

Southeast Arkansas Workforce Development Board

Regional Plan



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PY2016-PY2019

Southeast Arkansas Workforce Development Board

Transitional Regional Plan

WIOA requires regional planning— a broad strategic approach to planning focused on the overarching vision, goals, alignment and shared responsibilities within the region. Arkansas intends to implement a two-tiered regional approach to meeting this requirement by allowing a two-year transitional plan. This approach provides latitude for regions that may not yet be able to fully address all of the outlined elements required in a four-year regional plan.

Section 1.1 Introduction

The Southeast Arkansas is comprised of the following counties in the southeast corner of the state: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson and Lincoln. Each county is represented by two members, with the exception of Jefferson, which has five members.

The Southeast Arkansas Workforce Development Board Planning Committee is responsible for the development of the Regional / Local Plan. The Planning Committee is comprised of the following members: Mr. William Campbell, Arkansas Department of Workforce Services; Mr. Jimmy Coker, Private Business, Labor and Registered Apprenticeship; Dr. Dewayne Haynes, Private Business; Mr. Cody Graham, Private Business; Mr. Jeff Wardlaw, Private Business and Mr. James Wilson, Private Business.

The Southeast Arkansas Workforce Development Board and the Planning Committee meets as needed, but no less than quarterly, on the third Wednesday of the month. The committees are scheduled to meet at 10:00 p.m. and report to the Board, which convenes at 12:45 p.m.

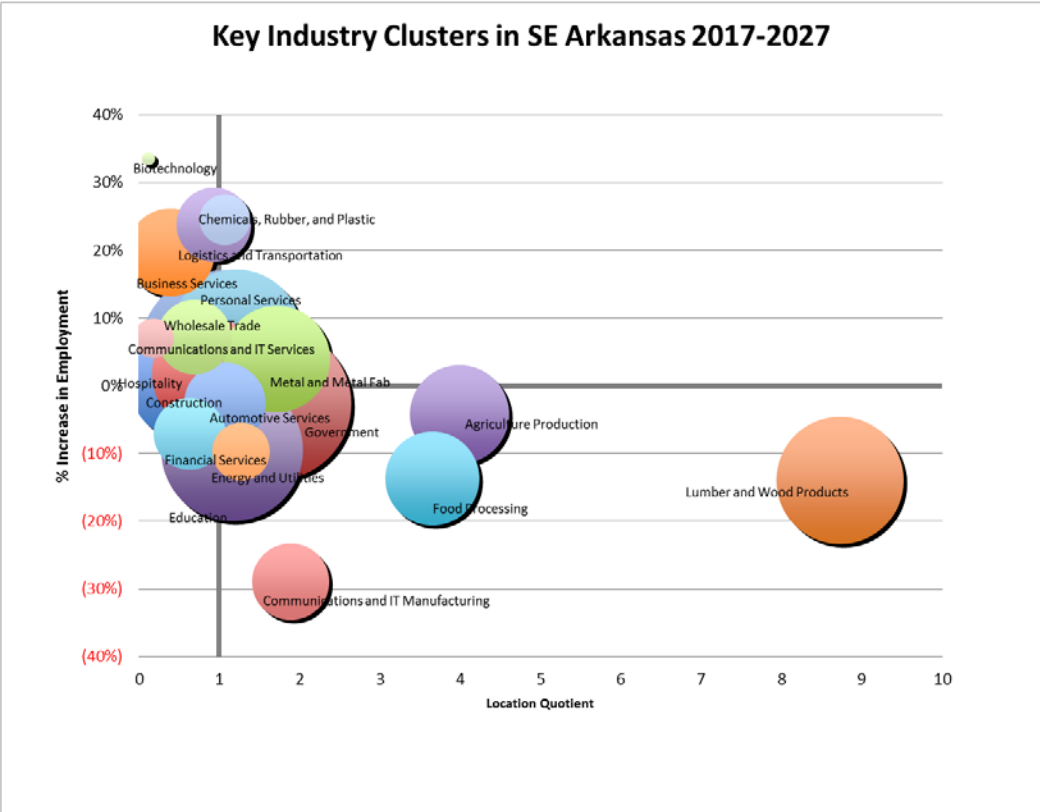
Section 1.2 Historic Labor Market Information

A. Like many rural areas in the United States, the economic and demographic trends in Southeast Arkansas have paralleled the fortunes of the agriculture business and farming sector. In general, farm production has continually increased as the result of new products, the adoption of new technologies, improved production methods, and more efficient transportation systems that have expanded markets for agriculture products. Over time, this expansion altered socioeconomic relationships in these regions freeing people from their dependence on the land. As a consequence, people began to move from rural to urban areas. ¹

For the region, the post-World War II period saw manufacturing industries become the dominate employers and a net out-migration of people to all parts of the country. ^{2,3} As the region moved into the first decade of the 21st century, the area's population continued to decline. Manufacturing employment lost its predominance to employment in the government sector. For now, governments have become one of the major employers in the area, as the region transforms into a more service oriented economy. ⁴

1. This histrionic sketch draws on: Dougan, Micheal. *Business, Commerce, and Industry, The Encyclopedia of Arkansas History and Culture*, <http://encyclopediaofarkansas.net/encyclopedia>, November 2012. 2 Encyclopedia Britannica, <http://www.britannica.com/EBchecked/topic/34888/Arkansas/280997/Manufacturing>, November 2011. 3 Holley, Donald. *Leaving the Land of Opportunity: Arkansas Great Migration*, The Arkansas Historical Quarterly, Vol. LXIV, No. 3, Autumn 2005, pps. 245-261. 4. Bureau of Economic Analysis, U.S. Department of Commerce, Regional Economic Accounts.

Aside from the historical data, the following chart indicates that the legacy industries continue to maintain a strong presence in Southeast Arkansas. The jobs required to maintain and operate these sectors are fewer than in the past, due to technology and automation. The task before the Board is to train high school graduates in broad based, hands on, transferable technical skills applicable to a diverse range of industries.



Data Source: EMSIB. The 2014 annual labor force and unemployment data for the Southeast Arkansas Region was as follows:

Annual Average Civilian Labor Force Estimates

Civilian Labor Force	84,025
Employment	77,225
Unemployment	6,800
Unemployment Rate	8.1%

Annual Average Unemployment Rates by County

- 5.4% Arkansas County
- 5.6% Grant County
- 7.0% Cleveland County
- 7.3% Lincoln County
- 8.3% Desha County
- 8.5% Bradley County
- 8.6% Drew County

- 8.9% Jefferson County
- 9.4% Ashley County
- 10.6% Chicot County

As stated earlier, the labor market trends, based upon the most recent data, are limited at best. Below is a breakdown of employment by private vs. public and the projected trends for the ten year period between 2012 and 2022.

Southeast Employment

70,974 Total Employees in 2014 (covered under UI tax law)

76.0% of employees work in the Private Sector

2.8% of employees work in Federal Government

8.6% of employees work in State Government

12.6% of employees work in Local Government

Projected Employment Growth (2012-2022) All Sectors= +2.8%

Top Ten Projected Growth Industries (2012-2022) Ranked by Net Growth

<u>Industry</u>	<u>Net Growth</u>	<u>% Growth</u>
Social Assistance	1,139	39.6%
Food Services and Drinking Places	852	22.1%
Nursing and Residential Care Facilities	796	31.9%
Ambulatory Health Care Services	477	18.7%
State Government, Excluding Education/Hospitals	465	10.4%
Religious, Grant making, Civic, Professional, and Similar Organizations	187	12.2%
Federal Government, Excluding Post Office	182	9.4%
Wood Product Manufacturing	116	7.4%
Hospitals	112	3.7%
Educational Services	79	0.9%

C. In addition to the projected growth industries identified by the Arkansas Department of Workforce Services, the Southeast Arkansas Workforce Development Board and the Chief Elected Officials are working with the Arkansas Economic Development Commission and the University of Arkansas at Little Rock’s Institute of Economic Advancement to develop and

market an “industrial corridor” in Desha and Chicot Counties. The planned corridor will center on the newly renovated North Louisiana and Arkansas rail line and will be marketed globally by AEDC and the local communities. The corridor is also projected, by IEA, to indirectly economically impact Ashley, Drew and Bradley Counties. As such, the Workforce Development Area must have the ability to meet the training needs of new and innovative industries.

D. Workforce Development Activities

Southeast Arkansas workforce development activities are coordinated through the following state agencies: the Arkansas Department of Workforce Services (ADWS), the Arkansas Department of Career Education (ADCE), the Arkansas Department of Human Services - Division of Services for the Blind (DSB), Arkansas Rehabilitation Service, as well as, Adult Education. These agencies are responsible for all the core and non-core programs included in the combined region local plan. These agencies are also represented on the local workforce development board.

Arkansas Workforce Centers are at the forefront of the workforce activities, and represent Southeast’s version of the American Jobs Center. Southeast has five workforce centers spread across the region providing access to many Arkansans. Two comprehensive centers are located in Pine Bluff and Monticello. Three satellite centers are located in Dumas, Crossett and Lake Village. The Division of Services for the Blind is located in Pine Bluff and Arkansas Rehabilitation Services has offices in Pine Bluff and Monticello.

The Arkansas Workforce Centers are established by the Southeast Workforce Development Board. The Board is comprised of local businesses, labor, partner agencies, and other key stakeholders to create a diverse and functional group. The Board, in alignment with the States’ vision, provides strategic implementation for state-wide initiatives in addition to their locally-determined priorities. State initiatives include sector strategies, career pathway development, and delivery of standardized business services. Local priorities include layoff aversion, specific career pathway development, youth programs, targeted sector partnerships, work-based learning, and others.

The Southeast Board has undertaken the task of procuring a one-stop operator for the daily operation of their centers in accordance with WIOA 121(d). The Southeast Board carries out workforce activities by partnering locally through Memorandums of Understanding (MOU) to implement core, non-core, and other partner programs. Arkansas Workforce Centers are fully integrated with WIOA, Wagner-Peyser, Jobs for Veterans State Grant (JVSG), Trade Adjustment Assistance (TAA), Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Adult Education and Family Literacy, Vocational Rehabilitation. Local partnerships and integration also exist in many areas with Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs and others.

Typical customers entering the center are engaged by an intake process that is designed to identify the needs of the individual by gathering information and then utilizing the appropriate resources for those needs. In some cases, the resources are initiated by a referral to a partner program. Customers are given solutions and next steps to their questions, barriers, and issues by

connecting directly with the appropriate workforce system partner as part of this philosophy. The Arkansas Department of Career Education, Adult Education Division (ACE/AED) funds local adult education programs, community-based and/or privately operated literacy councils. The service delivery systems are diverse. Programs are funded through a variety of local entities, including public schools systems, community based organizations, colleges, community colleges, technical institutes, and the Arkansas Department of Corrections. Local programs provide adult education services such as teaching academic skills to people who function from beginning reading through a 12.9 functioning grade level and English as a Second Language (ESL). These services are free and provided in classes held in locations throughout each program's service area. Additional programs such as family literacy, Career Readiness Certification and Workforce Alliance for Growth in the Economy (WAGE™) are also offered in workplaces and correctional institutions. Division of Services for the Blind continues to support services for consumers at Arkansas Workforce Center locations.

Workforce System Services – Unemployed and Underemployed

Arkansas Workforce Centers offer the full array of career services outlined in WIOA 134(c)(2) for unemployed and underemployed jobseekers. Career services available at the centers vary because of the local needs of particular communities. Basic career services are available at all five centers throughout the Southeast region. Each center has computers, printers, copiers, printed resources, and staff to assist jobseekers. Many of the services, including Arkansas Job Link and Discover Arkansas LMI Portal, can be accessed virtually through the internet via computer, smart phone, or tablet. Arkansas Job Link is the state job matching system and the virtual one-stop-shop where Arkansans can centralize all their career search activities. It allows jobseekers to self-enter his/her resume(s) and job search 24/7. Arkansas Job Link also provides access to a toolbox of job search assistance links, including career exploration, training resources, self-marketing tools, Unemployment Insurance information and additional job banks. The built-in event calendar communicates upcoming hiring events, job fairs, and other workforce activities.

Jobseeker Services

Individualized career services within the Arkansas Workforce Centers vary across the region, but all the offices offer a full line of activities to prepare jobseekers for the modern workforce. They address many of the soft skills and technical skills training Arkansas employers require such as:

- * Labor exchange services must also provide labor market information to the individuals seeking services. The information must be accurate and include information on local, regional and national labor markets, such as: job vacancies, skills necessary to obtain the jobs, in-demand occupations and related earning potential and opportunities for advancement in those occupations.

- * Workforce Centers provide the following career services: outreach, intake and orientation, initial assessment, Labor exchange services, eligibility determination, referrals to programs, performance and cost information, and information on unemployment insurance,

financial aid information and follow-up services.

* Workforce Centers and partners must provide appropriate services for individuals to obtain or retain employment. These services include, but are not limited to: individual employment plan (IEP), career planning and counseling, comprehensive assessment, occupational skills assessment, short-term pre-vocational services, internship and work experience, including transitional jobs and industry partnerships, workforce preparation, out-of-area job search, English language acquisition and financial literacy.

Training Services

Career services are not always enough to enable job seekers to obtain self-sufficient employment. In some instances, formal training is required. Arkansas Workforce Centers offer multiple training services such as: occupational skills training, on-the-job training (OJT), registered apprenticeships, incumbent worker training, skill upgrading and retaining, entrepreneurial training, and adult education and family literacy activities

Training services are funded through WIOA programs, Pell Grants, partner programs, and state and local grants. Southeast Workforce Development Board is responsible for establishing and implementing local policies for eligibility, Individual Training Account (ITA) limits, and the identification of in-demand sectors or occupations. Through multiple initiatives and projects, Arkansas has focused training and career development activities on sector strategies/partnerships and career pathway development. The Eligible Training Provider List (ETPL) has been updated pursuant to WIOA Sections 122 and 134 by Department of Workforce Services at the State level. This list ensures that Arkansans are able to make informed decisions on training providers and programs based on accurate data including completion and placement rates; labor market information; and wage expectations.

Supportive Services

In order to assist jobseekers in obtaining or retaining employment through career or training services, Arkansas Workforce Centers offer a variety of supportive services. Southeast region is responsible for establishing a supportive service policy that outlines types, eligibility, limits, etc. Examples of supportive services include child care; transportation; needs-related payments; housing; tools and equipment; uniforms; and other clothing. In addition to WIOA-funded supportive services, Southeast has developed relationships with community partners that assist with utility payments, food, shelter, and other basic needs.

Business Services

The focal point of all workforce system activities is business and industry. These activities are taking place in the region and may include: Access to facilities – Use of Workforce Center facilities by a business for a variety of purposes such as meetings, employee development, orientations, interviews, etc.; Assessments – Any test or assortment of tests used to measure the skills, interests and/or personality traits of a jobseeker, potential employee, or current employee; Business education – Seminars, round tables, workshops, focus groups, etc.;

Business information – Information given to a business pertaining to a variety of incentive programs or other information requested that provides a benefit to that business; Hiring events – A customized event for a single employer that assists with recruiting, interviewing, and hiring of one or more positions; Job fairs – Event for multiple employers that assists with the recruiting, interviewing, and hiring of one or more positions; Job postings – Staff-entered or web-entered job orders approved by staff; Labor market information – Information on state and local labor market conditions; industries, occupations, and characteristics of the workforce; area business identified skills needs; employer wage and benefit trends; short and long-term industry and occupational projections; worker supply and demand; and job vacancies survey results; Rapid Response – A variety of services to businesses that are facing restructuring and downsizing including onsite workshops for employees in transition; job placement assistance; and information on unemployment benefits; Screening – Any service that involves the initial evaluation of applications or resumes that assists the employer in the recruiting process; Training and retraining - Any service provided to a business that involves the training or retraining of current or future employees including OJTs, Work Experiences, Incumbent Worker Training, etc.

Services to Persons with Disabilities

The Arkansas Department of Career Education, Arkansas Rehabilitation Services (ACE/ARS), provides vocational rehabilitation services to people with disabilities. Currently, there are significant barriers for people with disabilities in relation to obtaining employment. A 2008 study (StatsRRTC1) indicated the employment rate for people with disabilities was 33.9 percent when compared to 79.1 percent for people without disabilities. Historically, there are significant barriers to the inclusion of people with disabilities into the overall strategy for economic development in Arkansas. ARS in partnership with the Arkansas Department of Human Services, Division of Services for the Blind (DSB) are leading the charge for providing targeted training and education for people with disabilities in order for them to develop the skills and abilities needed to attain competitive integrated employment in Arkansas.

Governor Asa Hutchinson decided to continue and build on former Governor Mike Beebe's Executive Order 10-17 by creating the Employment First initiative to encourage state agencies to hire people with disabilities and serve as a hiring model to the private sector. The initiative also instructs agencies to provide consumer services with the goal of self-sufficiency through employment as the end result, rather than the service as an end in itself.

E. Educational Attainment

The educational attainment percentages in the Southeast Arkansas region, according to the American Community Survey of the U.S. Census Bureau, were higher than the U.S. at the lower degree levels and lower higher degree levels. This data, collected in 2010 and published thereafter, indicated that the Southeast Arkansas Counties, on average, trailed the State in all categories but high school graduate and less than a high school equivalent.

More recent data made available in the 2013 American Community Survey and list below, indicate that not much has changed in three years.

Educational Attainment (Population over Age of 25)

80.3% have High School Diploma/Equivalent or Higher

Lowest= 73.5% in Lincoln County

Highest= 84.9% in Grant County

13.5% have Bachelor's Degree or Higher

Lowest= 7.9% in Lincoln County

Highest= 19.1% in Drew County

The 2013 American Community Survey did not list educational attainment for persons with a disability.

F. Sector Initiatives

While Southeast Board has only begun to scratch the surface of sector initiatives, one part of the region was awarded a planning grant and is writing a roadmap to forming a successful partnership. Members of the Southeast Board and the One Stop Operator staff have been involved since its inception with the University of Arkansas at Monticello's Sector Initiative Planning Grant and their Act Work Ready Communities Project.

The vision for collaboration between educators and employers is neither novel nor has it just come to light for this group of individuals. The partners in this grant have been working together and sharing dreams for an improved vehicle of change and a heightened regard for career and technical education for the past 30 years. More than ever before, many of the group sees hope for real change and real progress. Instead of working independently ('in siloes' as we say) we recognize this grant as an opportunity to accomplish great things. What have been good ideas and good intentions that may not have been accomplished previously due to territorial issues and/or conflicting regulatory processes are coming together. One such vehicle of change and an integral goal of this grant is the Alliance's objective for counties to become ACT® Certified Work Ready Communities. Working toward aggressive goals will produce outcomes that identify future job needs; develop a productive workforce; and ascertain the competencies and skills needed to determine proficiencies and skill gaps of the workforce.

Arkansas has been a statewide partner of ACT® since January of 2008 to provide avenues for individuals to earn the National Career Readiness Certificate (NCRC) in the form of the Arkansas Career Readiness Certificate (CRC). In partnership with Arkansas Department of Workforce Services and offering the Career Ready 101 curriculum and Work Keys testing, some members of the Alliance are familiar with the value of the ACT credential. The Arkansas

Department of Career and Technical Education has endorsed the curriculum, and high schools as well as Secondary Career Centers are offering the courses and testing around the state. In this region, the Southeast Arkansas Community Based Education Center in Warren and the Occupational Education Center in Monticello will be instrumental in getting young adults through this curriculum and armed with the nationally recognized credential before they graduate from high school.

There are very few counties in Arkansas who are participating in the county level ACT® Work Ready Communities (WRC) initiative. Although the aim is ambitious, the Alliance desires to demonstrate the benefits of increasing each community's attractiveness by becoming a certified ACT Work Ready Community. In agreement with the ACT initiative, it is the WRC Teams' belief that by obtaining job skills requirements from area businesses and industries and having a valid tool to measure individuals' skills, UAM and the UAM Colleges of Technology can plan programs to develop the skills needed to match requirements, and then certify individuals in those essential skills needed for area jobs.

Continuously monitor and adjust to insure that educational services provided from K-16 are based on realistic needs of current and future businesses. The initiative is in line with the Arkansas' workforce development goal of increasing the number of quality jobs/careers attained, improving the quality of lives, and rebuilding communities. Southeast Arkansas needs job growth. Becoming an ACT® Work Ready Community will better ensure business and industry leaders that the skills they need for a successful workforce are being addressed in a systematic and productive manner.

The Board has begun steps to form a Diverse Manufacturing Sector. The initial meeting was held on May 18, 2017 to open lines of direct communication between regional companies and the Board.

Section 1.3 Vision and Goals

Southeast Region will support the vision and goals in the Arkansas Workforce Development Plan.

Vision

Southeast will have a world-class workforce that is well educated, skilled, and working in order to keep Southeast's economy competitive in the global marketplace.

Goals

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.

Goal 1 Objectives:

1. Expand employer partnerships through the support of industry engagement.
2. Expand partnership with economic development to refine sector strategies.
3. Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.
4. Increase connections with employers and Vocational Rehabilitation agencies to provide support and employment for youth and adults with disabilities.

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

Goal 2 Objectives:

1. Develop a common intake process for jobseekers and businesses that will efficiently connect them with services available from all workforce development partner programs.
2. Promote training that leads to industry recognized credentials and certification.
3. Support transportable skill sets for transportable careers.
4. Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.

Strategic Goal 3: Increase awareness of the Southeast Region's Talent Development System

Goal 3 - Objectives:

1. Work to change employer and jobseeker perceptions of the workforce system.
2. Utilize technology, including social media and search engine optimization, to better connect jobseekers and employers with the talent development system in Arkansas.

Strategic Goal 4: Address Skills Gaps

Goal 4 - Objectives:

1. Develop and implement an action plan to close the basic core, technical, and soft skills gaps in the Southeast region.
2. Analyze the effectiveness of currently used job readiness standards and ensure coordination between the Arkansas Career Readiness Certificate program and the Workforce Alliance for Growth in the Economy (WAGE) program.

Section 1.4 Business Engagement and Sector Strategies [WIOA Sec. 106(c)]

WIOA coordinates with partners to effectively target businesses and employers. The Business Service Teams will build upon successful employer penetration to create momentum and spread the word using employers who believe in the system. This approach has been successful in maximizing information with minimal intrusion.

Section 1.5 Regional Workforce Development Service Strategies [WIOA Sec. 106(c)(B)]

Southeast is defining workforce development strategies by working with partners to determine the best ways to provide services with guidance from the State regarding requirements and opportunities. Regional and Local service strategies must be industry driven. This is an ongoing and living process of change, evaluation and redesign.

Section 1.6 Defining Administrative Cost Arrangements [WIOA Sec. 106(c)(E)]

Southeast will use resource sharing agreements and the memorandums of understanding for the local workforce system. This is a slow process with some, if not most, partners just determining levels of funding.

Section 1.7 Coordination of Transportation and Supportive Services [WIOA Sec. 106(c)(F)]

Partner programs within the Southeast region will determine and coordinate transportation and other supportive services as allowable by their program. The Southeast Board has established a supportive services policy and procedure, with input from the partners. Supportive services will be coordinated with referrals to the partners. In the event that partners are unable to provide the needed services, WIOA Title I will reassess and provide the needed services.

Section 1.8 Coordination of Workforce Programs with Economic Development [WIOA Sec. 106(c)(G)]

Southeast will continue to partner with regional economic development services and providers by leveraging resources with the Southeast Planning and Development District, Chambers of Commerce and other economic development organizations. Southeast Arkansas has held its ground economically, in the face of recessions and disasters only through its partnerships and its area wide commitment to hold together. This commitment has not and will not be altered by federal legislation.

Section 1.9 Establishing Regional/Local Performance Measures [WIOA Section 116(c), [WIOA Sec. 106(c)(H)] [proposed 20 CFR 677.210(b) and (c)] and [proposed 20 CFR 679.510(a)(2)]

At this time, the State has negotiated the performance measures for each Local Workforce Development Area. These measures mirror the overall state measures that were negotiated with the U. S. Department of Labor.

SOUTHEAST ARKANSAS WORKFORCE DEVELOPMENT BOARD

LOCAL PLAN



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Appendix B: PY 2016 Transitional Local Plan Template

WIOA requires each local workforce area to develop a local plan that supports and is submitted as a component of its 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.

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 particular element in the multi-year plan.

Section 1: Workforce and Economic Analysis

Section 2: Strategic Vision and Goals

Section 3: Local Area Partnerships and Investment Strategies

Section 4: Program Design and Evaluation

Section 5: Compliance

Section 6: Assurances

Section 1: Workforce and Economic Analysis

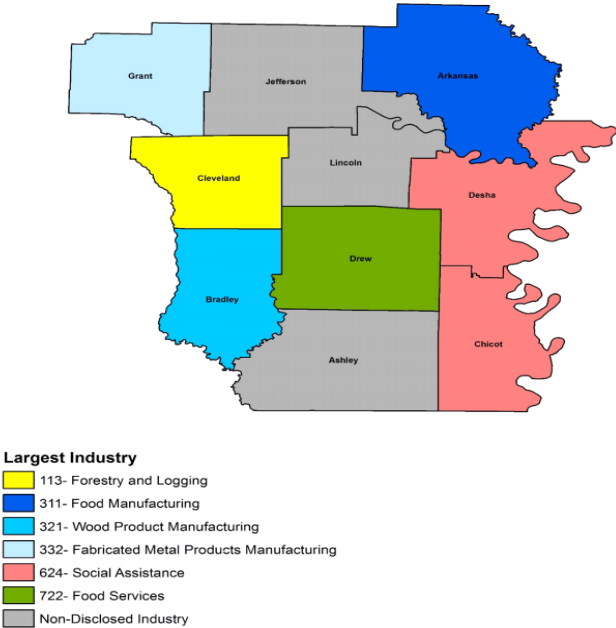
1.1. Provide an analysis of the economic conditions, including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. [WIOA Sec. 108(b)(1)(A)] and [proposed 20 CFR 679.560(a)]

Note: Per WIOA Sec. 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 the issuance of this guidance).

The following chart is a copy of Employment by Industry and County in the Southeast Region. As you can see there is a difference in industry from the North vs. South part of the region. The data tends to indicate a stagnant, or periodically declining economic condition. It fails to take into account any emerging industries or job growth beyond 2016.

While Southeast shares Arkansas’ “wood Basket” with Southwest and West Central, Agriculture continues to play a role in driving the economy. Unfortunately, Agriculture is not as labor intensive, as it was few decades back. On the horizon, are new or developing industries that capitalize on increased timber production or recent deviations in agricultural output. Highland Wood Pellets, for instance, has recently established operations at the Port of Pine Bluff.

Employment by Industry and County



Source: Quarterly Census of Employment and Wages (QCEW), Labor Market Information

Historically the Southeast region's projected top three growth industries (by Employment) are number 1. Social Assistance with a projected growth from 2012 to 2022 of 39.6%; 2. Food Services and Drinking Places with a projected growth from 2012 to 2022 of 22.1%; and 3. Nursing and Residential Care Facilities with a projected growth from 2012 to 2022 of 31.9%. All these projected growth percentages are represented by the number of workers vs. the number of establishments and does not account for any new industries

Section 1: Workforce and Economic Analysis (continued)

Top 3 Private Industries (by Employment) in 2014

1) Food Services

Employs 3,732 workers
277 individual Establishments
Represents 6.9% of total Employment
Projected Growth (2012-2022) +22.1%

2) Paper Manufacturing

Employs 3,554 workers
15 individual Establishments
Represents 6.6% of total Employment
Projected Growth (2012-2022) -10.1%

3) Social Assistance

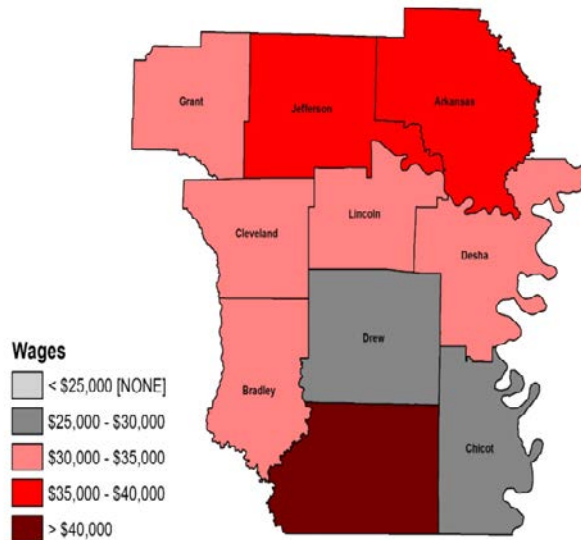
Employs 3,266 workers
1,546 individual Establishments
Represents 6.1% of total Employment
Projected Growth (2012-2022) +39.6%

The following shows a breakout of the entire region which justifies the data previously shown above. This employment breakdown data only serves to indicate that the top three private industries are historically correct.

Employment Breakdown

106,887 Total Employees in 2014 (covered under UI tax law)
83.1% of employees work in the Private Sector
1.2% of employees work in Federal Government
5.4% of employees work in State Government
10.3% of employees work in Local Government
Projected Employment Growth (2012-2022) All Sectors +12.2%

2014 Average Annual Wages (Private Sector)



Ranked by County

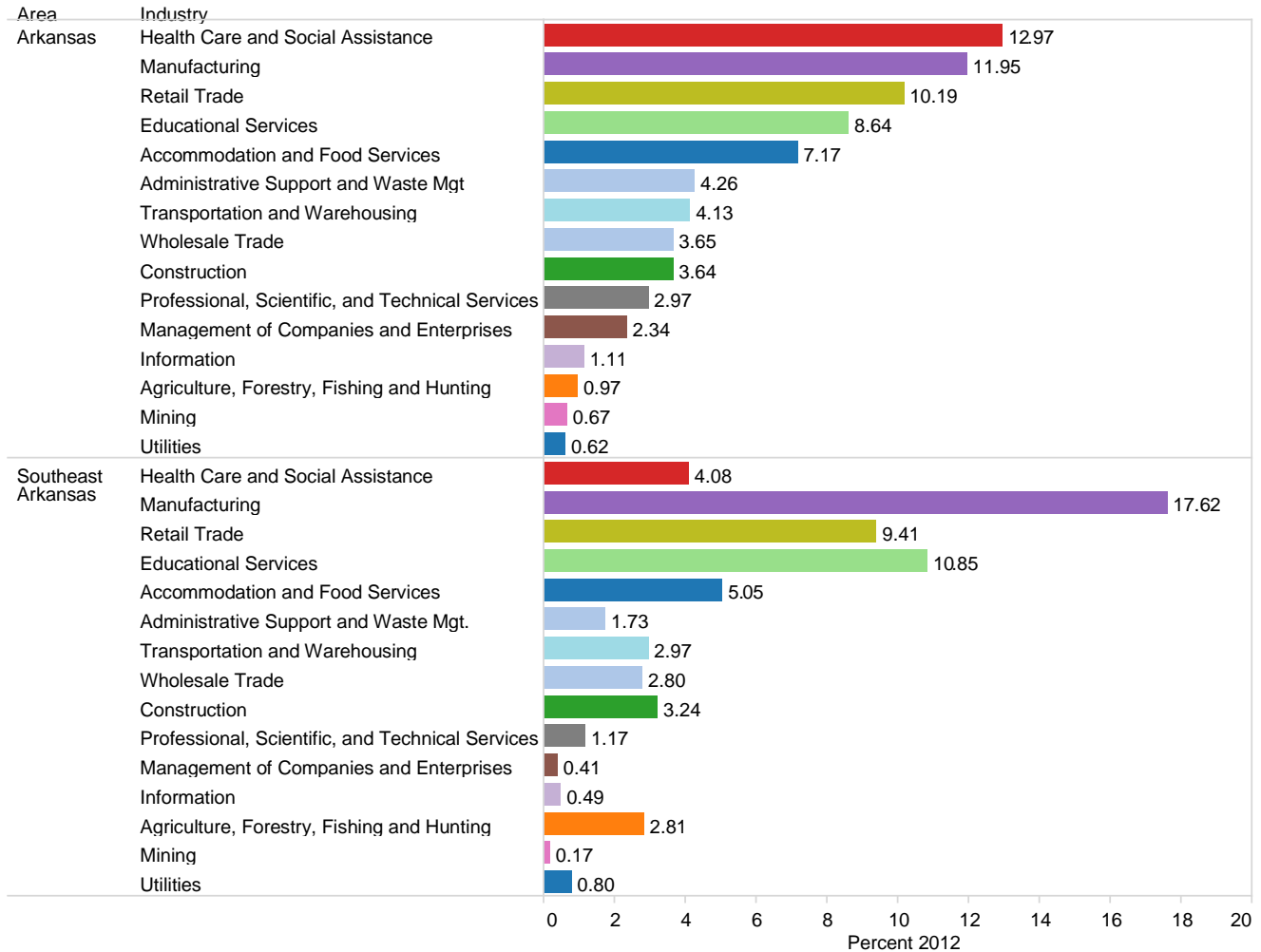
(1) Ashley County	\$40,484	(6) Lincoln County	\$30,540
(2) Arkansas County	\$38,3627	(7) Bradley County	\$30,503
(3) Jefferson County	\$37,3348	(8) Cleveland County	\$30,106
(4) Grant County	\$34,568	(9) Drew County	\$29,795
(5) Desha County	\$33,152	(10) Chicot County	\$28,768

Southeast LWDA Annual Average Wage= \$32,578

Based on data obtained from the United States Census Bureau, the median average in the State of Arkansas is \$41,264. As compared to the average wage of the Southeast Region of \$32,578, we are \$8,686.00 or 21.04% below the State average. The counties with the highest average wage tend to be those with a diverse manufacturing base.

Source: Quarterly Census of Employment and Wages (QCEW), Labor Market Information; Source: United States Census Bureau

While Southeast’s current and future industry outlook is similar to Arkansas, there are important areas of distinction.



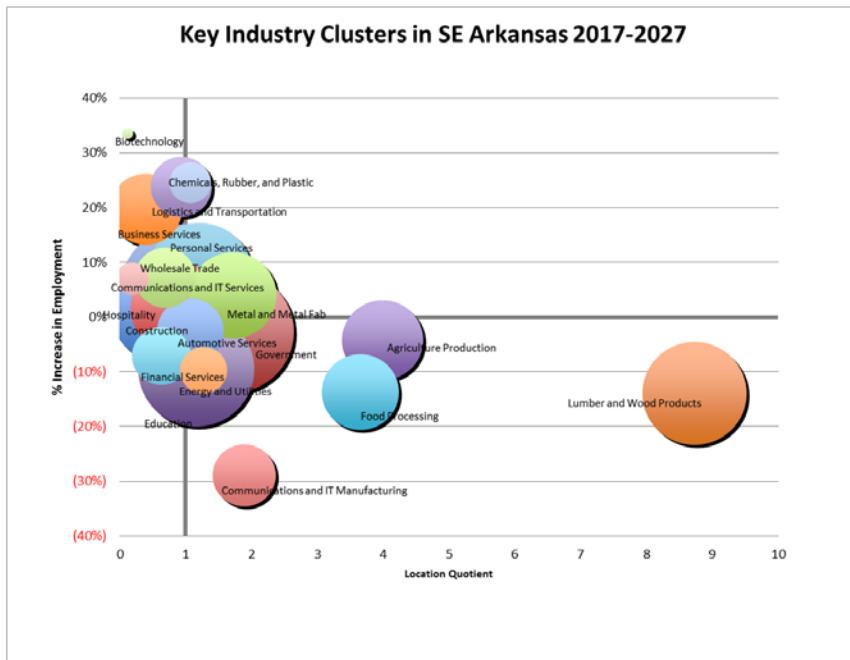
Manufacturing currently employs a greater percentage of Southeast workers, 17.62 percent, than at the State level of 11.95 percent. Given the recent trends, Manufacturing will continue to be on par with the state average. Health Care and Social Assistance is slightly lower at 4.08 percent in Southeast compared to the state at 12.97 percent, but because of high poverty and obesity rates in Southeast, it may soon surpass the state percentage. Southeast is well below the State in the number employed in Professional, Scientific, and Technical Services, 1.17 percent to 2.97 percent, and trails Arkansas in Accommodations and Food Services, 5.05 percent to 7.17 percent. Despite the large role Agriculture, Forestry, Fishing and Hunting play in the state, there are a larger percentage of Southeast Arkansas workers in those industries than at the state level.

Source: <http://arkansasresearchcenter.org/arc/index.php?CID=154>

Long-Term Employment Projections

Industry	Projected Industry Growth 2012-2022			
	Estimated Employment	Projected Employment	Numeric Change	Percent Change
Total Employment, All Jobs	84,530	86,914	2,384	2.82
Natural Resources and Mining	2,523	2,486	-37	-1.47
Construction	2,738	2,604	-134	-4.89
Manufacturing	14,891	14,206	-685	-4.60
Trade, Transportation, and Utilities	13,509	13,149	-360	-2.66
Information	414	398	-16	-3.86
Financial Activities	2,635	2,550	-85	-3.23
Professional and Business Services	2,799	2,733	-66	-2.36
Education and Health Services	20,120	22,723	2,603	12.94
Leisure and Hospitality	4,520	5,338	818	18.10
Other Services (Except Government)	2,532	2,741	209	8.25
Government (Excluding State/Local Education & Hospitals)	9,784	10,328	544	5.56

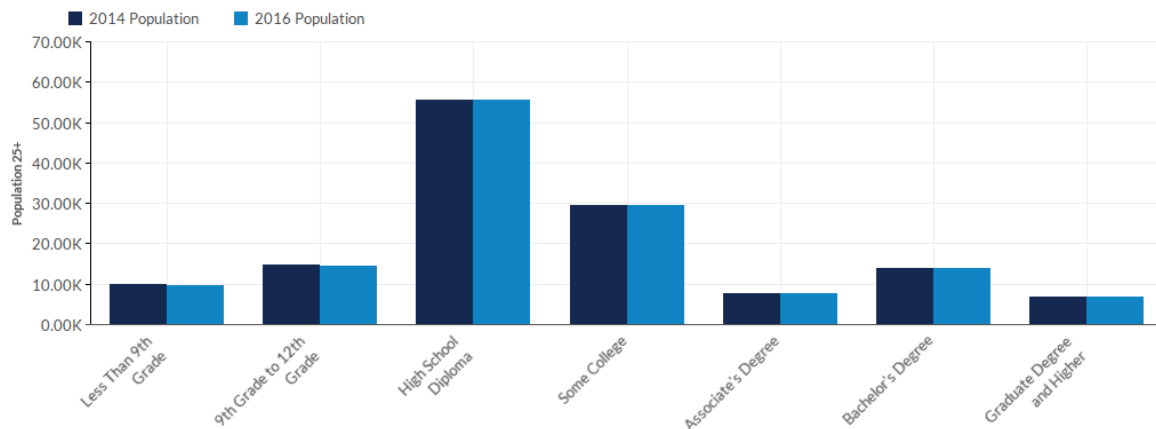
Based only on the historical data the Southeast Region is projecting practically no job growth, with possibly no more than 2,384 (2.7%) new jobs projected by 2022. Education and Health Services will employ 2,603 vs. 818 for Leisure and Hospitality. The aging population and outward migration on high school and college graduates is predicted to continue, if nothing is done to retain or attract new industry. Understanding that data collected in 2012 was somewhat reflective of the recession, which not unlike most recessions, the effects were late arriving in rural America. Southeast Arkansas has seen a reemergence of diverse manufacturing since 2015. While job growth has declined in wood products and agriculture, the decline is primarily due to technology and automation. As the following chart indicates, both sectors, while requiring fewer jobs, both are strong segments of the economy. The task before the Board is to train consumers on the proper technology, whether it is in wood products, food processing, agriculture or any new manufacturing.



Data Source: EMSI

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 Sec. 108(b)(1)(B)] and [proposed 20 CFR 679.560(a)]

One of the greatest challenges facing Southeast’s workforce is the fact that it has one of the lower levels of education in the state. The Southeast region has a disappointing lack of Adults, aged 25 or older, with more than a High School diploma. Armed only with a high school diploma, job seekers are hard pressed to meet the employers’ needs. Job seekers most receive hands on technical training in a broad sense.

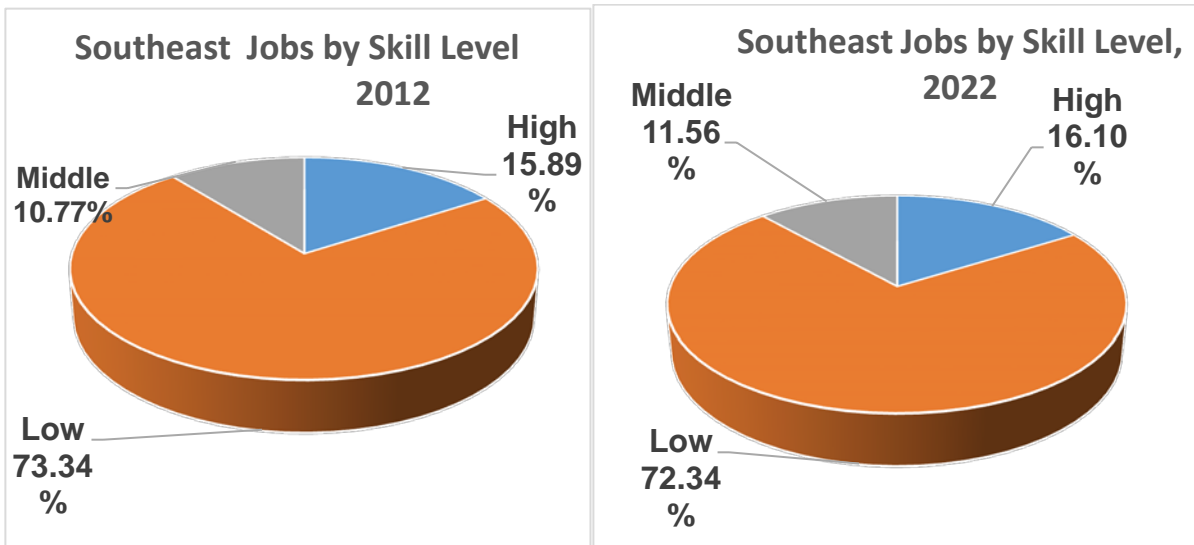


Source: Occupational Statistics and Employment Projections, Labor Market Information

Historically, the Southeast region has maintained a population where 39 % have at least a High School diploma; 4.3% have an Associate’s degree; 10.2% a Bachelor’s degree and 4.4% Graduate or Professional degree. The largest part of the demographic, 41.2% has no more than a high school diploma or equivalent.

The projections based on historical data indicate in the charts below, that the Southeast's region employment skill levels will not change dramatically by 2022. If the projections are accurate, the Southeast region should remain on the lower end of the higher paying occupations. Southeast, like many other rural areas across the country, are teetering on the emergence of area widely diverse manufacturing opportunities and would be remiss to center future possibilities on past shortcomings.

The most common skill gap is not isolated to Southeast Arkansas and has been echoed nationally for decades. Parents no longer teach soft skills in the home. The situation is made worse in homes where generational dependence on Welfare is the norm. It is unfair to place the burden on secondary schools that battle to keep students engaged. It is also unreasonable to expect employers to hire individuals who lack soft skills, so the problem will have to be addressed by training programs. Training providers must find a way to instill work values alongside technical training if employers are going to be engaged.



Projected Employment Growth by Education Level (2012-2022)

Education Title	2014 Estimated Employment	2016 Projected Employment	Net Growth	Percent Growth	Annual Openings -Growth	Annual Openings- Replacement	Annual Openings -Total
Doctoral or professional degree	1,562	1,550	-12	-0.77%	1	18	19
Master's degree	1,122	1,121	-1	-0.09%	1	16	17
Bachelor's degree	10,205	10,091	-114	-1.12%	6	191	197
Associate's degree	2,166	2,119	-47	-2.17%	2	35	37
Postsecondary non-degree award	5,765	5,695	-70	-1.21%	8	101	109
Some college, no degree	765	759	-6	-0.78%	0	15	15
High school diploma or equivalent	37,905	37,637	-268	-0.71%	102	750	852
Less than high school	20,582	20,629	47	0.23%	102	597	699

Southeast 2014 High Demand Occupational Wages

SOC Title	Industry	2014 Wages
Registered Nurses	Healthcare	\$56,480
First-Line Supervisors of Production and Operating Workers	Manufacturing	\$50,240
Aircraft Mechanics and Service Technicians	Aerospace	\$43,240
Computer User Support Specialists	Information Technology	\$41,210
Heavy and Tractor-Trailer Truck Drivers	Trucking	\$36,350

- 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 region, including individuals with barriers to employment.**

[WIOA Sec. 108(b)(1)(C)] and [proposed 20 CFR 679.560(a)]

Population data for the period from 2000 to 2015 shows a decrease of 25,611 people. The number of individuals aged 65 and over is expected to be the highest demographic by 2020, indicating a broader workforce for older workers in the future. An aging workforce is a dramatic change and the one which has the greatest implications for the region. The ratio of aged persons to youth is expected to continue to rise. This increase in the number and proportion of aged persons has big implications for health and social services, education, available workforce, and other areas.

The below chart that indicates the Southeast unemployment rates from 2014 shows from a peak of 2011, there has been a steady decline through 2014. Indications are that trend continues through today. The State's unemployment rate continued to drop throughout 2015, with November 2015 declining to 5.0 percent. Currently the rate is below the national average.

- **2014 Annual Average Civilian Labor Force Estimates**

- o Civilian Labor Force 84,025
- o Employment 77,225
- o Unemployment 6,800
- o Unemployment Rate 8.1%

- **2014 Annual Average Unemployment Rates by County**

- o 5.4% = Arkansas County
- o 5.6% = Grant County
- o 7.0% = Cleveland County
- o 7.3% = Lincoln County
- o 8.3% = Desha County
- o 8.5% = Bradley County
- o 8.6% = Drew County
- o 8.9% = Jefferson County
- o 9.4% = Ashley County
- o 10.6% = Chicot County

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, in order to address the education and skill needs of the workforce and the employment needs of employers in the region.

[WIOA Sec. 108(b)(1)(D)] and [20 CFR 679.560(a)]

Southeast's workforce development activities are coordinated through the following state agencies: the Arkansas Department of Workforce Services (ADWS), the Arkansas Department of Career Education (ADCE) which includes Adult Education, Rehabilitation, Arkansas Department of Human Services, the Arkansas Department of Human Services – Division of Services to the Blind and, to an extent, U. S. DOL Registered Apprenticeship. The agencies are responsible for all the core and non-core programs included in the combined region and local plan. These agencies are also represented on the local workforce development board.

Arkansas Workforce Centers are at the forefront of the workforce activities, and represent Southeast's version of the American Jobs Center. Southeast has five workforce centers spread across the region providing access to many Arkansans. Two comprehensive centers are located in Pine Bluff, and Monticello. One satellite center is located in Dumas and two affiliate centers in Crossett and Lake Village.

The Arkansas Workforce Centers are overseen by the local workforce development board. The local board is comprised of representatives of local businesses, labor, partner agencies, and other key stakeholders to create a diverse and functional group. The board, in alignment with the States' vision, provides front line strategic implementation for state-wide initiatives in addition to their locally-determined priorities. State initiatives include sector strategies, career pathway development, and delivery of standardized business services. Local priorities include layoff aversion, specific career pathway development, youth programs, targeted sector partnerships and others.

The local board has procured a one-stop operator for the daily operation of the perspective center(s) in accordance with WIOA 121(d). The Board carries out workforce activities by partnering locally through Memorandums of Understanding (MOU) to implement core, non-core, and other partner programs. Arkansas Workforce Centers are fully integrated with WIOA, Wagner-Peyser, Jobs for Veterans State Grant (JVSG), Trade Adjustment Assistance (TAA), Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Adult Education and Family Literacy, Vocational Rehabilitation. Local partnerships and integration also exist in many areas with Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs and others.

Typical customers entering the center are engaged by an intake process that is designed to identify the needs of the individual by gathering information and then utilizing the appropriate resources for those needs. In some cases, the resources are initiated by a referral to a partner program. Customers are given solutions and next steps to their questions, barriers, and issues by connecting directly with the appropriate workforce system partner as part of this philosophy.

The Arkansas Department of Career Education, (Adult Education) funds local adult education programs, community-based and/or privately operated literacy councils, and special projects state and federal grants. The service delivery systems are diverse. Programs are funded through a variety of local entities, including public schools systems, community based organizations, colleges, community colleges, technical institutes, and the Arkansas Department of Corrections. Local programs provide adult education services such as teaching academic skills to people who function from beginning reading through a 12.9 functioning grade level and English as a Second Language (ESL). These services are free and provided in classes held in locations throughout each program's

service area. Additional programs such as family literacy and Workforce Alliance for Growth in the Economy (WAGE™) and Career Readiness Certification are also offered in workplaces and correctional institutions. Adult Education assists all partners through detailed assessments, individual specific remediation and preparing individuals for either the workplace or for industry specific formal training.

Division of Services for the Blind continues to support the Arkansas Workforce Centers. While the Division of Services for the Blind has offices in Pine Bluff and Monticello, routine visits are made to the various other centers.

Workforce System Services – Unemployed and Underemployed

Arkansas Workforce Centers offer the full array of career services outlined in WIOA 134(c)(2) for unemployed and underemployed jobseekers. Career services available at the centers vary because of local area inflexion and needs of particular employers and communities. Basic career services are available at all five centers throughout the Southeast region. Each center has computers, printers, copiers, printed resources, and staff to assist jobseekers. Many of the services, including Arkansas Job Link and Discover Arkansas LMI Portal, can be accessed anywhere through the internet via computer, smart phone, or tablet. Arkansas Job Link is the state job matching system and the virtual one-stop-shop where Arkansans can centralize all their career search activities. It allows jobseekers to self-enter his/her resume(s) and job search 24/7. Arkansas Job Link also provides access to a toolbox of job search assistance links, including career exploration, training resources, self-marketing tools, Unemployment Insurance information, and additional job banks. The built-in event calendar communicates upcoming hiring events, job fairs, and other workforce activities. The Discover Arkansas LMI Portal provides the general public with the most recent labor market information.

Jobseeker Services

Individualized career services within the Arkansas Workforce Centers vary across the region, but all the offices offer a full line of activities to prepare jobseekers for the modern workforce. They address many of the soft skills and technical skills training Arkansas employers require such as:

- Labor exchange services must also provide labor market information to the individuals seeking services. The information must be accurate and include information on local, regional and national labor markets, such as: job vacancies, skills necessary to obtain the jobs, in-demand occupations and related earning potential and opportunities for advancement in those occupations
- Workforce Centers provide the following career services: outreach, intake and orientation, initial assessment, Labor exchange services, eligibility determination, referrals to programs, performance and cost information, information on unemployment insurance, financial aid information and follow-up services
- Workforce Centers and partners must provide appropriate services for individuals to obtain or retain employment. These services include, but are not limited to: individual employment plan (IEP), career planning and counseling, comprehensive assessment, occupational skills assessment, short-term prevocational services, internship and work experience, including transitional jobs and industry partnerships, workforce preparation, out-of-area job search, English language acquisition and financial literacy

Training Services

Career services are not always enough to enable job seekers to obtain self-sufficient employment. In some instances, formal training is required. Arkansas Workforce Centers offer multiple training services such as: occupational skills training, registered apprenticeships, incumbent worker training, skill upgrading and retaining, entrepreneurial training, and adult education and family literacy activities.

Training services are funded through WIOA programs, Pell Grants, partner programs, and state and local grants. The Southeast Arkansas Workforce Development Board is responsible for establishing and implementing local policies for eligibility, Individual Training Account (ITA) limits, and the identification of in-demand sectors or occupations. Through multiple initiatives and projects, Arkansas has focused training and career development activities on sector strategies/partnerships and career pathway development. The Eligible Training Provider List (ETPL) has been updated pursuant to WIOA Sections 122 and 134 by Department of Workforce Services at the State level. This list ensures that Arkansans are able to make informed decisions on training providers and programs based on accurate data including completion and placement rates; labor market information; and wage expectations.

Supportive Services

In order to assist jobseekers in obtaining or retaining employment through career or training services, Arkansas Workforce Centers offer a variety of supportive services. The Southeast region is responsible for establishing a supportive service policy that outlines types, eligibility, limits, etc. Examples of supportive services include, but are not limited to, child care; transportation; tools and equipment; uniforms; and testing fees. In addition to WIOA-funded supportive services, Southeast has developed relationships with community partners that provide additional assistance and other basic needs.

Business Services

The focal point of all workforce system activities is business and industry. These activities are taking place in the region and may include: **Access to facilities** – Use of Workforce Center facilities by a business for a variety of purposes such as meetings, trainings, orientations, interviews, etc.; **Assessments** – Any test or assortment of tests used to measure the skills, interests and/or personality traits of a jobseeker, potential employee, or current employee; **Business engagement** – Seminars, round tables, workshops, focus groups, etc.; **Business information** – Information given to a business pertaining to a variety of incentive programs or other information requested that provides a benefit to that business; **Hiring events** – A customized event for a single employer that assists with recruiting, interviewing, and hiring of one or more positions; **Job fairs** – Event for multiple employers that assists with the recruiting, interviewing, and hiring of one or more positions; **Job postings** – Staff-entered or web-entered job orders approved by staff; **Labor market information** – Information on state and local labor market conditions; industries, occupations, and characteristics of the workforce; area business identified skills needs; employer wage and benefit trends; short and long-term industry and occupational projections; worker supply and demand; and job vacancies survey results; **Rapid Response** – A variety of services to businesses that are facing restructuring and downsizing including onsite workshops for employees in transition; job placement assistance; and information on unemployment benefits; **Screening** – Any service that involves the initial evaluation of applications or resumes that assists the employer in the recruiting process; **Training and retraining** - Any service provided to a business that involves the training or retraining of current or future employees including OJTs, Incumbent Worker Training, etc.

Services to Persons with Disabilities

The Arkansas Department of Career Education, (ACE), provides vocational rehabilitation services to people with disabilities. Currently, there are significant barriers for people with disabilities in relation to attaining employment. A 2008 study (StatsRRTC1) indicated the employment rate for people with disabilities was 33.9 percent when compared to 79.1 percent for people without disabilities. Historically, there are significant barriers to the inclusion of people with disabilities into the overall strategy for economic development in Arkansas. ACE, through the efforts of the Arkansas Rehabilitation Services and the Arkansas Department of Human Services are leading the charge in providing targeted training, by education for people with disabilities, in order for them to develop the skills and abilities needed to attain competitive integrated employment in Arkansas.

Southeast Arkansas Workforce System's Strengths and Weakness

The strength of the Southeast Arkansas system is the availability of services throughout the predominantly rural area and a strong partnership with service agencies outside the workforce arena. The system partners have a long term relationships with and are supported in the effort by the local chief elected officials and some key employers. The system is also strengthening new relationships with existing employers.

The major weakness in the local system is the lack of public transportation, an abundance of negative press leading to a far reaching negative perception of the area's labor force. Additionally, Southeast Arkansas is experiencing difficulty with retaining workers in the age range of 21 to 45. While this is to be expected in a highly mobile society, the Board is looking for ways to reverse the trend.

Section 2: Strategic Vision and Goals

- 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 section 116(b)(2)(A) in order to support regional economic growth and economic self-sufficiency. [WIOA Sec. 108(b)(1)(E)]**

The local Board's **vision** is to strive to prepare an educated and skilled workforce through partnerships with all core partner agencies, utilizing various training efforts as: Adult Education, Registered Apprenticeship, Institutional Training, Literacy / Work Place Training, and Work Experience.

The **goal** is to build upon and improve the current regional economic condition, support the growth of existing employers and enhance the economic self-sufficiency of the citizens of Southeast Arkansas.

- 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 Sec. 108(b)(1)(E)] (See Appendix C: Transitional Planning References and Resources)**

Southeast will have a workforce that is well educated, skilled, and working in order to keep Southeast's economy competitive in the global marketplace. The Southeast Workforce

Development understands its role and responsibility in the bigger picture as established by the Arkansas Workforce Development Board.

- 2.3 Describe how the local board’s vision and goals contributes to each of the governor’s goals. [WIOA Sec. 108(b)(1)(E)] (See Appendix C: Transitional Planning References and Resources)

Goals

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.

Goal 1 Southeast Arkansas Objectives:

1. Develop employer partnerships in diverse manufacturing to support and expand manufacturing engagement.
2. Identify and promote best practices (private and public) for developing and sustaining partnerships.
3. Expand partnership with economic development to refine sector strategies.
4. Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.

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

Goal 2 Southeast Arkansas Objectives:

1. Develop a common intake process for jobseekers and businesses that will efficiently connect each with services available from all workforce development partner programs.
2. Promote training that leads to industry recognized credentials and certification.
3. Support transportable skill sets for transportable careers.
4. Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.

Strategic Goal 3: Increase awareness of the Southeast Region’s Talent Development System

Goal 3 Southeast Arkansas Objectives:

1. Increase access to the workforce development system through a no wrong door approach to services.
2. Access the image-building outreach campaign that educates Arkansans about the services and the career development opportunities available in the region.
3. Utilize technology, including social media and search engine optimization, to better connect jobseekers and employers with the talent development system in Arkansas.

Strategic Goal 4: Address Skills Gaps

Goal 4 Southeast Arkansas Objectives:

1. Develop and implement an action plan to close the basic core, technical, and soft skills gaps in the Southeast region.
2. Analyze the effectiveness of currently used job readiness standards and ensure coordination between the Arkansas Career Readiness Certificate program and the Workforce Alliance for Growth in the Economy (WAGE) program.

2.4 Describe how the local board's goals relate to the achievement of federal performance accountability measures. [WIOA Sec. 108(b)(1)(E)]

For participants enrolling in educational training the goal is for the participants to complete their training and obtain their credential and measureable skills gain. These participants will also be directed toward higher paying jobs which have a livable wage to help ensure a much higher retention rate that extends beyond a year after exit. This goal also stands true for those participants receiving basic and individualized career services. Ultimately, the overall effectiveness of the system will be measured by the negotiated outcomes.

Section 3: Local Area Partnerships and Investment Strategies

3.1 Taking into account 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, in order to achieve the strategic vision and goals described in element 2.1. This analysis should 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;**

The Chief Elected Officials (CEO) of the Southeast Arkansas Workforce Development Area met on June 8, 2016 and voted to contract with the Southeast Arkansas Economic Development District to serve as the Grant Recipient/Fiscal Agent for the Workforce Innovations and Opportunity Act. The newly appointed Southeast Arkansas Workforce Development Board has entered into a CEO/Local Board Agreement. The local board, on May 18, 2016, voted to approve the Administrative Services Contract with SEAEDD. The local board also procured a one stop operator, SEAEDD, which is in charge of Title 1 services.

The LWDB has four committees appointed by the board chair. They are: One Stop Committee, Planning Committee, Services to Persons with Disabilities Committee and Youth Committee. All required partners have been appointed by their various state agencies with a representative sitting on the LWDB. All parties to the Southeast system are aware of their respective roles and responsibilities under the Act and Regulations. All partners have been working together to address the needs of the citizens of Southeast Arkansas. Until such time as a common information system is available, the partners have adopted a common referral and enrollment document to expedite the provision of services.

Additionally, the system in Southeast is seamless and individuals entering any partner location, i.e. Arkansas Career Education – Adult Education are given the full array of system services and assessed for additional services.

B. A list of all Arkansas Workforce Centers in the local area; include address, phone numbers, and hours of operation.

All centers are open from 8 am to 4:30 pm Monday through Friday.

Comprehensive:

Pine Bluff Office (Jefferson County)
1001 Tennessee Street
(870) 619-4803

Satellites:

Dumas Office (Desha County)
130 West Waterman Street
(870) 619-1029

Monticello Office (Drew County)
477 South Main Street
(870) 224-7075

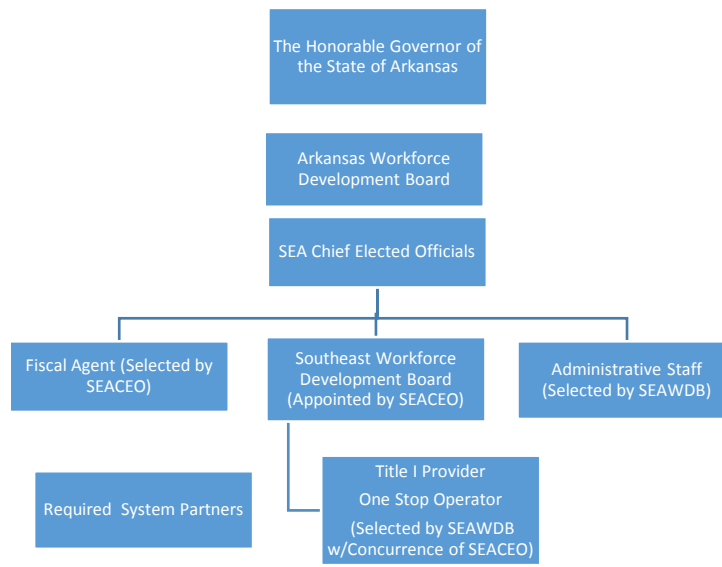
Affiliates:

Lake Village Office (Chicot County)
308 Main Street
(870) 619-4744

Crossett Office (Ashley County)
304 North Alabama Street
(870) 619-4737

C. An organization chart that depicts the local board, administrative and fiscal entities, and service providers. [WIOA Sec. 108(b)(1)(F)]

Southeast Arkansas Workforce Development Area



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 section 102(b)(1)(E). [WIOA Sec. 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.

The workforce development system in Southeast Arkansas is proactive and inclusive, as evidenced by the diverse membership of the Southeast Board, which not only includes the required partner agencies, but local community based organizations with vast experience in providing services to Veterans and persons with disabilities. Also represented on the board are individuals who represent Carl D. Perkins Career and Technical Education and Registered Apprenticeship Programs. The local board is partnering with UAM’s Work Ready Communities project and other entities as they are identified to seamlessly align all services and opportunities available to the benefit of the jobseeker and the employers.

Of the six core measures outlined in the Act, the One Stop Operator (SEAEDD) is responsible for the providing and coordinating services for the Adult, Dislocated Worker and Youth funding stream. Arkansas Department of Career Education provides adult education and vocational rehabilitation services. The Arkansas Department of Workforce Services is responsible for Wagner-Peyser.

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 Sec. 108(b)(3)]

The Southeast Workforce Development Board is committed to expanding access to services for eligible individuals. The Board's Title I Provider, under the direction of the Board, has fostered an atmosphere of coordination and cooperation between all partner agencies. This atmosphere will provide for and facilitate the co-enrollment of individuals, particularly individuals with disabilities and other barriers. The Board and its represented partner agencies are working with the local two and four year higher education institutions and the registered apprenticeship programs to develop recognized, high demand, credentials that the industry needs to be successful. While the previously mentioned employment and populations "projections" look somewhat bleak, it is imperative that the local area continue to develop a stable, well trained, workforce for the future.

The board has also identified an underserved diverse manufacturing cluster and will be meeting to establish a sector partnership with those employers. The intention is to develop common career pathways and common industry sector credentialing that is portable, not just for the Southeast area, but for the State. The initial business engagement meeting was hosted on May 18, 2017 with the assistance of Maher and Maher.

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.

As previously stated, the Southeast Board has begun work on an underserved but growing Diverse Manufacturing Sector. It is the intention to first determine the common "pain points" for this group of employers prior to attempting to market an "off the shelf" solution to their needs. The process, if accomplished correctly, will be slow but fruitful for all involved. Theoretically, employers will engage only when and if it benefits their bottom line.

While the Board has identified and is working on the Diverse Manufacturing Sector, the Partners continue to work with any and all employers needing assistance in staffing their operations.

B. Support a local workforce development system that meets the needs of businesses.

By developing a better understanding of industry needs and "pain points", the system is able to take a step back and retool to better address the identified needs. The local workforce system has to be employer driven. Local workforce centers and partners are working to ensure the programs and facilities attach business and industry to WIOA services.

C. Better coordinate workforce development programs and economic development.

One segment of the internal business services team is comprised of individuals with expertise in community and economic development. These individuals continually work with communities and grants designed to attract new industries or support and expand existing industries. Their involvement provides the necessary "seamless" connection, allowing them to both utilize center services and provide feedback as to the needs of a particular industry. Local industrial

development groups, local Chambers of Commerce and educational institutions must be at the table after the sector partnership has been developed to give an additional perspective to the process.

In building the sector strategy, the Board intends to build the partnership in pieces, bring in the chambers or education, as the process moves forward. The education and chambers have been aware of the process.

D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.

While the one-stop system has long worked closely with unemployment insurance, the other partner agencies may or may not have been as fortunate. The linkage between partners will be strengthened through communication and developed familiarity in partner meetings.

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 Sec. 108(b)(5)]

While the Board has not been directly involved in entrepreneurial training in the past, it will support and promote entrepreneurial skills training and microenterprise services through the partner agencies and through the local economic development district. SEAEDD has worked with small businesses since the early 1970's, providing assistance with business plan development and funding through the revolving loan program. The Southeast area also has access to the University of Arkansas at Pine Bluff's Small Business Incubator's services.

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 Sec. 108(b)(10)]

Coordination in the Southeast area is currently under way by assisting all required partners with a very successful referral systems which avoids duplication of services. The partners have worked for many months to develop a referral format which contains most, if not all, information needed to enroll a prospective client into any partner system. Any participant that enters a workforce center for a request for services will be assessed to determine which partner would be better to assist them with the service they need.

3.7. Describe efforts to coordinate supportive services provided through workforce investment activities in the local area, including facilitating transportation for customers. [WIOA Sec. 108(b)(11)]

Southeast Arkansas is extremely rural, with the exception of the City of Pine Bluff. Mass transportation outside Pine Bluff is nonexistent and the coordination of supportive services between the partner agencies is critical. The Board and the agencies are doubling down on local efforts, crisscrossing all partner funding streams to coordinate the transportation needs. The Southeast Workforce Development Board has established a supportive services policy which relies, first and foremost, on partner agency support. The Title I Operator makes referrals to partners for assistance, prior to determining the need for any WIOA financial supportive involvement. The Board has approved a Supportive Service Policy which provides for transportation, childcare, uniforms and other items, if the clients do not qualify for assistance from the Partners.

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 in order to improve services and avoid duplication. [WIOA Sec. 108(b)(12)]

The very essence of WIOA is the integration of service delivery among multiple workforce and talent development programs. Southeast has strong partnerships among state agencies, two- and four year educational institutions, economic development, Registered Apprenticeship, and community-based organizations. A priority of the local board and critical to the implementation of the strategic plan is to eliminate duplication across programs and align core programs. Alignment of core and optional programs will be made possible by the following strategies.

Reflect Robust Partnerships

Foster the establishment of robust partnerships among partners. The one stop operator facilitates an integrated, co-located partnership that seamlessly incorporates services of the core partners and other workforce center partners. They have regular partners meeting in the comprehensive center and in other locations.

Organize Service by Function

Organize and integrate services by function (rather than by program); when permitted by a program's authorizing statute and as appropriate, and by coordinating staff communication, capacity building, and training efforts. Functional alignment includes having workforce center staff who cross-trained to serve all customers seamlessly (including targeted populations) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope, and requirements of each program.

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 Sec. 107(d)(11) and WIOA Sec. 232). [WIOA Sec. 108(b)(13)]

The Board, and more specifically the Board's Planning Committee, served as a regional clearinghouse reviewing local applications submitted under WIOA Title II Adult Education and Literacy. Responses to the Adult Education RFQ were reviewed, rated and returned to Arkansas Career Education, in accordance with their prescribed time line.

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

The vision for collaboration between educators and employers is neither novel nor has it just come to light for this group of individuals. The partners in this grant have been working together and sharing dreams for an improved vehicle of change and a heightened regard for career and technical education for the past 30 years. More than ever before, many of the group see hope for real change and real progress. Instead of working independently ('in siloes' as we say) we recognize this grant as an opportunity to accomplish great things. What have been good ideas and good intentions that may not have been accomplished previously due to territorial issues and/or conflicting regulatory processes, are coming together. One such vehicle of change and an integral goal of this grant is the Alliance's objective for counties to become ACT® Certified Work Ready Communities. Working toward aggressive goals will produce outcomes that identify future job needs; develop a productive workforce; and ascertain the competencies and skills needed to determine proficiencies and skill gaps of the workforce.

Arkansas has been a statewide partner of ACT® since January of 2008 to provide avenues for individuals to earn the National Career Readiness Certificate (NCRC) in the form of the Arkansas

Career Readiness Certificate (CRC). In partnership with Arkansas Department of Workforce Services and offering the Career Ready 101 curriculum and Work Keys testing, some members of the Alliance are familiar with the value of the ACT credential. The Arkansas Department of Career and Technical Education has endorsed the curriculum, and high schools as well as Secondary Career Centers are offering the courses and testing around the state. In this region, the Southeast Arkansas Community Based Education Center in Warren and the Occupational Education Center in Monticello will be instrumental in getting young adults through this curriculum and armed with the nationally recognized credential before they graduate from high school.

There are very few counties in Arkansas who are participating in the county level ACT® Work Ready Communities (WRC) initiative. Although the aim is ambitious, the Alliance desires to demonstrate the benefits of increasing each community's attractiveness by becoming a certified ACT Work Ready Community. In agreement with the ACT initiative, it is the WRC Teams' belief that by obtaining job skills requirements from area businesses and industries and having a valid tool to measure individuals' skills, UAM and the UAM Colleges of Technology can plan programs to develop the skills needed to match requirements, and then certify individuals in those essential skills needed for area jobs.

Continuously monitor and adjust to insure that educational services provided from K-16 are based on realistic needs of current and future businesses. The initiative is in line with the Arkansas' workforce development goal of increasing the number of quality jobs/careers attained, improving the quality of lives, and rebuilding communities. Southeast Arkansas needs job growth.

Becoming an ACT® Work Ready Community will better ensure business and industry leaders that the skills they need for a successful workforce are being addressed in a systematic and productive manner. This initiative is currently operating under the guidance of the University of Arkansas at McGehee and UAM Crossett, with employer input Clearwater Paper and Georgia Pacific.

Priorities have been established and are currently in the implementation phase. The University of Arkansas at Monticello went "live" with their part of the implementation on Tuesday, April 25, 2017.

Emerging / Active

As previously stated the Diverse Manufacturing Sector is in the early stages and should encompass the Paper and Wood Products sector. The initial meeting was held on May 18, 2017.

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?

The local board does have oversight of ARP Promise funding outside of WIOA Title I funding.

Briefly describe the additional funding and how it will impact the local system.

The Promise Grant has been awarded to the local board for the five years of additional funding to serve youth on SSI. These hard-to-serve youth with disabilities are enrolled in a work experience component that will hopefully, one day, give them the ability to be removed from the SSI system and become a productive tax paying citizen.

Additionally, the goal of the sector strategy is to develop the type of industry partnership which does not give the board control of but allows for, industry financial involvement in the funding of specific career pathways.

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 Sec. 108(b)(6)(A)]**

The Board’s efforts to ensure continuous improvement of service providers includes but is not limited to, screening new and subsequent eligible training providers applications against the perceived needs of employers and clients. Additionally, the Planning Committee will review any available performance information to assess continuous improvement. The One Stop Committee will review the annual performance of the Title I Provider. The Title I Provider will also work with clients to align their training needs and choices with high demand career pathways.

- B. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, through the use of technology, and through other means. [WIOA Sec. 108(b)(6)(B)]**

Much of Southeast Arkansas is rural. It is incumbent upon the Board and Title I Provider to utilize technology to provide access. The Board is investigating options which include but are not limited to establishing kiosks in city or county offices and establishing a system of “circuit rider” staffing to cover remote locations.

- 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 Sec. 108(b)(6)(C)]**

The Board and the partner agencies will comply with the provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility. All facilities are accessible and the staff has been trained. The Title I provider is working with the Division of Services for the Blind (DBS) staff to ensure the technology is accessible and updated.

Facilities and services will be evaluated annually to ensure accessibility and compliance. While no WIOA resources have been earmarked for additional improvements, future funding by the Board may be utilized as the need arises.

- 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 Sec. 108(b)(6)(D)]**

The required partner agencies include the WIOA Title I Provider (SEAEDD), Adult Career Education, which includes DBS, Vocational Rehabilitation, Migrant and Seasonal Farm Worker, Older Workers and ADWS services. ADWS services include employer services, Veterans' services, Unemployment Insurance and TANF. Adult education has numerous locations but is co-located in two of the Centers, Dumas and Crossett. Vocational Rehab has two offices, Monticello and Pine Bluff and are not co-located. Migrant and Seasonal Farm Worker Program is located in the Dumas Workforce Center. The Older Worker Program is located in Warren at a circuit rider location. ADWS is co-located in Pine Bluff, Monticello and Dumas. The Pine Bluff location houses the Jobs for Veterans' State grant while all five established centers are working with or co-located with the TANF services.

One optional partner is the Veterans' Worldwide Assistance Program, located in Rison. VWAP provides counseling and mentoring for veterans and their immediate families. VWAP also makes referrals for WIOA services.

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 Sec. 108(b)(21)]

The local area strongly advocates and supports an integrated information system at the state and local levels that would allow entities that carry out core programs to better coordinate service delivery for mutual clients and cross program referrals. Currently, all DOL funded partner programs utilize Arkansas Job Link (AJL) as a technology platform. The state is exploring Information Technology options that will assist in the transitioning to an integrated common intake component which acts as the front end to the state's workforce programs. Until such an option exists, the workforce center staff maximizes the utilization of the currently available technology to consolidate, streamline services and enhance the overall customer experience.

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 Sec. 108(b)(7)]

The Board has reviewed that current eligible training provider and apprenticeship lists and has determined that there currently exists an adequate availability of quality training. The Board's Planning Committee periodically reviews and updates the eligible training provider list to ensure that training providers are current and performing.

4.3. Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. [WIOA Sec. 108(b)(8)]

Governor's Dislocated Worker Task Force and the Division of Business Retention & Workforce Transition is responsible for the statewide rapid response and layoff aversion activities. Immediately upon receiving notice of a closure or workforce reduction, the Task Force contacts company officials. A community meeting is scheduled with elected officials and business leaders to create action plans to assist both the community and dislocated workers. To avoid duplication and confusion, local WIOA Title I Provider staff does not initiate contact with an employer regarding a layoff without first speaking with the Task Force Coordinator.

The Business Retention & Workforce Transition team may conduct a worker assistance workshop, attended by representatives of local and state agencies and affected workers to review available resources. Services and needs discussed at the workshop may include retraining and educational opportunities, unemployment insurance, social service programs, credit counseling, insurance options and resources to find a new job.

The Task Force Coordinator also serves as the liaison to the local chambers of commerce in the area. Information is provided to the chambers about the affected workers, including the types of impacted occupations and the employee’s educational and skill levels. The local AWC staff builds on the services provided through the Governors Dislocated Workers Taskforce by providing information and services to the affected employees. Dislocated workers are given a full array of services available to them through the Arkansas Workforce Center partnership and community organizations.

State and local WIOA partners will continue to build and maintain relationships with the business community to help with early warning of potential layoffs and promote early intervention. Together, the following services will be provided:

- Layoff aversion activities which may include providing retraining the current workforce
- Immediate and on-site contact with employers and local community representatives
Assessment and planning to address the layoff schedule, assistance needs of the impacted individuals, re-employment prospects, and available resources
- Information and access to unemployment compensation benefits and programs, AWC Services, and employment and training activities, including Trade Act, Pell Grants, GI Bill WIOA DLW Program, and other resources
- Necessary services and resources, such as workshops, resource and job fairs to support re-employment assistance
- Trade Act petition services through the Governors Dislocated Workers Taskforce

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 Sec. 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.

WIOA Youth Program Elements

	Element	Implementation
1.	Tutoring, study skills training and instruction leading to high school completion, including dropout prevention strategies. Dropout prevention strategies can include, but are not limited to, placement in an alternative secondary school services setting, facilitating involvement of families and community, taking an individualized approach based on youth’s individual needs.	Provision of on-line coursework, one-on-one instruction, peer-to-peer interaction, or in a group setting. Referrals to partners providing educational services and the use of on-line tutorials. The WDB authorizes incentives for the participants that achieve goals that contribute to their success. The primary goal of local WIOA youth programming is to insure youth completion of a HSD GED.

2.	Alternative high school services which offer specialized, structured curriculum inside or outside of the public school system which may provide work, study and/or academic intervention for students with behavior problems, physical/mental disabilities, who are at risk of dropping out, and/or who are institutionalized or adjudicated youth	WIOA youth programs will work closely with alternative schools throughout the southeast area. Alternative schools will be one source for referrals for eligible WIOA Youth participants. WIOA youth services will be designed to complement activities occurring within alternative schools. The primary goal will be for the youth to obtain their high school diploma or a GED.
3.	Summer youth employment that takes place between May 15 th and September 30 th and consists of employment for which youth are paid a wage. Summer employment should be coordinated and linked with academic and occupational learning that leads to the career or employment goal as stated in the individual service strategy.	Participants will prepare for employment opportunities through the provision of various services including, but not limited to: <ul style="list-style-type: none"> • basic skill remediation; • supervised work experiences; • pre-employment abilities such as career planning, resume preparation, use of labor market information, completing applications, and interviewing skills attainment ; • attainment of core employability/work maturity skills such as dependability, honesty, problem solving skills, initiative, enthusiasm, team player; • Interpersonal skills, appearance, leadership, and cultural sensitivity. emphasis on jobs in in-demand and emerging industries;
4.	Paid and unpaid work experiences, including internships and job shadowing are short-term, planned, structured learning experiences that occur in a workplace and are focused on career exploration and the development of work readiness skills. The primary purpose of work experiences is to expose youth to the requirements of work and to employers expectations. An employer may benefit from the work done by a youth, but the primary benefit must be to the youth.	Work opportunities with an emphasis on jobs in in-demand and emerging industries; Pre-apprenticeship opportunities incorporated element of the summer component:
5.	Occupational skills training constitutes an 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. These include programs that lead to the attainment of a certificate or credential, participation in Job Corps, apprenticeship programs, and training programs that provide skills necessary to enter or advance in a specific occupation.	Enrollment into programs that provide recognized degrees, certifications, or marketable skills for in-demand and emerging occupations; Assistance in obtaining entry into a Registered Apprenticeship program
6.	Leadership development opportunities, which include community service and peer-centered activities that encourage responsibility, employability, and other positive social behaviors. Examples include community volunteering, peer mentoring or tutoring, character education, citizenship education, including how and why to vote, serving on a youth council, community or advocacy organization board, leadership training consisting of how to work in a team, how to run meetings, diversity training, and life skills training such as parent education, financial	Participation in community service learning projects, peer centered activities, teambuilding, life-skills training, healthy lifestyle choices, etc.;

	education, goal setting and conflict resolution	
7.	Adult mentoring for a duration of at least 12 months; this service may occur during program participation or during the Follow-up period. Adult mentoring is a one-to-one supportive relationship between an adult and a youth that is based on trust. High-quality adult mentoring programs include an adult role model who builds a working relationship with a youth and who fosters the development of positive life skills in youth.	Referral to community-, faith-based, and/or other organizations to provide one-on-one encouragement and direction;
8.	Supportive services to enable an individual to participate in WIOA youth program activities. These may include, but are not limited to, housing, meals, medical care, day care, transportation, school related supplies, training related supplies, etc.	Assistance with transportation, childcare, clothing, supplies, and related needs; either through WIOA or partner agencies, as appropriate
9.	Follow-up services include activities after completion of participation to monitor youths' success during their transition to employment and further education and to provide assistance as needed for a successful transition. Follow-up services must be provided for not less than 12 months after obtaining employment and/or completion of participation.	Frequent interaction, including guidance and counseling, support services, and other assistance for at least 12 months after exit;
10.	Comprehensive guidance and counseling to help youth make and implement informed educational, occupational, and life choices. It includes imparting skills through counselor-directed learning opportunities that help youth achieve success through academic, career, personal, and social development.	Career counseling will be an integral part of youth programming and provide the basis for individual employment plans
11.	Financial literacy education to help youth gain the skills needed to create household budgets, initiate savings plans, and make informed financial decisions about education, retirement, home ownership, wealth building, or other savings goals. An example of financial literacy education is the FDIC approved Money Smart curriculum.	Financial literacy education is supported by activities such as partnerships with financial institutions and to provide workshops at the local one stop.
12.	Entrepreneurial skills training including the use of curriculum based training modules that teach youth the value of being skilled and applying those skills to meet a consumer need or demand; to think creatively and critically; to problem solve; how to recognize opportunities, and other skills related to entrepreneurialism.	Entrepreneurial skills training is supported by activities such as partnerships with economic development agencies and referrals to business development organizations.
13.	Services that provide career awareness, career counseling, and career exploration by using labor market and employment information about in-demand industry sectors or occupations available in the local area.	Workshops and other services that prepare youth for careers in in-demand and/or emerging occupations. Information is provided in the local one-stops or on-line systems such as the Arkansas Job Link. Information about in-demand industry sectors or occupations is available in areas, such as career awareness, career counseling, and career exploration services.
14.	Activities that help youth prepare for and transition to post-secondary education and training includes the delivery of activities listed within the 14 WIOA program elements and other activities that provide exposure to post-secondary education options; assisting youth with placement into post-secondary education; and placement into training opportunities such as apprenticeships and occupational training	Individual guidance and counseling, including career pathway discussion; assistance with applications for FAFSA; and referral to enrollment and career counseling services at Post-secondary institutions.

The Pre-Employment Transition Program offered through ARS and DSB provide soft skills training which includes a focus on social behaviors intended to enhance the development of employment skills for transition age youth by fostering the knowledge and growth of independent living skills, communication and interpersonal skill to gain understanding of employer expectations related to timeliness and performance on the job. ARS will provide or coordinate students with disabilities.

- 4.5. Describe local board actions to become and/or remain a high-performing local board, consistent with the factors developed by the Arkansas Workforce Development Board. These factors have not been determined but will include effectiveness and continuous improvement criteria for local boards. [WIOA Sec. 108(b)(18)]**

Continuous monitoring of the programs to ensure compliance with the laws and performance measures are met. Board members should have a complete understanding of their role and inventory its own resources. Have policies and procedures in place. Update the labor market analyses and data to be aware of emerging trends. Work with community colleges to determine the needs of employers.

- 4.6. 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 Sec. 108(b)(19)]**

The individual training accounts (ITA) system is used by participants who are eligible for training services and choose to attend approved training. A case manager uses the WIOA Training Routing Form, the ITA Form, a Financial Aide Form and documentation from institution to determine a participant's financial need from WIOA. The individual selects the course of study from the eligible training provider list. The individual must have made application and received determination from other funding sources and present the award letter to the career specialist to show the monetary amounts of unmet financial need. Consideration of all available funds, excluding loans, will determine the person's overall need for WIOA funding. The ITA may be used to cover expenses for tuition, books, fees, supplies and/or tools. Case manager will make sure that there is no duplication of services.

The Planning Committee appointed by the LWIB Chair reviews the ACRS applications. Once full board approval has been made, an ETP list will be distributed to all workforce centers. Participants approved for training through the ITA system must choose one of the approved programs in order to receive an ITA. ITA's may be adjusted up or down based upon case necessity.

- 4.7. 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 Sec. 108(b)(19)]**

Once full board approval has been made, an ETP list will be distributed to all workforce centers. Participants approved for training through the ITA system must choose one of the approved programs in order to receive an ITA.

- 4.8. 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 Sec. 108(b)(22)] and [WIOA Sec. 134(c)(3)(G)(iii)]**

All training providers will complete an online electronic application through the automated Arkansas Consumer Reporting System. All training must be directly linked to employment opportunities either in the local area or in an area to which an individual is willing to relocate. Any training for a participant that is paid for by WIOA funds must be on the Projected Employment

Opportunities List for the state or local area. To be included on the Eligible Training Provider List (ETPL), providers must submit an electronic application to the local board for their approval.

The Board also understands that “high demand” occupations are constantly changing depending upon industry and economic conditions. The One Stop Operator and partners will frequently evaluate the situation, communicating with industry partners to ascertain needs. Case managers and the Area Manager will steer customers in the direction of those needed occupations, mindful of individual talents and interests.

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 Sec. 108(b)(14)]

Interagency agreements typically are memoranda of understanding. These will be developed by the State Transition Roundtable Policy Committee, as a part of the Workforce Certification document.

Local Arkansas Rehabilitation Services field offices or other ARS organizational units will replicate cooperative agreements in part of whole with local divisions of WIOA core programs. These may include the following:

- provision of intercomponent staff training and technical assistance with regard to:
- the availability and benefits of, and information on eligibility standards for, vocational rehabilitation services; and
- the promotion of equal, effective and meaningful participation by individuals with disabilities in workforce investment activities in the State through the promotion of program accessibility, the use of nondiscriminatory policies and procedures, and the provision of reasonable accommodations, auxiliary aids and services, and rehabilitation technology, for individuals with disabilities;
- use of information and financial management systems that link all components of the statewide workforce development system, that link the components to other electronic networks, including nonvisual electronic networks, and that relate to such subjects as employment statistics and information on job vacancies, career planning and workforce innovation and opportunity activities; use of customer service features such as common intake and referral procedures, customer databases, resource information and human services hotline;
- establishment of cooperative efforts with employers to;
- facilitate job placement; and
- carry out any other activities that the designated State unit and the employers determine to be appropriate; identification of staff roles, responsibilities, and available resources, and specification of the financial responsibility of each component of the statewide workforce investment system with regard to paying for necessary services (consistent with State law and Federal requirements); and

- specification of procedures for resolving disputes among such components.

Development of these agreements at the local level must include the local manager (field office district manager or the top executive at the organizational units of ARS). The agreement must be signed by the local manager, the supervising Senior Leader from ARS and the Commissioner of ARS or his/her designee. Copies of the agreement will be maintained by the local manager and Chief Fiscal Officer of ARS.

5.2 Identify the entity responsible for the disbursement of grant funds as determined by the Chief Elected Official(s). [WIOA Sec. 108(b)(15)]

Southeast Arkansas Economic Development District, Inc. (SEAEDD) was named by the Chief Elected Officials to serve as the Fiscal Agent for grant funds. SEAEDD is located at 721 South Walnut Street in Pine Bluff.

5.3 Describe the competitive processes to award the subrecipient agreements 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 Sec. 108(b)(16)]

The Board authorized the One Stop Committee to develop and advertise a formal request for qualifications (RFQ) for One Stop Operator / Youth Service Provider in April of 2016. The entire RFQ was published on May 15th and 22nd in the legal section of the Arkansas Democrat Gazette. Applicants had until June 20th to respond. The One Stop Committee reviewed and scored the application for the One Stop Operator and made their recommendation to the full board at the June 2016 Board Meeting. The Southeast Arkansas Economic Development District, Inc. was selected to be the One Stop Operator and Title I Provider through June 30, 2017 with an option to renew for two additional program years. All future procurements will be handled in a manner consistent with the Uniform Guidance procurement provisions.

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 Sec. 108(b)(17)]

At this time, the State provides the performance measures for each Local Workforce Development Area. These measures are based upon the State’s negotiation with the Department of Labor. The Board, in conjunction with the Southeast Chief Elected Officials are required, by Law, to negotiate measures based upon existing and forecast economic factors.

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 Sec. 108(b)(17)]

Financial and Programmatic reports will be provided to the full board at every Board meeting in order for the Board to remain informed of all activities throughout the Title 1 funding. The local WIOA monitor will perform monthly desk reviews of the fiscal operations of the one stop operator. The monitor will also provide an annual program service monitoring report to the One Stop Committee of the local board. There will also be an annual OMB A-133 of the fiscal agent and One Stop Provider.

The Planning Committee will review applications for the Eligible Training Provider List twice a year. They will meet prior to the local board meetings in November and May of every year to make their recommendations to the full board.

- 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 Sec. 108 (b)(20)]**

The draft plan was made available to the Board and the required partners, on Wednesday, May 17, 2016. Representatives of business, labor organizations, and education were asked to review and seek sector input.

- 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 Sec. 108(d)(1)];**

As required by Law, the completed Southeast Arkansas local plan was advertised in the Arkansas Democrat, a statewide newspaper, on November 27, 2016, giving the public time to review and submit any comments back to SEAEDD for a 30 day period. The plan remained on display for that 30 day period and anyone wishing to review could stop by the local office of SEAEDD between the hours of 8:00 a.m. and 4:30 p.m.

- B. Describe how the local board collected and considered public comments for inclusion in the proposed local plan. [WIOA Sec. 108(d)(2)]; and**

Specifically, the Planning Committee was responsible for reviewing all comments received and recommending any changes to the Board. Each committee disbursed the draft plans to various interested parties beginning in September of 2016 and was updated in May and June of 2017

- C. If any comments were received that represent disagreement with the proposed local plan, include such comments within the local plan's attachments. [WIOA Sec. 108(d)(3)]**

There were no negative comments received.

- 5.8. List the name, organization, and contact information of the designated equal opportunity officer for each workforce center within the local area.**

Ms. Gracie Johnson
WIOA Monitor/EEO Officer
P O Box 6806
721 South Walnut Street
Pine Bluff, Arkansas 71611
(870) 536-1971

SECTION 6: PLAN ASSURANCES		
<u>Planning Process and Public Comment</u>		<u>References</u>
<input checked="" type="checkbox"/>	6.1 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 general public for a period that is no less than 30 days.	WIOA Sections 108(d); proposed 20 CFR 679.550(b)
<input checked="" type="checkbox"/>	6.2 The final local plan is available and accessible to the general public.	Proposed 20 CFR 679.550(b)(5)
<input checked="" type="checkbox"/>	6.3 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); proposed 20 CFR 679.390 and 679.550
<u>Required Policies and Procedures</u>		<u>References</u>
<input checked="" type="checkbox"/>	6.4 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.	Proposed 20 CFR 679.390
<input checked="" type="checkbox"/>	6.5 The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent, and provides for the resolution of conflicts.	WIOA Section 107(h); proposed 20 CFR 679.410(a)-(c)
<input checked="" type="checkbox"/>	6.6 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); proposed 20 CFR 678.500-510
<input checked="" type="checkbox"/>	6.7 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)
<input checked="" type="checkbox"/>	6.8 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); proposed 20 CFR 679.390(k) and 677.210(b)
<input checked="" type="checkbox"/>	6.9 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; proposed 20 CFR 678.600-615 and 681.400

☒	6.10 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; Proposed 20 CFR 679.370(l)-(m) and 680.410-430
☒	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.	WIOA Section 181(c); proposed 20 CFR 683.600
☒	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.	WIOA Section 121(e)(2)(A); proposed 20 CFR 678.305
☒	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.	WIOA Section 188; 29 CFR parts 37.7-37.9; 20 CFR 652.8(j)
☒	6.14 The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.	WIOA Section 188; 29 CFR 37.42
☒	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.	WIOA Section 188; 29 CFR 37.42
☒	6.16 The local board complies with the nondiscrimination provisions of Section 188, and assures that Methods of Administration were developed and implemented.	WIOA Section 188; 29 CFR 37.54(a)(1)
☒	6.17 The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.	WIOA Section 185; 29 CFR 37.37
☒	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	2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW 42.52.180; TEGL 2-12; 29 CFR Part 93.100
☒	6.19 The local board ensures that one-stop Migrant and Seasonal Farmworker (MSFW) and business services staff, along with the Migrant and Seasonal Farm Worker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven.	WIOA Section 167

☒	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.	WIOA Sections 116(i)(3) and 185(a)(4); 20 USC 1232g; proposed 20 CFR 677.175 and 20 CFR part 603
<u>Administration of Funds</u>		<u>References</u>
☒	6.21 The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	WIOA Section 108(b)(16); proposed 20 CFR 679.560(a)(15); WIOA Section 134(c)(3)(G); proposed 20 CFR 680.300-310
☒	6.22 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 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); proposed 20 CFR 683.200, 683.300, and 683.400-410
☒	6.24 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; proposed 20 CFR 683.410(a), 683.420(a), 683.750
☒	6.25 The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	WIOA Section 181(b)(7); proposed 20 CFR 680.850
<u>Eligibility</u>		<u>References</u>
☒	6.26 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.	Proposed 20 CFR Part 680 Subparts A and B; proposed 20 CFR Part 681 Subpart A

☒	6.27 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); Proposed 20 CFR 680.300-320
☒	6.28 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); proposed 20 CFR 680.900-970; proposed 20 CFR 681.570
☒	6.29 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.	Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09

Appendix C: Transitional Planning References and Resources

I. 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 through the use of 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.

Goal 1 Objectives:

1. Expand employer partnerships through the support of industry engagement.
2. Identify and promote best practices (private and public) for developing and sustaining partnerships.
3. Expand partnership with economic development to refine sector strategies.
4. Improve communication/participation between education entities, local and state boards, government agencies, community-based organizations, and employers.
5. Increase accountability and clarity of action between all workforce related boards.
6. Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.
7. Increase connections with employers and Vocational Rehabilitation agencies to provide support and employment for youth and adults with disabilities.
8. Partner with K-12 education, higher education, career and technical education, and adult education to provide consistent rules and eliminate barriers to implementing training programs around the State.
9. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).
10. Expand small business participation.

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

Goal 2 Objectives:

1. Develop a common intake process for jobseekers and businesses that will efficiently connect them with services available from all workforce development partner programs and identify any barriers to employment that need to be addressed.
2. Develop an integrated data system that will enable the sharing of information between partner agencies to more efficiently service both employers and jobseekers.
3. Promote training that leads to industry recognized credentials and certification.
4. Support transportable skill sets for transportable careers.
5. Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.
6. Expand service delivery access points by the use of virtual services.
7. Develop a common business outreach strategy with a common message that will be utilized by all workforce system partners.
8. Develop a menu of services available at each service delivery access point that provides a list of the services and training opportunities available through Arkansas's talent development system.
9. Utilize customer satisfaction surveys to ensure continuous improvement of the State's talent development system.

10. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).

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

Goal 3 Objectives:

1. Increase access to the workforce development system through a no wrong door approach to services.
2. Change employer and jobseeker perceptions of the workforce system.
3. Develop an image-building outreach campaign that educates Arkansans about the services and the career development opportunities available in the State.
4. Utilize technology, including social media and search engine optimization, to better connect jobseekers and employers with the talent development system in Arkansas.
5. Develop a user-friendly website that provides a common repository of information about career development opportunities that are relevant to K-12 education, parents, educators, adults, employers, government agencies, and the general public.

Strategic Goal 4: Address Skills Gaps

Goal 4 Objectives:

1. Conduct a statewide skills and asset analysis to determine the skills gap present and resources available to solve the skills issue.
2. Develop and implement an action plan to close the basic core, technical, and soft skills gaps in Arkansas.
3. Analyze the effectiveness of currently used job readiness standards and ensure coordination between the Arkansas Career Readiness Certificate program and the Workforce Alliance for Growth in the Economy (WAGE) program.

PY 2016 – PY 2019 Combined State Plan to be found at <http://dws.arkansas.gov/wioa.htm>

I. State Policy and Guidance.

State policy can be found at <http://dws.arkansas.gov/wioa.htm>

II. Labor Market and Workforce Information.

A. Discover Arkansas

Labor Market Information Portal Arkansas Labor Market Information (LMI) is posted online using the Discover Arkansas web portal located at www.discoverarkansas.net and is available to the general 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 were downloaded and prepared from the Arkansas Department of Workforce Services Labor Market Information (LMI) website, <http://www.discoverarkansas.net>. These data were then

turned into interactive visualizations, which are available at the following websites. These visualizations can be downloaded as an image or in PDF format. 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.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cID=153> includes:

- Industries in 2012
- Job Growth in 2022
- Projected Job Growth by Workforce Development Area
- Projected Job Growth by Industry
- Percent Workforce in 2022

These data demonstrate the current makeup of the workforce by major industry, as well as projections of the number of jobs these industries will need in 2022. To the right of the visualizations are "filters" to help explore the data choosing multiple regions to compare, such as United States vs Arkansas, Arkansas vs. workforce region, or directly compare regions.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cID=154> includes:

- Arkansas Occupations, Current and 2022 Projections, which includes data visualizations concerning occupations in Arkansas, both currently and projections for 2022. Occupations are listed by their Standard Occupation Code (SOC) title. The SOC system is hierarchical. SOC Major Codes are the top level occupational areas, such as "Construction and Extraction Occupations." At the next level would be SOC Minor, one of which for the above would be "Construction Trades Workers." Finally there is SOC Detail, such as "Stonemasons" or "Carpenters." This web tool allows users to manipulate the data by indicating the level of detail desired.

III. 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
- Americans with Disabilities Act (ADA)

Transitional PY2016 – PY 2017 Local Plan

Appendix C: Local Area WIOA Negotiated Performance Goals

Name of local workforce development area: Southeast

<u>WIOA Performance Measures</u>	<u>Local Area PY15 Performance Goals</u>
<u>Employment (Second Quarter after Exit)</u>	<u>Negotiated Goals</u>
<u>Adult</u>	82.5%
<u>Dislocated Worker</u>	77.0%
<u>Youth</u>	75.0%
<u>Employment (Fourth Quarter after Exit)</u>	<u>Negotiated Goals</u>
<u>Adult</u>	78.0%
<u>Dislocated Worker</u>	74.5%
<u>Youth</u>	71.2%
<u>Median Earnings (Second Quarter after Exit)</u>	<u>Negotiated Goals</u>
<u>Adult</u>	\$5,842
<u>Dislocated Worker</u>	\$6,400
<u>Youth</u>	N/A
<u>Credential Attainment Rate</u>	<u>Negotiated Goals</u>
<u>Adult</u>	75.3%
<u>Dislocated Worker</u>	75.0%
<u>Youth</u>	70.0%
<u>Measurable Skill Gains</u>	<u>Negotiated Goals</u>
<u>Adult</u>	<u>Baseline</u>
<u>Dislocated Worker</u>	<u>Baseline</u>
<u>Youth</u>	<u>Baseline</u>
<u>Effectiveness in Serving Employers</u>	<u>Negotiated Goals</u>
<u>Adult</u>	<u>Baseline</u>
<u>Dislocated Worker</u>	<u>Baseline</u>
<u>Youth</u>	<u>Baseline</u>

Baseline Indicator Explanation: Each State submitting a Unified or Combined Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The State is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education on state adjusted levels of performance for the indicators for each of the first two years of the plan.

To effect an orderly transition to the performance accountability system in Section 116 of the WIOA, the Departments will use the transition authority under WIOA sec. 503(a) to designate certain primary indicators of performance as “baseline” indicators in the first plan submission. A “baseline” indicator is one for which States will not propose an expected level of performance in the plan submission and will not come to agreement with the Departments on adjusted levels of performance. “Baseline” indicators will not be used in the end of the year performance calculations and will not be used to determine failure to achieve adjusted levels of performance for purposes of sanctions. The selection of primary indicators for the designation as a baseline indicator is made based on the likelihood of a state having adequate data on which to make a reasonable determination of an expected level of performance and such a designation will vary across core programs.