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DIVISION OF WORKFORCE SERVICES
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January 16, 2024

FROM: Thomas Anderson Jr., Arkansas Workforce Development Board, Chairman
Charisse Childers, Ph.D., Director

TO: Local Workforce Development Board Chairs
Local Workforce Development Board Directors
Local Chief Elected Officials

SUBJECT: Workforce Innovation and Opportunity Act (WIOA) – PY24-27 Regional and Local Plans

- I. Purpose:** The purpose of this workforce system guidance is to provide instructions to local workforce development boards regarding the coordinated submission of regional and local plans for program years PY24-27. Local workforce development board directors are expected to share this guidance with their respective board chairs and local elected officials.
- II. General Information:** The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards and chief elected officials within each of Arkansas' ten established local workforce development areas to engage in a local workforce planning process to prepare and submit a local plan. Designated regional areas containing more than one local area, as defined and described in in WIOA § 3(48) and ADWS Policy No. WIOA I – 6.6, are considered planning regions and must also prepare and submit regional plans. Regional and local plans must comply with the requirements outlined in WIOA and this guidance document, support the strategies described in the State Plan, and be otherwise consistent with the State Plan. Local and regional plans (if required) must have completed the 30-day comment period described below and be submitted to the Arkansas Division of Workforce Services (ADWS) no later than April 15, 2024.
- III. Action Required:**
 - A. Regional Plan.** If two or more local areas have been declared to be a region by the Governor, the local workforce development board and their respective chief elected official(s) must collaborate with the other local workforce development boards within their respective planning region to prepare and submit a four-year regional plan for PY24-27. A regional plan template has been developed and is included in this issuance as **Appendix A: PY2024-27 Regional Plan Template**. This appendix provides guidelines for regional planning and instructions to address each required element, as well as the documents and information that must be included.
 - B. Local Plan.** A four-year local plan for PY2024-27 for each local workforce development area must be developed by the local board and their chief elected official(s). This local plan must be in alignment with the regional plan, if a regional plan is required, and submitted as a component of that regional plan, as explained in ADWS Policy No. WIOA I – 6.6. A local plan template has been developed and is included as **Appendix B. PY2024-27 Local Plan Template**. This appendix provides guidelines for local planning and instructions to address each required element, as well as documents and information that must be included.

- C. Public Comment Period.** The regional and local plan(s) must be posted for a 30-day period of public comment. Notification of the posting of the regional and local plan(s) must be made simultaneously to all relevant regional and local stakeholders, as appropriate, as well as to the ADWS. The ADWS' notification must be sent to: wioa@arkansas.gov.

Any comments received in relation to the content of the draft regional or local plans must be addressed within the related plan prior to submission to the ADWS.

D. Plan Submission and Approval.

1. **Submission.** All regional/local plan packages must be submitted electronically to the following email by the close of business on Monday, April 15, 2024: wioa@arkansas.gov. See section E for more information on the four-year plan.

Note: The regional plan, if required, along with all associated local plans, must be emailed by a regionally designated single point of contact (POC). Plan submission emails must be copied to all local workforce development board directors and chief elected officials within the region workforce development area and contain the subject line "{Regional Name} PY2024-2027 WIOA Regional Plan."

2. **Approval.** Region and local plans submitted to the State are considered approved if:
 - i. the State provides the regional POC with a notification of approval; or
 - ii. At least 90 days has passed, since the submission of the draft plan, without the regional or local, as appropriate, POC receiving any communication from the State.

The State may choose not to approve a draft plan submission for any of the following reasons:

- Deficiencies exist in activities carried out in WIOA subtitles A and B.
 - The plan does not comply with the applicable provisions of WIOA.
 - The plan does not align with the State Plan.
 - The plan does not include local plan submissions from each of the local workforce development boards within the workforce planning region;
- or
- Other reasons as the ADWS may determine.

3. **Regional and Local Plan Modification Requirement:** At the end of the first two-year period of the four-year local plan, local workforce development board members within a local area, and the appropriate chief elected official(s), must review the local plan and prepare and submit modifications to the plan for PY26-27. Planning regions, as defined in WIOA § 3(48) and ADWS Policy No. WIOA I – 6.6, must also review and modify regional plans. Modified plans must be submitted to the State as determined and directed by the Arkansas Workforce Development Board.
4. **Planning Guidance:** The planning guidance in Appendix A and B must be followed for the content of the four-year plans.

- IV. Inquiries:** All questions or concerns may be submitted to Eddie Thomas, Deputy Director of Employment and Training, at Eddie.Thomas@arkansas.gov.

V. Attachments:

Appendix A. PY 24-27 Regional Plan Template

Appendix B. PY 24-27 Local Plan Template

Appendix C. WIOA Negotiated Performance Goals

Appendix D. Planning References and Resources

VI. Four-Year Plan Expiration Date: June 30, 2028

Appendix A: PY 2024 – 2027 Regional Plan Template

WIOA requires regional planning – a broad strategic approach to planning focused on the overarching vision, goals, alignment, and shared responsibilities within the region that meets the definition of a planning region, as defined in WIOA §3(48) and ADWS Policy No. WIOA I – 6.6.

The planning region must provide a complete response to the specified elements at the time of submission. **The following elements must be addressed in a narrative of 15 pages or less.**

- 1.1. Provide the following:
 - A. A reference name for the planning region;
 - B. Identification of the local workforce development areas that comprise the planning region;
 - C. Identification of the county/counties each local workforce development area serves;
 - D. Identification of the key planning region committee members charged with drafting the regional plan;
 - E. Indication of the local workforce development area each committee member is associated with; and
 - F. A list of key planning region committee meeting dates *[WIOA §106(a) and (c)]*.

- 1.2. Provide a labor market and economic analysis of the workforce development planning region. This regional analysis must include:
 - A. The economic conditions;
 - B. Labor force employment and unemployment data;
 - C. Information on labor market trends;
 - D. Workforce development activities;
 - E. The educational and skill levels of the workforce, including individuals with barriers; and
 - F. The development and implementation of sector initiatives for existing and emerging in- demand industry sectors or occupations for the region.

Indicate the sources of regional labor market and economic data.

- 1.3. Based upon the regional labor market and economic conditions analysis and *Arkansas' Workforce Development Plan (PY24-27)* describe the planning region's economic and workforce development-oriented vision and strategic goals. *[WIOA §106(c) and §107(d)]*

- 1.4. Describe regional strategies used to facilitate engagement of businesses and other employers, including small employers and in-demand industry sector occupations. Describe methods and services to support the regional workforce system in meeting employer needs. *[WIOA §106(c)(1)(C)]*

- 1.5. Describe how the planning region will define and establish regional workforce development service strategies. Describe how the planning region will develop and use cooperative workforce development service delivery agreements. *[WIOA §106(c)(B)]*

- 1.6. Describe how the planning region will define and establish administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region. *[WIOA §106(c)(E)]*

- 1.7. Describe how the planning region will determine and coordinate transportation and other supportive services for the region. *[WIOA §106(c)(1)(F)]*
- 1.8. Describe strategies and services the planning region will employ to coordinate workforce development programs/services with regional economic development services and providers. *[WIOA §106(c)(G)]*
- 1.9. Describe how the planning region will establish an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA § 116(c), for local areas and the planning region. *[WIOA §106(c)(H); 20 CFR 677.210(b) & (c); and 20 CFR 679.510(a)(2)]*

Appendix B: PY 2024 - 2027 Local Plan Template

WIOA requires each local workforce area to develop a local plan. If the local area is part of a planning region, as defined in WIOA §3(48) or ADWS Policy No. WIOA I – 6.6, the local plan must support and be submitted as a component of the associated regional plan. The narratives framed in the local plan will include more detailed, actionable plans and objectives, consistent with the local plan’s respective regional plan strategic visions and goals, if the local area is part of a planning region. The local plan must also support the strategic vision and goals of the Arkansas State Plan.

In addressing the elements outlined below, if the local board is not prepared to provide a complete response to a specific element at the time of plan submission, a response must be provided that indicates how the local board plans to fully address that element in the multi-year plan.

Local plans are not expected to exceed 75 pages.

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Section 1: Workforce and Economic Analysis

Please provide a separate response for each of the elements listed below.

- 1.1. Provide an analysis of the regional economic conditions, including existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those industry sectors and occupations. *[WIOA § 108(b)(1)(A); 20 CFR 679.560(a)]*

Note: Per WIOA §108(c), existing economic regional and/or local area analyses may be used if sourced data and/or derived analyses are economically relevant and current (i.e., within two years of this issuance guidance).

- 1.2. Provide an analysis of the knowledge and skills required to meet the employment needs of the employers in the local area, including employment needs for in-demand industry sectors and occupations. *[WIOA §108(b)(1)(B); 20 CFR 679.560(a)]*
- 1.3. Provide an analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the local area, including individuals with barriers to employment. *[WIOA §108(b)(1)(C); 20 CFR 679.560(a)]*
- 1.4. Provide an analysis and description of workforce development activities, including type and availability of education, training, and employment activities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the education and skill needs of the workforce and the employment needs of employers in the local area. *[WIOA §108(b)(1)(D); 20 CFR 679.560(a)]*

Section 2: Strategic Vision and Goals

Section 2 responses will require input from members of the local workforce development board and other local stakeholders. Please provide a separate response for each of the elements listed below.

- 2.1 Describe the local board's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment). Include goals relating to the performance accountability measures based on primary indicators of performance described in WIOA §116(b)(2)(A) to support local economic growth and economic self-sufficiency. *[WIOA § 108(b)(1)(E)]*
- 2.2 Describe how the local board's vision and goals align with and/or supports the vision and goals for the State's workforce development system as established by the Arkansas Workforce Development Board. *[WIOA §108(b)(1)(E)]* (See Appendix D: Planning References and Resources)
- 2.3 Describe how the local board's vision and goals contributes to each of the governor's goals. *[WIOA §108(b)(1)(E)]* (See Appendix D: Planning References and Resources) **Note: The State Plan includes several objectives under each goal.**
- 2.4 Describe how the local board's goals relate to the achievement of federal performance accountability measures. *[WIOA §108(b)(1)(E)]*

Section 3: Local Area Partnerships and Investment Strategies

Many of the responses in this section, such as targeted sector strategies, should be based on strategic discussions with the local board and partners. Please provide a separate response for each of the elements listed below.

- 3.1 Considering the analysis described in Appendix B - Section 1, describe the local board's strategy to work with the entities that carry out the core programs to align resources available to the local area, to achieve the strategic vision and goals described in element 2.1. This analysis must include:
 - A. A description of the local workforce development system; include key stakeholders and entities associated with administrative and programmatic/service delivery functions. Examples include elected officials, advocacy groups, local workforce development board and committee structure, fiscal agent, operator(s), required program partners, and major contractors providing Adult/Dislocated Worker/Youth program elements. Describe respective roles and functional relationships to one another.
 - B. A list of all Arkansas Workforce Centers in the local area; include address, phone numbers, and hours of operation; and
 - C. An attached organization chart that depicts the local board, administrative and fiscal entities, and service providers. *[WIOA §108(b)(1)(F)]*
- 3.2 Describe the workforce development system in the local area that identifies the programs that are included in that system and how the local board will work with the entities carrying out core and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et. seq), that support the strategy identified in the State Plan under WIOA section 102(b)(1)(E). *[WIOA §108(b)(2)]*

Note: The six (6) core programs identified by WIOA are: Adult, Dislocated Worker, Youth, Adult Education and Literacy, Wagner-Peyser Program, and Vocational Rehabilitation.

- 3.3 Describe how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable). *[WIOA §108(b)(3)]*

- 3.4 Identify and describe (for each category below) the strategies and services that are and/or will be used to:
- A. Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs in addition to targeted sector strategies.
 - B. Support a local workforce development system that meets the needs of businesses.
 - C. Better coordinate workforce development programs and economic development; and
 - D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.

This may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies that support the local board's strategy in element 3.1. *[WIOA §108(b)(4)(A) & (B)]*

- 3.5 Describe local and regional efforts to support and/or promote entrepreneurial skills training and microenterprise services, in coordination with economic development and other partners. *[WIOA §108(b)(5)]*
- 3.6 Describe how the local board coordinates education and workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services. *[WIOA §108(b)(10)]*
- 3.7 Describe efforts to coordinate supportive services provided through workforce investment activities in the local area, including facilitating transportation for customers. *[WIOA § 108(b)(11)]*
- 3.8 Describe strategies to implement the operational goals of the local one-stop system, maximizing coordination of services provided by the State's employment services under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), and the local board's service providers to improve services and avoid duplication. *[WIOA §108(b)(12)]*

- 3.9 Describe how the local board will carry out a review of local applications submitted under WIOA Title II Adult Education and Literacy, consistent with the local plan (as described in WIOA §107(d)(11) and WIOA §232). *[WIOA §108(b)(13)]*
- 3.10 Based on the analysis described in Appendix B - Section 1, identify the industries where a sector partnership is currently being convened in the local area or where there will be an attempt to convene a sector partnership and the timeframe. Categorize the sector partnerships as active, emerging, or exploring as defined below.
- Active
 - Has a clear coordinator, convener, or convening team;
 - Is led by industry as demonstrated by private sector members playing leadership roles;
 - Has broad industry engagement as demonstrated by industry members attending meetings, partnering on activities, providing in-kind or financial resources, or similar;
 - Includes critical and engaged partners across programs from workforce development;
 - Can demonstrate that the partnership is not “just a workforce thing,” “just an economic development thing,” or “just an education thing.”
 - Operates in a true labor market region, not within the confines of a workforce area or other geopolitical boundaries;
 - Operates under shared strategic plan, road map, etc.;
 - Can demonstrate clearly identified priorities and an action plan, be able to demonstrate recent or current activities, services or products that are a direct outcome of the partnership.

 - Emerging
 - Has at least an interim coordinator, convener, or convening team;
 - Has engaged at least one private sector champion to help drive the launch and implementation of a sector partnership;
 - Includes individuals from workforce development, education, economic development and other programs or organizations in strategic partner roles;
 - Actively working to implement strategic priorities outlined in a launch meeting.

 - Exploring
 - Is in the infancy stage, but actively considering or planning the preparation needed to launch a partnership;
 - Working to identify partners who would be involved;
 - Determining if the partnership really makes sense for the community.
- 3.11 Does the local board currently leverage or have oversight of funding outside of WIOA Title I funding to support the local workforce development system? If so, briefly describe the additional funding and how it will impact the local system. If the local board does not currently have oversight of additional funding, describe any plans to pursue them.

Section 4: Program Design and Evaluation

Many of the responses below should be based on strategic discussions between the local board and one-stop partners. Please provide a separate response for each of the elements listed below.

- 4.1 Describe the one-stop delivery system in the local area including:
 - A. The local board's efforts to ensure the continuous improvement of eligible providers of services, including contracted service providers and providers on the eligible training provider list, and ensure that such providers meet the employment needs of local employers, workers, and jobseekers. *[WIOA §108(b)(6)(A)]*
 - B. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, using technology, and through other means. *[WIOA §108(b)(6)(B)]*
 - C. How entities within the one-stop delivery system, including one-stop operators and the one stop partners, will comply with WIOA section 188, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities. *[WIOA §108(b)(6)(C)] (See Appendix D: Planning References and Resources)*
 - D. List all required and optional program partners; indicate the program(s) each partner provides and the physical location where the program(s) can be accessed. Describe the roles and resource contributions of the partners. *[WIOA §108(b)(6)(D)]*
 - E. Describe how the workforce centers are implementing and transitioning to an integrated technology- enabled intake and case management information system for core programs. *[WIOA §108(b)(21)]*
- 4.2 Describe the local board's assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. *[WIOA §108(b)(7)]*
- 4.3 Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. *[WIOA §108(b)(8)]*
- 4.4 Describe the local board's assessment of the type and availability of youth workforce activities, including activities for youth with disabilities. Identify successful models and best practices for youth workforce activities relevant to the local area. *[WIOA §108(b)(9)]*

Note: This section must include a description of the program design elements as well as how the local area will implement the 14 program elements.

- 4.5 Describe how training services will be provided in accordance with WIOA Sec. 134(c)(3)(G), the process and criteria for issuing individual training accounts. *[WIOA §108(b)(19)]*
- 4.6 If contracts for training services are used, describe processes utilized by the local board to ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided. *[WIOA §(b)(19)]*
- 4.7 Describe the process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. *[WIOA §108(b)(22); WIOA §134(c)(3)(G)(iii)]*

Section 5: Compliance

Responses are focused on the local area's compliance with federal or state requirements. Please provide a separate response for each of the elements listed below.

- 5.1 Describe the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and the Vocational Rehabilitation programs operated in the area with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. *[WIOA §108(b)(14)]*
- 5.2 Identify the entity responsible for the disbursement of grant funds as determined by the Chief Elected Official(s). *[WIOA §108(b)(15)]*
- 5.3 Describe the competitive processes to award the subgrants and contracts for activities funded by WIOA Title I programs within the local area. This includes, but is not limited to, the process used to award funds to a one-stop operator and other sub-recipients/contractors of WIOA Title I adult, dislocated worker, and youth services. *[WIOA §108(b)(16)]*
- 5.4 Describe the local area's negotiated local levels of performance for the federal measures and their implications upon the local workforce system; attach the completed Performance Targets Template. *[WIOA §108(b)(17)]*

Note: See Appendix C: Planning References and Resources "Performance Targets Template".

- 5.5 Describe the indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), eligible providers and the one-stop delivery system, in the local area. *[WIOA §108(b)(17)]*
- 5.6 Describe the process used by the local board for the receipt and consideration of input into the development of the local plan in compliance with WIOA section 108(d). Describe the process to provide an opportunity for public comment prior to submission of the local plan. Be sure to address how members of the public, including representatives of business, labor organizations, and education were given an opportunity to provide comments on the local plan. *[WIOA §108 (b)(20)]*
- 5.7 Prior to the date on which the local board submits a proposed local plan, the proposed local plan must be made available to members of the public through electronic and other means.
 - A. Describe how the local board made the proposed local plan available for public comment. *[WIOA §108(d)(1)]*;
 - B. Describe how the local board collected and considered public comments for inclusion in the proposed local plan. *[WIOA §108(d)(2)]*; and
 - C. If any comments were received that represent disagreement with the proposed local plan, include such comments within the local plan's attachments. *[WIOA §108(d)(3)]*
- 5.8 List the name, organization, and contact information of the designated equal opportunity officer for each workforce center within the local area.

Section 6: Plan Assurances

Planning Process and Public Comment		References
6.1 <input type="checkbox"/>	The local board has processes and timelines, consistent with WIOA Section 108(d), to obtain input into the development of the local plan and provide the opportunity for comment by representatives of business, labor organizations, education, other key stakeholders, and the public for a period that is no less than 30 days.	WIOA Sections 108(d); 20 CFR 679.550(b)
6.2 <input type="checkbox"/>	The final local plan is available and accessible to the public.	20 CFR 679.550(b)(5)
6.3 <input type="checkbox"/>	The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIOA Section 107(e); 20 CFR 679.390 and 679.550
Required Policies and Procedures		References
6.4 <input type="checkbox"/>	The local board makes publicly available any local requirements for the public workforce system, such as policies, including policies for the use of WIOA Title I funds.	20 CFR 679.390
6.5 <input type="checkbox"/>	The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce development board or entity that they represent and provides for the resolution of conflicts.	WIOA Section 107(h); 20 CFR 679.410(a)-(c)
6.6 <input type="checkbox"/>	The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area and has provided the State with the latest versions of its memoranda of understanding.	WIOA Section 121(c); 20 CFR 678.500-510
6.7 <input type="checkbox"/>	The local board has written policy or procedures that ensure one- stop operator agreements are reviewed and updated no less than once every three years.	WIOA Section 121(c)(v)
6.8 <input type="checkbox"/>	The local board has negotiated and reached agreement on local performance measures with the local chief elected official(s) and the Governor.	WIOA Sections 107(d)(9) and 116(c); 20 CFR 679.390(k) and 677.210(b)
6.9 <input type="checkbox"/>	The local board has procurement policies and procedures for selecting one-stop operators, awarding contracts under WIOA Title I Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under WIOA Title I in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIOA.	WIOA Sections 121(d) and 123; 20 CFR 678.600-615 and 681.400
6.10 <input type="checkbox"/>	The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIOA Title I individual training accounts	WIOA Sections 107(d)(10), 122(b)(3), and 123; 20 CFR 679.370(l)-(m) 680.410-430

<input type="checkbox"/>	<p>6.11 The local board has written procedures for resolving grievances and complaints alleging violations of WIOA Title I regulations, grants, or other agreements under WIOA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.</p>	<p>WIOA Section 181(c); 20 CFR 683.600</p>
<input type="checkbox"/>	<p>6.12 The local board has established at least one comprehensive, full-service one-stop center and has a written process for the local Chief Elected Official and local board to determine that the center conforms to the definition therein.</p>	<p>WIOA Section 121(e)(2)(A); 20 CFR 678.305</p>
<input type="checkbox"/>	<p>6.13 All partners in the local workforce and education system described in this plan ensure the physical, programmatic and communications accessibility of facilities, programs, services, technology, and materials in one-stop centers for individuals with disabilities.</p>	<p>WIOA Section 188; 29 CFR parts 37.7-37.9; 20 CFR 652.8(j)</p>
<input type="checkbox"/>	<p>6.14 The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.</p>	<p>WIOA Section 188; 29 CFR 37.42</p>
<input type="checkbox"/>	<p>6.15 The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partner development, and numeric goals.</p>	<p>WIOA Section 188; 29 CFR 37.42</p>
<input type="checkbox"/>	<p>6.16 The local board complies with the nondiscrimination provisions of Section 188 and assures that Methods of Administration were developed and implemented.</p>	<p>WIOA Section 188; 29 CFR 37.54(a)(1)</p>
<input type="checkbox"/>	<p>6.17 The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.</p>	<p>WIOA Section 185; 29 CFR 37.37</p>
<input type="checkbox"/>	<p>6.18 The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements.</p>	<p>2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW</p>
<input type="checkbox"/>	<p>6.19 The local board ensures that one-stop Migrant and Seasonal Farmworker (MSFW) and business services staff, along with the Migrant and Seasonal Farmworker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven.</p>	<p>WIOA Section 167</p>
<input type="checkbox"/>	<p>6.20 The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIOA, and applicable Departmental regulations.</p>	<p>WIOA Sections 16(i)(3) and 185(a)(4); 20 USC 1232g; 20 CFR 677.175 and 20 CFR part 603</p>
Administration of Funds		References
<input type="checkbox"/>	<p>6.21 The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable</p>	<p>WIOA Section 108(b)(16); 20 CFR</p>

	federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	679.560(a)(15); WIOA Section 134(c)(3)(G); 20 CFR
6.22	<input type="checkbox"/> The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to insure proper disbursement and accounting of WIOA adult, dislocated worker, and youth program funds.	WIOA Section 108(b)(15)
6.23	<input type="checkbox"/> The local board ensures compliance with the uniform administrative requirements under WIOA through annual, on-site monitoring of each local sub-recipient.	WIOA Section 184(a)(3); 20 CFR 683.200, 683.300, and 683.400-410
6.24	<input type="checkbox"/> The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	WIOA Section 184(c); 20 CFR Part 652; 20 CFR 683.410(a), 683.420(a), 683.750
6.25	<input type="checkbox"/> The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	WIOA Section 181(b)(7); 20 CFR 680.850
Eligibility		References
6.26	<input type="checkbox"/> The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.	20 CFR Part 680 Subparts A and B; 20 CFR Part 681 Subpart A
6.27	<input type="checkbox"/> The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.	WIOA Section 134(c)(3)(G); 20 CFR 680.300-320
6.28	<input type="checkbox"/> The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.	WIOA Sections 129(c)(2)(G) and 134(d)(2); 20 CFR 680.900-970; 20 CFR 681.570

<p>6.29 <input type="checkbox"/> The local board has a written policy for priority of service at its workforce centers for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.</p>	<p>Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09</p>
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Appendix D: Planning References and Resources

State of Arkansas’s Combined Workforce Development Strategic Plan (*State Plan*)

On July 22, 2014, President Obama signed the Workforce Innovation and Opportunity Act (WIOA) providing a framework for Governors and states to make changes to their workforce systems. The federal law sets the parameters for the workforce system which is an integral part of the State’s ability to serve jobseekers and employers. WIOA will enable the State to align workforce priorities across multiple partners, training providers, employers, and others to ensure we are creating a skilled workforce for today and the future.

An effective workforce development system will be built on a foundation of alignment, innovation, employer engagement, accountability structures and improved data. Arkansas will look beyond WIOA to set broad goals for a comprehensive workforce development system. We will do this by providing the highest quality of service to jobseekers and employers through well-coordinated approaches at the state and local levels. System access will be enhanced using technology and creative partnerships with community organizations and other service providers. While access will be improved for all jobseekers, the provision of services and training will be focused on those most in need and hardest to serve.

The four main goals in the State’s Combined WIOA Plan are as follows:

Strategic Goal 1: Develop an efficient partnership with employers, the educational system, workforce development partners, and community -based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers.

Strategic Goal 2: Enhance service delivery to employers and jobseekers.

Strategic Goal 3: Increase awareness of the State’s Talent Development System.

Strategic Goal 4: Address Skills Gaps.

The Arkansas PY 2024 – 2027 Combined State Plan can be found at on the [ADWS Website](#).

Governor's Workforce Strategy

In February of 2023, Arkansas Gov. Sarah Huckabee Sanders signed an executive order establishing the governor's workforce cabinet and the chief workforce officer position.

The executive order states that the Workforce cabinet will advise the governor on issues regarding workforce development and career education in Arkansas, and the Governor's Chief Workforce Officer ("CWO"), shall be appointed by the Governor and will coordinate, manage, and direct the Governor's workforce development policies and career education strategy for the State of Arkansas. It is anticipated that the Governor's Workforce Strategy will be published in early 2024. Local workforce areas should reference this publication during the planning phase of regional and local plans.

State Policy and Guidance

State policy can be found at <https://dws.arkansas.gov/workforce-services/workforce-innovation-wioa/wioa-plans>

Labor Market and Workforce Information.

A. Discover Arkansas

Arkansas Labor Market Information (LMI) is posted online at <https://www.discoverarkansas.gov/> and is available to the public.

B. Arkansas State Plan Economic and Workforce Analysis

The Arkansas Combined State Plan includes an analysis of the current workforce. The data provided in Section II of the state plan under strategic elements may be very helpful to local boards in conducting a local area and regional economic and workforce analysis.

To provide local workforce boards in the state with tools for development planning in their own areas, data is available courtesy of the Arkansas Division of Workforce Services Labor Market Information (LMI) website, <http://www.discoverarkansas.gov>. The goal is to help stakeholders at the state and local level better understand future industry and occupational needs and to provide workforce development boards with the tools needed to better serve their areas.

PY 2024 - 2025 Performance Targets Template. (Attached)

Other Resources

- TEN 1-15; Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide; July 6, 2015
- TEGL 37-14; Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System; May 29, 2015
- TEGL 05-23; Complying with Nondiscrimination Requirements: Discrimination Based on Actual or Perceived Religion, Shared Ancestry, or Ethnic Characteristics are Prohibited Forms of Discrimination in the Workforce System; November 3, 2023
- Americans with Disabilities Act (ADA)

PY2024 – PY 2025 Performance Targets Template

Appendix C: Local Area WIOA Negotiated Performance Goals

Name of local workforce development area:

WIOA Performance Measures	Local Area PY24-25 Performance Goals
Employment (Second Quarter after Exit)	
Adult	%
Dislocated Worker	%
Youth	%
Employment (Fourth Quarter after Exit)	
Adult	%
Dislocated Worker	%
Youth	%
Median Earnings (Second Quarter after Exit)	
Adult	\$
Dislocated Worker	\$
Youth	\$
Credential Attainment Rate	
Adult	%
Dislocated Worker	%
Youth	%
Measurable Skill Gains	
Adult	%
Dislocated Worker	%
Youth	%
Effectiveness in Serving Employers	
Adult	Baseline
Dislocated Worker	Baseline
Youth	Baseline