

# Workforce Development, Career Exploration & Financial Literacy Resources for You

from  
**ABPG**  
ARKANSAS BUSINESS  
PUBLISHING GROUP

Presented by Lindsay Irvin



# Arkansas Next

## A Guide to Life After High School



Our flagship magazine and traditional careers guide

116,000 copies printed annually

Enough for every 8th, 11th, and 12th grade student in Arkansas

Distribution partners:

- Arkansas Division of Elementary and Secondary Education
- 550 public schools
- 45 private schools
- AR Homeschool Association & Virtual Academies

***Includes relevant content for Workforce Centers — tools for you!***

THE NEXT LEVEL

# WHAT WILL YOU DO AFTER HIGH SCHOOL?

You've got questions to answer and decisions to make. Real Arkansas college students are here to help!

## Showing Readers a Way to FAST-TRACK INTO THE WORKFORCE

THE NEXT LEVEL

### LIFE AFTER HIGH SCHOOL

# KNOW YOUR OPTIONS!

From on-the-job training that whisks you into the workforce to decade-long doctoral degree plans, we break down each level of higher education and reveal just how long each path will take.



**QUICKEST**

#### EARNED DURING HS

**High School Diploma/GED**  
Straight into the workforce; job options limited.  
**Work-based Learning**  
Hands-on experiences completed in high school classrooms; this experience is a boost to resumes and can be a shortcut as they pursue specific careers; a college degree or technical certificate will likely be required still.

#### START IMMEDIATELY AFTER HS

**On-the-Job Training**  
Straight into the workforce; get paid right away; job options are limited but growing as Arkansas hires to keep up with workforce demands.

#### TAKES UP TO 1 YEAR AFTER HS

**Certificate of Proficiency**  
Three to seven months of training in a specific occupation to earn a certificate of proficiency or technical certificate and enter the workforce. You must complete a 30-credit program, a 24-credit career specialty and at least six credits of general ed.

#### Certificate of Completion

Typically requires one year and is related to a specific job or career niche.

#### TAKES UP TO 1 YEAR AFTER HS

**Occupation Skills Award**  
Can be completed with nine to 14 hours of credit (one year max) in a specific technical field to complete; stack multiple skills awards to grow and advance.

**QUICK**

#### SAVES UP TO 2 YEARS OF HIGHER ED

**Early College High School**  
Provides programs for high school students to enroll in college courses early and earn up to 60 credit hours by the time they graduate high school; generally a separate campus from the high school; shortens time spent at a two- or four-year school and saves money.

#### TAKES UP TO 3.5 YEARS AFTER HS

**Dual-Credit in High School**  
Shortens length of time in college; students can earn college credit that is equivalent to one or more semesters of college coursework; can be used towards a two-year or four-year degree.

#### TAKES 2-4 YEARS AFTER HS

**Certified Technical Education (CTE)**  
Career-specific pathways for students to learn and train during high school; students earn certifications and credentials, and take part in internships through strategic partnerships with businesses in their community; goal is to get students career-ready while earning their high school diploma to help meet Arkansas job demand/workforce needs; two-year and four-year degrees often still required but CTE programs offer a fast track to real-world experience, ultimately creating a shortcut to a future career.

#### TAKES 2 YEARS AFTER HS

**Associate Degree**  
Can be completed in two years for a full-time student, or up to four years for a part-time student. The average community college tuition in Arkansas is \$7,500 for in-state students.

Source: arkansas.com

**AVERAGE**

#### TAKES 2-3 YEARS AFTER HS

**Transfer Degree**  
Completes the first two years of a four-year bachelor's degree program at a community college to save money on tuition; transfer credits earned at the two-year school to the desired four-year college and finish the degree plan.

#### TAKES 4 YEARS AFTER HS

**Bachelor's Degree**  
Typically completed in four years at a college or university; often dubbed the traditional route; can take longer than four years if a student is part-time.

**LONG**

#### TAKES 6-8 YEARS AFTER HS

**Master's Degree**  
After graduating with your four-year undergraduate degree, you can apply for master's programs to further your higher education. This can open many doors for your future career, and some bachelor's degrees require a master's to enter the specified workforce.

#### TAKES 8-9 YEARS AFTER HS

**Doctoral Degree**  
What you'll need if considering a career as a doctor, lawyer, professor, education administrator, historian, statistician, anthropologist and more costly degree programs that lead to lucrative occupations; the average cost of a doctorate degree from a public university is \$205,900 in the U.S.\*

\*education.gov

#### TAKES 9-10 YEARS AFTER HS

**Medical Residencies**  
Add three to seven years after medical school.  
+ **Medical Fellowships**  
Add one to two years after residency.  
+ **Board Certification**  
Add four years after residency.

It can take up to 18 years to earn credentials to become some medical professionals.

26 • ARKANSAS NEXT • 2024/2025

# LIFESTYLE CALCULATOR

IN THE GAME OF LIFE, THERE ARE A LOT OF EXPENSES...

HOW MUCH MONEY WILL YOU NEED TO MAKE?\*

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%
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+

**HOUSING**  
(CHOOSE ONE)

A. Living at home with parents (0)  
B. Split rent with roommates (2)  
C. Rent apartment on your own (4)  
D. Rent a condo, townhouse or small house (8)  
E. Buy a house (9)

**UTILITIES**  
(CHOOSE ALL THAT APPLY)

A. Mobile phone (2)  
B. Internet (2)  
C. Electricity (4)  
D. Water and gas (2)  
E. Streaming or cable TV services (4)

**FOOD**  
(CHOOSE ONE)

A. Eat at home, mostly groceries (2)  
B. Home and fast food (4)  
C. Home and restaurants (8)  
D. Mostly restaurants (7)

**TRANSPORTATION**  
(CHOOSE ONE)

A. Biking/electronic scooter (1)  
B. Public transportation (2)  
C. Use Uber or Lyft regularly (2)  
D. Average used car (3)  
E. Average new car (5)  
F. Luxury car (8)

**HEALTH CARE**  
(CHOOSE ALL THAT APPLY)

A. Employer-subsidized health insurance (1)  
B. Basic health insurance (no employer help) (4)  
C. Vision insurance (1)  
D. Dental insurance (2)

**ENTERTAINMENT**  
(CHOOSE ALL THAT APPLY)

A. Go out with friends once a month (1)  
B. Go out with friends once a week (2)  
C. Outdoor adventures (hiking, camping, sports, kayaking) (2)  
D. Alcohol, concerts, movies, theater, lake weekends, etc. (3)  
E. Vacations and adventures that require hotel/cruise (4)

**PERSONAL CARE**  
(CHOOSE ALL THAT APPLY)

A. Essential toiletries and makeup (1)  
B. Luxury toiletries and makeup (2)  
C. One to two services per month (hair, massage, haircut, waxing, etc.) (2)  
D. Three plus services per month (hair, massage, haircut, waxing, etc.) (3)  
E. Basic monthly gym membership (2)  
F. Personal training, specialty workout classes, or high-tech wear equipment (3)

**CLOTHING**  
(CHOOSE ALL THAT APPLY)

A. Everyday attire/basic (1)  
B. Luxury clothes (2)  
C. Work clothes (2)  
D. Luxury designer clothes and shoes (7)  
E. Golf shoes (3)

**MONTHLY EXTRAS**  
(CHOOSE ALL THAT APPLY)

A. Daily coffee runs (2)  
B. Small home purchases (decor, plants, tools, towels, etc.) (2)  
C. Pet care (food, supplies, meds, vet visits) (2)  
D. Electronics purchases (gaming, or new TVs, laptops/tablets) (4)  
E. Basic furniture purchases (5)  
F. Luxury furniture purchases (8)

**SAVINGS PER PAYCHECK**  
(CHOOSE ONE)

A. None (0)  
B. 2% (1)  
C. 5% (2)  
D. 7% (3)  
E. 10% (Recommended) (4)

**STUDENT LOAN**  
(CHOOSE ONE)

A. Plan to be debt-free (0)  
B. Certificate program (2)  
C. Associate degree (2)  
D. Bachelor's degree (4)  
E. Master's degree (6)  
F. Medical school/dental school/law school, etc. (8)

ADD UP YOUR POINTS!

=

## RESULTS

# YOUR LIFESTYLE TOTAL

You'll need to make the following salary range out of college to live the life you're picturing for yourself. Use this information to guide you as you consider the cost of college and majors to pursue and ensure you are able to afford your goals.

### 39 POINTS OR FEWER

\$23,000 to \$43,000/year

- Careers that could work:
- Animal trainer
  - Customer service representative
  - Nursing assistant
  - Coach/scout

### 40-49 POINTS

\$43,000 to \$63,000/year

- Careers that could work:
- High school teacher
  - Electician
  - Dietitian/nutritionist
  - Social media manager

**EDITOR'S NOTE:** Salary data gathered from [careersonestop.org](http://careersonestop.org)

TURN THE PAGE TO FIND EVEN MORE CAREERS THAT MATCH YOUR RESULTS

- ### 50-59 POINTS
- \$63,000 to \$73,000/year
- Careers that could work:
- Accountant
  - Occupational therapist
  - Registered nurse
  - Detective/investigator

- ### 60-69 POINTS
- \$73,000 to \$83,000/year
- Careers that could work:
- Software developer
  - Civil engineer
  - Construction manager
  - Speech-language pathologist

- ### 70-79 POINTS
- \$83,000 to \$93,000/year
- Careers that could work:
- Lawyer
  - Database administrator
  - Physical therapist
  - IT manager

- ### 80-89 POINTS
- \$93,000 to \$103,000/year
- Careers that could work:
- Commercial pilot
  - Marketing executive
  - Chief executives
  - Banker

- ### 90 POINTS OR MORE
- More than \$103,000/year
- Careers that could work:
- Physician assistant or nurse practitioner
  - Data scientist
  - Financial manager
  - Judge
  - Medical doctor (all specialties)

#### KEY

**Job Outlook:** Employment growth for the occupation in Arkansas  
**AA:** Above average  
**AVG:** Average  
**DB:** Below average  
**DB:** Below average  
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**DB:** Below average

#### BACHELOR'S DEGREE

JOB TITLE	EST. 2023 ARKANSAS WORKERS	JOB OUTLOOK	AVERAGE ANNUAL WAGE
Business Administration and Management	81	AA	\$41,600
Natural Sciences Managers	313	BA	\$135,532
Network and Computer Systems Administrators	1,613	A	\$77,859
News Analysts, Reporters, and Journalists	241	D	\$35,519
Occupational Health and Safety Specialists	793	A	\$48,275
Operations Research Analysts	246	AA	\$75,000
Personal Financial Advisors	2,296	AA	\$113,777
Physical Therapists	115	A	\$102,777
Professional Services, All Other	194	A	\$118,587
Professor-Ofcials and Organizational Treatment Specialists	197	BA	\$48,355
Producers and Directors	686	BA	\$58,792
Project Management Specialists	1,008	A	\$44,128
Property Appraisers and Assessors	961	A	\$42,750
Public Relations Managers	468	A	\$142,128
Public Relations, Development, Fundraising Managers	1,362	AA	\$17,388
Recreational Therapists	85	BA	\$37,833
Registered Nurses	39,296	A	\$72,887
Religious Workers, All Other	2,300	D	\$6,880
Sales Managers	2,275	BA	\$128,290
Secondary School Teachers, Except Special and Career Technical Education	12,990	A	\$57,424
Social and Community Service Managers	30	BA	\$38,880
Social and Community Service Managers	2,114	AA	\$44,832

# Lifestyle Calculator + Real-life Arkansas App



JOB TITLE	EST. 2023 ARKANSAS WORKERS	JOB OUTLOOK	AVERAGE ANNUAL WAGE
Social Science Research Assistants	118	AA	\$31,446
Social Scientists and Related Workers, All Other	107	BA	\$75,884
Social Workers, All Other	1,192	BA	\$61,098
Software Developers	1,143	AA	\$88,120
Statisticians	103	A	\$81,412
Special Education Teachers, Kindergarten and Elementary School	1,405	BA	\$53,884
Special Education Teachers, Middle School	963	BA	\$54,623
Special Education Teachers, Preschool	288	A	\$58,619
Special Education Teachers, Secondary School	1,445	A	\$44,623
Special Effects Artists and Animators	82	A	\$61,440
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2,118	AA	\$61,275
Substantive Teachers, Short-Term	164	A	\$27,020
Surveyors	400	A	\$52,080
Tax Examiners and Collectors, and Revenue Agents	380	BA	\$48,754
Teachers and Instructional Scaffolds	984	A	\$33,043
Teaching Assistants, Postsecondary	2,024	A	\$31,351
Technical Writers	140	A	\$78,293
Therapists, All Other	441	A	\$52,353
Training and Development Managers	258	A	\$57,187
Training and Development Specialists	3,087	A	\$55,508
Transportation, Storage, and Distribution Managers	2,254	BA	\$106,403
Web and Digital Interface Designers	882	A	\$51,423
Web Developers	154	AA	\$61,792
Writers and Authors	375	BA	\$52,127
Zoologists and Wildlife Biologists*	105	D	\$71,420

## REAL-LIFE ARKANSAS

Now that you've played our calculation game, use Arkansas' official cost of living calculator for an even more accurate picture of what you'll need to earn to afford the life you dream of after high school and college—**It's OK to want it all, but you'll have to work for it!**



Scan the QR code to see what expenses lie ahead for you with this handy tool!

Most Popular with Readers!

# Be Professional

Pro tips for drafting an awesome resume and cover letter (and what you need to know to ace your interview)

## What is a Resume?

A resume is a formal document that tells potential employers why they should hire **you**. Resumes are important because they give employers a first impression of you before they even meet you. Resumes are a great way to grab the attention of employers and show off your skill sets, education and accomplishments. A great resume has the power to propel you to your dream job, so here are some tips to make your resume stand out for all the right reasons!



NAME SURNAME YOUR JOB POSITION	
<b>CONTACT</b>	<b>WORK EXPERIENCE</b>
<ul style="list-style-type: none"> <li>Phone: (555) 555-5555</li> <li>Email: name.surname@email.com</li> <li>Address: 123 Main St, City, State, Zip</li> </ul>	<ul style="list-style-type: none"> <li><b>Job 1: JOB COMPANY/PROVIDER NAME</b> Position Title   Dates   Key responsibilities and achievements.</li> <li><b>Job 2: JOB COMPANY/PROVIDER NAME</b> Position Title   Dates   Key responsibilities and achievements.</li> <li><b>Job 3: JOB COMPANY/PROVIDER NAME</b> Position Title   Dates   Key responsibilities and achievements.</li> </ul>
<b>LANGUAGES</b>	<b>EDUCATION</b>
<ul style="list-style-type: none"> <li>Language 1: Proficient</li> <li>Language 2: Intermediate</li> <li>Language 3: Beginner</li> </ul>	<ul style="list-style-type: none"> <li><b>Job 1: JOB COMPANY/PROVIDER NAME</b> Degree   Dates   Key achievements.</li> <li><b>Job 2: JOB COMPANY/PROVIDER NAME</b> Degree   Dates   Key achievements.</li> </ul>
<b>SKILLS</b>	<b>ACHIEVEMENTS</b>
<ul style="list-style-type: none"> <li>Skill 1: Proficient</li> <li>Skill 2: Intermediate</li> <li>Skill 3: Beginner</li> </ul>	<ul style="list-style-type: none"> <li><b>Job Achievement 1</b>: Key achievement or award.</li> <li><b>Job Achievement 2</b>: Key achievement or award.</li> <li><b>Job Achievement 3</b>: Key achievement or award.</li> </ul>

**TIP:** Ask a parent, friend or teacher to proofread your resume for you. They may find a mistake you didn't even notice!

## A GREAT RESUME SHOULD:

**Be precise and short!** Resumes should only be one page. You should only put necessary information like your name, email address and phone number, education, and relative job experience and skills on your resume.

**Grab the attention of employers.** You've got to stand out against all the other applicants for employers to notice you. If your resume looks just like everyone else's, chances are it's not going to make a lasting impression.

**Use bullet points!** Using bullet points is the best way to convey important information in a concise way. Bullet points are easy to read and look clean on a page.

**Be tailored for the job you're applying for.** Before you apply for a job, look over the job description and company. Match your skills with keywords from the job description. If you are applying to work in a fast-paced environment, it would be beneficial to note you are quick with deadlines and work well under pressure.

**Proofread!** Re-read your resume before hitting the submit button. You may have missed a typo, misspelled word or improper grammar. Your resume is a reflection of yourself and if you have a resume full of errors, future employers may not take you seriously.

## A COVER LETTER SHOULD INCLUDE:

- ➔ **Contact Information**
  - Name
  - Home Address
  - Telephone Number
  - Email Address
- ➔ **Date**
- ➔ **Salutation** (Dear Mr./Ms./Prospective Employer)
- ➔ **Opening Paragraph**
- ➔ **Middle Paragraphs**
- ➔ **Closing Paragraph**

Stories that transform into workforce tools (posters and printables!)

## What is a Cover Letter?

A cover letter is a personalized letter you write for the company you're applying for and telling them why you should be hired. You should use your cover letter to introduce yourself and express your interest in the position. A cover letter presents you with the opportunity to go further into the points you make in your resume. Be specific! Your tone in a cover letter should be professional but friendly. Also, place it before your resume!



YOUR NAME HERE	
<b>COVER LETTER</b>	
<b>TO</b>	<b>CONTACT</b>
<b>Name Here</b> Director of HR Company Name Street Address, State, Zip, City	(1) 234-567-8 email@company.com 123 Address St, City, State, Zip
<b>Dear Hiring Manager,</b> The writing for this letter (you been available all Company) for an [position]. As an [your name] and [your professional skills] with [your years of administrative experience], I believe I am a valuable asset to your team and help [Company] achieve its business objectives.	
In the job description that I found for the job position [company] of [company name], you stated that you were looking for a candidate who has [skills] and [years of experience]. I have a strong professional background in [your field] and I also have [years of experience] in [your field].	
I have a [number] years of experience for [your field]. I have a [number] years of experience in [your field]. I have a [number] years of experience in [your field]. I have a [number] years of experience in [your field].	
As a [your field], the [your field] is my highest. I am a [your field] and I am a [your field]. I am a [your field] and I am a [your field]. I am a [your field] and I am a [your field].	
Thank you for taking the time to review my cover letter, resume and application materials. I look forward to hearing from you about the Administrative Assistant position and learning more about the role. If you need any additional information, please feel free to contact me by phone or email.	
Sincerely, Your Name	

2024/2025 AN

## Interview Tips

Your resume and cover letter landed you an interview. Now what?

- ➔ Practice what you want to say. Prepare a list of questions and answers!
- ➔ Dress for success. No crop tops or ripped jeans!
- ➔ Think positive and be confident! If you're nervous, take a deep breath.
- ➔ Don't be late. Punctuality is key!
- ➔ Be present. Actively listen to the person who is interviewing you and think of thoughtful replies.
- ➔ Make a good impression. Your attitude will make or break you.
- ➔ Send a follow-up email and thank you card after the interview.



## HEAR FROM REAL PROFESSIONALS ABOUT INTERVIEW DO'S AND DON'T'S

4 local employers share their interview tips to make you stand out while job hunting!



"Always take time to research the company and position before the interview. Dress in your favorite coffee shop. Companies and business owners appreciate candidates. The more prepared you are to discuss your interest in the position, the more confident you'll be in the interview."  
— **Reagan Davis**, Junior Reporter at Agency



"One crucial interview tip for high schoolers is to research the organization and position thoroughly. This demonstrates your knowledge about the organization and your genuine interest and initiative. Additionally, preparing questions can help them interview their strengths and experiences more effectively, boosting their confidence and performance."  
— **Ryanne Marks**, Director of Communications at North Little Rock Chamber of Commerce



"Be confident in your abilities and experiences, even if you're a small—because you're all part of what makes you a strong candidate. Clearly communicate what you've learned and how you've grown from each experience."  
— **Debrah Reed**, Recruitment Manager Greenway Equipment



"Preparation and Presentation: Show up to the interview at least 15 minutes early and be prepared. Research the company or organization's history, leadership team and programs. Be engaged and stay off your phone during the entire duration of the interview."  
— **Shamir Dabish**, Vice President, Community Outreach Officer of Deans Bank



## Arkansas Next: PROS

Launched in 2018.

**Focus on fast-tracking Arkansans into workforce**

Focus on **in-demand industries**; identifying workforce gaps in Arkansas

Runs inside all 116,000 copies of *NEXT*

**40,000 stand-alone copies**

### **Where to Find It!**

- Employers
- Be Pro Be Proud
- Public libraries
- Two-year schools
- **Workforce centers** (100+ copies each)!

# Industries

## We Focus On

Manufacturing  
Transportation  
Construction  
Agriculture  
Utilities

CONSTRUCTION

START A CAREER IN THE BOOMING CONSTRUCTION INDUSTRY

61,900 estimated jobs are employed in construction in Arkansas (8,300 increased) with 10,000 more projected

7,700 job openings in Arkansas in 2024

\$5.8 BILLION the industry's contribution to the Arkansas economy

ARKANSAS CONSTRUCTION INDUSTRY ACHIEVES 17.4% EMPLOYMENT RATE IN APRIL 2024

33% of construction jobs have expanded in Arkansas in a four-year span

HELP WANTED! The impending retirement of a large number of skilled workers is projected to create many new job openings this decade.

TOP 10 CONSTRUCTION COMPANIES TO WORK FOR IN ARKANSAS

- BARBERZ
- BOE CONSTRUCTION
- THE SYSTEM GROUP
- LEYDOL
- DIVE INDUSTRIES
- WILL-HART
- AGRICULTURE EMISSION INSPECTION
- KINGO CONSTRUCTORS
- NATIONAL ROOFING CO.
- BOB MECHANICAL CONTRACTORS

110 - ARKANSASNET.COM

CAREERS IN AGRICULTURE

\$20.9B ag's annual contribution to the state economy

No. 1 ag is Arkansas' largest industry

100 - ARKANSASNET.COM

Jobs in CONSTRUCTION

JOB	WHAT THEY DO	EDUCATION NEEDED	HOURLY SALARY IN ARKANSAS
CONSTRUCTION LABORER	Perform physical labor as construction crew and operate hand and power tools of all types.	No formal education needed	\$48,860
CONSTRUCTION INSPECTOR	Inspect structures to determine reasons for construction delays and coordinate with city, county and other organizations.	High school diploma	\$43,830
PAINTER	Paint walls, equipment and other structures, surfaces, using brushes and rollers.	No formal education needed	\$53,970
FIELD AND SUPERVISOR OF CONSTRUCTION WORKER	Supervise and coordinate activities of construction or construction workers.	High school diploma	\$90,110
CARPENTER	Construct, shape, install or repair structures and fixtures made of wood and composite materials.	High school diploma	\$59,970
WOOD MODEL MAKER	Construct full-size and scale models, precision models of products.	High school diploma	\$84,990
COST ESTIMATOR	Prepare cost estimates for construction projects or services to management in looking on or determining the price of service.	Bachelor's degree	\$186,800
IRON METAL WORKER	Fabricate, assemble, install, and repair steel metal products and equipment, such as tanks, control racks, bridges and furnace parts.	High school diploma	\$80,920
MASON AND FURNACER	Remodel and finish surfaces of precast concrete, such as floors, walls, sidewalks, roads or walkways using a variety of hand and power tools.	No formal education needed	\$53,670
CONSTRUCTION MANAGER	Plan, direct or coordinate, usually through subcontractors, activities concerned with constructing, professionalizing and	Bachelor's degree	\$128,590
BRICKLAYER AND BLOCKLAYER	Lay out, install and finish masonry walls, chimneys, etc.	No formal education needed	
ROOFER	Install, repair and maintain roofs and gutters.	No formal education needed	
LANDSCAPE ARCHITECT	Plan and design outdoor spaces.	Professional certification	

MANUFACTURING

DEMAND FOR MANUFACTURING GROWS

\$66,795 average annual compensation in Arkansas for manufacturing (2023)

161,800 estimated manufacturing jobs in Arkansas in 2024

3,000 estimated number of manufacturers in Arkansas

\$2.4B value added to the economy by manufacturing

TOP 5 manufacturing sectors in Arkansas

- FOOD & TOBACCO
- PRIMARY METAL
- FABRICATED METAL
- WOOD PRODUCT
- MACHINERY

13,266 Springfield is Arkansas' top city for manufacturing jobs with more than 13,000

11,486 Little Rock is another top city for manufacturing jobs with more than 11,000

10,560 Fort Smith is a great place to find work in manufacturing, with more than 10,000 jobs

47% of Arkansas manufacturers work with a high school diploma or less

100 - ARKANSASNET.COM

A GLIMPSE AT ARKANSAS' TRUCKING INDUSTRY

92% of manufactured tonnage is transported by Arkansas trucks

97,950 estimated trucking industry jobs in Arkansas

49% of U.S. commercial trucks are powered by near-zero-emission diesel technology

arkansastrucking.com

# You Can't Be It, **If You Can't See It**



MANUFACTURING

Photo credit: iStockphoto.com

**"I love working with my hands. Being able to operate my machine day in and day out like my dad for a company like Lockheed Martin is amazing. This is what I was meant to do."**



Photo credit: iStockphoto.com

## FOLLOWING HIS PASSION AFTER HIGH SCHOOL

**SHAMARION WALKER | MACHINIST GENERAL SR.**

**WHERE TRAINED:** Lockheed Martin | **OUTPUT:** Lockheed Martin  
**HOMEWORK:** Camden | **AGE:** 29

Shamarion Walker grew up listening to his father talk about CNC machining. Inspired by his father's passion for the career, he decided to follow in his footsteps and enter the same field. He attributes his success to his time working in fast food management. Balancing his job and playing football taught him time management, discipline, efficiency and punctuality. After graduating from Camden Fairview High School, he was offered a job at Lockheed Martin and as a senior machinist at just 19 years old.

"My training experience was truly incredible, as I finally had the opportunity to formally learn about CNC machine operation and so," Shamarion said. "There are so many knowledgeable people in my building that already took up to us mentors... One key takeaway is the importance of paying close attention to the machine, as this allows me to quickly identify and address any issues that may arise during operation."

Shamarion's day-to-day responsibilities include operating a Toyota FANUC CNC machine. He handcrafts handles for a critical product for the Department of Defense, along with loading and setting tools.

He's mastered the ability to multitask, which makes him a great CNC machinist.

"I love working with my hands," he said. "Being able to operate my machine day in and day out like my dad for a company like Lockheed Martin is amazing. This is what I was meant to do."

Shamarion was able to take skills he learned in high school and apply them to a career directly after graduation, and he takes pride in what he does every day. Right out of high school, Shamarion has achieved so much in a short amount of time. He's brought a car, has a 401(k) retirement plan and is working towards buying his own house.

"If I could offer advice to middle or high school students, I would encourage them to pursue their dreams with determination and perseverance," Shamarion said. "If one can stop you from achieving your goals, so if there's a particular path you're interested in, go for it. Keep pushing forward, and give that it's possible to make your own reality."

"Remember that success takes effort, and a willingness to learn the rewards can be tremendous."

**HIGH-END EARNERS (TOP 10%)**  
**\$66,950**

**MEDIAN EARNERS (TOP 50%)**  
**\$45,950**

**EDUCATION REQUIRED**  
High School Diploma

**JOB DEMAND IN ARKANSAS**  
Employment is projected to decrease **-2%** by 2030, with **229** job openings each year.  
**1,990** COMPUTER NUMERICALLY CONTROLLED TOOL OPERATORS are expected to be employed in Arkansas by 2030.

**YOU'LL BE GREAT AT THIS JOB TOO IF...**

- You aren't afraid of a job
- You enjoy problem-solving
- You crave excitement and challenges

**RELATED JOBS:**

**MACHINIST:** HIGH SCHOOL DIPLOMA | \$67,940  
**MILLING AND MACHINE SETTING, OPERATORS AND TENDERS:** HIGH SCHOOL DIPLOMA | \$62,530

Source: careermonsters.org for CNC Machine

**WHERE TO LEARN**

Arkansas National Guard  
Arkansas Northeast College  
Arkansas State University-Bell Buckle  
Arkansas State University-Jonesboro  
Arkansas State University-Springdale  
Arkansas State University-Tulsa

## GOAL

### FAST TRACK JOB SEEKERS TO WORKFORCE

More than a high school diploma less than a four-year degree



Photography by Jacob Staton



## A STUDENT LOAN-FREE CAREER

**ANDREW BRIA | SERVICE ELECTRICIAN/HVAC TECHNICIAN**

**WHERE TRAINED:** Electrical Journeyman and Apprenticeship, and HVAC Certificate through Arkansas Construction Education Foundation

**EMPLOYER:** Nabco Mechanical & Electrical Inc.

**HOMEWORK:** Conway | **AGE:** 26

Andrew Bria was first introduced to the world of trade skills at a young age by his family and his father's close friends. While attending Conway High School, Andrew took drafting classes, which introduced him to professionals in the industry. This class and working on cars showed him that he loved working with his hands, and he wanted to find a way to make a living.

"I was understanding how and why you'd do the way they are," he said.

After high school graduation, Andrew wanted to pursue a career in trades to avoid any debt. The Arkansas Construction Education Foundation provided an opportunity to learn the trade.

Andrew traded to college, but he was interested in the trades from the start. "I was great, I learned a lot, and I was a very gifted people in this field."

He said the thing he enjoyed most during his training with ACEF was solving problems. "I enjoy solving a puzzle and figuring out how things go together," Andrew said. "The thing that stuck with me the most is that you should always take pride in your work and do it in a neat and workman-like manner."

Being trained and certified in heating, ventilation and air conditioning and as an electrician means Andrew can travel all over the state working. The most difficult parts of his job include dealing with the weather and physically demanding tasks.

"...Sometimes it's 120 degrees in an attic, or you could be outside when it's 32 degrees," Andrew said. "But it's rewarding when you have found and fixed an issue, and completed a job that you're proud of and know [your work will stay] in service for many years."

**HIGH-END EARNERS (TOP 10%)**  
**\$66,000**

**MEDIAN EARNERS (TOP 50%)**  
**\$47,620**

**EDUCATION REQUIRED**  
Postsecondary Certificate

**JOB DEMAND IN ARKANSAS**

Employment is projected to increase **6%** by 2030, with **350** jobs available annually.

**3,620** HVAC Technicians are expected to be employed in Arkansas by 2030.

**YOU'LL BE GREAT AT THIS JOB TOO IF...**

- You love tinkering
- You like saving the day for people
- You want a job that's always in demand

**RELATED JOBS:**

**STATIONARY ENGINEERS AND BOILER OPERATORS**  
HIGH SCHOOL DIPLOMA | \$73,180

**PLUMBERS | POSTSECONDARY CERTIFICATE** | \$64,080

**HOME APPLIANCE REPAIRERS**  
HIGH SCHOOL DIPLOMA | \$64,170

Source: careermonsters.org for HVAC Technician

**WHERE TO LEARN**

The Academy at Goodwill Industries of Arkansas  
Arkansas National Guard  
Arkansas Northeast College  
Arkansas State University-Three Rivers  
Arkansas State University-Beebe  
Arkansas State University-Newport  
Arkansas Tech University-Camp Community  
Business and Industry Training  
East Arkansas Community College  
Lexington  
Northwest Technical Institute

Peak Innovation Center (Fort Smith Public Schools)  
Thompson Electric  
University of Arkansas - Pulaski Technical College  
Thompson Electric  
University of Arkansas at Monticello College of Technology  
Oronet  
University of Arkansas Community College at Morrilton

University of Arkansas Community College at Morrilton

**WHERE TO WORK**

Arkansas National Guard  
Central Mulberry Inc.  
Lexicon Inc.  
Thompson Electric

ANSASNEXT.COM







  
**Winner of the  
Excellence  
in Financial  
Journalism Award**  
NYSSCPA, 2023

## Arkansas Next: Money

- Launched in April 2021
- A guide to financial literacy and all-things money for youths.
- Distributed to all public schools, targeting 9th and 11th graders.



# LEAD/DIGITAL BANKING SPECIALIST

## BRIANA WALKER

FIRST NATIONAL BANK



**PARAGOULD HIGH SCHOOL GRAD BRIANA WALKER** started as a teller at First National Bank, working her way up to lead/digital banking specialist. She credits climbing the ladder to learning on the job and to her boss, Blake Gunn, for having faith in her.

"There are more opportunities than you think in banking," Briana said. "I didn't realize when I was younger that there's a lot that goes on behind the scenes operationally just to run a standard day at the bank. There are jobs in this field that fit all different types of personalities and interests, not just those interested in math/finance." Her day-to-day responsibilities include assisting customers and employers with all digital matters. This could look like answering questions or solving problems customers are having while they use the First National Bank website and mobile app.

"With technology advancing every day, my job is constantly evolving, and that excites me," Briana said. "A big misconception about my job, and a lot of other banking jobs, is that you must excel in mathematics to be successful. If you are a good hands-on learner and self-motivated, you can easily achieve any goals in this field."

**"WHEN I WAS YOUNGER, I DIDN'T REALIZE THERE'S A LOT THAT GOES ON BEHIND THE SCENES OPERATIONALLY JUST TO RUN A STANDARD DAY AT THE BANK."**

### USEFUL DEGREES

- Marketing
- Business
- Mass Communications

### SIMILAR JOBS

- Member Services Specialist
- Compliance Specialist
- Marketing Coordinator
- Loan Servicing Specialist

### TRY THIS JOB IF...

- you want to work with technology
- you like learning as you go
- you have a knack for solving problems
- you're a good communicator
- people tell you you're patient

BANK ON IT  
2024

### WHAT TO EXPECT ON PAYDAY

**\$79,124**

Average annual salary for digital banking specialists in Arkansas

AS OF FEB. 1, 2024, THE AVERAGE ANNUAL SALARY RANGE WAS **\$43,800** TO **\$130,000** IN ARKANSAS, PROVING THERE ARE A LOT OF LADDER RUNGS TO CLIMB IN THIS FIELD.

Source: [payscale.com](https://www.payscale.com)

MONEY & THE REAL WORLD

# ENVISION YOUR FUTURE

## START

PLAY THIS VISION BOARD GAME TO CALCULATE HOW MUCH MONEY YOU'LL NEED TO MAKE TO SUPPORT THE LIFESTYLE OF YOUR DREAMS.

Wondering about how much money you'll need to make in your future career to live the life you want? This game can help you figure that out and offer some possible career paths based on your lifestyle preferences.

### VICTIONS:

- As you move along the game board, each square has a prompt for you to choose a lifestyle option based on what you envision for life after college.
- Circle the options that

#### HOUSING

(YOU CAN CHOOSE MORE THAN ONE)

- Living at home (0)
- One bedroom apartment (2)
- Two bedroom apartment (4)
- House (5)

#### BEAUTY/GROOMING

(YOU CAN CHOOSE MORE THAN ONE)

- Basic toiletries, face wash, shower foam (2)
- Gym membership (2)
- Hair and skin care (2)
- Cosmetic styling and makeup (2)
- Luxury designer brands (4)

#### UTILITIES

(YOU CAN CHOOSE MORE THAN ONE)

- Cell phone (2)
- Internet (2)
- Electricity (2)
- Water and gas (2)

#### FOOD

(CHOOSE ONE)

- Eat at home (2)
- Home and fast food (1)
- Home and fine dining (3)
- Steady restaurants (3)

#### HEALTH CARE

(CHOOSE ONE)

- Basic insurance (2)
- Premium insurance (3)

#### CLOTHING

(CHOOSE ONE)

- Less than \$50 per month (2)
- \$200 per month (2)
- \$350 per month (3)
- \$500+ per month (4)

#### EXTRAS

(YOU CAN CHOOSE MORE THAN ONE)

- Modest/luxury small purchases like coffee, gym, etc. (2)
- Flats (2)
- Fit class (2)
- Traveling spending not including hotel and travel expenses (2)
- Designer (4)
- Home furnishings (3)

#### TRANSPORTATION

(CHOOSE ONE)

- Bike/scooter/e-scooter (2)
- Public transportation (2)
- Used car (2)
- Leasing car (3)
- Luxury car (3)

#### STUDENT LOANS

(CHOOSE ONE)

- Certificate program (2)
- Associate degree (2)
- Bachelor's degree (3)
- Master's degree (4)
- Medical school/terminal scholarship school (4)

MONEY & COLLEGE

Ramen noodles should be a dietary choice, not a financial strategy. Get help calculating higher education costs at [howtosaveforcollege.nprptorfi.com/financialplanner/](https://www.howtosaveforcollege.nprptorfi.com/financialplanner/)

# MAJORS THAT MAJORLY PAY OFF

**WHEN SELECTING A COLLEGE DEGREE AND CAREER FIELD, IT'S IMPORTANT TO RESEARCH THE AVERAGE SALARY AND HIGH-END EARNINGS. IT'S ESPECIALLY IMPORTANT TO RESEARCH HOW TO GET THE MOST BANG FOR YOUR BUCK!**

### MAJORLY PAYING OFF

JOB IN BUSINESS	AVERAGE WAGE	DEGREE LEVEL
Business Intelligence Analyst	\$103,500	Bachelor's
Accountant	\$80,810	Bachelor's
Financial Manager	\$101,680	Bachelor's
Actuary	\$75,930	Bachelor's
Database Administrator	\$76,280	Bachelor's
Computer & Information Systems Manager	\$108,560	Bachelor's
Sales Manager	\$122,500	Bachelor's

HEALTH CARE JOBS	AVERAGE WAGE	DEGREE LEVEL
Family Medicine Physician	\$218,140	Doctoral, Internship & Residency (9+ years)
Dentist	\$200,530	Doctoral
Podiatrist	\$179,070	Doctoral, Internship & Residency (9+ years)
Veterinarian	\$90,680	Doctoral
Cardiologist*	\$472,141	Doctoral, Internship & Residency (9+ years)
Urologist	\$178,310	Doctoral, Internship & Residency (9+ years)
Epidemiologist	\$78,520	Master's
Nurse Practitioner	\$102,880	Master's

JOB IN SCIENCES	AVERAGE WAGE	DEGREE LEVEL
Biologist	\$79,440	Bachelor's
Psychiatrist	\$140,870	Doctoral, Internship & Residency (9+ years)
Pharmacist	\$128,570	Doctoral
Chemist	\$75,930	Bachelor's

**FOCUS**  
Careers in Money, & Careers that Afford a Comfortable Lifestyle & How to Manage Money Well

# Proposed for 2025!



A new resource for **MSVFs**

Helping military, military spouses, veterans and their families with **resources** and **real-world examples** of building a second career and life in Arkansas.

# The Mission

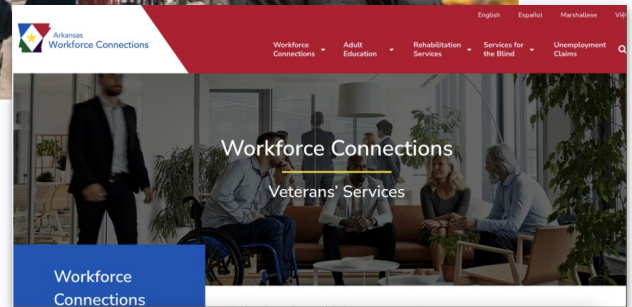
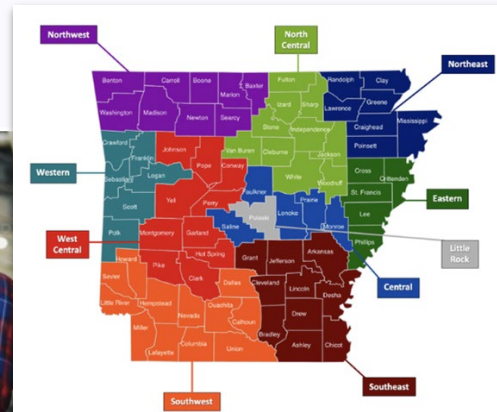
To **reiterate** the Governor's Workforce Strategy and **commitment** to supporting veterans

**Retain** veteran talent in Arkansas


**Recruit** veteran talent to Arkansas

**Empower** and **upskill** veterans

**Support** key industries and companies in Arkansas




# Companies in AR Supporting Veterans Real Veteran Stories

 **Lexicon Inc.**  
június 14. · 🌐

At Lexicon, Inc., we value veterans' skills, dedication, and experience.

Join our team and continue serving in an environment where your talents are appreciated and your contributions make a difference.




Explore our available positions and discover how you can contribute your skills and experience to our team. Visit our website for more information: <https://pulse.ly/c94j0rcgzy...> **Továbbiak**



**Veterans Receive Free Training**

**Now Hiring All Positions**

[www.lexicon-inc.com/](http://www.lexicon-inc.com/)

   14



MANUFACTURING

## SKILLED CAREERS

### 2S0X1 MATERIAL MANAGEMENT SPECIALIST

**What's the job?** Material management specialists handle complex supply systems to keep track of everything we use, from small things like paper clips to big machines worth millions of dollars. They make sure everything is accounted for and ready when our Airman needs it. It's a very detailed and important job!


<b>Component:</b>	<b>Rank:</b>
• Air National Guard	• Elected
	<b>AFSC:</b>
	2S0X1

**Qualifications:**

- Basic knowledge of mathematics
- Completion of 7.5 weeks of Basic Military Training
- Must be at least 17 on the date of enlistment
- You must also meet several requirements concerning your background, overall health and other standards set by the Air Force.



Source: afrcos.com

**LEARN MORE!**



**SIGNING BONUS!**

Even if you have no prior service experience, you could be eligible for a \$50,000 enlistment bonus. Reach out to a local recruiter to learn more.

**DAILY DUTIES**

- **MANAGE, ADMINISTER AND OPERATE SUPPLY SYSTEMS AND ACTIVITIES IN ORDER TO PROVIDE THE NECESSARY EQUIPMENT AND SUPPLIES FOR AIRBORNE OPERATIONS**
- **PERFORM ITEM AND MONETARY ACCOUNTING AND INVENTORY STOCK CONTROL**
- **PLAN AND SCHEDULE MATERIAL STORAGE AND DISTRIBUTION**
- **CONTROL AND OPERATE THE REMOTE PROCESSING STATION (RPS)**

Source: afrcos.com

**ADIRAE RODRIGUEZ-GARCIA**

**MC-18 | RANK: Airman**  
**JOB TITLE:** Material Management Specialist  
**ORIGINATOR:** Arkansas Air National Guard

"I love serving my country, and it's brought me out of my shell and made me more confident as a person," Adirae said. "This career field is vital to the overall mission success of the Arkansas Air National Guard. We provide cradle-to-grave life cycle management of each team customer's need. This includes aircraft parts, vehicle parts, uniform items, etc. Parts are ordered, received, issued to the customer, and the old part is turned in and either routed to depot for repair or properly disposed of per the disposition instructions."

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# How to Utilize Our Products in Your Workforce Centers

1. Posters of valuable content in your centers
2. Printouts of key how-to content
3. Personality, lifestyle and career quizzes for job seekers



## utilize in programming

- How to Create a Resume
- Cover Letter Writing
- Job Interview Tips
- How to Create a Budget
- Buying Your First Car



## great handouts

- Reading a Pay Stub
- Credit Score 101
- Importance of Banking Local

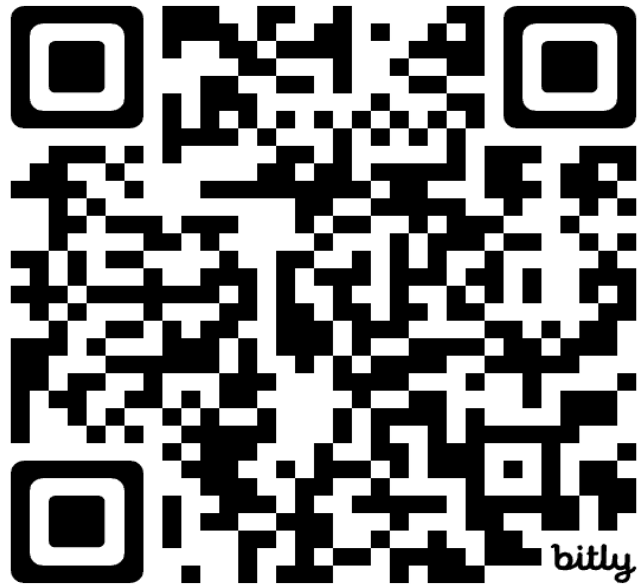
## impactful posters

- Salaries Across Arkansas
- 100 Jobs that Pay \$100K or More (And Don't Require a 4-year Degree)
- In-demand Industry Outlooks









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a guide to life after high school

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# How to Reach Us

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