



ARKANSAS  
NORTHEASTERN  
COLLEGE

WORKFORCE  
INNOVATION &  
OPPORTUNITY ACT  
**PARTNERS' MEETING**

September 2018



- Launched in 1996
- Full-time staff dedicated to customized training
- Delivered on client's schedule, not college's schedule
- Bill by hour, not per person - no minimum class sizes
- College credit awarded when appropriate
- Assist clients with State & County training grants

**CUSTOMIZED TRAINING FOR TODAY'S WORKPLACE**



- Over 70 different clients
- Over 36,000 trainees served
- Over 1.4 million trainee contact hours logged
- 2005 Bellwether Award Winner

**CUSTOMIZED TRAINING FOR  
TODAY'S WORKPLACE**



# RECENT EXAMPLE: BIG RIVER STEEL



- **Application Process:**
  - Administering Application Process through ANC website
  - Conducted 7 regional job fairs w/ ADWS
- **Application Pool Training & Development:**
  - Workforce Orientation & Retraining Keys (WORK)
  - Certificate of Proficiency in Construction Technology
- **Pre-Employment Training:**
  - Blueprint Reading, Preventive Maintenance, Radio Protocol, First Aid/CPR, Teambuilding, and Control of Monitoring & Measuring Devices
  - Evening, Weekend, & Online
- **Customized Training for Existing Staff:**
  - Overhead Crane & Rigging and 10-hour OSHA Certification
- **Train-the-Trainer Session in Germany w/ SMS Group:**
  - Electrical, Mechanical, & Metallurgical Engineers from The Solutions Group sent to Germany for 2 weeks of intensive training
- **Post-Hire Training:**
  - Steelmaking, Casting & Hot Rolling, Pickling & Cold Rolling, Continuous Galvanizing Line, Temper Rolling, Batch Annealing, Mechanical Testing, plus much more

ARKANSAS NORTHEASTERN COLLEGE

# W.O.R.K.

WORKFORCE ORIENTATION & RETRAINING KEYS



**MICHAEL SMITH**  
WORK COORDINATOR

## COMPLETERS EARN:



AMERICAN HEART ASSOCIATION  
CPR CERTIFICATION



CAREER READINESS CERTIFICATE



3 HOURS OF ANC CREDIT

## PROVIDING INDIVIDUALS WITH THE NECESSARY SKILLS AND SUPPORT TO ACCESS JOB OPPORTUNITIES

- \$250 STIPEND AWARDED TO COMPLETER
- COMMUNITY MENTORS
- JOB INTERVIEW PREPARATION
- RESUME WRITING
- TAKING APPLICATIONS FOR CLASSES

[WWW.TINYURL.COM/WORKREG](http://WWW.TINYURL.COM/WORKREG)

FOR MORE INFORMATION, CONTACT MICHAEL SMITH  
[MSMITH@SMAIL.ANC.EDU](mailto:MSMITH@SMAIL.ANC.EDU)

# 870.763.6222



**TENARIS**



- 60 clock hours over 8 weeks
- No charge to trainees



**DENSO**

# W.O.R.K. RESULTS

ANC WORK Program Cumulative Statistics		
Total Participants	375	
Total Completers	328	
Total Receiving CPR Certification	335	
Total Achieving CRC Certification	137	
Total Currently Employed	154	47%
Total Pursuing Continuing Education	37	11%
Total Currently Unemployed	16	5%
Total Cannot Contact to Verify Current Status	121	37%
Male Participants	70%	
Female Participants	30%	
African-American Participants	85%	
Hispanic Participants	1%	
White Participants	14%	

# MISSISSIPPI COUNTY WORKFORCE DEVELOPMENT JOBS COUNCIL

- **WORK Program** (*accelerated*) = 60 clock hours
- **Cultural Competencies** = 12 clock hours
  - 4 clock hours for frontline supervisors of participating partners
- **Staffing Pool Training** = 32 clock hours
  - Training wage paid to allow for drug screening
- **On-the-Job Verification (OJV)** = 16 weeks
  - Employer reimbursement of wages (1<sup>st</sup> 4 weeks = 100%, 2<sup>nd</sup> 4 weeks = 80%, 3<sup>rd</sup> 4 weeks = 60%, & 4<sup>th</sup> 4 weeks = 40%)
    - *Jobs in \$12 - \$15 per hour range eligible for county sales tax coverage*
  - Evaluation sessions at 4-week intervals with employee & supervisors by WORK Coordinator
  - Mentoring via community volunteer mentors under guidance of part-time Mentoring Coordinators

# OPPORTUNITY BUS



- ❖ Transportation to training for the **potential workforce**
- ❖ Began August 2017
- ❖ Daily (MTWH) bus route in Blytheville & Osceola/Luxora
- ❖ Second bus just added to serve Leachville, Manila, Dell, & Gosnell
- ❖ College degrees & certificates, WORK training, & Adult Education/GED
- ❖ Top priority: SNAP recipients (ADHS 50% matching grant)
- ❖ Weekly satisfactory progress necessary for bus pass

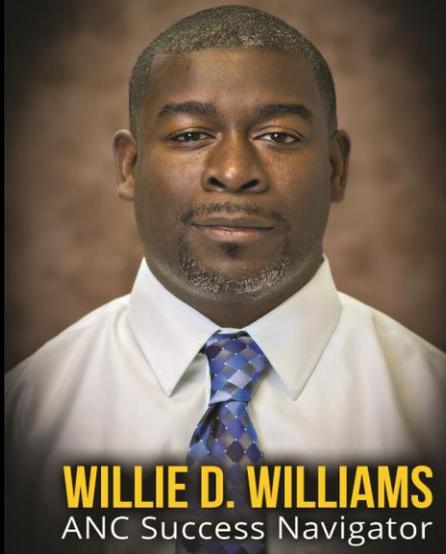
# SUCCESS NAVIGATOR



Arkansas Northeastern College

**ARE YOU READY FOR  
SUCCESS?**

Let our Success Navigator show you the way!



**WILLIE D. WILLIAMS**  
ANC Success Navigator



The Success Navigator will guide you through each step of your journey: admissions, testing, advising, and financial aid for your program of study!



# RELATED SUPPORT SERVICES GEARED TOWARD THE UNDERSERVED



- Volunteer Community Mentors
- Career Closet
- Accessible Nutrition Centers (ANCs)
- Fun Days (recruitment/raising awareness)



# PAID INTERNSHIP OPPORTUNITIES

- **Nucor Yamato Steel** - Steel Industry Technology, Industrial Electrical Systems, & Computer Information Systems
- **Nucor Steel Arkansas** - Steel Industry Technology, Industrial Electrical Systems, & Computer Information Systems
- **Big River Steel** - Steel Industry Technology with emphasis in Industrial Safety
- **NIBCO** – Steel Industry Technology & Industrial Electrical Systems
- **Precoat Metals** - Steel Industry Technology & Industrial Electrical Systems
- **IPSCO** – Steel Industry Technology & Welding
- **DENSO** - Advanced Manufacturing
- **Kagome** - Advanced Manufacturing
- **Southworth** – Welding
- **Lexicon/Schueck Steel** – Welding
- **D & L, Inc.** – Heating, Ventilation, & Air Conditioning
- **Aviation Repair Technologies** - Aviation Maintenance
- **American Greetings** – Licensed Practical Nursing & Registered Nursing
- **Jackson-Hewitt** – Clerical Support & Office Management
- **Actagro** – Any Allied Technologies field

# AVERAGE FULL-TIME WAGES FOR 2014 & 2015 COMMUNITY COLLEGE ASSOCIATE DEGREE GRADUATES\*

Arkansas Northeastern College	\$	44,564
College of the Ouachitas		40,565
South Arkansas Community College		39,208
Northwest Arkansas Community College		35,950
University of Arkansas CC-Batesville		34,343
Southeast Arkansas Community College		33,915
National Park College		33,254
University of Arkansas CC-Morrilton		32,957
Arkansas State University-Newport		32,944
Black River Technical College		32,849
Southern Arkansas University-Tech		32,531
North Arkansas College		32,402
East Arkansas Community College		32,073
University of Arkansas CC-Hope		31,423
Ozarka College		31,255
University of Arkansas-Pulaski Tech		30,694
University of Arkansas-Cossatot		30,611
University of Arkansas-Rich Mountain		29,794
Arkansas State University-Mountain Home		28,030
Arkansas State University-Mid-South		27,887
Phillips Community College of UA		27,834
Arkansas State University-Beebe		26,853

*\* 2017 Economic Security Report per Arkansas Act 852 of 2015, produced by Arkansas Research Center & Arkansas Dept. of Workforce Services*

**Average F-T Wages:  
ALL COMMUNITY COLLEGES      \$32,815**

# AVERAGE FULL-TIME WAGES FOR 2014 & 2015 COLLEGE & UNIVERSITY GRADUATES\*

	<u>Associate Degree</u>	<u>Bachelor Degree</u>
<b>Arkansas Northeastern College</b>	\$ 44,564	
University of Arkansas-Little Rock	42,234	\$ 42,326
University of Arkansas-Fayetteville		40,745
Arkansas Tech University	32,827	39,431
University of Arkansas-Fort Smith	34,211	38,435
University of Central Arkansas	36,393	35,626
Arkansas State University-Jonesboro	32,827	35,615
Southern Arkansas University	37,969	35,453
University of Arkansas-Monticello	29,702	33,802
Henderson State University		33,084
University of Arkansas-Pine Bluff		29,591

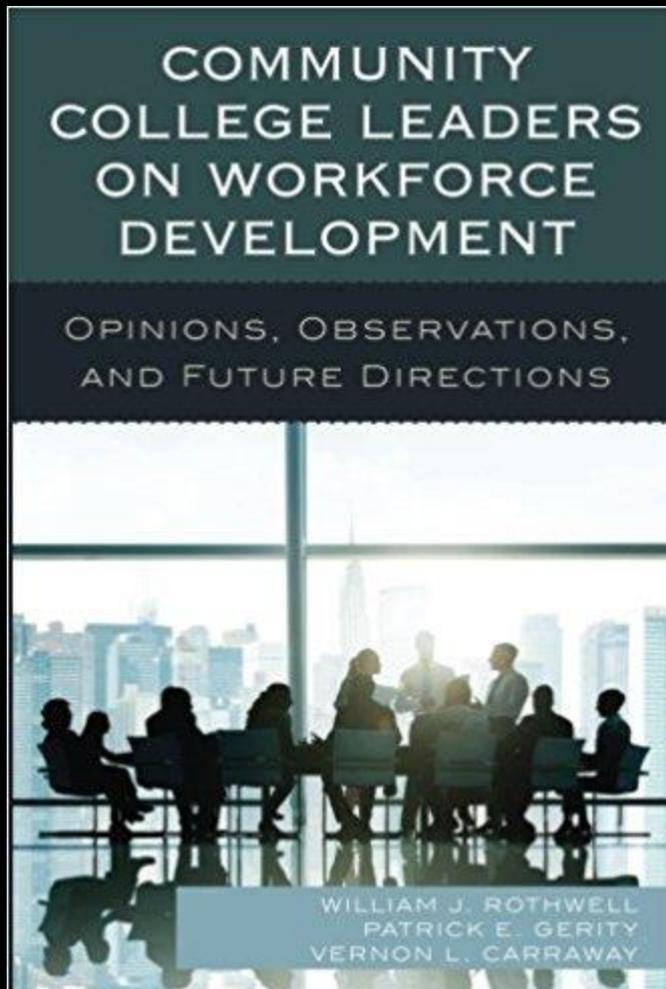
\* **2017 Economic Security Report** per  
Arkansas Act 852 of 2015, produced  
by Arkansas Research Center &  
Arkansas Dept. of Workforce Services

**Average F-T Wages:**  
**ALL PUBLIC UNIVERSITIES \$37,605**

*ANC featured in new book  
dealing with workforce  
development*



AMERICAN  
ASSOCIATION OF  
COMMUNITY  
COLLEGES



## **JOB READY, WILLING, & ABLE (JRWA) INITIATIVE**

**FUNDED BY WALMART FOUNDATION**

- ANC is **one of only 4 Mentor Colleges for workforce development** selected in United States
- 16 representatives from other colleges across America visited ANC in 2015 for **Best Practices & Benchmarking** event

ARKANSAS NORTHEASTERN COLLEGE  
**CENTER FOR ALLIED TECHNOLOGIES**

AUGUST 17, 2018



ARKANSAS  
NORTHEASTERN  
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