

# AGENDA

April 11, 2017

## ARKANSAS WORKFORCE DEVELOPMENT BOARD STRATEGIC PLANNING COMMITTEE MEETING

10:00 A.M.

Call to Order

**ACTION Item 1:** Approval of Minutes of January 10, 2017 Meeting

Report on Review of Regional and Local Plans..... Karen Breashears, Committee Member  
Local Plan Review Team Member  
President/CEO, National Apprenticeship Training Foundation, Inc.

Impact of New Federal Guidance on Development of  
WIOA Title I-B Policy Manual..... Dr. Claudia Griffin, Project Coordinator  
Arkansas Department of Workforce Services

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

Announcements

Adjournment

11:00 a.m. – 12:00 p.m.                      Presentation from Arkansas Career Training Institute and Tour

12:00 p.m. – 1:00 p.m.                      Lunch (Served by ACTI Students)

1:00 p.m.    Full Board Meeting

**NEXT MEETING DATES**

July 11, 2017	10:00 a.m.	Committees	TBD
	1:00 p.m.	Full Board Meeting	TBD
October 10, 2017	10:00 a.m.	Committees	TBD
	1:00 p.m.	Full Board Meeting	TBD

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

**April 11, 2017**

**AGENDA ITEM 1 – ACTION:** Minutes of the January 10, 2017 Meeting

**RECOMMENDATION:** It is recommended that the Strategic Planning Committee approve the minutes of the January 10, 2017 committee meeting.

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

UNOFFICIAL

**MINUTES**  
**ARKANSAS WORKFORCE DEVELOPMENT BOARD**  
**Strategic Planning Committee**  
**January 10, 2017**

A meeting of the Arkansas Workforce Development Board Strategic Planning Committee was held on January 10, 2017, at Embassy Suites Hotel, 11301 Financial Centre Parkway, in Little Rock, Arkansas. Chair Brian Itzkowitz presided with the following members present: Ms. Karen Breashears, Dr. Charisse Childers, Mr. Jeffery Allen, Ms. Katy Morris, Mr. Mike Preston by proxy Mr. Steve Sparks, Mr. Robert East, and Dr. Julie Roberson. Mr. Chad Bishop, Ms. Melissa Hanesworth, Mr. Michael Newcity, and Mayor Harold Perrin were unable to attend.

Chair Itzkowitz recognized that a quorum was present and called the meeting to order at 10:06 a.m.

Agenda Item 1 – ACTION – Minutes of the July 12, 2016 and October 11, 2016 Meetings: Chair Itzkowitz proceeded to Agenda Item 1, asking if there were any additions or corrections to the minutes. The minutes were approved as presented on **a motion by Mr. Robert East, seconded by Ms. Karen Breashears, and carried unanimously.**

Agenda Item 2 – PY 2016 – 2019 WIOA Combined State Plan Final Revisions: Chair Itzkowitz indicated that the State Plan was approved as of June 27, 2016, with requirements to respond to five final questions. Due to a lack of a quorum at the October 11, 2016 meeting, the committee was unable to approve the final five revisions made to the WIOA Combined State Plan that include the following: 1) Incorporation of special populations into the service strategy under the plan goals; 2) Three areas of clarification for priority of service to veterans will be adhered to; and 3) Clarification of concurrent activities under the adult education program. The final five amendments were approved on **a motion by Mr. Robert East, seconded by Ms. Charisse Childers, and carried unanimously.**

Agenda Item 3 – Revision to Regional and Local Planning Guidance: Chair Itzkowitz stated that the local boards' transitional planning guidance for a two-year plan was previously approved by the committee; however, a revision to a four-year plan, as required by the Workforce Innovation Opportunity Act, is before the committee. He called the committee's attention to page 11 of the agenda packet and requested that Mr. Mike Kennedy, Arkansas Department of Workforce Services – Grants and Resources Administrator, provide a status update.

Mr. Kennedy reported that all ten local boards submitted their two-year transitional plans by the due date of December 30, 2016. He stated that an interagency review team had been established to review the local plans and provide feedback on the content to the locals by February 28, 2017. Mr. Kennedy also reported that the U.S. Department of Labor had

requested that the states move to four-year local plans as soon as possible; therefore, a revised planning guidance, requiring local areas to submit modifications to their plans by July, 2017, is submitted for the committee's consideration. A special meeting of the committee may be required if the U.S. Department of Labor requires approval by July 1, 2016. In response to Chair Itzkowitz's inquiry, Mr. Kennedy indicated that a special meeting could be held by teleconference, if necessary. The recommended revisions to the planning guidance include the following: 1) Providing guidance for four-years instead of the two-year transitional plan; 2) Requiring the submission of a modification to the two-year transitional plan by May 19, 2017 to bring the plan to a four-year plan; 3) Requiring local boards to address any comments from the state level review into their four-year submission; and 4) Making four-year local plans effective July 1, 2017. The revised guidance was approved on **a motion by Ms. Karen Breashears, seconded by Steve Sparks, proxy for Mr. Mike Preston, and carried unanimously.**

Agenda Item 4: Sector Strategies Guidance: Chair Itzkowitz stated that Ms. Lisa Ferrell, Arkansas Department of Workforce Services – Project Administrator, Discretionary Grants, presented information at the October 11, 2016 meeting regarding implementation of sector strategies in Arkansas. He called the committee's attention to page 36 of the agenda packet and requested that Ms. Ferrell provide an update on the Sector Strategies Guidance. Ms. Ferrell stated that the draft guidance is for use by local boards to implement sector strategies in Arkansas, as required under the Workforce Innovation and Opportunity Act. She reported that WIOA requires that workforce development be business and industry led, with decisions being focused on sectors. The guidance, presented in an issuance format, includes the following: 1) Definition of sector strategies; 2) Best practices; 3) State and local board roles in supporting sector strategies; 4) Formation and structure of sector partnerships; 5) Sector partnership designations as active, emerging, or exploring; 6) Framework for regional planning and implementation; 7) Approaches for sustaining sector strategies; and 8) Explanation of the need for employer-led planning.

Dr. Charisse Childers raised a question regarding the sources of regional labor market and economic data in all areas of Arkansas for current labor force needs and high demand jobs. Ms. Ferrell indicated that the focus is on the sectors that currently are strong and that will lead to better jobs, such as construction, advanced manufacturing, information technology and aerospace. A sub-committee was formed to identify all the potential and available data sources to detect job seekers' skill levels, workforce skill levels, and employers' needs. The data sub-committee will compile the information in a report within six months. Discussion ensued concerning the range of jobs and wages, as well as the importance of making the data available to the Arkansas legislature.

Ms. Ferrell mentioned that communication has been made with the University of Arkansas at Little Rock about undertaking a retail apprenticeship program. She informed the committee that several grants are available to expand apprenticeship in the state, with a focus in all fields, especially healthcare and retail. Arkansas State University at Mountain Home has committed to bringing the affected individuals into the workforce prior to earning their certified nursing assistant (CNA) certificate. The method of this ASUMH apprenticeship program is to hire the

jobseeker first, provide training and assist with testing. This has led to a large increase in the retention rate for CNA training. A brief discussion followed concerning the retention rate, entry level position turnover, and the hiring process. At the committee's request, Ms. Ferrell will provide follow-up information concerning the cause of the increase in the retention rate for CNA training.

Ms. Ferrell reported that, from the Arkansas Sector Partnership grant, approximately \$15,000 per local area will be provided to offset the costs of convening partners, employers, and other stakeholders in the development of industry partnerships. Additionally, Maher & Maher, the State's consultant on the Arkansas Sector Partnership grant, will provide technical assistance to each local area to implement this guidance. In response to committee questions concerning whether local sector strategies plans are approved at the local or state level, Mr. Arnell Willis stated that the local plans are submitted to the Arkansas Workforce Development Board for approval. Mr. Mike Kennedy also stated that the sector strategies plans are part of the local board plan that is submitted to the state board, and the issuance is used as guidance for each local board.

The issuance was approved on a **motion by Ms. Karen Breashears, seconded by Dr. Julie Roberson, and carried unanimously.**

Development of WIOA Title I-B Policy Manual: Chair Itzkowitz indicated that the Arkansas Department of Workforce Services and the ten local workforce board directors established a work-group to develop a statewide policy manual for case managers providing services under WIOA Title I-B, which is the adult, dislocated worker, and youth programs. Chair Itzkowitz requested that Dr. Claudia Griffin, Project Coordinator, Arkansas Department of Workforce Services, discuss the policy development and progress on the policy manual. Dr. Griffin reported that the local workforce board directors requested that a common manual be developed to ensure uniformity in interpreting WIOA laws, regulations and U.S. Department of Labor Training and Employment Guidance Letter (TEGL). The workgroup consists of five representatives from each local area as well as staff members of the Arkansas Department of Workforce Services. She stated that the manual will be used by new monitors at the state level and new case managers at the local level. Definitions will be included separately so that updates from the U.S. Department of Labor may easily be included. Twelve policies have been shared with the local directors, and the workgroup anticipates presenting the policy manual to the Arkansas Workforce Development Board in April for review, feedback and approval. Following brief discussion, Dr. Griffin completed her presentation.

Committee Action Plan Update: Chair Itzkowitz called on Mr. Arnell Willis, Arkansas Department of Workforce Services – Director of Workforce Investment Development, to provide an update on the committee action plan. Mr. Willis indicated that the Strategic Planning Committee Action Plan handout, included in the official meeting file, outlines the committee's responsibilities and provides staff updates on the committee's progress over the last quarter towards meeting the responsibilities assigned to the Strategic Planning Committee. He stated that all items on the plan are to be completed within four years, which coincide with

the state plan cycle. Mr. Willis proceeded to provide a detailed report on the actions of WIOA Roundtable Policy Committee (WRPC), as outlined in the Action Plan handout included in the official meeting file. The committee has identified best practice examples from several states to be incorporated into a revised Arkansas policy. A draft policy will be presented to the Strategic Planning Committee at the April 11, 2017 meeting. In reference to update Status 1.3 on Page 8, Ms. Breashears stated that the reference to the ten local boards' partnership with the Arkansas Apprenticeship Coalition should be the Arkansas Apprenticeship Coordination Steering Committee. The Coalition is a part of AACSC. Following the completion of Mr. Willis' presentation, a question was raised concerning seven examples of workforce center certification criteria. Ms. Breashears responded to Chair Itzkowitz's request to provide the types of examples that were reviewed under Status 1.1 of the Action Plan. She stated that criteria for several states, including Washington, Oklahoma, California, Colorado, North Carolina, and Kentucky, were reviewed by the WIOA Roundtable Committee. The WIOA Roundtable Policy Committee reviewed plans from various states and utilized the best practices from each one to develop the Arkansas policy.

Ms. Lisa Ferrell stated that an invitation will be extended to the state board members for an Apprenticeship event to be held at the Governor's Mansion on Friday, January 13, 2017.

Announcement: Chair Itzkowitz announced that the full board will convene at 1:00 p.m. today. The next meeting of the Strategic Planning Committee will be held on April 11, 2017 at the Arkansas Career Training Institute in Hot Springs, Arkansas.

Adjourn: Chair Itzkowitz adjourned the meeting at 11:11 a.m., on a motion by **Mr. Jeffery Allen, seconded by Ms. Karen Breashears, and carried unanimously.**

---

Mr. Brian Itzkowitz, Chairman

---

Arnell Willis, Director Workforce Investment  
Department of Workforce Services

*Minutes recorded by Darlister Mitchell  
Department of Workforce Services Staff*

## Preliminary Feedback on Regional and Local Plans

February 1, 2017

---

1. Local plans reviewed lack specificity of services, partnerships, strategies, and objectives of the local plan. Use examples and data for previous activities.
2. Plans should be written so that public readers can easily understand what is being stated and strategies for the area. Acronyms should not be used.
3. Regional/Local plans should be able to easily tie labor market data to the sectors identified as being targeted.
4. While regional/local plans should ALIGN with state vision and goals, the goal objectives should be unique and locally-specific to the area and should be identified through strategic planning of the local board.
5. Plans should be driven by local boards, not staff developed, and ensure business involvement.
6. Plans should clearly identify Registered Apprenticeship as a workforce development avenue and be addressed fully.
7. Plans should address how employer driven training will be provided when an employer commitment to hire is available. This would apply to Registered Apprenticeship as well.
8. Plans should address the entire list of targeted populations being monitored by DOL and include outreach strategies to these populations.
9. All sector partnerships in the LWDA should be included and not just those led or initiated by the local board.
10. Change references to Resource Sharing Agreement to Infrastructure Funding Agreement.
11. Remove name references in body of plan. Use organization or function of organization instead and titles only when necessary.
12. Plans should be coordinated with all partners and not written to be WIOA Title I specific.
13. Local plans should be specific in their information regarding procurement of one-stop operators and should be updated to reflect information from TEGL 15-16 and should address how to avoid potential conflicts of interest.
14. Plans should be clear that Vocational Rehabilitation is administered by both Arkansas Department of Career Education – Arkansas Rehabilitation Services and Department of Human Services – Division of Services for the Blind. All partners are now responsible for serving persons with disabilities and providing career services to all.
15. Plans need to include definition of “youth that need additional assistance” (CFR 681.300 & TEGL 08-15). A section where to include this definition will be provided at a later date.
16. Text for inclusion at 4.1.E. will be provided by the State in regard to integrated data systems.
17. Plans should be proofread thoroughly and edited.
  - a. Grammar, punctuation, sentence structure
  - b. Organizations or local area name is correct throughout
  - c. Regional and local are not interchangeable
  - d. Disabled Persons should be changed to Individuals with Disabilities (Act 98 of 2011)
18. Add both Arkansas Workforce Center and “Proud partner of the American Job Center Network” logos to front cover.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Central Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<ul style="list-style-type: none"> <li>§ Recommend adopting a region name rather than just referring to two individual areas.</li> <li>§ The reference to the region is inconsistent throughout the regional plan. Sometimes referred to Central Region, sometimes, Central Area and Little Rock Board. This should be consistent throughout.</li> <li>§ Jo Keegan’s name is misspelled.</li> </ul>
1.2 Labor Market and Economic Analysis	<ul style="list-style-type: none"> <li>§ There was no analysis of the regional economy, but rather referred to individual local plans for economic data. The regional plan refers to, “respective regional plans”; however, the only individual plans are local plans. A regional economic analysis should be included.</li> <li>§ Local workforce data was not provided for the region, but rather referred to local plans (respective regional plans).</li> <li>§ There was no regional labor market trend data for the region.</li> <li>§ Workforce Development Activities: The plan should be clear to public readers regarding workforce development activities. Rather than reference WIOA 134(c)(2), the available services should be added to the plan. Expounded information should be added regarding AJL and Discover Arkansas and how to access these “online services” rather than digital services as they are not available offline. All services should be described from all partners.</li> <li>§ Training Services – the statement that training is funded by WIOA should be removed or amended to include other partners programs and other federal/state sources of funding. Local areas should seek out numerous partners from various funding sources to fund training for jobseekers. Pell funds and other financial aid should be explored prior to funding through WIOA.</li> <li>§ Training Services – why are only transportation logistics and healthcare listed. This implies that the region is only going to focus on these two industries.</li> <li>§ Supportive Services –the region should determine how they will coordinate supportive services and prevent duplication. Also, information about what supportive services are provided and by whom should be added.</li> </ul>

	<ul style="list-style-type: none"> <li>§ Business Services – overall this section is disjointed and does not do a good job of communicating to the employer community the services available for businesses. Under assessments and information, mentions assessing for interests, this seems to be a jobseeker service. No mention of CRC or WAGE programs.</li> <li>§ Business Service – Response and Training – Does not clearly describe how the two local areas in the region will coordinate to serve the businesses in the region. Does not clearly explain the state/local partnership for rapid response through the Governor’s Dislocated Worker Task Force and does not mention the availability of customized/incumbent worker training for businesses.</li> <li>§ Services to Persons with Disabilities – no mention about accessibility of centers for persons with disabilities, physical and other accommodations. Also, career services must be provided by all partners and not just ARS and DSB. Also, this heading should be changed to Services to Persons with Disabilities to comply with state law and reflect people first language.</li> <li>§ Educational Levels – The chart is illegible and needs to be made clearer</li> <li>§ Sector Initiatives – on what data were these industries decided upon, add narrative supporting documentation and explanation of tier I and tier II industries. What is the tiers system, will they be developed simultaneously?</li> <li>§ Any reference to vocational rehabilitation services should address services by both Arkansas Department of Career Education – Arkansas Rehabilitation Services as well as Department of Human Services – Division of Services for the Blind. Services to persons with disabilities should be made clearer.</li> <li>§ In regard to services to persons with disabilities, the plan referenced data from 2008, which is almost ten years old. More recent data should be used, if available.</li> <li>§ Under Section D, there is an opportunity to include adult education services and all of the services provided by that program as educational services.</li> <li>§ Overall a lack of information about underserved populations (for instance persons with disabilities) as it relates to employment or representation in the workforce.</li> <li>§ 1.2.D. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order.</li> </ul>
1.3 Vision and Strategic Goals	<ul style="list-style-type: none"> <li>§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region</li> </ul>

	should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	<p>§ The regional plan needs to address how the two boards will coordinate as a region to serve the business community. There should be a cohesive and coordinated strategy for serving employers that may have locations that reach across LWDA boundaries within the region.</p> <p>§ List and provide examples of regional strategies used to facilitate engagement of business and other employers for the region.</p> <p>§ Any referenced reports should be summarized in the plan so that the general public reading the regional plan will be clear on what information is being presented.</p>
1.5 Regional Service Strategies and Cooperative Agreements	<p>§ The regional plan needs to address how the two boards will coordinate for cohesive services to the regional community and what strategies have been established to do so.</p> <p>§ This section should be rewritten in close coordination with ARS and DSB partners.</p>
1.6 Regional Administrative Cost Arrangements	<p>§ Currently MOUs and RSAs are only developed within an LWDA. Is this region proposing to enter into an MOU and RSA between boards? How will the MOUs be used for regional purposes? Will there be any shared administrative cost to operate the region? If not, how will costs to convene the two boards for joint planning and oversight be handled?</p>
1.7 Provision of Transportation and Other Supportive Services	<p>§ The regional plan needs to address how the two boards will coordinate for cohesive services to the regional community and what strategies have been established to do so; give examples.</p>
1.8 Coordination with Regional Economic Development	<p>§ In order to meet regional workforce needs, it is necessary for the region to coordinate with regional economic development and not leave that up to individual boards. What strategy will be employed to ensure that this happens?</p>
1.9 Regional Performance Negotiation	<p>§ This question was not properly addressed.</p>
Overall Comments	<p>§ This regional plan is not regional in nature, but rather appears to be two individual boards referencing their individual plans. The two boards need to convene as soon as possible to establish regional strategies for coordination of serving jobseekers and businesses within the region. Referral to the individual local plans is unacceptable.</p>

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ Data for Pulaski County needs to be added to the analysis</p> <p>§ Charts are illegible and need to be made clearer or recreated for clarity</p>

	<p>§ 1.4 Training – City of Little Rock Board is mentioned in the Central local plan, gives examples of training—truck driving, welding, etc. which may lead readers to think that training in occupations is limited</p> <p>§ Training Services – the statement that training is funded by WIOA should be removed. Local areas should seek out numerous partners from various funding sources to fund training for jobseekers. Pell funds and other financial aid should be explored prior to funding through WIOA.</p> <p>§ Supportive Services – has a local policy been established and if so, what supportive services will be provided? Business Services – overall this section is disjointed and does not do a good job of communicating to the employer community the services available for businesses. Under assessments and information, mentions assessing for interests, this seems to be a jobseeker service. No mention of CRC or WAGE programs.</p> <p>§ Business Service – Response and Training – does not clearly explain the state/local partnership for rapid response through the Governor’s Dislocated Worker Task Force and does not mention the availability of customized/incumbent worker training for businesses.</p> <p>§ Services to Persons with Disabilities – no mention about accessibility of centers for persons with disabilities, physical and other accommodations. Also, career services must be provided by all partners and not just ARS and DSB. Also, this heading should be changed to Services to Persons with Disabilities to comply with state law and reflect people first language.</p> <p>§ 1.4 SWOT – no mention of partnerships and coordination of programs operated within the area. The SWOT analysis provided reads word for word from other local area plans. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. With the exact same wording used across local plans, this seems to indicate this is a staff product.</p> <p>§ Capacity to Provide Services – does not mention the WIOA core program agencies.</p> <p>§ What is the intent to grow desirable industries, such as IT?</p>
Section 2: Strategic Vision and Goals	<p>§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.</p> <p>§ 2.2 Arkansas Workforce Investment Board reference needs to</p>

	<p>be changed to Arkansas Workforce Development Board</p> <p>§ 2.2 Third bullet – outreach – what outreach strategies will you employ to reach each of the special populations being monitored by DOL? Each should be addressed.</p> <p>§ Give more detail on the “no wrong door approach”</p> <p>§ No mention of services to Veterans</p> <p>§ 2.4 Performance Accountability – how will the local area ensure that training will be provided for occupations within their targeted sectors? How will this be managed by case managers, and how will the eligible training provider list be populated with providers of training within these industries? What exceptions will be made for Registered Apprenticeship training opportunities outside of these seven industries?</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1.A: Should remove the word “of” in the sentence “The Central...has appointed of four standing committees to review, recommend, and provide oversight...” The third sentence from the bottom of p. 29 should read “and Workforce Alliance for Growth in the Economy (WAGE).” The plan does not fully describe the respective roles and functional relationships to one another, especially for core partners. WAGE is a program under adult education. This could be expounded upon for both Rehabilitation Services and Adult Education.</p> <p>§ 3.1.A. DSB is not mentioned as a partner</p> <p>§ Org Chart not all readable and extends off the page</p> <p>§ 3.3 Answer is nonresponsive to the question. How will the local board expand access to employment, training, education, etc. In addition, there is no mention of career pathways and co-enrollment and how the board is going to carry it out and which partners that will be used to meet this objective.</p> <p>§ 3.4.A. For ease of reading, repeat the link to the Leverage report. What information will be sought through the round tables and site visits?</p> <p>§ 3.4.D. Indicates that no clear plan is in place yet.</p> <p>§ 3.5. How will those that seek entrepreneurial training be supported and referred to organizations that can assist?</p> <p>§ 3.7 Only transportation is addressed, what other supportive services will be coordinated?</p> <p>§ 3.9 Guidance has now been provided by the Adult Education program. Please update this section of the plan to state how this review will be carried out.</p> <p>§ 3.10 Sectors – Healthcare is listed as active; however the description does not indicate the activities that have occurred to date and only mentions “partnerships.” Is there a formal industry sector partnership that convenes, or is this being handled informally by staff? If informal, then list this as emerging or exploring. Central Arkansas has a very active construction sector; however, in the plan this sector is reflected as exploring. Please revise or explain.</p>

	<p>§ 3.11 A more detailed explanation of the PROMISE grant should be added including what the acronym stands for.</p> <p>§ Overall lacks specificity and doesn't address the many tools available for serving customers, i.e., CRC, TORQ, etc.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ Does not address the local board's efforts to evaluate the effectiveness and ensure continuous improvement of eligible training providers. This description should also include how they will monitor the effectiveness of the contracted service providers. What will be the process for evaluation and adjustment?</p> <p>§ How will the local board partner with chambers of commerce and industry groups?</p> <p>§ 4.1.E. The statement at this section is incorrect. All core programs are not transitioning to AJL. The State will provide language to be inserted at this section.</p> <p>§ 4.2 Under the heading, Inside the Workforce Center, #3 should be Adult Education—WAGE program. WAGE is a program within the umbrella of Adult Education. TABE should be capitalized.</p> <p>§ 4.2 Describe the detail in WIOA Sec. 108(b)(7)</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities.</p> <p>§ 4.4 Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.4.2 Makes reference to west central Arkansas</p> <p>§ 4.7 What accommodations will be made for Registered Apprenticeship programs that are not in the seven demand industries. RA needs to be addressed as a training option.</p> <p>§ 4.8 Define acronym IEP for clarification.</p> <p>§ The acronyms for JAWS and TRIO should be spelled out and an explanation added as to their benefit to the public.</p>
<p>Section 5: Compliance</p>	<p>§ 5.1 Does not mention an agreement with DSB. No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.3 How will conflicts of interest be eliminated in the competitive procurement process? Also, the local area's plans to competitively select a one-stop operator needs to be included in this section.</p> <p>§ 5.5 Title 1 needs to be changed to Title I, and first agent should be changed to fiscal agent</p> <p>§ 5.6 The dates of public comment need to be added to this section</p> <p>§ 5.7 This section needs to be updated with actual dates that</p>

	each activity was completed as well as comments received
Section 6: Assurances	§ No Comments
Overall Local Plan Comments	<p>§ The term region is used interchangeably with area in the local plan section. This needs to be corrected. Region in the regional plan and area in the local area plan.</p> <p>§ Strategies for serving veterans appears to be missing – no mention of Jobs for Veterans State Grant being a partner.</p> <p>§ Plan did not really address how partners would work collaboratively with employers related to employing people with disabilities.</p>

Overall Comments:

- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.
- § Since Arkansas has not rebranded Arkansas Workforce Centers to American Job Centers, the American Job Center logo needs to read “A proud partner of the American Job Center Network.” The DOL approved format can be located online at: <https://www.dol.gov/ajc/>
- § Recommend having proof readers review both regional and local plan for grammar, punctuation and sentence structure.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>City of Little Rock Workforce Development Area</b>
------------------------	---

**Regional Plan Comments**

NOTE: The City of Little Rock Local Workforce Development Board did not submit a regional plan with their local plan; therefore, the comments below on the regional plan are based on the regional plan submitted by the Central Local Workforce Development Board. The City of Little Rock should include the regional plan with their local plan for public availability.

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<ul style="list-style-type: none"> <li>§ Recommend adopting a region name rather than just referring to two individual areas.</li> <li>§ The reference to the region is inconsistent throughout the regional plan. Sometimes referred to Central Region, sometimes, Central Area and Little Rock Board. This should be consistent throughout.</li> <li>§ Jo Keegan’s name is misspelled.</li> </ul>
1.2 Labor Market and Economic Analysis	<ul style="list-style-type: none"> <li>§ There was no analysis of the regional economy, but rather referred to individual local plans for economic data. The regional plan refers to, “respective regional plans”; however, the only individual plans are local plans. A regional economic analysis should be included.</li> <li>§ Local workforce data was not provided for the region, but rather referred to local plans (respective regional plans).</li> <li>§ There was no regional labor market trend data for the region.</li> <li>§ Workforce Development Activities: The plan should be clear to public readers regarding workforce development activities. Rather than reference WIOA 134(c)(2), the available services should be added to the plan. Expounded information should be added regarding AJL and Discover Arkansas and how to access these “online services” rather than digital services as they are not available offline. All services should be described from all partners.</li> <li>§ Training Services – the statement that training is funded by WIOA should be removed or amended to include other partners programs and other federal/state sources of funding. Local areas should seek out numerous partners from various funding sources to fund training for jobseekers. Pell funds and other financial aid should be explored prior to funding through WIOA.</li> <li>§ Training Services – why are only transportation logistics and healthcare listed. This implies that the region is only going to</li> </ul>

	<p>focus on these two industries.</p> <ul style="list-style-type: none"> <li>§ Supportive Services –the region should determine how they will coordinate supportive services and prevent duplication. Also, information about what supportive services are provided and by whom should be added.</li> <li>§ Business Services – overall this section is disjointed and does not do a good job of communicating to the employer community the services available for businesses. Under assessments and information, mentions assessing for interests, this seems to be a jobseeker service. No mention of CRC or WAGE programs.</li> <li>§ Business Service – Response and Training – Does not clearly describe how the two local areas in the region will coordinate to serve the businesses in the region. Does not clearly explain the state/local partnership for rapid response through the Governor’s Dislocated Worker Task Force and does not mention the availability of customized/incumbent worker training for businesses.</li> <li>§ Services to Persons with Disabilities – no mention about accessibility of centers for persons with disabilities, physical and other accommodations. Also, career services must be provided by all partners and not just ARS and DSB. Also, this heading should be changed to Services to Persons with Disabilities to comply with state law and reflect people first language.</li> <li>§ Educational Levels – The chart is illegible and needs to be made clearer</li> <li>§ Sector Initiatives – on what data were these industries decided upon, add narrative supporting documentation and explanation of tier I and tier II industries. What is the tiers system, will they be developed simultaneously?</li> <li>§ Any reference to vocational rehabilitation services should address services by both Arkansas Department of Career Education – Arkansas Rehabilitation Services as well as Department of Human Services – Division of Services for the Blind. Services to persons with disabilities should be made clearer.</li> <li>§ In regard to services to persons with disabilities, the plan referenced data from 2008, which is almost ten years old. More recent data should be used, if available.</li> <li>§ Under Section D, there is an opportunity to include adult education services and all of the services provided by that program as educational services.</li> <li>§ Overall a lack of information about underserved populations (for instance persons with disabilities) as it relates to employment or representation in the workforce.</li> <li>§ 1.2.D. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully</li> </ul>
--	--

	reflect the Governor’s Executive Order.
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.
1.4 Regional Engagement of Businesses and Other Employers	<p>§ The regional plan needs to address how the two boards will coordinate as a region to serve the business community. There should be a cohesive and coordinated strategy for serving employers that may have locations that reach across LWDA boundaries within the region.</p> <p>§ List and provide examples of regional strategies used to facilitate engagement of business and other employers for the region.</p> <p>§ Any referenced reports should be summarized in the plan so that the general public reading the regional plan will be clear on what information is being presented.</p>
1.5 Regional Service Strategies and Cooperative Agreements	<p>§ The regional plan needs to address how the two boards will coordinate for cohesive services to the regional community and what strategies have been established to do so.</p> <p>§ This section should be rewritten in close coordination with ARS and DSB partners.</p>
1.6 Regional Administrative Cost Arrangements	§ Currently MOUs and RSAs are only developed within an LWDA. Is this region proposing to enter into an MOU and RSA between boards? How will the MOUs be used for regional purposes? Will there be any shared administrative cost to operate the region? If not, how will costs to convene the two boards for joint planning and oversight be handled?
1.7 Provision of Transportation and Other Supportive Services	§ The regional plan needs to address how the two boards will coordinate for cohesive services to the regional community and what strategies have been established to do so; give examples.
1.8 Coordination with Regional Economic Development	§ In order to meet regional workforce needs, it is necessary for the region to coordinate with regional economic development and not leave that up to individual boards. What strategy will be employed to ensure that this happens?
1.9 Regional Performance Negotiation	§ This question was not properly addressed.
Overall Comments	§ This regional plan is not regional in nature, but rather appears to be two individual boards referencing their individual plans. The two boards need to convene as soon as possible to establish regional strategies for coordination of serving jobseekers and businesses within the region. Referral to the individual local plans is unacceptable.

## Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ Good stats, very little analysis. Lack of information about underserved populations (for instance: people with disabilities) as it relates to employment or representation in the workforce.</p> <p>§ Very little specifics about how the statistics guided strategic goals and objectives.</p> <p>§ 1.4 System Services- The plan should be clear to public readers regarding workforce development activities. Rather than reference WIOA 134(c)(2), the available services should be added to the plan.</p> <p>§ Training Services – the statement that training is funded by WIOA should be removed. Local areas should seek out numerous partners from various funding sources to fund training for jobseekers. Pell funds and other financial aid should be explored prior to funding through WIOA.</p> <p>§ Supportive Services – has a local policy been established and if so, what supportive services will be provided? Business Services – overall this section is disjointed and does not do a good job of communicating to the employer community the services available for businesses. Under assessments and information, mentions assessing for interests, this seems to be a jobseeker service.</p> <p>§ Business Service – Response and Training – does not clearly explain the state/local partnership for rapid response through the Governor’s Dislocated Worker Task Force and does not mention the availability of customized/incumbent worker training for businesses.</p> <p>§ Services to Persons with Disabilities – no mention about accessibility of centers for persons with disabilities, physical and other accommodations. Also, career services must be provided by all partners and not just ARS and DSB.</p> <p>§ 1.4 Strengths and weaknesses not present or clear.</p>
Section 2: Strategic Vision and Goals	<p>§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p>
Section 3: Local Area Partnerships and Investment Strategies	<p>§ 3.1.B: Capitalize “A” following the hours of operation. Delete the last sentence, which is actually the requirement for 3.1.C.</p> <p>§ 3.2 The sentence “The State of Arkansas has further defined the division of services for the blind as an additional core program” is an inaccurate statement and should be removed.</p>

	<p>Vocational Rehabilitation Services is administered by two agencies in Arkansas, ARS and DSB.</p> <p>§ 3.3 Not much detail provided. Services to veterans and other special populations should be added. How will the local board expand access to employment, training, education, etc? In addition, there is no mention of career pathways and co-enrollment and how the board is going to carry it out and which partners that will be used to meet this objective.</p> <p>§ 3.4.B: Though mentioned, the strategies are not clearly defined and described.</p> <p>§ 3.4 Explain the tiered system used for sectors</p> <p>§ 3.7 Change Title 1 to Title I. Also, supportive services are different for every program. The plan should address collectively what supportive services are available through all partners and how they will be coordinated to alleviate barriers.</p> <p>§ 3.9 Need to include Appendix E</p> <p>§ 3.9: WIOA Title "II"</p> <p>§ No mention of supportive services provided by ARS or DSB for people with disabilities.</p>
Section 4: Program Design and Evaluation	<p>§ 4.1 How will Registered Apprenticeship be more incorporated into the ETP list?</p> <p>§ 4.1.B. Might also suggest Central Arkansas Library System, which provides internet and computer access.</p> <p>§ 4.1.D. More information needs to be provided that will be clearer to public readers that doesn't rely solely on acronyms from the org chart. Additionally, the physical location of each program should be included, i.e, are they located within the center or externally?</p> <p>§ 4.1.E. Not all partners utilize AJL. The State will provide language to be inserted in this section.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.6 "Customer(s) have been interviewed..."</p>
Section 5: Compliance	<p>§ 5.1 Do not see referenced VR cooperative service agreement. ARS should read Arkansas Rehabilitation Services rather than Rehabilitative. No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.4 The statement "The primary implications...recent years" doesn't make sense to reviewer and needs clarification. What is the primary implication specifically?</p> <p>§ 5.5 The review of performance indicators would not indicate performance or effectiveness for the fiscal agent. How will the</p>

	local board measure the performance and effectiveness of the fiscal agent? § 5.7.B. Update needed for public comments received
Section 6: Assurances	§ No Comments
Overall Comments	§ Remove acronyms that do not have their meaning spelled out to make the plan clearer to public readers.

Overall Comments:

- § Since Arkansas has not rebranded Arkansas Workforce Centers to American Job Centers, the American Job Center logo needs read “A proud partner of the American Job Center Network” and needs to be added to the cover page of the plan. The DOL approved format can be located online at: <https://www.dol.gov/ajc/>
- § The Arkansas Workforce Center logo should be added to the cover page of the plan
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Eastern Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<ul style="list-style-type: none"> <li>§ 1.1.F. Recommend listing which dates are with which groups.</li> <li>§ Act 98 of 2011 requires people first language. Change all references to persons with disabilities.</li> </ul>
1.2 Labor Market and Economic Analysis	<ul style="list-style-type: none"> <li>§ Good stats, very little analysis. Good information about services to people with disabilities.</li> <li>§ A reduction in labor force is mention in the statistics, but no explanation of why. Why was this notable, and what are the underlying causes? Do you anticipate a continued decline, and if so, how will you address that in your workforce development strategies?</li> <li>§ 1.2 the word possible is missing at the end of sentence that reads, "...made growth and progress."</li> <li>§ 1.2.D. There is an opportunity under Workforce Development Activities to include and describe adult education services that prepare individuals for the workforce.</li> <li>§ 1.2.D. Business services – mentions statewide activities, but needs to be region specific. Also, there is no mention as to how business services will be coordinated between WIOA partners. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order.</li> <li>§ 1.2.D. Incorrect references Eastern Arkansas Certified Development Company as the WIOA Title I Service provider. Should be Workforce Development Board of Eastern Arkansas. Should add the word WIOA in front of Title I for clarity.</li> <li>§ 1.2.D. Arkansas Department of Correction, rather than Corrections</li> <li>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</li> <li>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found?</li> <li>§ 1.2.D. Services to Disabled Persons – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider.</li> <li>§ 1.2.F. Explain what ADTEC is for public readers. Mayer and</li> </ul>

	Mayer should read Maher and Maher. Rather than use 12 months or so, specify months and years, since this will be a four-year plan. Which 12 months are being referenced? Why were these sectors chosen and why were healthcare omitted when it is the largest sector in your region?
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ Explain ADTEC and CTE. The ADAPT model should be incorporated into the goals section. § ADAPT should be articulated more and made clearer to the general public. § Any reference to outside documents/reports should be summarized in the plan.
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ What data supports the decision to choose these sectors when data supports others like healthcare, retail?</p> <p>§ Services to Persons with Disabilities – Arkansas Department of Career Education <u>AND</u> ARS, they are the same agency. DSB not mentioned as VR provider until later.</p> <p>§ 1.4 The SWOT analysis provided reads word for word from other local area plans. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. With the exact same wording used across local plans, this seems to indicate this is a staff product. No mention of partnerships and coordination of programs</p>

	<p>operated within the area.</p> <p>§ Include partner agencies/services under the “Activities” section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>
Section 2: Strategic Vision and Goals	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.2 Non-responsive</p> <p>§ 2.4 Effectiveness in serving employers not addressed.</p>
Section 3: Local Area Partnerships and Investment Strategies	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question.</p> <p>§ 3.4.A This answer is not clear and difficult to read at times. What strategies will be used to engage employers? Do not use acronyms, which may confuse public readers. Mayer and Mayer should read Maher and Maher.</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this?</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.5 How will individuals that are interested in starting their own business be supported and assisted? What training is available and how will it be offered?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included.</p> <p>§ 3.11 A brief description of the additional funding is not included.</p>
Section 4: Program Design and Evaluation	<p>§ 4.1.C How will you ensure compliance with WIOA Section 188? MAGic should be included in addition to JAWS. Spell out</p>

	<p>acronyms and what benefit they provide to the public.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.5 Mayer should be Maher</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail.</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings</p> <p>§ 5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ No comments.</p>
Overall Comments	<p>§ No mention of Registered Apprenticeships</p> <p>§ No mention of serving special populations and outreach to those populations</p>

Overall Comments:

- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Since Arkansas has not rebranded Arkansas Workforce Centers to American Job Centers, the American Job Center logo needs read “A proud partner of the American Job Center Network” and needs to be added to the cover page of the plan. The DOL approved format can be located online at: <https://www.dol.gov/ajc/>
- § The Arkansas Workforce Center logo should be added to the cover page of the plan
- § Performance Chart - remove youth as a reportable category under Median Earnings measure

- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>North Central Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<ul style="list-style-type: none"> <li>§ Identify the key planning committee members charged with drafting the regional plan.</li> <li>§ How was the planning committee involved in the development of the plan as they only met one time?</li> <li>§ Page 8, it is noted that the local board manages the workforce centers. This is not a role of the board. This statement should be reworded.</li> <li>§ Last sentence, page 8, should read respective center rather than perspective center.</li> </ul>
1.2 Labor Market and Economic Analysis	<ul style="list-style-type: none"> <li>§ 1.2.D. Workforce Development Activities - The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed.</li> <li>§ 1.2.D. Business services – mentions statewide activities, but needs to be region specific. Also, there is no mention as to how business services will be coordinated between WIOA partners.</li> <li>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</li> <li>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</li> <li>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities?</li> <li>§ 1.2.F. Rather than use 12 months or so, specify months and years, since this will be a four-year plan. Which 12 months are being referenced?</li> </ul>
1.3 Vision and Strategic Goals	<ul style="list-style-type: none"> <li>§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals</li> </ul>

	must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	<p>§ Who or what is being referred to by the use of the term “WIOA” as in “WIOA coordinates...” WIOA is legislation and includes multiple programs. Are you referring to Title I, and if so, what about the other core and non-core partners?</p> <p>§ Provide additional information about the employer survey. How many were surveyed? What was the response rate? What was the method of survey? What were the results?</p> <p>§ How have you worked with employer groups in the past such as Chambers of Commerce, etc.?</p>
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ Page 20, data for educational and manufacturing sectors was not include although it was referenced in the regional plan as targeted sectors.</p> <p>§ 1.2 Add more detail about the employer survey results.</p> <p>§ 1.4 Add information about ARS and DSB service locations.</p> <p>§ Services to Persons with Disabilities –DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that it doesn’t reflect that it is the sole responsibility of DSB. Heading needs to be changed to Services to Persons with Disabilities to reflect people first language.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>
Section 2: Strategic Vision and Goals	§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The

	<p>region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question. Do not use acronyms.</p> <p>§ 3.4.A strategies will be used to engage employers? What outcomes have been accomplished by the business service team formed in October 2016? Who is represented on the team?</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.4.D. The information provided is non-responsive.</p> <p>§ 3.5 Is the entrepreneurial training on the ETP list or is there some other referral process?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 What are the planned activities for exploration?</p> <p>§ 3.11 A brief description of the additional funding needs additional detail.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1.A. Continue improvement should be changed to continuous improvement.</p> <p>§ 4.1.C How will you ensure compliance with WIOA Section 188? MAGIC should be included in addition to JAWS software.</p> <p>§ 4.1.D. page 43 – Trade Reemployment Assistance should read Trade Readjustment Assistance.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce Transition. BR&amp;T is a function of the Task Force, not a separate division.</p>

	<p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.5 The statement, "The board should carry out..." should be changed to a direct action statement.</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer's demand/need for training? This section needs more detail.</p> <p>§ 4.8 WIOA funds should be not be the sole source of funding for training. What about other partners and other funding sources?</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings</p> <p>§ 5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ No comments.</p>
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § For ease of reading, insert the planning guidance questions into the plan.
- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.
- § Any reference to outside documents/reports should be summarized in the plan.

- § Since Arkansas has not rebranded Arkansas Workforce Centers to American Job Centers, the American Job Center logo needs read “A proud partner of the American Job Center Network” and needs to be added to the cover page of the plan. The DOL approved format can be located online at: <https://www.dol.gov/ajc/>
- § The Arkansas Workforce Center logo should be added to the cover page of the plan

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Northwest Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	§ Identify the key planning committee members charged with drafting the regional plan.
1.2 Labor Market and Economic Analysis	<p>§ 1.2.D. Workforce Development Activities - The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed.</p> <p>§ 1.2.D. Business services – mentions statewide activities, but needs to be region specific. Also, there is no mention as to how business services will be coordinated between WIOA partners.</p> <p>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</p> <p>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities?</p> <p>§ 1.2.F. Mayer and Mayer should read Maher and Maher. Rather than use 12 months or so, specify months and years, since this will be a four-year plan. Which 12 months are being referenced?</p>
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of	§ No comment.

Businesses and Other Employers	
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ 1.1 The information was not responsive to the question. An analysis of economic conditions needs to be added including the employment needs of employers in targeted industries and occupations. Do not refer to Regional Plan for data.</p> <p>§ Mayer and Mayer should be Maher and Maher</p> <p>§ 1.2 Please add more detail about the needed knowledge and skills for the targeted industries.</p> <p>§ Services to Persons with Disabilities – Arkansas Department of Career Education <u>AND</u> ARS, they are the same agency. DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that it doesn't reflect that it is the sole responsibility of DSB. Heading needs to be changed to Services to Persons with Disabilities to reflect people first language.</p> <p>§ 1.4 The SWOT analysis provided reads word for word from other local area plans. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. With the exact same wording used across local plans, this seems to indicate this is a staff product. No mention of partnerships and coordination of programs operated within the area.</p> <p>§ Under Challenges, give examples of duplication of workforce development efforts and major wastes of resources.</p> <p>§ Include partner agencies/services under the "Activities" section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>

<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question.</p> <p>§ 3.4.A strategies will be used to engage employers? Mayer and Mayer should read Maher and Maher.</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this?</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included.</p> <p>§ 3.11 A brief description of the additional funding is not included.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1.A. Act 852 of 1025 should be 2015.</p> <p>§ 4.1.C How will you ensure compliance with WIOA Section 188? MAGIC should be included in addition to JAWS. Spell out acronyms and what benefit they provide to the public. Change visually impaired individuals to individuals that are visually impaired to reflect people first language.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce</p>

	<p>Transition. BR&amp;T is a function of the Task Force, not a separate division.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.5 Mayer should be Maher</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail.</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings</p> <p>§ 5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ No comments.</p>
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § For ease of reading, insert the planning guidance questions into the plan.
- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Southeast Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<p>§ Was a representative of Adult Education not included in the development of the plan? List the agency or business of the planning committee members. List the dates of the committee meetings.</p>
1.2 Labor Market and Economic Analysis	<p>§ 1.2.D. Workforce Development Activities – Change Department of Human Services, and Division of Services for the Blind to Department of Human Services, Division of Services for the Blind. The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed as to their locations and services.</p> <p>§ 1.2.D. Business services – There is no mention as to how business services will be coordinated between WIOA partners.</p> <p>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</p> <p>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities? Heading should be changed to Services to Persons with Disabilities to reflect person first language. See overall notes on last page.</p> <p>§ 1.2.E and F. Educational Attainment and Sector Initiatives are reversed in the plan.</p> <p>§ 1.2.E. Provide educational and skill level data for all counties in the region.</p> <p>§ 1.2.F. What activities have already happened or are planned to implement sector strategies? More detail is needed.</p>
1.3 Vision and Strategic Goals	<p>§ It is fine for local areas and regions to adopt the overarching</p>

	four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ Who is "WIOA" in the reference in this section? How will businesses and employers be engaged? Leaving a packet of information is not engagement.
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section. How will services be coordinated amongst all partners? What supportive services are available in the region?
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing? What groups are you working with to date? Provide a brief summary or examples of some of the services that have been provided in conjunction with economic regions. Describe specific strategies that will be employed. More detail is needed in this section.
1.9 Regional Performance Negotiation	§ The statement included in this section is not true. Local performance measures were approved by the State Board on October 11, 2016. Please update your plan accordingly.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ 1.1 Provide an analysis of the economic data provided in the plan.</p> <p>§ 1.2 The bar chart on page seven does not have a scale to which it is measured. The title on the 2012 middle skill jobs chart is not displaying properly. Please add more detail about the needed knowledge and skills for the targeted industries.</p> <p>§ 1.4 Change Department of Human Services, and Division of Services for the Blind to Department of Human Services, Division of Services for the Blind. The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed as to their locations and services.</p> <p>§ 1.4 Services to Persons with Disabilities – Arkansas Department of Career Education <u>AND</u> ARS, they are the same agency. DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that</p>

	<p>it doesn't reflect that it is the sole responsibility of DSB. Heading needs to be changed to "Services to Persons with Disabilities" to reflect people first language.</p> <p>§ 1.4 An analysis of the strengths and weaknesses of services was not included in the local plan. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given. What is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ Include partner agencies/services under the "Activities" section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>
<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ Section 2 questions are mis-numbered. Question 2.2 isn't numbered, 2.3 is mislabeled as 2.2 and so forth.</p> <p>§ 2.4 (currently labeled 2.3) Effectiveness in serving should be addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described. Services to the Disabled Committee needs to be reworded in people first language. The org chart should start with the Governor and State Board.</p> <p>§ 3.2 Answer was non-responsive to the question.</p> <p>§ 3.4.A strategies will be used to engage employers? Describe the business service team and its membership. How are all partners included and involved?</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this?</p> <p>§ 3.4.C. How will you work with Chambers of Commerce and other business organizations in your area? How are you already coordinating or partnering with them?</p> <p>§ 3.5 More detail needed. How have you worked with interested participants in the past?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with</p>

	<p>disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included. If active, what activities have already been done, what outcomes? For exploring, what are the planned activities?</p> <p>§ 3.11 A brief description of the additional funding should be included, including the meaning of the acronym. Disabled youth should be changed to people first language.</p>
Section 4: Program Design and Evaluation	<p>§ 4.1.A. The response does not adequately address the question. No mention of how service providers will be evaluated for continuous improvement.</p> <p>§ 4.1.C What are the planned activities to ensure compliance with WIOA Section 188? What resources do you have in your centers to make them more accessible to persons with disabilities?</p> <p>§ 4.1.D. The response does not adequately provide the names of all programs present in the centers and locations. All core and non-core programs should be listed. The plan mentions VWAP as partner, but not the Jobs for Veterans State grant as a partner, which is currently located in the Pine Bluff Workforce Center. No mention of TANF.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce Transition. BR&amp;T is a function of the Task Force, not a separate division.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.8 This section needs more detail. How will sectors identified by the local board drive investment in workforce training?</p> <p>§ Very little mention of Registered Apprenticeship as a viable workforce development career option in this section.</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements</p>

	<p>as well as facilitating compliance.</p> <p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings. Update the plan with performance targets approved by the State Board in October 2016.</p> <p>§ 5.6-5.7 Update with actual dates and activities of public comment. Were any comments received?</p>
Section 6: Assurances	§ No comments.
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § For ease of reading, insert the planning guidance questions into the plan.
- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Southwest Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	§ Identify the key planning committee members charged with drafting the regional plan.
1.2 Labor Market and Economic Analysis	<p>§ 1.2.D. Workforce Development Activities - The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed.</p> <p>§ 1.2.D. Business services – mentions statewide activities, but needs to be region specific. Also, there is no mention as to how business services will be coordinated between WIOA partners.</p> <p>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</p> <p>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities? The heading needs to be changed to Services to Persons with Disabilities to reflect person first language. See notes on last page.</p> <p>§ 1.2.E. The bar chart does not have a scale. Is that actually 0, 50, 1,000 or is that based on number of hundreds or thousands?</p> <p>§ 1.2.F. The Projected Employment Opportunities list does not provide the sectors that the region will focus on for workforce development purposes as it reflects all industries with occupations in demand. Please describe the activities conducted by the region to implement sector partnerships and strategies.</p>
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching

	four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ How will businesses and employers be engaged? Leaving a packet of information is not engagement.
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ 1.1 Provide an analysis of the data presented.</p> <p>§ 1.2 Please add more detail about the needed knowledge and skills for the targeted industries.</p> <p>§ Page eight, the skill level chart is the same, both are for 2022.</p> <p>§ Services to Persons with Disabilities – Arkansas Department of Career Education <u>AND</u> ARS, they are the same agency. DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that it doesn't reflect that it is the sole responsibility of DSB. Heading needs to be changed to Services to Persons with Disabilities to reflect people first language.</p> <p>§ 1.4 Division of Services for the Blind should read Department of Human Services, Division of Services for the Blind</p> <p>§ Under Challenges, give examples of duplication of workforce development efforts and major wastes of resources. Same comments for Services to Persons with Disabilities, Business Services, and Supportive Services as regional plan.</p> <p>§ Include partner agencies/services under the "Activities" section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>

<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.1 The Governor needs to be added to the org chart.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services? All core and non-core partners should be addressed.</p> <p>§ 3.3 Answer is non-responsive to the question.</p> <p>§ 3.4.A. What strategies will be used to engage employers? Mayer and Mayer should read Maher and Maher.</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this?</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1 Non-core partners need to be addressed as well as serving of special populations.</p> <p>§ 4.1.C.- D. DSB not included in response.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce Transition. BR&amp;T is a function of the Task Force, not a separate division.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment</p>

	<p>transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail.</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings</p> <p>§ 5.6-5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ The following numbers were not checked. Please give a reason, and if those items have not been completed, provide a timeline for each one.</p> <ul style="list-style-type: none"> <li>○ 6.7, 6.28, 6.29</li> </ul>
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § Add cover page to plan with Arkansas Workforce Center logo and American Job Center tagline.
- § For ease of reading, insert the planning guidance questions into the plan.
- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>West Central Arkansas Workforce Development Area</b>
------------------------	---

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	§ Identify the key planning committee members charged with drafting the regional plan.
1.2 Labor Market and Economic Analysis	<p>§ 1.2.A. Page four, a bubble chart is referenced, but not included.</p> <p>§ 1.2.D. Workforce Development Activities – Change Department of Human Services, and Division of Services for the Blind to Department of Human Services, Division of Services for the Blind. The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed as to their locations and services.</p> <p>§ 1.2.D. Business services – There is no mention as to how business services will be coordinated between WIOA partners.</p> <p>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</p> <p>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities?</p> <p>§ 1.2.F. The Projected Employment Opportunities list does not provide the sectors that the region will focus on for workforce development purposes as it reflects all industries with occupations in demand. Please describe the activities conducted by the region to implement sector partnerships and strategies.</p>
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region

	should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ How will businesses and employers be engaged? Leaving a packet of information is not engagement.
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

**Local Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ Mayer and Mayer should be Maher and Maher</p> <p>§ 1.2 Please add more detail about the needed knowledge and skills for the targeted industries.</p> <p>§ Services to Persons with Disabilities – Arkansas Department of Career Education <u>AND</u> ARS, they are the same agency. DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that it doesn't reflect that it is the sole responsibility of DSB. Heading needs to be changed to Services to Persons with Disabilities to reflect people first language.</p> <p>§ 1.4 An analysis of the strengths and weaknesses of services was not included in the local plan. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given. What is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ Include partner agencies/services under the section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>

<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question.</p> <p>§ 3.4.A What strategies will be used to engage employers?</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this? The answer provided does not address the question.</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.4.D. Does not address that UI is co-located and how services are coordinated.</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included.</p> <p>§ 3.11 A brief description of the additional funding should be included. What does PROMISE stand for and more about the program.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1.A. More details should be added.</p> <p>§ 4.1.C How will you ensure compliance with WIOA Section 188? What accessibility software is available in the center?</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce Transition are incorrect. BR&amp;T is a function of the Task Force,</p>

	<p>not a separate division.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED. Spell out FAFSA.</p> <p>§ 4.5 It is commendable to coordinate with two-year colleges; however, there is concern that all information regarding needs of employers should not come from a secondary source. How will the local board determine needs of employers?</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail. How will sectors identified by the local board drive investment in workforce training?</p>
Section 5: Compliance	<p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements.</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings. Local measures were approved by the Arkansas Workforce Development Board on October 11, 2017. Please update.</p> <p>§ 5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ The following numbers were not checked. Please give a reason, and if those items have not been completed, provide a timeline for each one.</p> <ul style="list-style-type: none"> <li>○ 6.6, 6.8, 6.21, 6.27, 6.28</li> </ul>
Attachments	<p>§ RP Attachment B – this should be attachment to both plans and needs to be completed with the final targets.</p> <p>§ LP Attachment A – The organizational chart should start with the Governor, include the state board, and the board should show as reportable to the chief elected officials, not equal to them.</p>
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § Add the Arkansas Workforce Center logo to the plan cover.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.

- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Western Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	<ul style="list-style-type: none"> <li>§ Identify the key planning committee members titles and organizations that were charged with drafting the regional plan.</li> </ul>
1.2 Labor Market and Economic Analysis	<ul style="list-style-type: none"> <li>§ 1.2.D. Workforce Development Activities - The Arkansas Department of Career Education, Arkansas Rehabilitation Services and Department of Human Services, Division of Services for the Blind locations were not addressed.</li> <li>§ 1.2.D. Business services – mentions statewide activities, but needs to be region specific. Also, there is no mention as to how business services will be coordinated between WIOA partners.</li> <li>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</li> <li>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</li> <li>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities? Also, please change heading to Services to Persons with Disabilities to reflect people first language. See notes on last page.</li> <li>§ 1.2.F. Mayer and Mayer should read Maher and Maher. Rather than use 12 months or so, specify months and years, since this will be a four-year plan. Which 12 months are being referenced?</li> </ul>
1.3 Vision and Strategic Goals	<ul style="list-style-type: none"> <li>§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the</li> </ul>

	next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ No comment.
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based on? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ The provided answer does not describe how this will be coordinated. More detail is needed in this section.
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ 1.1 The information was not responsive to the question. An analysis of economic conditions needs to be added including the employment needs of employers in targeted industries and occupations. Do not refer to Regional Plan for data. Mayer and Mayer should be Maher and Maher</p> <p>§ 1.2 Please add more detail about the needed knowledge and skills for the targeted industries. The sentence following the chart should read..."including those in one or more of the following..."</p> <p>§ 1.2.D. The description of Adult Education should include that those who have not yet completed a high school diploma or its equivalent are also served.</p> <p>§ 1.3 Do not refer to the Regional Plan for data. Please provide an analysis of the local workforce as requested.</p> <p>§ Services to Persons with Disabilities –DSB not mentioned as VR provider until later. Wording for Executive Order 10-17 needs to be revised so that it doesn't reflect that it is the sole responsibility of DSB. Heading needs to be changed to Services to Persons with Disabilities to reflect people first language. Address the same comments for supportive services, business services, and LMI portal as from regional plan.</p> <p>§ 1.4 The SWOT analysis provided reads word for word from other local area plans. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private</p>

	<p>sector members. With the exact same wording used across local plans, this seems to indicate this is a staff product. No mention of partnerships and coordination of programs operated within the area. There should be inclusion of training opportunities provided by Adult Education and other partners as well.</p> <p>§ Under Challenges, give examples of duplication of workforce development efforts and a drain on resources.</p> <p>§ Include partner agencies/services under the "Activities" section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>
<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. These should be board developed and not staff driven.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question.</p> <p>§ 3.4.A. More detail needed.</p> <p>§ 3.4.B. How do you know the needs of businesses and how did you learn this?</p> <p>§ 3.4.C. How will you work with the organizations listed? How are you already coordinating or partnering with them?</p> <p>§ 3.7 How are the provision of supportive services coordinated among partners? What supportive services are provided by each partner? Who are the optional partners? No mention of supportive services provided by ARS or DSB for people with disabilities.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. If emerging, activities and a leader have already been established. This information should be included.</p> <p>§ 3.11 A brief description of the additional funding is not included and meaning of acronyms.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1.A. Act 852 of 1025 should be 2015.</p> <p>§ 4.1.C How will you ensure compliance with WIOA Section 188?</p>

	<p>MAGic should be included in addition to JAWS. Spell out acronyms and what benefit they provide to the public. Change visually impaired individuals to individuals that are visually impaired to reflect people first language.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. References the Governor’s Dislocated Worker Task Force division of Business Retention &amp; Workforce Transition. BR&amp;T is a function of the Task Force, not a separate division.</p> <p>§ 4.4 Does not list any evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers can assist 16-17 year-olds that are waived out of high school with earning their GED.</p> <p>§ 4.5 Mayer should be Maher</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail.</p> <p>§ Fort Chaffee Joint Maneuver Training Center is located in Western Arkansas, but area does not list efforts to serve veterans.</p>
Section 5: Compliance	<p>§ 5.1 No mention about the role of the local rehabilitation committee to provide oversight of the cooperative agreements as well as facilitating compliance.</p> <p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 Address how the local board will prevent conflict of interest in their competitive procurements</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings</p> <p>§ 5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	<p>§ No comments.</p>
Overall Comments	<p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p>

Overall Comments:

- § Add Arkansas Workforce Center logo to the plan cover.
- § For ease of reading, insert the planning guidance questions into the plan.

- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

State of Arkansas  
 Workforce Innovation and Opportunity Act  
 Comments on Regional/Local Plan

<b>Local Area Name</b>	<b>Northeast Arkansas Workforce Development Area</b>
------------------------	--

**Regional Plan Comments**

Plan Section	Comments (If no comments, insert No Comments)
1.1 Identification of Area	§ Identify the key planning committee members charged with drafting the regional plan.
1.2 Labor Market and Economic Analysis	<p>§ 1.2 Suggest sorting occupational growth chart by percent of growth. ADWS LMI staff will provide updated LMI data for Northeast area.</p> <p>§ 1.2.D. Workforce Development Activities – Change America’s Workforce Network to America’s Job Center Network. Arkansas Career Education should read Arkansas Department of Career Education. Don’t use acronyms across questions. More information should be provided about the partners and services that they provide.</p> <p>§ 1.2.D. Business services – There is no mention as to how business services will be coordinated between WIOA partners.</p> <p>§ 1.2.D. The Discover Arkansas LMI portal is referenced but no description of the benefits of the portal are given.</p> <p>§ 1.2.D. Supportive Services – what is the local policy on supportive services and if not included in the local plan, where can it be found? What supportive services does each partner provide?</p> <p>§ 1.2.D. Services to Persons with Disabilities – attaining employment should read obtaining employment. The first sentence states ARS provides VR in Arkansas; however, DSB also is a VR provider. The Governor’s Executive Order 10-17 is not limited to DSB coordination. This sentence needs to be revised to fully reflect the Governor’s Executive Order. Also, the study referenced is from 2008. Do you have any more recent data regarding employment for persons with disabilities?</p> <p>§ 1.2.F. The Projected Employment Opportunities list does not provide the sectors that the region will focus on for workforce development purposes as it reflects all industries with occupations in demand. Please describe the activities conducted by the region to implement sector partnerships and strategies.</p>
1.3 Vision and Strategic Goals	§ It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region

	should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. The region is to be commended for choosing locally specific objectives; however, it appears that the objectives included in the plan are activities that have already been completed. The local board should identify new objectives which demonstrate a focus on continuous improvement and that will assist the region/local area/state in meeting the four goals listed over the next four years.
1.4 Regional Engagement of Businesses and Other Employers	§ How will businesses and employers be engaged? How are you going to coordinate with employers? How will you seek feedback from your employer community?
1.5 Regional Service Strategies and Cooperative Agreements	§ On what are the regional workforce development strategies based? What is the need in your respective area?
1.6 Regional Administrative Cost Arrangements	§ This section should be updated considering data included in TEGL 17-16.
1.7 Provision of Transportation and Other Supportive Services	§ What information is provided in the resource manual? Does it only cover ARS services or all core and non-core partners?
1.8 Coordination with Regional Economic Development	§ What levels of coordination are already in place and existing. What groups are you already working with? How are you working with these groups to date? More detail is needed in this section.
1.9 Regional Performance Negotiation	§ No comment.

### Local Plan Comments

Plan Section	Comments (If no comments, insert No Comments)
Section 1: Workforce and Economic Analysis	<p>§ 1.1 The link provided to IEA data does not take the public reader to information about NE Arkansas, but rather to a generic site for information about the State.</p> <p>§ 1.2 Please add more detail about the needed knowledge and skills for the targeted industries.</p> <p>§ 1.3 Please include information on barriers to employment in the local area. How will you address barriers to employment for persons with disabilities?</p> <p>§ 1.4 An analysis of the strengths and weaknesses of services was not included in the local plan. A SWOT analysis should be specific to the local area and their specific strengths, weaknesses, etc. This should be included and discussed during strategic planning with the local board and input received from private sector members. Information should be provided on the partners and their services and educational providers in the area. What is the local policy on supportive services and if not included in the local plan, where can it be found? What</p>

	<p>supportive services does each partner provide?</p> <p>§ Include partner agencies/services under the section.</p> <p>§ There is an opportunity to include and describe adult education services that prepare individuals for the workforce.</p>
<p>Section 2: Strategic Vision and Goals</p>	<p>§ 2.1 It is fine for local areas and regions to adopt the overarching four state goals; however, the objectives to reach those goals must be specific to the region and local area. The region should identify 3-5 objectives, which are specific and measurable, which can be implemented by the region over the next four years. The region is to be commended for choosing locally specific objectives; however, it appears that the objectives included in the plan are activities that have already been completed. The local board should identify new objectives which demonstrate a focus on continuous improvement and that will assist the region/local area/state in meeting the four goals listed over the next four years.</p> <p>§ 2.4 Effectiveness in serving employers is not addressed.</p>
<p>Section 3: Local Area Partnerships and Investment Strategies</p>	<p>§ 3.1 The respective roles and functional relationships were not described. A description of the local workforce development system was not included.</p> <p>§ 3.2 For the public reader, more specificity should be included regarding partners. Also, how will the local board work with the entities carrying out these services?</p> <p>§ 3.3 Answer is non-responsive to the question. How will the local board expand access to employment, training, education and supportive services? Who is "WIOA" when referenced in the plan? If referencing Title I, all partners should be addressed.</p> <p>§ 3.4.A What strategies will be used to engage employers for sector strategies?</p> <p>§ 3.4.B. Meeting performance indicates individual success but not necessarily that the local area has met employer needs. How will the partners coordinate for provision of business services? How will you learn what businesses need?</p> <p>§ 3.4.C. What outcomes have come from adding Chambers of Commerce to your partner meetings?</p> <p>§ 3.5 More information is needed. What training is available in the area? What is the referral process to that training? What support organizations are available for small businesses for referral purposes?</p> <p>§ 3.7 Do the resource manuals provide information on all partners? Doesn't adequately describe efforts to coordinate supportive services nor does it talk about the supportive services that are available from each partner.</p> <p>§ 3.9 This section should be updated with the process now identified for review of adult education applications. Remove reference to individual names, and use only titles and</p>

	<p>organizations of those individuals.</p> <p>§ 3.10 A description of the activities to date should be added to this section. How do the industries chosen tie back to the data provided earlier in the plan?</p> <p>§ 3.11 A brief description of the additional funding should be included. What does PROMISE stand for and more about the program.</p>
<p>Section 4: Program Design and Evaluation</p>	<p>§ 4.1.A. More details should be added. How are the tools used and how will they ensure continuous improvement?</p> <p>§ 4.1.C How will you ensure compliance with WIOA Section 188? What accessibility software is available in the center? How is this coordinated with partners? Remove reference to individual by name and list by organization and title.</p> <p>§ 4.1.D. All service locations need to be addressed of all partners. DSB was not included. Many non-core programs were not listed.</p> <p>§ 4.1.E. The State will provide language to insert into this section.</p> <p>§ 4.2 Need to include list of services and examples.</p> <p>§ 4.3 Who is “Northeast” in the reference in the first sentence? Need to include Shared Work opportunities and Work Opportunity Tax Credits. Layoff aversion needs more articulation. More detail needed. State Dislocated Worker Task Force needs to be changed to Governor’s Dislocated Worker Task Force.</p> <p>§ 4.4 Does not list evaluation criteria for pre-employment transition services to students with disabilities. It also does not show any criteria for supportive employment for youth with disabilities. Consider adding adult education centers as they can assist 16-17 year-olds that are waived out of high school with earning their GED. Spell out FAFSA.</p> <p>§ 4.5 Mayer and Mayer should be Maher and Maher. The role of the April 2016 training was not focused on core strategies for serving the employers and people of the community. The training was for local board members to clearly understand their role and ensure that boards are strategic in nature rather than tactical. Please revise this section.</p> <p>§ No mention of Registered Apprenticeship as a viable workforce development career option in this section.</p> <p>§ 4.6 Doesn’t adequately describe how the training will be provided.</p> <p>§ 4.7-4.8 – How will provisions be made to accommodate a single employer’s demand/need for training? This section needs more detail. How will sectors identified by the local board drive investment in workforce training?</p>
<p>Section 5: Compliance</p>	<p>§ 5.2 Add contact information for the organization.</p> <p>§ 5.3 The process to be used is not described. Also, address how the local board will prevent conflict of interest in their</p>

	<p>competitive procurements.</p> <p>§ 5.4 Remove youth as a reportable category under Median Earnings.</p> <p>§ 5.5 How is the information listed in 5.5 used by the board to measure performance and effectiveness?</p> <p>§ 5.6-5.7 Update with actual dates and activities of public comment</p>
Section 6: Assurances	§ No comments
Overall Comments	<p>§ TANF not mentioned in the plan as well as several other non-core programs.</p> <p>§ Use of Registered Apprenticeships to prepare jobseekers should be addressed in the plan</p> <p>§ Strategies for serving special populations and outreach to those populations should be added</p> <p>§ The plan reads to be very WIOA Title I focused rather than a comprehensive plan representing all partners. Please work with your partner agencies to incorporate their input to make the plan represent all core and non-core partners.</p>

Overall Comments:

- § Have proofreader review for grammar, punctuation, sentence structure, and proper capitalization.
- § Add the Arkansas Workforce Center logo to the plan cover.
- § Add the American Job Center tagline to the plan cover. Since Arkansas has not rebranded Arkansas Workforce Centers to American Job Centers, the American Job Center logo needs read "A proud partner of the American Job Center Network" and needs to be added to the cover page of the plan. The DOL approved format can be located online at: <https://www.dol.gov/ajc/>
- § What specific involvement did the local board have in the development of this plan?
- § Any reference to outside documents/reports should be summarized in the plan.
- § Performance Chart - remove youth as a reportable category under Median Earnings measure
- § Adhere to Arkansas Act 98 of 2011 for people first language when referring to Individuals with Disabilities. This should be revised throughout the plan. The State will be revising their planning guidance and state plan accordingly.
- § Acronyms should be spelled out for clarity to the public that may not be familiar with their meaning.

# 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.

<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.	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<b>Board Bylaws:</b> Develop the State Plan.	1.1 Develop the state plan.	1.1 Submit the PY 2016 – PY 2019 state plan to the federal agencies on April 1, 2016.	COMPLETED – Plan federally approved on June 27, 2016.
		1.2 Implement the state plan plan.	1.2 Implement the state plan during July 1, 2016 – June 30, 2020.	The state plan became effective on July 1, 2016.  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.
		1.3 Modify the state plan.	1.3 Modify the state plan every two years. Next modification due by June 30, 2018.	

e o a r d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<p><b>Board Bylaws:</b> Review of Statewide Policies</p>	<p>1.1 Review statewide policies, of statewide programs, and recommend actions that should be 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>1.1 Review statewide policies as they are needed and developed.</p>	<p>1.1 Ongoing and progressing well. The WIOA Roundtable Policy Committee continues to 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>1.2 Guidance for the allocation of one-stop center infrastructure funds to include the appropriate roles and contributions of entities</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>

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>carrying out one-stop partner programs with the workforce center system.</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 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</p>

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				workforce development boards.
	<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.		<p>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.</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. This project will assist in determining overlaps and duplications. A convening is being organized and will be held in February, March or April 2017.</p>
		1.2 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	1.1 Sector Strategies guidance draft will be provided for consideration by the SPC committee at the January 2017 meeting.	<p>1.1 On January 10, 2017 the SPC approved a policy regarding sector strategies.</p> <p>October 2016 Update: A meeting of 250 partners from the core and non-core partner programs was held</p>

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment;</p>		<p>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 service, innovation and service design, and systems integration and high quality staffing.</p>
		1.3 The development of		1.3 The ADWS hosted five

e o a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>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>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, 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</p>

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				April 11, 2017.
		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;		1.4 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 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.
		1.5 The identification of regions, including planning regions, after consultation with local boards and chief elected officials;	Complete	Complete – Regions established at December 16, 2015 SPC Committee Meeting

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
	<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 programs.</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 28-29, 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><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>1.2 Accelerate the acquisition of skills and recognized postsecondary credentials by participants.</p>		
		<p>1.3 Strengthen the professional development of providers and workforce professionals.</p>		
		<p>1.3 Ensure such technology is accessible to individuals with disabilities and individuals residing in remote areas.</p>		

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

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>hold meetings in each of the ten local workforce development areas with workforce partners and Registered 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>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</p>

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				disabilities. Furthermore, 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 available from all workforce development partner programs and identify any barriers to		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 integrate data and provide for common intake of customers. Furthermore, one of the policies under development by the WIOA

e d a n d w	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		employment that need to be addressed.		<p>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>
		1.2 Promote training that leads to industry recognized credentials and certification.		
		1.3 Support transportable skill sets for transportable careers.		

		1.4 Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.		The SPC Committee will review guidance on January 10, 2017 for implementation of sector strategies.
		1.5 Expand service delivery access points by the use of virtual services.		
		1.6 Develop a common business outreach strategy with a common message that will be utilized by all workforce system partners.		1.6 One of the policies under development by the WIOA Roundtable Policy Committee is an across-program policy for engaging employers.
	<b>Strategic Goal: Address Skills Gaps</b>	1.1 Conduct a statewide skills and asset analysis to determine the skills gap present and resources available to solve the skills issue.		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.
		1.2 Develop and implement an action plan to close the basic core, technical, and soft skills gaps in Arkansas.		