

AGENDA

July 11, 2017

ARKANSAS WORKFORCE DEVELOPMENT BOARD STRATEGIC PLANNING COMMITTEE MEETING

10:00 A.M.

Call to Order

Chairman’s Comments Charlie Clark, Chair

Staff Report Arnell Willis, Workforce Investment Director
Arkansas Department of Workforce Services

Action Item 1

Approval of Minutes of January 10, 2017 and April 11, 2017 Meetings

Action Item 2

Update on WIOA Title I-B Policy Manual Dr. Claudia Griffin, Project Coordinator
Arkansas Department of Workforce Services

Review on Veteran’s State Plan Related Changes Roy Schultz, Director
U.S. Department of Labor – Veterans’ Employment & Training Services – Arkansas Office

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

Announcements

Adjournment

12:00 p.m. – 1:00 p.m. Lunch

1:00 p.m. Full Board Meeting

Crowne Plaza Hotel
201 S. Shackleford Road
Little Rock, Arkansas



NEXT MEETING DATES

October 10, 2017	10:00 a.m. 1:00 p.m.	Committees Full Board Meeting	TBD TBD
January 9, 2018	10:00 a.m. 1:00 p.m.	Committees Full Board Meeting	TBD TBD

Crowne Plaza Hotel
201 S. Shackleford Road
Little Rock, Arkansas



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

July 11, 2017

AGENDA ITEM 1 – ACTION: Minutes of the January 10, 2017 and April 11, 2017 Strategic Planning Committee Meetings.

RECOMMENDATION: It is recommended that the Strategic Planning Committee approve the minutes of the January 10, 2017 and April 11, 2017 meeting.

INFORMATION/RATIONALE: Minutes of the meetings 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*

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MINUTES

ARKANSAS WORKFORCE DEVELOPMENT BOARD

Strategic Planning Committee

April 11, 2017

A meeting of the Arkansas Workforce Development Board Strategic Planning Committee was held on April 11, 2017, at Arkansas Career Training Institute (ACTI), 105 Reserve Street, in Hot Springs, Arkansas. Chair Brian Itzkowitz presided with the following members present: Ms. Karen Breashears, Dr. Charisse Childers, Ms. Katy Morris and Mr. Charlie Clark. Mr. Mike Preston, Mr. Robert East, Mr. Jeffery Allen and Dr. Julie Roberson, Mr. Chad Bishop, Ms. Melissa Hanesworth, Mr. Michael Newcity, and Mayor Harold Perrin were unable to attend.

Chair Itzkowitz stated that a quorum was not present and called the meeting to order at 10:16 a.m.

Agenda Item 1 – ACTION – Minutes of the January 10, 2017 Meeting: Chair Itzkowitz proceeded to Agenda Item 1, Due to a lack of a quorum at the meeting, the committee was unable to approve the January Minutes. Chair Itzkowitz indicated that January Minutes would be approved at the July Meeting.

Agenda Item 2 – Report on Review of Regional and Local Plans: Chair Itzkowitz called on Ms. Karen Breashears, President/CEO, National Apprenticeship Training Foundation, Inc., to give an update of the review of the Local Plan. Ms. Breashears stated that a review team of twenty one members representing the required partners was put in place to review the local plans. She stated that each local area was also responsible for a Regional Plan that was to be submitted along with their two year plans. The review committee found eighteen line items errors that were consistence among all ten local plans. Ms. Breashears informed the committee that all plans had been returned to the area for corrections, with requirements that Central, Little Rock, Eastern, North Central, and North East be returned to the state by May 19, 2017. The remaining areas Northwest, Southeast, Southwest, and West Central were due back to the state by May 29, 2017.

Ms. Katy Morris raised a question to Ms. Breashears that included the following: 1) What is the process for the Local Boards to answer questions/corrections of the local plans raised by the review team, 2) Should the local boards respond to the questions/corrections, 3) Ms. Morris informed the board she was asking this question, because a questions from the review committee was given Division of Services to the Blind to answer instead of being answered by the local area.

Dr. Charisse Childers raised a question to the committee that included the following; 1) How many Regions are we going to have? Ms. Breashears stated there are nine regions and ten local boards There are only nine regions because Little Rock and Central are combined to form one region, 2) Currently each local board uses Labor Market Information (LMI) data for High Demand occupations. How are the local areas using the data? Mr. Brian Hicks Arkansas Department of Workforce Service Assistant Director, Office of Financial Management Services and Ms. Janie Wheeler Northwest Arkansas Economic Development District provided information on how the LMI data is used by the local areas. Ms. Wheeler also explained that Belinda Hodges Arkansas Department of Workforce Services. Labor Market Information, is currently putting together a workgroup to assist in the development of the High Demand Occupations of the State.

Ms. Katy Morris raised another question to the committee that included the following: 1) who will review the changes/corrections submitted by the local boards. Ms. Breshears stated that all changes would be reviewed by ADWS staff and the review team

Agenda Item 3 –Impact of New Federal Guidance on Development of WIOA Title I-B Policy

Manual: Chair Itzkowitz called on Dr. Claudia Griffin, Arkansas Department of Workforce Services, Project Coordinator to provide a status update of the WIOA Policy Manuel. Dr. Griffin was unable to attend and Ms. Stephanie Blair Arkansas Department of Workforce Services Workforce Innovation Opportunity Act, Program Manager provided a status update of the WIOA Policy Manuel. Ms. Blair stated that the U.S. Department of Labor had recently issued new policy guidance, which will required the State to revisit and possible update all currently drafted polices. Ms. Blair stated that all new policies would be available for review by the committee and approval by the Board at the July meeting. Ms. Blair asked the committee if they had any questions. Hearing no questions Ms. Blair returned the meeting back to Chair Itzkowitz.

Agenda Item 4: Committee Action Plan Update: Chair Itzkowitz called on Mr. Arnell Willis, Workforce Investment Director to provide an update of the Committee Action Plan. He called the committee's attention to pages 58. 60 and 62 of the agenda packet. Director Willis stated that updates to the Strategic Planning document were highlighted in red for the committee review. Director Willis stated that the focus of the committee remains 1) Building Staff Capacity, 2) Customer Service, 3) Innovation, 4) System Integration and overall maintain a high quality staff

Announcements: 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 July 11, 2017, a location will be announced by staff at a later time.

Adjourn: Chair Itzkowitz stated that we did not have a quorum to adjourn the meeting. He dismissed the meeting at 11:00 a.m., to attend the Arkansas Career Training Institute Tour.

Mr. Brian Itzkowitz, Chairman

Arnell Willis, Director Workforce Investment
Department of Workforce Services

*Minutes recorded by Stephanie Robinson
Department of Workforce Services Staff*

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

July 11, 2017

AGENDA ITEM 2 – ACTION: Update on WIOA Title I-B Policy Manual.

RECOMMENDATION: It is recommended that the Strategic Planning Committee recommend approval of the WIOA Title IB Policy Manual by the Arkansas Workforce Development Board.

INFORMATION/RATIONALE: The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. The passage of WIOA provides new authorizing legislation for programs previously authorized under the Workforce Investment Act (WIA). The WIOA is landmark legislation designed to strengthen and improve our nation’s public workforce system and help put Americans back to work. The WIOA presents an extraordinary opportunity to improve job and career options for our nation’s workers and jobseekers through an integrated, job-driven public workforce system that links diverse talent to businesses through continuous improvement supported through evaluation, accountability, identification of best practices, and data-driven decision- making.

The One-Stop Center network and partner programs are organized to provide high-quality services to individuals and employers. States and local areas promote accountability and transparency, and data drives decisions and informs customer choice.

Taking these principles into account, the purpose of the WIOA Manual is to provide policy guidance and interpretation of Federal and State workforce laws. Procedural guidance is also provided to assure consistency. The manual is intended for use in conjunction with Federal and State laws and regulations.

It is not intended to provide comprehensive, step-by-step direction; as such guidance may be developed at the local level. Every effort has been made to match this document to existing State and Federal policies and guidelines; however, if a conflict is identified, State and Federal policy should be followed first and foremost.

Staff should use this manual as a guide to provide clarity, information and resources, which can enhance and improve service delivery and performance at the local level. This document is a living document that will be updated and expanded regularly.

The policy manual is being provided as a separate attachment to the meeting agenda packet.

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.

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
Board Vision: 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.	Board Bylaws: 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.	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. July 2017 Update: The ten (10) Local Workforce Development Plans have been reviewed on two occasions and comments

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				have been provided by the WIOA Local Plan Review Committee. All Local Plans were reviewed to ensure alignment with the State Plan.
		1.3 Modify the state plan.	1.3 Modify the state plan every two years. Next modification due by June 30, 2018.	
	Board Bylaws: Review of Statewide Policies	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.	1.1 Review statewide policies as they are needed and developed.	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. The SPC committee will

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>review guidance for Sector Strategies implementation on January 10, 2017.</p> <p>July 2017 Update: The WIOA Statewide Policy Committee has completed its development and review of WIOA Policies. These policies will be reviewed by the State Workforce Development Board at the July 11, 2017 meeting.</p>
		<p>1.2 Guidance for the allocation of one-stop center infrastructure funds to include the appropriate roles and contributions of entities carrying out one-stop partner programs with the workforce center system.</p>	<p>1.2 Must be developed and implemented no later than June 30, 2017.</p>	<p>1.2 Update January 2017: The U.S. Department of Labor indicates that important guidance will be issued soon to provide further guidance to states.</p> <p>Update October 2016: The WIOA Roundtable Finance Committee has met to discuss the current funding of workforce centers and existing costs. The Finance Committee recommends maintaining the MOU and Resource Sharing Agreement process for identifying direct and shared costs. This information has been shared with the WIOA Roundtable</p>

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>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 workforce development boards.</p> <p>July 2017 Update: A MOU template has been developed for use by the ten (10) Local Areas. The federal deadline for these signed MOUs to be in place was July 1, 2017. The Dept. of Labor extended the deadline for the Infrastructure Funding Agreements (IFAs) to January 1, 2018. ADWS is currently</p>

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				reviewing the Wisconsin IFA software program for possible use in Arkansas.
	Board Bylaws: 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>

	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>

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>1.3 The development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system;</p>		<p>July 2017 Update: There has been no developments since the April 2017 update.</p> <p>1.3 The ADWS hosted five community awareness events in September and October as an initial step towards identifying best practices for outreach to employers and jobseekers. Events were held in September and early October in Camden (9/14), Fort Smith (9/21), and Magnolia (10/5). Two more events will be held in Fayetteville (10/13) and West Memphis (10/18). At the three events already held, over 173 employers either attended or requested additional information. 160 new jobseekers attended the open houses. The AWDB Chair has created an ad hoc committee to develop outreach strategies. The committee will begin meeting on January 10, 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</p>

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				standards for centers and the services they provide. It is anticipated that a draft will be provided to the SPC on 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	Complete	Complete – Regions established at December 16, 2015 SPC Committee Meeting

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		boards and chief elected officials;		
	Board Bylaws: Develop strategies to support staff training and awareness across programs supported under the workforce development system.	<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>
	Board Bylaws: Develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the workforce center system.	1.1 Enhance digital literacy skills.		
1.2 Accelerate the acquisition of skills and recognized postsecondary credentials by participants.				
1.3 Strengthen the professional development of providers and workforce professionals.				

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		1.3 Ensure such technology is accessible to individuals with disabilities and individuals residing in remote areas.		
	Board Bylaws: 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.
	Strategic Goal: 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.

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
				<p>All ten local boards have partnered with the Arkansas Apprenticeship Coalition to hold meetings in each of the ten local workforce development areas with workforce partners and Registered 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>
		1.4 Increase connections with employers and Vocational Rehabilitation agencies to provide		1.4 VR is a core partner for implementation of WIOA and is represented on the WIOA Roundtable and all local

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		support and employment for youth and adults with disabilities.		partner groups. The WIOA Roundtable has established a Transition Committee that specifically looks at strategies for serving youth with 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.		
	Strategic Goal: Enhance service delivery to employers and jobseekers.	1.1 Develop a common intake process for jobseekers and businesses that will efficiently connect them		1.1 On September 29, 2016, ADWS was awarded a \$1.1 million grant to assist in developing a system or enhancing existing systems,

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		<p>with services available from all workforce development partner programs and identify any barriers to employment that need to be addressed.</p>		<p>which will integrate data and provide for common intake of customers. Furthermore, one of the policies under development by the WIOA Roundtable Policy Committee is an across-program policy for engaging employers.</p> <p>ADWS has consulted with the other twelve states that are partners in the America's Job Link Alliance (AJLA), a data system for six WIOA state plan programs to see if they are interested in partnering to co-fund a system enhancement to the AJLA system. Eight of these states received the same grant and pulling funding together may be cost effective for all involved. All twelve states will issue their interest in partnering on this project no later than January 20, 2017.</p>
		<p>1.2 Promote training that leads to industry recognized credentials and certification.</p>		
		<p>1.3 Support transportable skill sets for transportable careers.</p>		

	GOALS	STRATEGIES/INITIATIVES	BENCHMARKS	STATUS
		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.
	Strategic Goal: Address Skills Gaps	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.		