements with the state of Missouri. If an out-of-state provider is applying for an online program, the local area must contact the Arkansas Division of Higher Education to ensure that the provider may legally provide online programs in Arkansas before the program is approved in AJL ProviderLink. **Only providers located in**

**states bordering the state of Arkansas and approved Apprenticeship Sponsors are eligible for inclusion on the Arkansas ETPL.**

These agreements allow Arkansas participants to use ETPs if that training provider appears on the other State's ETPL. Similarly, WIOA participants in the reciprocal states can utilize programs that are on Arkansas' ETPL.

**Contact:**

For any questions related to this policy, please contact the ADWS Employment Assistance Unit at [WIOATA@arkansas.gov](mailto:WIOATA@arkansas.gov).



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**Arkansas Division of Workforce Services (ADWS)  
Workforce Innovation and Opportunity Act (WIOA)  
High Concentration of Youth Funding  
Allocation Methodology Policy**  
as defined by the Labor Market Information (LMI)

**PURPOSE:**

The purpose of this policy is to provide the procedure that will be followed when funding the WIOA required activity of providing additional assistance to Local Workforce Development Areas (LWDA) that have a high concentration of eligible youth. The procedure for funding this program is patterned after the Department of Labor’s Youth, Adult, and Dislocated Worker funding stream formulas.

**REFERENCES:**

WIOA §129

20 CFR 681.200-290

20 CFR 682

Secretary's annual Lower Living Standard Income Level (LLSIL) for 2021

2021 Health and Human Services “Poverty Guidelines”.

**BACKGROUND:**

States are required to provide additional assistance to local areas that have a high concentration of eligible youth (WIOA § 129 (b)(1)(F)). At least 75% of these funds provided to local areas must be used to provide youth workforce development activities for out-of-school youth, as defined in WIOA § 129(a)(1)(B), unless the local area has an exception as described in WIOA § 129(a)(4)(B) (129 § (a)(4)(A) \; 20 CFR 682.200(1)). Up to 25% of the funds may be spent on in-school youth.

**POLICY:**

- I. **Criteria:** To award funding for assistance to the Local Workforce Development Areas (LWDA’s) for “Eligible Youth” found in the WIOA law, Title 1, section 129. Eligible Youth, for the purpose of this policy, are defined as individuals 14-24 years of age, who

are considered low-income persons and who have one or more of the following risk factors as defined by LMI:

- A. Deficient in basic literacy skills;
  - B. A school dropout;
  - C. Within the age of compulsory attendance, but has not attended school for at least the most recent complete school year calendar quarter;
  - D. Homeless, a runaway, or foster child;
  - E. Pregnant, or a parent;
  - F. An offender;
  - G. An individual who requires any additional assistance to complete an educational program, or secure and hold employment (as determined by each LWDA).
- I. General Information:** It is the Division of Workforce Services' intent to categorize and prioritize risk factors that can be documented with reliable data from the following: 2020 Census; Arkansas Department of Education; Arkansas Department of Human Services; Arkansas Crime Information Center; and the Arkansas Department of Health. **(These sources will be updated annually).**

#### **Part 1: ADWS Methodology to Define WIOA High Concentration of Eligible Youth for Additional Funding**

- A. Calculate the individuals for each county in each of the categories relying on available data provided by LMI.
- B. Group the State's 75 counties into Local Workforce Development Areas (LWDA) and add the total number for each county in the LWDA to determine the total number in each LWDA. Some individuals will meet the criteria for more than one category. This calculation considers the number of barriers versus the number of individuals.
- C. In all category calculations for the City of Little Rock LWDA and Central LWDA, a percentage of Pulaski County totals are used. Percentage used for the City of Little Rock LWDA is City of Little Rock Population divided by Total Pulaski County Population.
- D. Divide the LWDA's weighted number of "Eligible Youth" by the LWDA's total population to determine what weighted percentage of the LWDA's population consists of Eligible Youth.
- E. Any LWDA that has a weighted percentage of Eligible Youth, as compared to its overall population, that is equal to or greater than, "The **Risk Factor**", will be deemed as having a "High Concentration of Eligible Youth" for purposes of the funding formula.
- F. Each LWDA meeting the aforementioned criteria, will be awarded additional youth funding. This is based on a formula of Total Eligible Youth divided by the total dollars available to be awarded. This multiplier is used to determine each area's amount to be awarded. **(Note this weighted percentage of Eligible Youth factor will be adjusted annually as required to meet ADWS's goal of 50% of the LWDA's receiving funding.)**



**Note: Sources for this report are available from the Arkansas Division of Workforce Services, Labor Market Information.**

## **Part 2: Funding Per LWDB based on “Average Barriers per Participant” Calculation**

- A. The Part Two funding factor is the “**Average Barriers per Participant Calculation**”.
- B. WIOA focuses on serving individuals with barriers to employment and seeks to ensure access to quality services for these populations.
- C. The Average Barriers per Participant Calculation is obtained by dividing the total barriers served by the total participants. The higher the average, the more effective the services to this special population.
- D. In this calculation, the higher the percentage of Average Barriers per Participant, the higher the allocation percentage of the available funds to be awarded.

**Note: The source for this data is the Arkansas Job Link (AJL) system or the state’s current management information system. Each LWDA enters the barriers for each participant.**

### **Additional Information:**

1. Awards will be distributed on a “funds available” basis, through WIOA Formula Grants/State Set-Aside Funds for WIOA Program Activities.
2. Award amounts and award dates will be published in an ADWS Issuance prior to award date.