



**INNOVATE**

WORKFORCE DEVELOPMENT

**September 10, 2018**

**1:30 p.m.**

Little Rock Workforce Center

5401 South University

Little Rock, Arkansas 72209

# **Arkansas Workforce Development Board**

## **Strategic Planning Committee**



# AGENDA

**September 10, 2018**

## ARKANSAS WORKFORCE DEVELOPMENT BOARD STRATEGIC PLANNING COMMITTEE MEETING

1:30 P.M.

Call to Order ..... Karen, Breashears, Committee Chair

Chairman’s Comments ..... Karen Breashears, Committee Chair

### Agenda Item 1: ACTION

Approval of Minutes of July 10, 2018 Meeting

### Agenda Item 2: ACTION

Board By-Laws Revision ..... Kris Jones, Assistant Director  
Arkansas Department of Workforce Services

### Agenda Item 3: ACTION

WIOA Titles I & III and Business Services

Performance Scorecard ..... Mark McManus, Business Services Lead  
Elroy Willoughby, Operations Chief  
Sandy Monaco, Program Monitor  
Arkansas Department of Workforce Services

### Agenda Item 4: INFORMATION

Committee Action Plan Update ..... Arnell Willis, Workforce Director  
Arkansas Department of Workforce Services

Business Services Update ..... Mark McManus, Business Services & Outreach Lead  
Arkansas Department of Workforce Services

USDOL On-site Monitoring Visit..... Kris Jones, Assistant Director  
Arkansas Department of Workforce Services

Targeted Populations Update..... Eduardo Lemm, Targeted Populations Advisor  
Arkansas Department of Workforce Services

Announcements

Adjournment

**NEXT MEETING DATES**

October 9, 2018    10:00 a.m.                      Full Board Meeting                      Little Rock

**For Consideration of the  
Arkansas Workforce Development Board  
Strategic Planning Committee**

**September 10, 2018**

**AGENDA ITEM 1 – ACTION:** Minutes of the July 10, 2018 Strategic Planning Committee Meeting.

**RECOMMENDATION:** It is recommended that the Strategic Planning Committee approve the minutes of the July 10, 2018 meeting.

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

UNOFFICIAL

**MINUTES**  
**ARKANSAS WORKFORCE DEVELOPMENT BOARD**  
**Strategic Planning Committee**  
**July 10, 2018**

A meeting of the Arkansas Workforce Development Board Strategic Planning Committee was conducted on July 10, 2018, at the Crown Plaza, 201 South Shackleford, Little Rock, Arkansas. Chair Karen Breashears presided with the following members present: Dr. Charisse Childers by proxy Dr. Trenia Miles, Ms. Katy Morris by proxy Mr. Jim Pearson, and Ms. Roberson.

Mr. Jeffery Allen, Mr. Chad Bishop, Mr. Robert East, Ms. Melissa Hanesworth, Mr. Michael Newcity, Mayor Harold Perrin, and Mr. Mike Preston were unable to attend.

Announcing that a quorum was not present, Chair Karen Breashears called the meeting to order at 10:06 a.m.

Chairman's Comments: Chair Karen Breashears recognized there was no quorum and informed attendees that the information presented to the committee will be reviewed and presented to the Full Board at 1:00 p.m. with agreement of the present committee members.

Chair Breashears stated one objective is to have a quorum. She reiterated for attendees and guests that all committee members are appointed to the board to do a job. The committee has a role to review information to be presented to the Full Board for a vote. She further explained the committee is not able to fulfill what it is tasked to do when there is no quorum.

**Agenda Item 1 – ACTION – Minutes of the July 11, 2017, October 9, 2017, January 9, 2018, and April 10, 2018, Meetings:** Chair Karen Breashears asked committee members to review the minutes of the previous meetings for any revisions before presenting the minutes of the July 11, 2017, October 9, 2017, January 9, 2018, and April 10, 2018, meetings to the Full Board for approval.

**A motion to present the minutes of the July 11, 2017, October 9, 2017, January 9, 2018, and April 10, 2018, meetings was agreed upon by committee members unanimously in the absence of a quorum as noted by Chair Breashears.**

**Agenda Item 2 – ACTION – Occupational Skills Training Policy Revision:** Chair Karen Breashears recognized Dr. Claudia Griffin of the Arkansas Department of Workforce Services to present a revision of the Occupational Skills Training Policy. Board Staff Kris Jones assisted Dr. Griffin by providing additional information on how this revision coordinates with another project the Full Board will hear later in the day in a presentation on Tooling U.

**A motion to present the Occupational Skills Training Policy Revision to the Full Board as presented by Dr. Claudia Griffin with the added recommended revisions was agreed upon by committee members unanimously in the absence of a quorum as noted by Chair Breashears.**

**Agenda Item 3 – ACTION – Public Funding for Job Training at the State and Local Level Policy:** Chair Karen Breashears recognized Dr. Claudia Griffin of the Arkansas Department of Workforce to present to the Public Funding for Job Training at the State and Local Level Policy.

**A motion to present to the Full Board the Public Funding for Job Training at the State and Local Level Policy as presented by Dr. Claudia Griffin was agreed upon by committee members unanimously in the absence of a quorum as noted by Chair Breashears.**

Committee Action Plan Update: Chair Karen Breashears recognized the Workforce Development Board Director Mr. Arnell Willis to present the Committee Action Plan update on activities that have occurred during the past quarter. Mr. Willis provided 10 updated activities to committee members that may be found in the Committee Agenda book on the following pages highlighted in purple: Page 2 - Section 1.3, Page 5 - Section 1.1, Page 7 & 8 – Section 1.2, Page 11 & 12 – Section 1.3, Page 13 & 14 - Section 1.4, Page 16 & 17 - Section 1.1, Page 20 - Section 1.1, Page 23 - Section 1.1, Page 25 - Section 1.1, and Page 25 & 26 - Section 1.2.

Chair Breashears thanked Mr. Willis for the update on the Committee Action Plan after discussions on special populations.

Open Floor Discussion: Chair Karen Breashears opened the floor for additional items of discussion before adjourning. Chair Breashears stressed the importance of participating in the meetings and the reason for the meetings to coordinate and tear down silos to serve the special populations and communities by working together. Hearing no additional items for discussion, Chair Breashears moved to announcements.

**Announcements:** Chair Breashears announced lunch will be provided for board members at 12:00 p.m. followed by the Full Board convening at 1:00 p.m. The next meeting of the Strategic Planning Committee will be held on October 9, 2018, at 10:00 a.m. with the Full Board meeting at 1:00 p.m. Staff will determine and announce the location at a later date.

**Adjourn:** Chair Karen Breashears adjourned the meeting at 10:30 a.m., **a motion was not made due to a quorum not being present.**

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Ms. Karen Breashears, Chair  
Strategic Planning Committee

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Arnell Willis, Director Workforce Investment  
Arkansas Department of Workforce Services

*Minutes recorded by Rebecca Edwards  
Department of Workforce Services Staff*

**For Consideration of the  
Arkansas Workforce Development Board  
Strategic Planning Committee**

**September 10, 2018**

**AGENDA ITEM 2 – ACTION:** Board By-Laws Revision

**RECOMMENDATION:** It is recommended that the Strategic Planning Committee approve the revised Board By-Laws.

**INFORMATION/RATIONALE:** On June 9, 2015, the Arkansas Workforce Development Board adopted its initial Board By-Laws. Since this time, there have been a number of issues that need to be addressed or re-addressed in these Board By-Laws. Staff has developed these revised By-Laws, based upon input and recommendations from Board Members and Board Staff.

# Arkansas Workforce Development Board By-Laws

Est. June 9, 2015

Revised: September 10, 2018

## Article I: Appointments

### Section 1. Authority

The Arkansas Workforce Development Board is organized under provisions of Arkansas Annotated Code 15-4-3704, the Arkansas Workforce Innovation and Opportunity Act, and Public Law 113-128, the Workforce Innovation and Opportunity Act of 2014. Membership and duties of the Board are as defined in those Acts and in these by-laws.

### Section 2. Term of Appointment

The initially appointed members of the Board shall draw lots to determine service terms as follows:

- (1) One-fourth shall be appointed for a term of one year.
- (2) One-fourth shall be appointed for a term of two years.
- (3) One-fourth shall be appointed for a term of three years.
- (4) One-fourth shall be appointed for a term of four years.
- (5) As each initial appointment term expires, all appointments made by the Governor will be for four (4) years.

### Section 3. Vacancies

In accordance with Arkansas Annotated Code 15-4-3704(g), in the event of a vacancy on the Board in one (1) of the appointed positions, the vacancy shall be filled for the unexpired portion of the term by appointment by the original appointing authority of a person meeting the same qualifications required for initial appointment.

Members shall continue to discharge the duties of the board, although their term has expired, until a qualified successor has been appointed, pursuant to §15-4-3704(b).

### Section 4. Attendance

- 1) **Attendance required.** In order to ensure broad representation and a quorum, all board members have a responsibility to attend all regular or special meetings of the board or commission.
- 2) **Excessive absences.** A board member shall be subject to removal from the board in the event the member shall fail to present to the Governor a satisfactory excuse for his absence. Unexcused absences from three (3) successive regular meetings, without attending any intermediary called special meetings, shall constitute sufficient cause for removal. (According to



Arkansas Code Annotated § 25-16-804, the Governor may remove a board or commission member for good cause.)

Arkansas Code Annotated § 25-16-804 (a)(1) **Good Cause includes:**

- a. Conduct constituting a criminal offense involving moral turpitude;
- b. Gross dereliction of duty;
- c. Gross abuse of authority; or
- d. The unexcused absence of a board or commission member from three (3) successive regular meetings without attending any intermediary called special meetings.

- 3) **Notice and removal procedures.** Removal of board members shall be in accordance with the following:
  - a. Within thirty (30) days after each regular board meeting, the Executive Director of the board shall notify, in writing, the Governor of any member who has been absent from three (3) successive regular meetings, without attending any intermediary called special meetings. The Executive Director's notice to the Governor shall include a copy of all meeting notices and attendance records for the past year.
  - b. Within sixty (60) days after receiving the notice and supporting documentation from the Executive Director, the Governor shall notify, in writing, the board member of his intent to remove the member for cause.
  - c. Within twenty (20) days of the date of the Governor's notice, the member may request an excused absence as provided by this section or may file within the Governor's Office notice that the member disputes the attendance records and the reasons thereby.
  - d. The Governor shall grant an excuse for illness of the member when verified by a written sworn statement by the attending physician, or other proper excuse as determined by the Governor.
  - e. After twenty (20) days of the date of the Governor's notice, if no rebuttal is received or other adequate documentation submitted, the member may be removed in accordance with the provisions set forth.
- 4) **Reimbursements withheld.** Any board or commission member referred to the Governor because of excessive absences under the provisions of this section shall not be entitled to any stipend payments for attending meetings of the board until the board or commission receives notification from the Governor that the member has been excused for the absences.

## Article II: Officers

### Section 1. Chair

The Governor shall select annually on June 1 a chair for the Board from among the representatives of business described in A.C.A 15-4-3704. The Chair shall preside at all meetings of the Board and Executive Committee and shall have such other duties, powers, and responsibilities as are assigned by the Board or these by-laws.

**Section 2. Vice-Chair**

The Governor shall annually select by July 1 a Vice-Chair from among the members of the Board. The Vice-Chair shall act as Chair in the absence or disability of the Chair and shall have such other duties, powers and responsibilities as are assigned by the Chair, the Board, or these by-laws.

The Vice Chair shall continue to discharge the duties of the board, although their term has expired or until a qualified successor has been appointed.

**Section 3. Line of Succession**

In the event that neither the Chair nor Vice-Chair are available to preside at all meetings of the Board and Executive Committee, the line of succession is as follows:

1. Strategic Planning Committee Chair
2. Program and Performance Evaluation Committee Chair
3. TANF Oversight Committee Chair.

**Article III: Powers and Functions**

**Section 1. Powers and Functions**

The Arkansas Workforce Development Board shall have specific responsibilities as provided in A.C.A. 15-4-3706. The Board also shall have any other responsibilities identified in Public Law 113-128, or assigned by the Governor.

**Article IV: Meetings**

**Section 1. Regular Meetings**

The Board shall meet at least quarterly at such time and location as the Chair may select. The Executive Committee shall meet as needed between the quarterly board meetings at the call of the chair of the executive committee or upon the request of seventy-five percent (75%) of the executive committee members, and the chair of the executive committee shall report any actions of the executive committee to the board at the quarterly meetings. Each other committee shall meet at such times and locations as called by the committee chair and consistent with applicable provisions of the Administrative Procedures Act. Communications requesting consideration by the Board from persons not members thereof shall be in writing to the Board Director at least twenty (20) days prior to a regularly scheduled Board meeting. Items brought by Board members may be added to the agenda with a two-thirds (2/3) vote of the members present.

The Board and its Committees may utilize technologies to promote greater participation among its members. Such technologies may include, but not limited to: teleconferences, webinars, and other web-based meeting tools. All meeting locations shall be publicly noticed and accessible to the public.

**Section 2. Special Meetings**

Special meetings of the Board for any purpose may be called by the Chair of the Board or upon the written request of a majority of the membership of the Board.

**Section 3. Notice of Meetings**

Written notice stating the place, day and hour of the meeting, and in case of a special meeting, the purpose or purposes for which the meeting is called, shall be deposited in the mail, hand delivered, or sent by way of electronic mail or fax not less than seven (7) days before the date of a regular meeting and not less than one (1) day before the date of a special meeting. Such notice shall be sent to Board members, the media and individuals who have submitted a written request to be notified of meetings.

**Section 4. Order of Business**

The regular order of business at all meetings of the Board shall be as follows:

- A. Roll call
- B. Action on the minutes of the preceding meeting(s)
- C. Report of the Chair
- D. Report of the staff director
- E. Report of the Executive Committee
- F. Report of the standing committees
- G. Report of any *ad hoc* committees
- H. Other specified agenda items
- I. Communications, petitions and miscellaneous
- J. Adjournment

**Section 5. Rules**

Meetings of the Board and its committees shall be conducted in accordance with the policies specified in these by-laws and generally recognized procedures (e.g., Robert's Rules of Order, the process used by the Arkansas General Assembly, or other common methods of proceeding). Any objections to procedure must be made at the time an action is taken by the Board or committee.

**Article V: Committees**

**Section 1. Enumeration and Selection**

There shall be four (4) standing committees of the Board and such other committees as the Board or the Chair may determine from time to time to be necessary or appropriate. Unless otherwise specified, committee members and chairs shall be appointed by the Chair of the Board. The standing committees are as follows:

- A. Executive Committee
- B. Strategic Planning Committee
- C. Program and Performance Evaluation Committee
- D. Temporary Assistance for Needy Families Oversight Committee

**Section 2. Executive Committee**

The Executive Committee shall be formed and meet as needed between the quarterly board meetings at the call of the chair of the executive committee or upon the request of seventy-five percent (75%) of the executive committee members. Upon the initial meeting of the Workforce Development Board, the Chair shall name an interim Executive Committee, which shall expire after six months. The Board shall select an Executive Committee to take effect the seventh month.

The Executive Committee shall have the authority of the Board to act during the interim between Board meetings but shall defer to the Board, whenever practical, action on matters of major policy implications. Executive Committee decisions will be implemented immediately and will be ratified at the next full Board meeting. Between Board meetings the Executive Committee shall review and coordinate the work of the other committees. All Board functions not specifically enumerated and assigned to another committee by these by-laws shall be the responsibility of the full Board and the Executive Committee, unless the function is assigned by the Chair to another standing or ad hoc committee.

The membership of the Executive Committee shall include:

- At least five (5) members representing businesses;
- At least one (1) chief elected official;
- At least two (2) representatives of workers;

The Arkansas Department of Workforce Services shall provide staff support to the board.

**Section 3. Strategic Planning Committee**

The Strategic Planning Committee shall act in an advisory capacity to the Board to carry out the following functions:

- The development, implementation, and modification of the state workforce development plan
- The review of statewide policies, of statewide programs, and of recommendations on actions that should be taken by the state to align workforce development programs in the state in a manner that supports a comprehensive and streamlined workforce development system in the state, including the review and provision of comments on the state plan, if any, for programs and activities of one-stop partners that are not core programs;
- The development and continuous improvement of the workforce development system in the state, including:
  - The identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among the programs and activities carried out through the system;
  - The development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities), with workforce investment

- activities, education, and supportive services to enter or retain employment;
- The development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system;
- The development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations;
- The identification of regions, including planning regions, after consultation with local boards and chief elected officials;
- The development of strategies to support staff training and awareness across programs supported under the workforce development system;
- The development and review of statewide policies affecting the coordinated provision of services through the state's one-stop delivery system, including the development of—
  - Guidance for the allocation of one-stop center infrastructure funds; and
  - Policies relating to the appropriate roles and contributions of entities carrying out one-stop partner programs within the one-stop delivery system, including approaches to facilitating equitable and efficient cost allocation in such system;
- The development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system, including such improvements to:
  - Enhance digital literacy skills;
  - Accelerate the acquisition of skills and recognized postsecondary credentials by participants;
  - Strengthen the professional development of providers and workforce professionals; and
  - Ensure such technology is accessible to individuals with disabilities and individuals residing in remote areas;
- The development of allocation formulas for the distribution of funds for employment and training activities for adults, and youth workforce investment activities, to local areas.

The Committee also will perform other functions related to strategic planning activities. To the extent feasible, appointments to the Strategic Planning Committee shall be similar to the categorical representation of the Board as a whole.

**Section 4. Program and Performance Evaluation Committee**

The Program and Performance Evaluation Committee shall act in an advisory capacity to the Board to carry out the following functions:

- The continuous improvement of the one-stop delivery system in local areas, including providing assistance to local boards, one-stop operators, one-stop partners, and providers with planning and delivering services, including

training services and supportive services, to support effective delivery of services to workers, jobseekers, and employers;

- The development and updating of comprehensive state performance accountability measures, including state adjusted levels of performance, to assess the effectiveness of the core programs in the state;
- The identification and dissemination of information on best practices, including best practices for:
  - The effective operation of one-stop centers, relating to the use of business outreach, partnerships, and service delivery strategies, including strategies for serving individuals with barriers to employment;
  - The development of effective local boards, which may include information on factors that contribute to enabling local boards to exceed negotiated local levels of performance, sustain fiscal integrity, and achieve other measures of effectiveness; and
  - Effective training programs that respond to real time labor market analysis, that effectively use direct assessment and prior learning assessment to measure an individual's prior knowledge, skills, competencies, and experiences, and that evaluate such skills, and competencies for adaptability, to support efficient placement into employment or career pathways;
- Objective criteria and procedures for use by local boards in assessing the effectiveness and continuous improvement of one-stop centers;
- The preparation of an annual report;
- The development of the statewide workforce and labor market information system;
- The development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system in the state; and
- The development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures (including the design and implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes and the incorporation of local input into such design and implementation, to improve coordination of services across one-stop partner programs).

To the extent feasible, appointments to the Program Performance and Evaluation Committee shall be similar to the categorical representation of the Board as a whole.

**Section 5. Temporary Assistance for Needy Families Oversight Committee**

Temporary Assistance for Needy Families Oversight Committee provides oversight of the Temporary Assistance for Needy Families Program and ensures that all program participants are receiving the assistance, information, and the services needed to help these low-income parents prepare for and connect with employment that will lead to a self-sufficient wage.

The member of the committee shall include:

- At least five (5) members representing businesses;
- At least one (1) chief elected official;
- At least one (1) member from among those members representing workers;
- The director of the Department of Workforce Services;
- The director of the Division of County Operations of the Department of Human Services as a standing voting committee member who is also not a member of the Arkansas Workforce Development Board

**Section 6. Combined Committee Meetings**

In the event that it appears that an insufficient number of Committee members are able to attend an upcoming meeting, the Board Chair may determine that it is in the best interest of the Board that a combined committee meeting is held.

This decision will be made after staff has polled committee members and provided notification to the Board Chair that a quorum will not be present.

**Article VI: Quorum, Proxies, Voting, and Official Minutes**

**Section 1. Quorum**

A simple majority of the members shall constitute a quorum at Board or committee meetings. Board or committee action shall require a simple majority of those members present during a meeting at which a quorum is present. The Chair may determine the method of voting, except that any member may request individual polling. Secret balloting shall not be allowed. Any member may request that his/her vote or abstention be made part of the minutes.

**Section 2. Proxies**

Proxy representation and proxy voting for non-governmental Board members will not be allowed. However, proxy representation for agency directors who are unable to be present is expected. Agency directors must notify the Board Chair and Executive Director, in writing, of their designee and certify that this person has the authority to serve and function as a Board member on the official's behalf. This notification must be made at least seven (7) calendar days prior to the meeting.

**Section 3. Voting**

Each member of the Board shall have one vote. Proxy voting is permitted for representatives of agency directors who have provided written notification of their proxy to the Executive Director, in accordance with the Board by-laws.

**Section 4. Official Minutes**

The Board and Committee Chairs will sign all official meeting minutes of their respective entities. In the event that the Board or Committee Chairs are unavailable, the Director of the Arkansas Workforce Development Board shall sign.

## **Article VII: Public Information**

### **Section 1. Official Pronouncements**

The Chair of the Board or his/her designee is the only member of the Board authorized to make official pronouncements for the Board. The staff director, or the agency providing staff support, is authorized to speak for the Board and its membership.

### **Section 2. Releases and General Information**

The staff director, or the agency providing staff support, may issue such news releases, general information and other communications regarding the business of the Board as will serve its interest.

## **Article VIII: Open and Public Meetings**

### **Section 1. Public Business**

The Arkansas Workforce Development Board exists to serve the public interest. Actions of the Board and its meetings shall be conducted openly and in compliance with the Arkansas Freedom of Information Act, ACA 25-19-101, *et seq.*, as amended.

## **Article IX: Amendments**

### **Section 1. Method of Amendment**

These by-laws may be amended or repealed at any regular meeting of the Board by a two-thirds affirmative vote of the Board during a meeting at which a quorum is present, provided that copies of such amendments shall be submitted in writing to each member at least seven (7) days before the meeting at which time they are to be proposed; provided, however, that these by-laws may be adopted initially by a two-thirds affirmative vote of the full Board without regard to the seven (7) day notification period. Amendments must be proposed in writing and may be offered by any member of the Board or by the staff director.

## **Article X: Conflict of Interest**

### **Section 1. Voting Prohibitions**

Section 101 of WIOA prohibits a member of the Board from voting on a matter under consideration by the Board when:

1. the matter concerns the provision of services by the member or an entity that the member represents; or
2. the matter would provide direct financial benefit to the member or the immediate family of the member; or
3. the matter concerns any other activity determined by the Governor to constitute a conflict of interest as specified in the State Plan.



**Section 2. Board Member Code of Conduct**

Members of the Board are expected to avoid unethical behavior in the course of performing their official duties. The Board not only expects its members to avoid impropriety, but also avoid the appearance of impropriety whether it actually exists. Members must avoid:

1. using their position for private gain;
2. giving preferential treatment to any person or entity;
3. losing their independence or impartiality in making decisions; or
4. acting in any way that might erode public confidence in the integrity of the Board.

**Section 3. Abstention**

Board members should individually abstain from voting on issues and matters that will result in a direct or indirect conflict of interest. Abstentions and the general reasons therefore, should be duly recorded in the minutes of the meeting.

**Section 4. Compliance with State law**

Board members shall comply with all relevant aspects of the laws of the state of Arkansas with regard to conflict of interest.

**Article XI: Confidentiality**

**Section 1.** All information, whether transmitted orally or in writing, that is of such a nature that it is not, at that time, a matter of public record or public knowledge is deemed confidential by the Board. Members shall not disclose confidential information obtained in the course of or by reason of his or her membership on the Board to any person or entity not directly involved with the business of the Board.

Furthermore, no member of the Board shall use confidential information obtained in the course of or by reason of his or her membership on the Board in any matter with the intent to obtain financial gain for:

- a. the member.
- b. the member's immediate family,
- c. any business the member or their immediate family is associated, or
- d. any other person.

**Article XII: Non-Discrimination**

**Section 1.** The Board shall not discriminate against any employee, agent or provider of consulting or contract services, or applicant for employment, agency or consulting or contract services on the basis of race, color, religion, sex, national origin, disability or veteran status. It shall be the policy and practice of the Board to comply fully with federal and state laws, regulations and requirements in respect of non-discrimination, affirmative action, equal employment and civil rights.

**Article XIII: Amendments**

**Section 1.** The bylaws may be amended at any regular meeting of the Board with prior written notice having been given to all members of the Board at least thirty (30) days in advance. Approval of any amendment to the by-laws require two-thirds vote of the members present.

DRAFT

**For Consideration of the  
Arkansas Workforce Development Board  
Strategic Planning Committee**

**September 10, 2018**

**AGENDA ITEM 3: ACTION:** WIOA Title I and Title III and Business Services Scorecard

**INFORMATION/RATIONALE:** The Arkansas Workforce Development Board requested that staff put together a performance scorecard that could be replicated and presented at each quarterly Board and Committees meetings.

The majority of the data for Titles I and III can be gathered from the Arkansas Job Link System. However, the Business Services Information will require manual collection and aggregation.

The initial draft scorecard template is included herein.

## Business Services Performance Scorecard Measures

### **Employer Engagements and Follow-up Activities:**

- The number of new employer engagements in a given period
  - Staff-assisted
  - Self-service
  
- The number of repeat employer customers (receiving services or follow-ups) in a given period
  - Staff-assisted
  - Self-service

- The number of job orders and/or requests from establishments requesting workforce recruitment assistance

**(This measure would currently require manual collection)**

- The number of new work-based learning initiatives launched (in a given period)

**(This measure would currently require manual collection)**

- The number of repeat work-based learning efforts undertaken (in a given period)

**(This measure would currently require manual collection)**

- The number of job fairs conducted in a given period

### **Participant-Driven Measures that are a Product of Business Engagement Activities:**

- The number of career days conducted in partnership with a college, university, or other training program provider

**(This measure would currently require manual collection)**

- The number of job placements in a given period

Expiration Date: xx/xx/xxxx

## Statewide Performance Scorecard

STATE: AR Location: AR

### REPORTING PERIOD COVERED

From (mm/dd/yyyy): 07/01/2018 To (mm/dd/yyyy): 06/30/2019

### SUMMARY INFORMATION

Service

BY PARTICIPANT CHARACTERISTICS										JOB SERVICES PROGRAM		BUSINESS SERVICES	
	ADULTS		DISLOCATED WORKERS		YOUTH		WAGNER-PEYSER		TOTAL FOR PROGRAM YEAR 2017		RECOMMENDED MEASURES		
	Total Participants Served	Total Participants Exited	Total Participants Served	Total Participants Exited	Total Participants Served	Total Participants Exited	Total Participants Served	Total Participants Exited					
<b>Total Statewide</b>	922	168	190	49	684	72	30588	15427					
Sex:									Staff Assisted Job Orders	9975	NEW EMPLOYER ENGAGEMENTS		
Female	744	112	109	23	375	34	15529	7360			Staff-assisted	#	
Male	178	56	81	26	309	38	14998	8047			Self-service	#	
Age:									Staff Assisted Job	31852	REPEAT EMPLOYER ENGAGEMENTS		
< 16	0	0	0	0	16	2	2	0			Staff-assisted	#	
16 - 18	16	5	0	0	302	34	531	243			Self-service	#	
19 - 24	262	49	22	7	366	36	4222	2234					
25 - 44	557	99	111	29	0	0	15268	7611	Staff Assisted ONET Matches	48396	WORK-BASED LEARNING		
45 - 54	64	9	40	10	0	0	5573	2825			# of New Initiatives	#	
55 - 59	14	5	10	3	0	0	2424	1157			# of Repeat Initiatives	#	
60+	9	1	7	0	0	0	2568	1357					
Ethnicity/Race:									STAFF Assisted Veteran Referrals	3690	Number of Job Fairs Conducted	#	
American Indian/Alaska Native	16	7	4	0	11	1	381	180					
Asian	12	0	0	0	4	0	180	87	STAFF Assisted Veteran Placements	3092	Number of Career Days conducted with college/university/training provider	#	
Black/African American	376	49	84	7	342	22	11561	5652					
Hispanic/Latino	41	9	10	29	34	8	1107	597	Staff Assisted Job Development	271	Number of Job Placements	#	
Native Hawaiian/Pacific Islander	2	0	1	10	4	0	189	58					
White	505	114	100	3	330	46	16813	8701					
More Than One Race	12	4	3	0	20	0	205	83					
<b>BY Employment Barrier</b>													
Displaced Homemakers	3	0	7	5	0	0	212	108					
English Language Learners, Low Levels of Literacy, Cultural Barriers	75	21	18	4	466	55	1150	509					
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	10	1	0	0	10	3	18	10					
Ex-offenders	67	23	11	5	60	9	383	138					
Homeless Individuals/runaway youth	15	5	4	0	33	3	171	70					
Long-term Unemployed (27 or more consecutive weeks)	239	34	37	9	386	34	644	334					
Low-Income Individuals	768	135	84	24	617	66	4548	2124					
Migrant and Seasonal Farmworkers	0	0	0	0	0	0	22	18					
Individuals with Disabilities (incl. Youth)	58	14	4	1	104	9	394	159					
Single Parents (Incl. single pregnant women)	442	64	46	14	122	15	5656	3030					
Youth in foster care or aged out of system	0	0	0	0	8	1	19	7					
<b>TOTALS</b>	<b>1677</b>	<b>297</b>	<b>211</b>	<b>62</b>	<b>1806</b>	<b>195</b>	<b>13217</b>	<b>6507</b>					

**For Consideration of the  
Arkansas Workforce Development Board  
Strategic Planning Committee**

**September 10, 2018**

**AGENDA ITEM 4: INFORMATIONAL:** Strategic Planning Committee Action Plan

**INFORMATION/RATIONALE:** The Strategic Planning Committee developed an Action Plan that provides the roadmap for the activities undertaken by this committee.

Attached is the September 2018 updated Action Plan.

# Strategic Planning Committee Action Plan



**Board Mission:** To promote and support a talent development system in Arkansas that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

<p><b>Board Vision:</b> Arkansas will have a world-class workforce that is well educated, skilled, and working in order to keep Arkansas's economy competitive in the global marketplace.</p>	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<p><b>Board Bylaws:</b> Develop the State Plan.</p>	<p>1.1 Develop the state plan.</p>	<p>1.1 Submit the PY 2016 – PY 2019 state plan to the federal agencies on April 1, 2016.</p>	<p>COMPLETED – Plan federally approved on June 27, 2016.</p>
		<p>1.2 Implement the state plan.</p>	<p>1.2 Implement the state plan during July 1, 2016 – June 30, 2020.</p>	<p>The state plan became effective on July 1, 2016.</p> <p>April 2017 Update: Local boards submitted their regional/local plans by December 31, 2016. A team of representatives from all 13 core and non-core WIOA programs was convened to review the regional/local plans. Local boards were provided feedback during February 28-March 10 and will submit revised plans in May 2017.</p> <p>July 2017 Update: The ten (10) Local Workforce</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				Development Plans have been reviewed on two occasions and comments have been provided by the WIOA Local Plan Review Committee. All Local Plans were reviewed to ensure alignment with the State Plan.
		1.3 Modify the state plan.	1.3 Modify the state plan every two years. Next modification due by June 30, 2018.	<p><b>April 2018 Update: In April 2018, the WIOA Roundtable members came together and updated the WIOA State Plan for PY2018 – 2019.</b></p> <p><b>July 2018 Update: The WIOA State Plan for PY2018-2019 was submitted to USDOL by the established deadline. Revisions requested by USDOL were completed on June 21, 2018. The state received notification of approval on June 25, 2018.</b></p>
	Board Bylaws: Review of Statewide Policies	1.1 Review statewide policies, of statewide programs, and recommend actions that should be	1.1 Review statewide policies as they are needed and developed.	1.1 Ongoing and progressing well. The WIOA Roundtable Policy Committee continues to



d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>taken by the state to align workforce development programs in a manner that supports a comprehensive and streamlined workforce development system in the state.</p>		<p>meet and review policies for consideration by the SPC committee. The WIOA Roundtable Policy Committee (WRPC) held a half-day working session on November 22 to review seven state examples of workforce center certification criteria for best practices. The committee has identified best practice examples from a few states and incorporating those into a revised Arkansas policy. The WRPC plans to have a draft ready for consideration by the SPC at the April 2017 meeting.</p> <p>The SPC committee will review guidance for Sector Strategies implementation on January 10, 2017.</p> <p>July 2017 Update: The WIOA Statewide Policy Committee has completed its development and</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>review of WIOA Policies. These policies will be reviewed by the State Workforce Development Board at the July 11, 2017 meeting.</p> <p><b>October 2017 Update: The WIOA Statewide Policy Manual was approved on July 11, 2017. Several edits and clarifications will be reviewed by the State Workforce Board at the October 10, 2017 meeting.</b></p> <p><b>January 2018 Update: The WIOA Statewide Policy revisions were presented on October 2017. These revisions were reviewed by the State Workforce Board at the October 2017 meeting.</b></p> <p><b>April 2018 Update: New WIOA policies were developed including Co-Enrollment, Work-Based Learning, and Grievance policies.</b></p> <p><b>July 2018 Update. A new WIOA Exceptions Policy</b></p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>was developed and presented to the Committee and State Board at the July 10, 2018 meeting.</p>
		<p>1.2 Guidance for the allocation of one-stop center infrastructure funds to include the appropriate roles and contributions of entities carrying out one-stop partner programs with the workforce center system.</p>	<p>1.2 Must be developed and implemented no later than June 30, 2017.</p>	<p>1.2 Update January 2017: The U.S. Department of Labor indicates that important guidance will be issued soon to provide further guidance to states.</p> <p>Update October 2016: The WIOA Roundtable Finance Committee has met to discuss the current funding of workforce centers and existing costs. The Finance Committee recommends maintaining the MOU and Resource Sharing Agreement process for identifying direct and shared costs. This information has been shared with the WIOA Roundtable Policy Committee in their work to make recommendations regarding workforce center certification. Committee members are reviewing the WIOA regulations to determine if revisions are</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>needed to their recommendation.</p> <p>Update April 2017: On March 17, 2017, the U.S. Department of Labor published a MOU and Infrastructure Funding Agreement template toolkit. This toolkit has been provided to all ten local workforce development boards.</p> <p>July 2017 Update: A MOU template has been developed for use by the ten (10) Local Areas. The federal deadline for these signed MOUs to be in place was July 1, 2017. The Dept. of Labor extended the deadline for the Infrastructure Funding Agreements (IFAs) to January 1, 2018. ADWS is currently reviewing the Wisconsin IFA software program for possible use in Arkansas.</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>October 2017 Update: Training and updates were provided at the WIOA Partners Meeting on September 29, 2017. The Wisconsin database was introduced as well as MOU signatures were obtained from required partners for all 10 local areas in the meeting.</p> <p>January 2018 Update: While progress continues, ADWS has notified USDOL that all agreements will not be in place by January 1, 2018. A corrective action plan is being developed and submitted to USDOL.</p> <p>July 2018 Update: All local areas have returned their draft agreements and have complied with recommendations. The agreements are being</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				circulated for review, recommendation, and approval by state partners.
	<b>Board Bylaws:</b> Continuous Improvement of the State's Workforce System	1.1. Identify barriers and means for removing barriers to better coordinate, align, and avoid duplication among the programs and activities carried out through the system.		1.1 A bi-annual meeting of WIOA partners is held in March and September of each year. This meeting is attended by approximately 250 individuals from throughout Arkansas.  Arkansas was recently approved for a technical assistance project to be funded by the U.S. Department of Labor and is intended to assist the State in conducting asset mapping of all services. This project will assist in determining overlaps and duplications. A convening is being organized and will be held in February, March or April 2017.
		1.2 The development of strategies to support the use of career pathways for the	1.1 Sector Strategies guidance draft will be provided for consideration by the SPC committee at	1.1 On January 10, 2017 the SPC approved a policy regarding sector strategies.

d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment;</p>	<p>the January 2017 meeting.</p>	<p>October 2016 Update: A meeting of 250 partners from the core and non-core partner programs was held on September 29-30, 2016 to share information on the WIOA regulations. One topic of discussion at the meeting was the use of career pathways for preparing individuals for life-long learning. The WIOA Roundtable Sector Strategies Committee is working on developing guidance for consideration by the SPC committee for use by local boards in implementing sector strategies, which will ultimately lead to the identification of career pathways within those sectors.</p> <p>April 2017 Update: A meeting of 275 partners from core and non-core partner programs was held on March 2-3 to focus on building staff capacity in the three priority areas identified in the workforce system vision – customer</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>1.3 The development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system;</p>		<p>service, innovation and service design, and systems integration and high quality staffing.</p> <p>The ADWS hosted five community awareness events in September and October as an initial step towards identifying best practices for outreach to employers and jobseekers. Events were held in September and early October in Camden (9/14), Fort Smith (9/21), and Magnolia (10/5). Two more events will be held in Fayetteville (10/13) and West Memphis (10/18). At the three events already held, over 173 employers either attended or requested additional information. 160 new jobseekers attended the open houses. The AWDB Chair has created an ad hoc committee to develop outreach strategies. The committee will begin meeting on January 10,</p>



d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>2017.</p> <p>As for improved access, the WIOA Roundtable Policy Committee met on November 22 to review other state best practices for center certification, which would set standards for centers and the services they provide. It is anticipated that a draft will be provided to the SPC on April 11, 2017.</p> <p><b>Over 300 potential dislocated workers have been notified of their potential eligibility through a monthly email/newsletter process. Additionally, meetings are scheduled in July with the Center for Arkansas Legal Services, which may be positions to refer Displaced Homemakers across the state, as well as other targeted populations including ex-</b></p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>offenders.</p> <p><b>September 2018 Update: The newly hired Targeted Populations Outreach Coordinator has completed a high number of collaborative meetings and discussions with several entities serving special populations.</b></p>
		<p>1.4 The development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations;</p>		<p>A survey was conducted of the members of the WIOA Roundtable Sector Strategies Committee and the local workforce development board directors to determine the readiness to implement sector strategies in Arkansas. The WIOA Roundtable Sector Strategies Committee met jointly with local board directors on July 7, 2016 to hear from USDOL contractor Maher and Maher regarding the outcomes of the survey and determine a direction for the committee and</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>guidance needed. Additional training was provided on October 6, 2016 to the local workforce board directors regarding making decisions regarding sector strategies based on labor market data specific to their area.</p> <p><b>April 2018 Update: The implementation of a Work-Based Learning Program that will assist in meeting the needs of employers and job seekers is beginning with the development and approval of a Work-Based Learning Program Policy. Policy is being presented to State Board at April 10, 2018 meeting.</b></p> <p><b>July 2018 Update: Regional and Sector Planning support is a required statewide activity. To further this effort and allow local</b></p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>flexibility, local areas were provided the opportunity to apply for the up to \$30K per area. The applications were available to the local areas on June 8th and applications are due on July 31.</p>
		<p>1.5 The identification of regions, including planning regions, after consultation with local boards and chief elected officials;</p>	<p>Complete</p>	<p>Complete – Regions established at December 16, 2015 SPC Committee Meeting.</p> <p>October 2017 Update: Using funding provided under the Arkansas Sector Partnership grant, sector coaches were assigned to each 10 local areas to develop sector strategy plans. The report has finalized this quarter and will be distributed to locals for further development.</p>
	<p><b>Board Bylaws:</b> Develop strategies to support staff training and awareness across programs supported under the workforce development system.</p>	<p>1.1 Increase opportunities for sharing of information between partner programs.</p> <p>1.2 Develop a strategy for staff training across</p>		<p>WIOA partners continue to meet twice per year and the agenda contains time to “get to know your partners” better. The next meetings will be March 2-3, 2017 and September 28-</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		programs.		<p>29, 2017.</p> <p>The WIOA Roundtable Policy Committee has established a working group to develop a strategy for staff training. Research of other state's training programs is underway.</p> <p>October 2017 – 250 partners met during the WIOA Partners Meeting on September 28-29, 2017. Topics discussed included WIOA Title I and GED (Adult Ed.) policies, Eligible Training Providers, Infrastructure Funding, and best practices for business outreach and out-of-school youth.</p> <p>February 28 – March 1, 2018 – 260 partners attended the latest statewide WIOA Partners Meeting. Presenters included employers and partner program</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>representatives. Topics discussed included Economic Development, Business Services Teams, Social Media, Program and Financial Monitoring.</p> <p>May 2018 (Tentatively Scheduled): Board Staff will receive training from USDOL contractor, Maher &amp; Maher, as part of a Technical Assistance and Training (TAT) application.</p> <p>July 2018 Update: During May, the Executive Committee of the WIOA Roundtable met and began drafting a "Partners' Newsletter" that will be used to distribute information including: planned hiring events such as job fairs, best practices, and success stories. The newsletter will be shared with staff across the state and will start with a quarterly</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>distribution.</p> <p>Additionally, the Executive Committee reestablished the Business Engagement committee, which has been tasked with developing a menu of services, cross-training, agendas for the business components of the biannual Partners' Meetings, and are scheduling a Business Service Team training in October or November of 2018.</p>
	<p><b>Board Bylaws:</b> Develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the workforce center system.</p>	<p>1.1 Enhance digital literacy skills.</p>		<p><b>September 2018 Update:</b> Staff has continued its efforts to acquire the <b>SALESFORCE</b> software that is designed to assist States' workforce development services for businesses, a separate, integrated window for economic development as well as case management. This product is currently being used by some workforce</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				development boards across the country.
		1.2 Accelerate the acquisition of skills and recognized postsecondary credentials by participants.		
		1.3 Strengthen the professional development of providers and workforce professionals.		
		1.3 Ensure such technology is accessible to individuals with disabilities and individuals residing in remote areas.		
	<b>Board Bylaws:</b> The development of allocation formulas for the distribution of funds for employment and training activities for adults, and youth workforce investment activities, to local areas.	1.1 Review annually the funding distribution policy for WIOA Title I.	No later than the first full board meeting of each year.	
		1.2 Seek input from chief elected officials regarding the formula.	No later than December 31 of each year.	No comments received as of December 31, 2017.



d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<p><b>Strategic Goal:</b> 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.</p>	<p>1.1 Expand employer partnerships through the support of industry engagement.</p>		<p>1.1 Multiple partnerships with employers have been developed through the Arkansas Sector Partnership and the Arkansas Apprenticeship Initiative.</p>
		<p>1.2 Expand partnership with economic development to refine sector strategies.</p>		
		<p>1.3 Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.</p>		<p>1.3 The Arkansas Apprenticeship Coalition is a partner in all discretionary grants and all Registered Apprenticeship providers that wish to be included as eligible training providers on the Eligible Training Provider List.</p> <p>All ten local boards have partnered with the Arkansas Apprenticeship Coalition to hold meetings in each of the ten local workforce development areas with workforce partners and Registered</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>Apprenticeship employers/training programs. These meetings began in January 2017.</p> <p>ADWS received a new planning grant from the U.S. Department of Labor that's sole focus is expanding Registered Apprenticeship programs in Arkansas. Those efforts are underway and includes a convening on January 13, 2017 of employers interested in establishing Registered Apprenticeships in occupations outside of the construction trades such as IT, Healthcare, and Advanced Manufacturing.</p> <p><b>July 2018 Update</b>  Please see notes regarding the Business Engagement Committee activities. The Business Engagement Committee will not only focus on training, but will also take a lead role in the</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>development of a statewide business-focused CRM. The IT project is planned to go before legislative review in August and DOL has approved a budget modification request that will allow us to fund this activity. (This update applies to several other strategies in this section.)</p> <p><b>September 2018 Update:</b>  <b>The Business Engagement Committee has continued its efforts that were originally reported in July 2018.</b></p>
		<p>1.4 Increase connections with employers and Vocational Rehabilitation agencies to provide support and employment for youth and adults with disabilities.</p>		<p>1.4 VR is a core partner for implementation of WIOA and is represented on the WIOA Roundtable and all local partner groups. The WIOA Roundtable has established a Transition Committee that specifically looks at strategies for serving youth with disabilities. Furthermore,</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				the Arkansas Rehabilitation Services, Department of Workforce Services, and the local workforce development boards are partners in the PROMISE grant, which assists disabled youth receiving SSI and offers a paid employment work experience.
		1.5 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.		The WIOA Roundtable Policy Committee has representation from the core programs, which includes adult education, and also Career and Technical Education. The purpose for the committee is to provide consistent rules and eliminate barriers to services.
		1.6 Expand small business participation.		
	<b>Strategic Goal:</b> Enhance service delivery to employers and jobseekers.	1.1 Develop a common intake process for jobseekers and businesses that will efficiently connect them with services		1.1 On September 29, 2016, ADWS was awarded a \$1.1 million grant to assist in developing a system or enhancing existing systems, which will

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>available from all workforce development partner programs and identify any barriers to employment that need to be addressed.</p>		<p>integrate data and provide for common intake of customers. Furthermore, one of the policies under development by the WIOA Roundtable Policy Committee is an across-program policy for engaging employers.</p> <p>ADWS has consulted with the other twelve states that are partners in the America’s Job Link Alliance (AJLA), a data system for six WIOA state plan programs to see if they are interested in partnering to co-fund a system enhancement to the AJLA system. Eight of these states received the same grant and pulling funding together may be cost effective for all involved. All twelve states will issue their interest in partnering on this project no later than January 20, 2017.</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>July 2018 Update</p> <p>DWS has received approval to fund the AJLA common registration platform. The IT project is also planned to go before committee in August.</p>
		<p>1.2 Promote training that leads to industry recognized credentials and certification.</p>		
		<p>1.3 Support transportable skill sets for transportable careers.</p>		
		<p>1.4 Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.</p>		<p>The SPC Committee will review guidance on January 10, 2017 for implementation of sector strategies.</p>
		<p>1.5 Expand service delivery access points by the use of virtual services.</p>		
		<p>1.6 Develop a common business outreach strategy with a common message that will be utilized by all workforce system partners.</p>		<p>1.6 One of the policies under development by the WIOA Roundtable Policy Committee is an across-program policy for engaging employers.</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<p><b>Strategic Goal:</b> Address Skills Gaps</p>	<p>1.1 Conduct a statewide skills and asset analysis to determine the skills gap present and resources available to solve the skills issue.</p>		<p>Arkansas was recently approved for a technical assistance project to be funded by the U.S. Department of Labor and is intended to assist the State in conducting asset mapping of all services. A convening is being organized and will be held in February, March or April 2017.</p> <p><b>January 2018 Update:</b> ADWS submitted a WIOA Technical Assistance and Training (TAT) application in December 2017 for this purpose. During to the award of other TAT projects by USDOL, this initiative will be considered in Fall 2018.</p> <p><b>July 2018 Update</b> The Executive Committee of the WIOA Roundtable has a meeting scheduled with the Arkansas Research Center and Arkansas Economic Development Authority on July 16<sup>th</sup> to begin</p>

d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>reviewing analysis and reports that already exist in the state. While the Technical Assistance project described in January's update is pending, the state's leadership will begin the first essential step of the process by identifying sources of data that exist and reports.</p>
		<p>1.2 Develop and implement an action plan to close the basic core, technical, and soft skills gaps in Arkansas.</p>		<p><b>July 2018 Update</b>  Thanks to the Arkansas Workforce Development Board's approval of the Work-Based Learning Policy, ADWS was able to move forward, in partnership with Arkansas Economic Development, with a project under which a contractor profiles occupations across manufacturing industries, regionally, and work with training provider to develop programs to meet the needs of the employers. This project is</p>



d, a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>a pilot to determine whether this model is an effective method of combining skills-gap analysis and sector strategies moving forward.</p>