



Act 1131 of 2015
Regional Workforce Planning Grant

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education		
Requesting Institution:	Arkansas State University Mid-South		
Title of Project:	Arkansas Delta Accelerating Pathways Together (ADAPT)		
Project Partners:	1. Arkansas Northeastern College 2. Arkansas State University-Newport 3. East Arkansas Community College 4. Phillips Community College of the University of Arkansas 5. Workforce Development Boards (listed on separate Partners page) 6. Employers (listed on separate Partners page) 7. K-12 CTE (listed on separate Partners page) 8. 9. 10.		
Requested Budget:	\$91,000.00		
Date Submitted:	8/28/2015		
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Authorized Signatures for Project Partners

Arkansas State University Mid-South Lead Institution	 _____ Authorized Official		
Arkansas Northeastern College Partner	 _____ Authorized Official	Employers (listed on separate Partners page) Partner	_____ Authorized Official
Arkansas State University-Newport Partner	 _____ Authorized Official	K-12 CTE (listed on separate Partners page) Partner	_____ Authorized Official
East Arkansas Community College Partner	 _____ Authorized Official	Partner	_____ Authorized Official

Phillips Community
College of the
University of Arkansas



Partner

Authorized Official

Partner

Authorized Official

Workforce
Development Boards
(listed on separate
Partners page)

Partner

Authorized Official

Partner

Authorized Official

Act 1131 of 2015

Regional Workforce Planning Grant Application

*Please complete each section of this application and submit to the Arkansas Department of Higher Education by **September 1, 2015**. Applications should be emailed to ADHE.Workforce.Grant@adhe.edu. Please note that applications will not be accepted without a completed Intent Form, due August 1, 2015.*

SECTION 1 – PROGRAM NEED

30 Points

Proposals will include an overview of the labor needs, as determined by the Local Workforce Development Board, and specifically identify the skills gap employers face in the selected region and will continue to face in the future. Entities seeking grant funds must outline the proposed program and/or equipment needed and how creation of the program and/or acquisition of equipment will address those labor needs.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Need (30 Pts)	Significantly addresses a top 3 workforce need in the region (26–30 Pts)	Addresses in a more limited way a top 3 workforce need in the region (21–25 Pts)	Addresses in a limited way a less critical workforce need in the region (16–20 Pts)	Identified labor need is too narrow or not in a critical area (0–15 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

Arkansas Delta Accelerating Pathways Together (ADAPT) is the result of extensive planning and collaboration among the Arkansas Delta Training and Education Consortium (ADTEC) and other regional workforce alliance partners. ADTEC consists of five community colleges serving a 12-county region in eastern Arkansas: Arkansas Northeastern College, Arkansas State University Mid-South, Arkansas State University-Newport, East Arkansas Community College, and Phillips Community College of the University of Arkansas, as shown in Figure 1. The ADAPT regional workforce alliance also includes workforce development boards, employers, and K-12 CTE/school districts in eastern Arkansas.



Figure 1. ADTEC Colleges/Region

During the regional pre-planning grant discussions, the ADTEC colleges and partners conceptualized the ADAPT model, identifying core elements of a regional workforce readiness strategy to be implemented at all ADTEC colleges which not only meets but exceeds Workforce Initiative Act grant requirements. This strategy will provide flexibility in design and implementation to accommodate unique college characteristics and needs, but the vision is a workforce readiness platform with end results in common, as described in this proposal.

ADAPT also focuses on the delivery of training that provides rapid entry into the regional workforce in targeted sectors (discussed later in this section) that are identified as high demand by labor market data, workforce development boards, and anecdotal employer feedback. Work-based learning opportunities will be integrated where employer support is available. Additionally, ADTEC seeks to establish a regional, consortium-based, employer-recognized certification which will be awarded to students who complete all requirements of the ADAPT workforce readiness model. The ADTEC colleges plan to award three college credit hours to students who successfully complete all workforce readiness requirements.

Workforce Skills Gaps and Labor Market Needs

Based on review of regional labor market information, input from workforce development boards, and employer feedback, ADTEC will enhance or create pathways in advanced manufacturing (or related to advanced manufacturing) and transportation/distribution/logistics, with a TDL program focus in Certified Driver Training. These sectors were selected because of the high level of regional demand, importance in the region, and the interdependence of the two sectors. ADTEC will also pursue a regional consortium-driven approach to Certified Driver Training. More specific information about the existing and planned pathways is presented in Section 2 – Program Plan.

Table 1 presents long-term projected employment data for advanced manufacturing and transportation occupations which are indicated as in demand by the discoverarkansas.net labor market database and/or feedback from workforce development boards.

Table 1. Long-Term Projected Regional Employment Data				
Manufacturing/Related Occupations	2012	2022	Increase	% Change
Computer-Controlled Machine Tool Operators	1,076	1,365	289	26.86
Machinists	623	671	48	7.7
Assemblers and Fabricators	4,909	5,331	422	8.6
Team Assemblers	3,856	4,290	434	11.26
Industrial Machinery Mechanics	1,750	2,055	305	17.43
Maintenance Workers, Machinery	282	342	60	21.28
Production Occupations	35,548	37,649	2,101	5.9
Total Manufacturing/Related	48,044	51,703	3,659	7.62
Transportation/CDL Occupations	2012	2022	Increase	% Change
Heavy and Tractor-Trailer Truck Drivers	7,126	7,714	588	8.25
Laborers and Freight, Stock, and Material Movers	6,517	7,372	855	13.12
Transportation and Material Moving Operations	20,826	28,812	7,986	38.35
Total Transportation/CDL	34,469	43,898	9,429	27.36

Anecdotal employer partner hiring forecasts (not inclusive) also support significant workforce needs in these sectors. For example, Ozark Motor Lines and TransOne project a need for 420 CDL drivers by 2017. Hino Motors Manufacturing has requested training in advanced PLC troubleshooting for currently hired industrial maintenance technicians and a training program to retrain approximately 100 production workers as multi-skilled technicians. Hino is also projecting approximately 300 new hires, all of whom will be required to complete multi-tier training to become multi-skilled technicians. Boar's Head anticipates a need for 250 manufacturing workers within the next five years. Big River Steel will begin hiring steel mill production workers next year, planning to run four shifts with 100 employees each, for a total of 400 new workers. Blue Oak Arkansas brings a new manufacturing-related venture into the region by recycling e-waste into a sustainable source of critical metals, with hiring projections of approximately 40.

In keeping with national trends, employer partners are vocal that employees' lack of basic/soft skills costs companies time, money, and productivity and is the primary skills gap to be addressed. In the initial planning processes for this proposal, the ADTEC colleges engaged with employer partners to identify occupational skills gaps. In response to an employer questionnaire that the ADTEC colleges used to facilitate skills gap discussion, employers overwhelmingly identified basic/soft skills as the skills needed for new employees to meet workforce hiring needs. Employers were then asked to identify skills or knowledge generally needed for promotion to a more advanced position and basic/soft skills continued to emerge as a frequent response, indicating that these skills gaps also prevent employees from transitioning into emerging higher-demand occupations in advanced manufacturing and TDL. Most employers acknowledged that specific industry skills are desirable and that, in some instances, certifications are required. Employers also expressed that there is often flexibility in acquiring some of those on the job, but that on-the-job training is not as effective if workers do not have work ready basic and soft skills.

In order to access high-demand, high-skill, and high-wage careers, individuals will need to develop a full menu of work readiness and industry-specific skills. The ADAPT model, coupled with the technical skills development and stacked credential attainment available through the targeted pathways, will help individuals conquer work readiness and technical skills deficiencies. Attaining these skills is not only necessary for entry into the advanced manufacturing and transportation industry sectors but also necessary for advancement to high-skill, high-wage jobs within these high-demand sectors.

ADAPT Model

Arkansas Delta Accelerating Pathways Together (ADAPT) is a workforce readiness umbrella concept which will be applied regionally by all ADTEC colleges. During ADTEC planning discussions, similar models were reviewed and common/varying elements were identified. The review included Arkansas Northeastern College's Workforce Orientation and Retraining Keys (WORK) Program and the Greater Memphis Alliance for a Competitive Workforce Career Readiness Training Model (CRT). The ADAPT model resulted, incorporating common elements from both review models and "cross pollinating" to include additional elements which would further enhance the ADAPT model.

One of the overarching goals related to ADAPT is the creation of a regional, ADTEC-branded, employer-recognized certification which will be earned by individuals who successfully complete all of the following core elements.

- Career Pathway and Academic Credentials.** ADTEC's nationally recognized career pathway model will be applied to ADAPT. The pathway includes a continuum of stackable credentials (college certificates of proficiency, technical certificates, associate of applied science degrees, and articulated baccalaureate degrees), marking multiple entry/exit points which allow students to leave and re-enter the pathway as needed, but continue to accrue marketable credentials, skills, and knowledge. Figure 2 presents a visual graphic of this concept. ADTEC will focus on rapid entry and industry certifications in meeting Workforce Initiative Act grant requirements so that individuals can enter the workforce more quickly, but will enhance or create complete pathways in which the rapid entry programming is embedded. During the planning grant period, the ADTEC colleges will identify pathway credentials which will be included in the required core components.



Figure 2. ADTEC Career Pathway Model

- *Employer/Industry Certifications.* An integral part of the ADAPT workforce readiness strategy is the availability of a full menu of applicable industry certifications to individuals enrolled in the targeted pathway programs that will be enhanced or created through the Workforce Initiative Act grant process. During the grant planning period, the ADTEC colleges will inventory the certifications which are currently available through the targeted pathway programs and will seek validation and input regarding these and other needed certifications from employer partners. Individuals will attain designated industry certifications as part of the requirements of regional ADTEC certification. More information about ADTEC’s planned outcomes related to employer/industry certifications is provided in Section 2 – Program Plan.
- *Career Readiness Certificate (CRC).* An Arkansas Career Readiness Certificate is a portable credential based upon the WorkKeys assessments, demonstrating to employers that an individual possesses required basic workplace skills. The CRC verifies that an individual can handle tasks such as reading instructions and directions, working with figures, and finding information—common tasks in today’s workplace. The ADTEC colleges and workforce development board partners, through Arkansas Workforce Centers (One-Stops), already offer access to the CRC process. All individuals enrolled in targeted pathways will participate in CRC assessment and testing processes and will earn one of the following certification levels: Bronze, Silver, Gold, or Platinum. Individuals who attain the Silver CRC certification level will meet the CRC requirement of regional ADTEC certification. The planning grant period will be used to design the CRC core element as embedded within the ADAPT strategy.
- *Other Value-Added Certifications.* In addition to academic credentials, employer/industry certifications, and the CRC, the ADAPT strategy includes other value-added certifications, OSHA-10 and First Aid/CPR, as part of the workforce readiness model and regional ADTEC certification. This full slate of certifications and credentials, including those which add value beyond employer requirements, will elevate the work readiness status of potential employees and position individuals more advantageously for entry into the workforce while simultaneously helping to address regional workforce skills gaps.
- *ADTEC Certification – Train the Trainer.* Already mentioned, ADTEC seeks to establish a regional, consortium-based, employer-recognized certification which will be awarded to students who successfully complete all requirements of the ADAPT workforce readiness model: designated academic credentials via targeted pathway programs, employer/industry certifications, Arkansas Career Readiness Certificate – Silver or higher, OSHA-10, and First Aid/CPR. ADTEC will also seek to design a Train the Trainer process to support professional development related to the delivery of the ADAPT workforce readiness model and ADTEC certification process throughout the region.

ADAPT Model – Additional Core Elements

The ADAPT model includes additional core elements which are more systemically focused on student success. These are also included in the workforce readiness umbrella concept which will be applied regionally by all ADTEC colleges.

- *Basic Skills Instruction/Contextualization.* All of the ADTEC colleges address basic skills instruction in ways that are relevant to institutional and student needs. This may include soft skills, academic skills, or both. During the planning grant period, the ADTEC colleges will, in collaboration with partners, define the basic skills instruction to be integrated as part of the ADAPT workforce readiness strategy and particularly in consideration of stated industry needs, and basic skills

instruction platforms. This process will include assessment of existing practices to determine what is already being done, what works, and what has not worked as well as common approaches that the colleges use. To varying degrees, some of the colleges have been contextualizing applied math and communications as well as work ethics principles within some technical program/course content. ADTEC will use the planning grant period to explore *contextualization* and other existing practices to determine what is already done in common and what is feasible to deliver in a standardized format. More information about ADTEC's planned outcomes related to basic skills instruction is provided in Section 2 – Program Plan.

- *Support Services.* The grant planning period will be used to identify and assess the support services already in place at the ADTEC colleges (some already in common across the colleges) and to create linkages for students in the targeted pathways/programs, where possible. During this process, the ADTEC colleges will also explore integration of additional supports, as feasible. There is significant opportunity to improve services for targeted individuals through services such as intrusive advising, career coaching, prior learning assessment, and others. The ADTEC colleges will also seek to design a support system in collaboration with local One-Stops, based on the WIA/WIOA services committed in partnership with the ADAPT model. More information about ADTEC's planned outcomes related to support services is provided in Section 2 – Program Plan.
- *Mentoring.* The ADTEC colleges are unanimous in the decision to include mentoring as an additional element which will further enhance the ADAPT model and support student success. Mentoring will provide a mechanism by which a more experienced person (mentor) in the workplace will provide guidance to a less-experienced individual and, in this case, a student (mentee). There are multiple benefits to those involved—the mentee, the mentor, and the employer. The mentee benefits from a mentoring relationship by having someone with greater knowledge and experience to turn to for advice. By listening to the mentee, the mentor may develop better communication/supervisory skills and a better understanding of workplace issues. The employer gains from greater productivity in the workplace and may use the mentoring program to attract new employees. (Note: Mentoring will not be a requirement for secondary programs due to possible liability issues regarding minors.)
- *Diversity of Student Enrollment.* This item can encompass age, race, ethnicity, gender, and other diversity classifications. The ADTEC colleges will seek to identify marketing and recruitment strategies for targeted pathway programs that promote diversity of student enrollment. The targeted pathways, advanced manufacturing and TDL with a Certified Driver Training program focus, are traditionally male dominant, so one of the diversity of student enrollment tactics will be to attract more females into the programs. This is a potential area of development which could benefit from subject matter expert services, discussed more in Section 2 – Program Plan.

How Creation of Program Will Address Labor Needs

The ADAPT model will address regional labor needs in the following ways:

- Target industries with significant projected employment needs
- Challenge primary workforce skills gaps through a comprehensive workforce readiness solution
- Deliver relevant technical training through enhanced or new career pathway models
- Emphasize and assure that students who are potential employees have access to attain a full roster of stacked credentials, employer/industry certifications, and value-added certifications
- Create new regional workforce alliances driven by collaboration and commitment

SECTION 2 – PROGRAM PLAN**25 Points**

Program plans must be designed to meet the goals and core requirements of the Regional Workforce Grants program. At a minimum, the plan must include a summary of expected outcomes, a description of career pathways that will be created or enhanced, a description of any anticipated equipment needs and a proposed governance and accountability structure for the program.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Plan (25 Pts)	Plan addresses all goals and core requirements and identifies significant outcomes (22–25 Pts)	Plan addresses most goals and requirements and identifies outcomes (18–21 Pts)	Plan addresses many goals and requirements and identifies few outcomes (14–17 Pts)	Plan lacks significant requirements or lacks apparent outcomes (0–13 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

Expected Planning Grant Outcomes

The following items were identified as primary tenets of the ADAPT strategy during planning discussions, and the planning grant will be used to further develop these prior to implementation.

- *Development of the ADAPT regional workforce strategy, including the core elements previously identified.* In addition to the pathway focus and other state requirements, expected outcomes include (1) development of an ADTEC CDL resource sharing model, (2) a Train the Trainer process to support implementation of the ADAPT strategy and the ADTEC certification process, (3) a college credit model [3 credit hours] for individuals who successfully complete all components of the ADAPT workforce readiness model, and (4) feasibility determination of a formal regional needs assessment.
- *Enhancement or creation of career pathways in advanced manufacturing and transportation, distribution, and logistics (with a CDL program focus).* The grant planning period will be used to assess existing curriculum to determine enhancements needed, identify new curriculum to be created, assess the capacity to integrate digital delivery/learning into the enhanced or new pathways, develop work-based learning models (paid, if possible) to attract students to programs, identify and address program approval processes needed as a result of the ADAPT strategy, and ensure that high-demand CIP codes and ACRS approvals are in place. This will include collaboration with employer, K-12, and workforce development board partners. An ADTEC-driven collaborative CDL program which is embedded within a TDL pathway is also a planned outcome of the planning process.
- *Alignment of employer/Industry certifications and other certifications.* An integral part of the ADAPT strategy is to provide a full menu of applicable industry certifications, other workforce readiness certifications (including the Career Readiness Certificate), and other value-added certifications in addition to academic credentials, to individuals enrolled in the targeted pathway

programs that will be revised or created through the Workforce Initiative Act grant process. During the planning grant period, ADTEC will determine existing credential alignment with curriculum at each college, set goals to bring all colleges up to a specified baseline, and design the implementation mapping process and goals for industry credentials and other workforce certifications. ADTEC will also work with employer and workforce development board partners to determine CRC recognition, value in hiring practices, and standards which are applicable to regional ADTEC certification.

- *Basic skills instruction.* During the planning grant period, the ADTEC colleges will, in collaboration with partners, define the basic skills to be integrated as part of the ADAPT workforce readiness strategy and particularly in consideration of stated industry needs, and basic skills instruction platforms. Additional outcomes will be to assess existing college basic skills instructions tactics, assess instructional capabilities to integrate basic skills instruction into targeted pathways, identify integration strategies, identify competencies for both postsecondary and secondary students, assess the capacity for digital delivery/learning, and identify ways to increase partner collaboration related to basic skills instruction.

The colleges already use nationally normed basic skills instruction models, such as ACT Key Train/Work Keys, and some of the colleges participate in the nationally recognized I-BEST model (Integrated Basic Education and Skills Training) that uses team teaching to combine technical and basic skills content so students can move through school and enter the work force more rapidly. The ADTEC colleges will assess their usage of these models, review other models, explore means of contextualizing basic skills instruction within technical instruction, and define the basic skills instruction model(s) which the ADAPT strategy will apply.

For example, Key Train is a likely avenue for inclusion since Key Train and Work Keys are tied to the Career Readiness Certificate, so one possibility is that instructors take Key Train (as students do) and participate in professional development to be able to attain certain standards. This would allow them to experience and gain knowledge of the students' process so they can help students be better prepared and facilitate basic skills outcomes attainment. The planning grant period will be used to assess and make decisions regarding basic skills instruction integration. This will include collaboration with employer and workforce development board partners.

- *Support services.* All of the ADTEC colleges already employ a variety of student support services. Some are state-level programs, such as the Career Coach program (targeted college and career planning services for high school students) and the Career Pathways Initiative (included in the new federal Workforce Innovation and Opportunity ACT [WIOA] as one of 30 model programs nationwide that is Ready to Work.) The program provides support to eligible low-income, single parents pursuing high-demand occupations. In addition to intensive counseling, other resources for students include tuition, fees, books, child care and transportation. Support services are provided through programs that are unique to each college, such as U.S. Department of Education EOC and SSS grants, U.S. Department of Labor H1B grants, and local private resources.

The grant planning period will be used to identify and assess the support services already in place at the ADTEC colleges and to create linkages for students in the targeted pathways/programs, where possible. During this process, the ADTEC colleges will also explore integration of additional supports, as feasible.

One of the strengths of partnership with the workforce development boards is collaboration with the local Arkansas Workforce Centers (One-Stops) regarding support services for WIA/WIOA eligible students. The ADTEC colleges will work with these partners to identify and integrate support services for those meeting One-Stop requirements. The Workforce Initiative Act grant process provides opportunity for increased collaboration with the One-Stops, and ADTEC will initiate renewal of existing memoranda of understanding between the two entities which has existed for many years. With new leadership in some of the ADTEC colleges and restructuring of the state's workforce development boards resulting from recent legislation, this is a strategic time for renewed commitments of collaboration.

- *Best/promising practices.* The ADTEC colleges recognize the value of exploring models in other locations which are working well and have potential for replication. Best/promising practice models related to various elements of the ADAPT strategy will be identified and assessed, and team members may travel to other locations to gain firsthand knowledge (included in budget).
- *Subject matter experts.* During the planning discussions, brainstorming occurred to identify potential areas of development which could benefit from subject matter expert services. These decisions will be made during the planning grant period. Based on those decisions, ASU Mid-South (project lead) will execute appropriate procurement processes to acquire professional services of subject matter experts as deemed most beneficial to the ADAPT strategy (included in budget).

Career Pathways That Will Be Created or Enhanced

In a consortium-based approach, each ADTEC college has committed to (1) enhance existing advanced manufacturing (and/or manufacturing related) pathway programs and (2) create new or enhance existing Certified Driver Training programs within a transportation/distribution/logistics pathway [creating new TDL pathways where none exist]. The creation of the CDL programs will be an ADTEC-driven response to a regional workforce shortage that will be achieved through collaboration and resource sharing, to be defined in the planning grant period.

All of the colleges have existing advanced manufacturing pathways and/or manufacturing-related pathways which will be enhanced. Arkansas State University-Newport is the only ADTEC college with an existing CDL program, so will enhance that program within a TDL pathway. The other ADTEC colleges will create a new CDL program within TDL pathways, with flexibility in pathway structures to align with existing institutional needs, infrastructure, and programs. CDL programs have minimum age requirements so will be pathway entry points for age-eligible adult students. There will also be additional entry points into TDL pathways for high school students enrolled in secondary technical centers/concurrent programs and other adult students. All program/pathway development in the Workforce Initiative Act grant process will apply the new elements (including grant requirements) within the ADAPT strategy. Existing baccalaureate degree articulation agreements such as the Bachelor's Degree in Diesel Technology (Montana State University-Northern) or the Bachelor of Applied Science Degree (University of Arkansas at Fort Smith and Arkansas State University) will support the capstone component of the career pathway, or new baccalaureate degree articulation agreements will be developed.

Table 2. Targeted Pathways/Programs		
Advanced Manufacturing		
ADTEC College	Current	Planned* (includes curricular revisions, ADAPT core elements, and other grant requirements)
ANC	Advanced Manufacturing <ul style="list-style-type: none"> • Certificate of Proficiency • AAS Degree 	Advanced Manufacturing <ul style="list-style-type: none"> • Certificate of Proficiency • AAS Degree
ASUMS	Mechatronics <ul style="list-style-type: none"> • Certificates of Proficiency (4) 	Mechatronics <ul style="list-style-type: none"> • Certificates of Proficiency (3) • AAS Degree (Gen Tech)
ASUN	Industrial Maintenance <ul style="list-style-type: none"> • Technical Certificate • AAS Degree (Gen Tech) 	Industrial Maintenance <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree (Gen Tech)
EACC	Advanced Manufacturing Technology <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree 	Advanced Manufacturing Technology <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree
PCCUA	Advanced Manufacturing <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree 	Advanced Manufacturing <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree (Gen Tech) (will combine Adv. Mfg. and Renewable Energy Technology into one pathway)
Transportation/Distribution/Logistics		
ADTEC College	Current	Planned* (includes curricular revisions, ADAPT core elements, and other grant requirements)
ANC	None	CDL included in TDL pathway with emphasis in warehousing/distribution (materials handling)
ASUMS	Heavy Truck Diesel Maintenance <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree (Gen Tech) 	CDL included in TDL pathway with emphasis heavy truck diesel maintenance/diesel technology
ASUN	Commercial Driver Training (CDL) Diesel Technology <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate 	CDL included in TDL pathway, emphasis to be determined during planning grant period
EACC	Diesel Technology <ul style="list-style-type: none"> • Certificate of Proficiency • Technical Certificate • AAS Degree (Gen Tech) 	CDL included in TDL pathway, emphasis to be determined during planning grant period
PCCUA	None	CDL included in TDL pathway, emphasis to be determined during planning grant period

*Planned at the time of the planning grant application. Pathway design/emphasis may evolve as a result of the planning process.

Governance and Accountability Structure

Arkansas State University Mid-South and ADTEC have proven capacity to successfully administer state and federal grants. Since 2005, the ADTEC colleges have received, or been a partner in, 15 federal and state grants including U.S. Department of Labor and National Science Foundation grants. Compliance with state and federal regulations has been maintained and financial capacity to administer grants is also well established. ADTEC received recognition from DOL for outstanding grant management processes, including a best practices citation for developing processes to track leveraged resources.

As the lead college in ADTEC, Arkansas State University Mid-South will manage the grant and be responsible for fiscal and administrative processes. Mid-South has a proven record of submitting financial and program reports on an accurate and timely basis, supported by a letter of commendation from a DOL Federal Project Officer regarding the high degree of staff responsiveness, the FPO's high level of confidence in Mid-South, and the program's success in meeting all objectives and exceeding most of the established goals.

ADAPT fiscal, programmatic, and reporting processes will be implemented through memoranda of understanding between Arkansas State University Mid-South and the ADTEC colleges and will be in compliance with state procurement regulations and Workforce Initiative Act grant requirements. Planning meeting and regional employer meeting outcomes will be documented and kept on file as support documentation to inform the development of the project.

As shown in Figure 3, the organizational structure which has been developed for the ADAPT initiative, the ADTEC presidents and chancellors will have executive oversight to ensure project fidelity. Through collaboration with employer, K-12, and workforce development board partners, the ADTEC colleges will accomplish grant outcomes through work teams which will focus on four key components which are integrated into the ADAPT strategy: career pathways, credentials/certifications, basic skills instruction, and support services. All of the ADTEC colleges will maintain representation on each work team. The services of subject matter experts may also be used to help develop one or more of these areas.

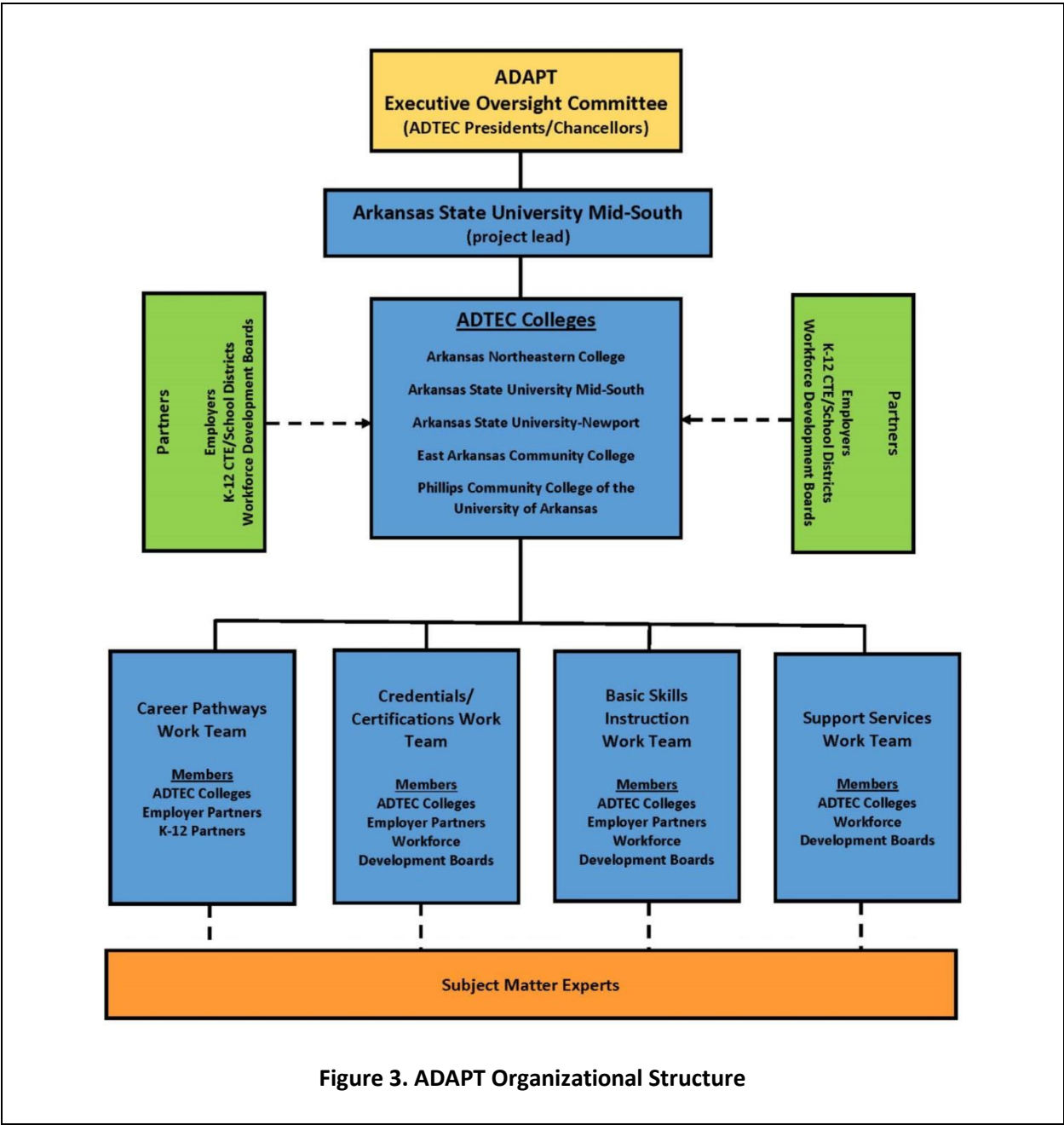


Figure 3. ADAPT Organizational Structure

SECTION 3 – STRENGTH OF PARTNERSHIP**25 Points**

Proposals are required to address how the program plan incorporates each of the mandatory partners, as identified above, and other regional partners who can contribute significantly, in a unique and meaningful role. Describe the anticipated role for each member of the alliance. **Include with the proposal a commitment letter from each partner and the Local Workforce Development Board.**

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Strength of Partnership (25 Pts)	Plan includes broad representation and each partner has a defined role with identified critical contributions (22–25 Pts)	Plan includes broad representation but partner roles are not clearly defined (18–21 Pts)	Plan lacks one or two important partners or not all partners are critical to success of the plan (14–17 Pts)	Partner participation is too narrow or some partners do not contribute meaningfully (0–13 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

The 5 ADTEC colleges, 4 secondary technical centers housed on ADTEC college campuses, 19 K-12 CTE/school district partners, 25 manufacturing employers, 10 transportation employers, and 4 workforce development boards comprise the ADAPT workforce alliance in the ADTEC region. A complete list of partners and letters of commitment are appended to the end of this proposal, in which each partner has identified tangible means of engaging with and contributing to the ADAPT initiative.

The ADTEC workforce development model will support ADAPT. As shown in Figure 4, the ADTEC workforce development model is driven by continuous industry input and feedback, through mechanisms such as skills standards and competency surveys and DACUM (Developing a Curriculum) workshops. Through these processes, industry identifies job titles, job competencies, technical and professional skills standards, equipment/tool standards and other information that is necessary for the development of workforce talent in a specific industry. That information then becomes the basis for the design of curriculum, course guides, and equipment standards for the pathway for that particular program.

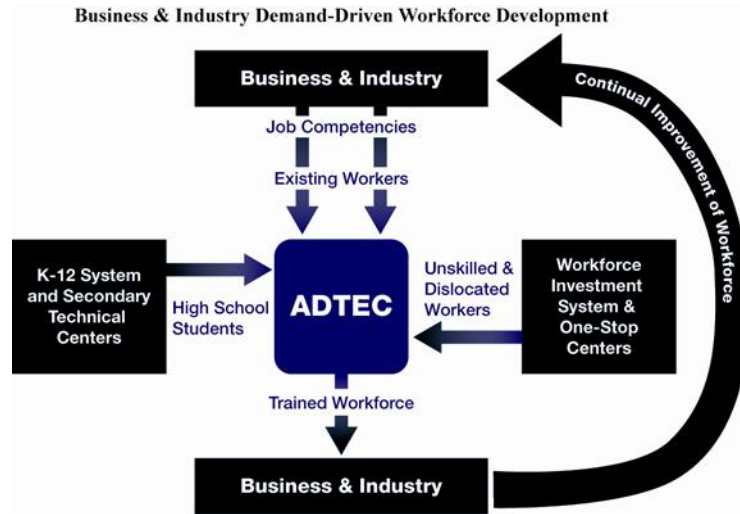


Figure 4. ADTEC Workforce Development Model

Figure 4 also illustrates a continuous trained worker pipeline as part of the workforce development model, including three major resource pools for workforce talent development: existing workers, unskilled and dislocated workers, and high school students. The Arkansas Workforce Centers (One-Stops) provide a pool of unskilled and dislocated workers, and ADTEC will be renewing memoranda of understanding in place with the Workforce Development Board partners to continue to formalize and sustain that relationship.

The **ADTEC colleges** are the training providers and the interface of the workforce alliance. The colleges are responsible for developing and implementing the ADAPT strategy, which includes a regional workforce readiness structure consisting of several core elements (identified earlier in this proposal), a basic skills instruction platform, student supports, and resulting in ADTEC workforce readiness certification for individuals who successfully complete the requirements. Regionally, ADTEC has identified two career pathways which will be targeted based on input from the local workforce development boards and employer partners—advanced manufacturing or manufacturing-related and ADTEC-driven Commercial Driver Training (CDL) within transportation/distribution/logistics pathways. The colleges will revise designated programs within the existing manufacturing programs to encompass the ADAPT workforce readiness platform and will create a new consortium-based response to critical CDL workforce gaps identified throughout eastern Arkansas.

Four of the ADTEC colleges operate **secondary technical centers** on their campuses, and all of the ADTEC colleges are engaged in concurrent enrollment partnerships with the school districts in their respective areas. These collaborations have been integral to the ADTEC career pathway model since the consortium received its first grant in 2005. The secondary technical centers and concurrent enrollment programs are the mechanism by which high school CTE students participate in college technical programs as the entry point to earning certificates of proficiency and aligned industry credentials. Participating high school students can potentially earn 24 college credit hours or more and multiple credentials in this initial step and upon high school graduation are positioned to traverse the entire pathway of stacked credentials with multiple entry and exit points.

The ADTEC career pathway model includes a pipeline mechanism for high school students to enter into college technical programs through the secondary technical centers and **K-12 CTE/school district**

concurrent credit programs. As K-12 CTE partners, school districts will engage with the ADTEC colleges and the ADAPT initiative in a variety of ways:

- Student participation in concurrent college credit opportunities, including career pathway programs available through the ADTEC colleges
- Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events
- Student participation in college-sponsored events such as college and career fairs
- Collaboration with the Career Coach program and activities
- Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes
- Collaboration with business and industry to assure CTE program and employment relevancy
- Participation in planning discussions

The ADAPT workforce alliance will also include **manufacturing and transportation employers**, and a regional employer partner strategy meeting for each sector will be held during the planning grant period. Employer partners provided workforce needs input as part of the grant proposal development process through one-on-one discussions and responses to needs-based questionnaires.

Employer partner level of engagement will vary based on capacity and time involved, as indicated in their letters of commitment, but generally across the region, employer partners will assume significant roles.

- Hiring of qualified credentialed graduates
- Preferential hiring consideration of qualified credentialed graduates
- Interviews with graduates and near completers
- Work-based learning experiences (job shadowing, internships, apprenticeships)
- Subject matter expertise (guest speakers; event judges; skills requirements; and/or feedback regarding program content, assessments, and credentials)
- Facility tours
- Participation in job and career fairs
- Mentoring
- Provision of program resources, such as career-based materials, shop/lab supplies, instructors, equipment, and/or other donations
- Participation in planning discussions

The 12-county ADTEC region in eastern Arkansas includes counties served by five local **workforce development boards**. The ADTEC region is outlined in bold black in Figure 5, which depicts local workforce regions in Arkansas. Two of the local workforce regions encompass only one ADTEC county, yet four of the five local workforce development boards are partners in the ADAPT workforce alliance: Eastern, Northeast, North Central, and Southeast. Workforce development board partners participated in planning discussions with the ADTEC colleges in a half-day face-to-face meeting and in phone conferences, confirming the need for the targeted pathways supported by published labor market data.

LOCAL WORKFORCE DEVELOPMENT REGIONS

EASTERN ARKANSAS

East Arkansas Community College • Mid-South Community College • Phillips Community College of the University of Arkansas

WESTERN ARKANSAS

Rich Mountain Community College • Arkansas Tech - Ozark • University of Arkansas - Fort Smith

NORTH CENTRAL ARKANSAS

ASU - Beebe • ASU - Newport • Ozarka College • University of Arkansas Community College at Batesville • Lyon College • Harding University

WEST CENTRAL ARKANSAS

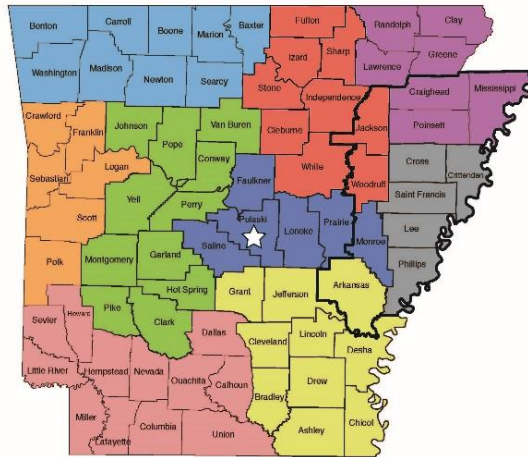
National Park College • College of the Ouachitas • University of Arkansas Community College at Morrilton • Arkansas Tech University • Henderson State University • Ouachita Baptist University

SOUTHWEST ARKANSAS

Cossatot Community College of the University of Arkansas • South Arkansas Community College • University of Arkansas Community College at Hope • Southern Arkansas University Tech • Southern Arkansas University

NORTHWEST ARKANSAS

Northwest Technical Institute • Northwest Arkansas Community College • North Arkansas College • ASU - Mountain Home • University of Arkansas - Fayetteville • John Brown University • University of the Ozarks



NORTHEAST ARKANSAS

Arkansas Northeastern College • Black River Technical College • Arkansas State University • Crowley's Ridge College • Williams Baptist College

LITTLE ROCK (★) & CENTRAL ARKANSAS

Pulaski Tech • University of Arkansas at Little Rock • University of Central Arkansas • Philander Smith • Shorter College • Arkansas Baptist College • Hendrix College

SOUTHEAST ARKANSAS

Southeast Arkansas College • Phillips Community College of the University of Arkansas • University of Arkansas at Pine Bluff • University of Arkansas at Monticello

Figure 5. ADTEC Counties and Workforce Development Regions

The letters of commitment from the workforce development boards vary regarding specific types of engagement but, generally across the ADTEC region, the workforce development boards will assume significant roles.

- Promotion of targeted pathways to job seekers through Arkansas Workforce Centers
- Employment services available through AWCs, including access to computer labs, resume preparation, and referrals to eligible programs
- Job search assistance through Arkansas JobLink
- Basic skills (soft skills) workshops
- Referrals to other WIOA (Workforce Innovation and Opportunity Act) partner resources
- Availability of Career Readiness Certificate testing processes to all job seekers ages 18 and over
- Coordination of job fairs with employers who recognize Career Readiness Certificates
- Student tours of Arkansas Workforce Centers

The items listed below are categorized by services which may be available for individuals who meet WIA/WIOA eligibility requirements.

- Career advising (combination of mentoring and job coaching)
- Tuition, books, and/or uniforms (if not available from other resource)
- Childcare, transportation, and/or medical (if not available from other resource)
- Paid work experience

SECTION 4 – BUDGET PLAN**20 Points**

Proposals will include a detailed financial plan assigning cost estimates to all proposed planning activities and a completed budget template. Efficiency in planning grant expenditures is expected.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Budget Plan (20 Pts)	All requested resources are essential and clearly support the goals of the plan. (18–20 Pts)	Most requested resources are important and clearly support the goals of the plan (15–17 Pts)	Plan includes some questionable resource requests (11–14 Pts)	Budget includes requests deemed unnecessary (0–10 Pts)

Section 4.1 – Budget Plan Detail

Please provide your detailed financial plan in the box below.

A1. Personnel**\$25,000**

ADTEC college personnel costs related to planning grant processes, e.g., participation in meetings, phone conferences, travel, partner collaboration, interaction with subject matter experts, curriculum/program development, research, and other grant-related activities; \$5,000 x 5 ADTEC colleges

A2. Travel**\$12,500**

Mileage expenses for grant-related travel/meetings, \$1,000 x 5 ADTEC colleges; per diem travel expenses to investigate best practices; includes funds for representatives from the 5 ADTEC colleges and other partners who may participate in best practices travel, \$1,000 x 5 ADTEC colleges; \$2,500, other partners (funds not used by other partners may be allocated to grant-related travel for ADTEC colleges); estimated 10 planning meetings and 2 regional employer partner meetings

B1. Materials and Supplies**\$3,500**

Regional planning meeting and employer meeting costs (print materials, copies, refreshments/meals; meetings will occur in 12-county region so will require several hours per meeting day off campus/off partner site time and working lunch meetings; also includes regional meetings for employer partners); estimated 10 planning meetings x \$250 ea.; 2 regional employer partner meetings - manufacturing and CDL/TDL x \$500 ea.

B3. Consultant Services**\$50,000**

Subject matter experts (may include pathway content validation, credential mapping, curriculum development, program implementation, and others identified during the planning process); student marketing/program promotion/enrollment strategies and other strategies which target getting students into programs

Section 4.2 – Budget Plan Template

Please complete the budget template below. Totals will calculate automatically based on your input.

A. Partner Participant Support Costs

1. Personnel/Stipend	\$25,000.00
2. Travel	\$12,500.00
3. Other (Explain Below)	\$0.00
Briefly Explain Other Costs	
TOTAL PARTNER PARTICIPANT COSTS	\$37,500.00

B. Other Direct Costs

1. Materials and Supplies	\$3,500.00
2. Publication Costs/Documentation/Dissemination	\$0.00
3. Consultant Services	\$50,000.00
4. Other (Explain Below)	\$0.00
Briefly Explain Other Costs	
TOTAL OTHER DIRECT COSTS	\$53,500.00

C. TOTAL DIRECT COSTS

	\$91,000.00
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SUBMIT BY SEPTEMBER 1, 2015Email to ADHE.Workforce.Grant@adhe.edu*Applications that are received without an Intent Form (Due August 1) will not be accepted.***PLANNING GRANT SCORING RUBRIC**

Critical Elements	Exemplary	Superior	Adequate	Needs Improvement	Value
Program Need	Significantly addresses a top 3 workforce need in the region (26–30)	Addresses in a more limited way a top 3 workforce need in the region (21–25)	Addresses in a limited way a less critical workforce need in the region (16–20)	Identified labor need is too narrow or not in a critical area (0–15)	30 Pts
Program Plan	Plan addresses all goals and core requirements and identifies significant outcomes (22–25)	Plan addresses most goals and requirements and identifies outcomes (18–21)	Plan addresses many goals and requirements and identifies few outcomes (14–17)	Plan lacks significant requirements or lacks apparent outcomes (0–13)	25 Pts
Strength of Partnership	Plan includes broad representation and each partner has a defined role with identified critical contributions (22–25)	Plan includes broad representation but partner roles are not clearly defined (18–21)	Plan lacks one or two important partners or not all partners are critical to success of the plan (14–17)	Partner participation is too narrow or some partners do not contribute meaningfully (0–13)	25 Pts
Budget Plan	All requested resources are essential and clearly support the goals of the plan. (18–20)	Most requested resources are important and clearly support the goals of the plan (15–17)	Plan includes some questionable resource requests (11–14)	Budget includes requests deemed unnecessary (0–10)	20 Pts
Total Points Possible					100 Pts

PARTNERS	
ADTEC Colleges	
Arkansas Northeastern College Arkansas State University Mid-South Arkansas State University-Newport	East Arkansas Community College Phillips Community College of the University of Arkansas
Workforce Development Boards	
Eastern North Central	Northeast Southeast
K-12 CTE/School Districts	
Armored School District Barton-Lexa School District Blytheville Public Schools DeSoto School, Inc. DeWitt School District Forrest City High School Gosnell School District No. 6 Helena/West Helena School District KIPP Delta Manila Public Schools	Marion School District Marvell Academy Marvell-Elaine Public Schools Northeast Arkansas Career & Tech Center Osceola Public Schools Palestine-Wheatley School District Rivercrest High School Stuttgart School District #22 West Memphis School District
Employers – Manufacturing	
Adams Fertilizer Equipment Amerimax Big River Steel Boar's Head Bosch BPS, Inc. Cormier Rice Milling Co., Inc. EnviroTech Hino Motors Manufacturing Hoffinger Industries, Inc. Hytrol Lennox Newberry Tanks & Equipment	Norac Pepsico (Frito-Lay Division) Phillips County Chamber of Commerce Producers Rice Mill Riceland Foods Simplot Stuttgart Chamber of Commerce Stuttgart Industrial Development Corporation Tag Truck Center Tenaris Unilever United Initiators
Employers – CDL/Transportation, Distribution, and Logistics	
Adams Fertilizer Equipment Lennox Maverick Transportation LLC Ozark Motor Lines, Inc. Producers Rice Mill	Riceland Foods Stuttgart Chamber of Commerce Stuttgart Industrial Development Corporation Tag Truck Center TransOne



Office of the President

Phone: (870) 762-3191
Fax: (870) 763-0948
E-mail: jshemwell@smail.anc.edu

P.O. Drawer 1109
Blytheville, AR 72316-1109

August 13, 2015

Arkansas Department of Higher Education
ATTN: Workforce Initiative Act Grant Review Committee
423 Main Street, Suite 400
Little Rock, AR 72201

RE: ADTEC Workforce Initiative Act of 2015 Grant Application

I am pleased to issue this letter of support for the Arkansas Delta Training & Education Consortium (ADTEC) Workforce Initiative Act grant proposal. Having led the advancement of workforce education in the State as Arkansas' most prolific provider of customized industry training for over a decade, Arkansas Northeastern College (ANC) is focusing upon Manufacturing for this grant, including Steel Industry Technology, Advanced Manufacturing, Construction, and Welding. ANC will engage in this collaborative effort in a number of tangible ways. ANC will provide credentialing opportunities for participants in qualifying programs to include academic credentials such as Certificates of Proficiency, Technical Certificates, and Associate in Applied Science degrees, as well as industry-recognized credentials such as certification through NCCER (National Center for Construction Education & Research), OSHA, and the American Welding Society. ANC will provide basic job attainment and soft skills through its WORK (Workforce Orientation & Retraining Keys) program, recognized as a national benchmark by the American Association of Community Colleges. ANC will provide job placement and tracking services for all participants, as well as mentoring opportunities through the WORK program and the ANC advising system. Lastly, ANC will convene industry grant partners to monitor program effectiveness and make appropriate program modifications.

ADTEC is a nationally-recognized regional partnership, having been honored by receiving the 2010 Bellwether Award from the Community Colleges Futures Assembly. The partnership of the five colleges comprising ADTEC was successful in bringing over \$65 million dollars of grant funding into the Arkansas Delta over the period of 2003-2013. ADTEC has been able to acquire such outside resources due to its demonstrated record delivering grant outcomes on a consistent basis. I am highly confident that the current Workforce Initiative Act grant plan will represent yet one more ADTEC success story; I urge its enthusiastic approval. If any member of the Grant Review Committee should have questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. James R. Shemwell", written over a horizontal line.

Dr. James R. Shemwell
President



ARKANSAS STATE UNIVERSITY
MID-SOUTH

August 18, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

Arkansas State University Mid-South is pleased to be able to participate in the Workforce Initiative Act of 2015 grant process and will serve as the lead institution for the Arkansas Delta Accelerating Pathways Together (ADAPT) project in eastern Arkansas.

Mid-South is also the lead institution of the Arkansas Delta Training and Education Consortium (ADTEC), recognized nationally for its workforce development achievements. In addition to Mid-South, the other ADTEC colleges are Arkansas Northeastern College, Blytheville; Arkansas State University-Newport; East Arkansas Community College, Forrest City; and Phillips Community College of the University of Arkansas, Helena. The grant proposal is a collaborative regional effort, with all of the ADTEC colleges involved in planning discussions, along with other alliance partners.

Mid-South looks forward to providing tangible support for the ADAPT project in a variety of ways:

- Assuming a leadership role in communication and organizational processes
- Providing leveraged grant writing and consortium grant administration expertise
- Proactively engaging with ADTEC, employer, workforce development board, K-12, and other partners to help ensure the success of the ADAPT model
- Enhancing and/or creating the targeted education/career pathways for alignment with regional workforce needs
- Engaging secondary center/college students, faculty, and staff in the ADAPT model
- Integrating relevant components of other institutional programs and services into the ADAPT model, such as student supports and basic skills instruction
- Organizing and hosting regional ADAPT meetings
- Participating in state-level meetings regarding the Workforce Initiative Act of 2015 grant

Thank you for the opportunity to be a part of this new direction in workforce development in Arkansas. Mid-South and ADTEC are excited about the potential and replicability of the ADAPT project and encourage you to give this proposal your positive consideration.

Sincerely,

Dr. Debra West
Chancellor

Debra West, Ph.D.

August 13, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Re: Workforce Initiative Act of 2015 Grant

It is my pleasure to write a letter in support of the Workforce Initiative Act of 2015 Regional Workforce Grant Program application being submitted by the Arkansas Delta Training and Education Consortium (ADTEC) of which Arkansas State University-Newport is a member. This endeavor will significantly benefit numerous individuals and the communities served with the ultimate results yielding an increase in individuals who are prepared for high-demand jobs.

As chancellor of a community college and as a member of the Newport Economic Development Commission, I see first-hand how the workforce skills gap impedes the economy of Arkansas. If awarded this grant, ADTEC will work with business and industry leaders, state agencies, public schools and other higher education entities to ensure successful alignment between job skills training and employer needs in Arkansas.

In times where the American Dream is becoming difficult to attain, education is more critical than ever before. ADTEC colleges see the importance of working together to provide the residents of Eastern Arkansas the opportunity to earn family-supporting wages while strengthening the workforce and our communities.

Sincerely,



Sandra Massey, Ed.D.
Chancellor

Newport
7648 Victory Blvd.
Newport, Arkansas 72112
Phone: 870.512.7800
Fax: 870.512.7825

Jonesboro
5504 Krueger Drive
Jonesboro, Arkansas 72401
Phone: 870.932.2176
Fax: 870.972.0801

Marked Tree
33500 Hwy. 63 East
Marked Tree, Arkansas 72365
Phone: 870.358.2117
Fax: 870.358.4117



August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

RE: WORKFORCE INITIATIVE ACT OF 2015 GRANT

On behalf of East Arkansas Community College, I am pleased to offer our support of the initiatives, strategies, goals, and prospective outcomes outlined in the Arkansas Delta Training and Education Consortium's response to the Workforce Initiative Act grant program RFP. We will actively collaborate with the ADTEC colleges and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program, and specifically the ADTEC driven regional approach to expanding Commercial Driver's License programs to support critical workforce needs in eastern Arkansas.

I can affirm EACC's commitment to the Workforce Initiative Act grant program strategies with regard to the College's ability to actively participate in planning and implementation, including strengthening career pathway models to incorporate basic skills instruction, industry recognized credentials, and expanded support services.

Sincerely,

A handwritten signature in black ink, appearing to read 'Coy Grace', with a long, sweeping horizontal line extending to the right.

Coy Grace, Ed. D.
President



August 14, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

Dear Members of the Selection Committee:

Phillips Community College of the University of Arkansas (PCCUA) has been part of the Arkansas Delta Training and Education and Education Consortium (ADTEC) since its inception. ADTEC's work in addressing workforce needs and organizing for emergent technologies has been critical to the survival of rural Arkansas and workforce training in this region of the State. As an ADTEC College, PCCUA is a partner in requesting funding through the Workforce Initiative Act of 2015. ADTEC has titled its new initiative the Arkansas Delta Accelerating Pathways Together (ADAPT) because of its purposeful focus on building strong pathways for manufacturing and related majors. This effort at PCCUA will focus on building a guided training pathway in manufacturing and related fields. There are issues with workforce readiness in the current workforce pool and this planning grant will target developing readiness certificates like the CRC, ensuring that certificates and degrees have embedded practical experience and various certifications embed in the training. Employers have indicated the importance of these to the worker and to industry. Another exciting aspect of this grant is its connectedness to the regional industries relying on industry collaboration for curriculum development and training needs.

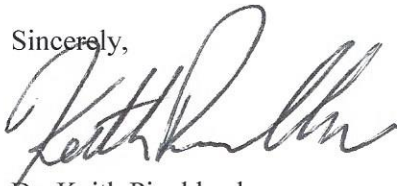
ADAPT is an efficient way to address regional training and work readiness. The ADTEC colleges will be sharing resources such as instructors, some equipment, trainers, and best practices. The planning grant will provide the ADTEC colleges with the opportunity to work together to develop industry responsive and rapid entry workforce training. Through ADAPT the ADTEC colleges will promote a stronger alignment of industry credentials while improving the manufacturing pathway. Additionally, at PCCUA we hope to develop a CDL in partnership with the ADTEC colleges. This is a much more economical venture than

trying to develop a program independently without the shared resources ADAPT will be able to provide.

The attempt to organize and reinvent the approach to instruction among the ADTEC colleges is practical but logical. Through the ADAPT outcomes, students and workers will receive exceptional industry training with a curriculum which integrates applied reading, writing, and mathematics into the manufacturing pathway. This will improve the technical communication skills of our graduates.

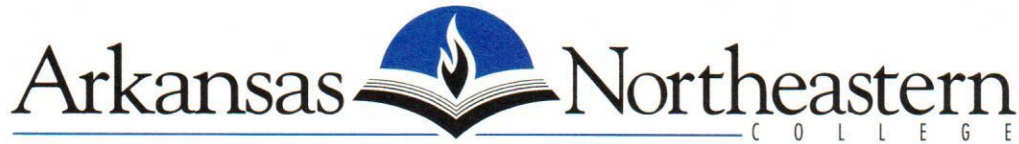
Please feel free to contact me if you would like to discuss PCCUA's role as an ADTEC College or the ADAPT grant initiative.

Sincerely,



Dr. Keith Pinchback
PCCUA
P.O. Box 785
Helena-West Helena, AR 72342
870-338-6474, Ext. 1233
pinchback@pccua.edu





Phone: (870) 762-1020
www.anc.edu

2501 South Division
P.O. Drawer 1109
Blytheville, AR 72316-1109

August 17, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT GRANT OF 2015

Arkansas Northeastern College Secondary Technical Center (ANCTC) agrees to partner with the ADTEC Consortium members to expand the educational opportunities of students through development and implementation of aligned career pathways. This commitment will be to work with ADTEC partners to identify high demand career pathways needed regionally, and to develop/modify programs and course that will increase exploration, awareness, and skill attainment in those fields.

In addition, ANCTC will commit to use its local advisory board made up of the six Mississippi County public school superintendents, to actively lead the workforce development agenda at the secondary level. This effort will encourage and promote comprehensive career pathways development that will result in multiple exit points, stackable credentials, and more students pursuing the career pathway post high school.

ANCTC will also collaborate with the various ADTEC partners to support the Workforce Initiative Act grant program in the creation of work ready communities. As a college and career education provider in this initiative, we will seek to connect with workforce partners to established work-based learning experiences awarding concurrent high school and college credit. Finally, ANCTC will also commit to assisting students with their transition to the career pathway at college level, and/or with job placement for students who successfully complete the secondary programs developed from the initiative. We look forward to successful collaboration with all partners who are committing to this project.

Sincerely,

Sherri Bennett
ANCTC Director



ARKANSAS STATE UNIVERSITY
MID-SOUTH

August 6, 2015

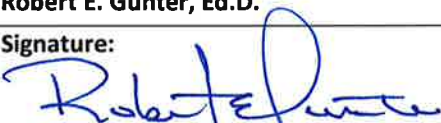
Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a Secondary Technical Center partner with the Arkansas Delta Training and Education Consortium, we will actively collaborate with the ADTEC college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We believe that college and career planning, student supports, and involvement from business and industry are necessary to encourage youth and help them make appropriate decisions regarding an education and career pathway plan.

Our role as a Secondary Technical Center partner will include, but is not limited to, the items checked below:

- ☒ Student participation in concurrent and/or articulated college credit opportunities, including career pathway programs available through secondary technical centers located on ADTEC college campuses
- ☒ Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events.
- ☒ Student participation in college-sponsored events such as college and career fairs
- ☒ Collaboration with the Career Coach program and activities
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

Secondary Technical Center Partner		County
Arkansas State University Mid-South		Crittenden
Contact Name	Title	Date
Robert E. Gunter, Ed.D.	VP for Workforce Education	August 6, 2015
Signature: 		

Armored School District

Board of Directors
Susan Hughes, President
Scott Jowers, Vice-President
Angela Finley, Secretary
Dale Cook
Jeff Hollingshead

4555 N. State Highway 137
Blytheville AR 72315
Phone: 870-763-6639
Fax: 870-763-0028
<http://armored.k12.ar.us>

Superintendent
Mrs. Sally Bennett
sbennett@armored.k12.ar.us

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Delta Training and Education Consortium, we will actively collaborate with the ADTEC college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We believe that college and career planning, student supports, and involvement from business and industry are necessary to encourage youth and help them make appropriate decisions regarding an education and career pathway plan.

Our role as a K-12 CTE partner will include, but is not limited to, the items checked below:

- ☒ Student participation in concurrent and/or articulated college credit opportunities, including career pathway programs available through secondary technical centers located on ADTEC college campuses
- ☒ Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events.
- ☒ Student participation in college-sponsored events such as college and career fairs
- ☒ Collaboration with the Career Coach program and activities
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

K-12 Education Partner (School Name)	School District	County
Armored High School	Armored	Mississippi
Contact Name	Title	Date
Sally Bennett	Supt.	8-10-15
Signature: Sally Bennett		



BARTON-LEXA School District

P.O. BOX 97

BARTON, AR 72312

Advanced Accredited

Phone: 870-572-7294 Fax: 870-572-4713

BOARD MEMBERS:

Donna Ryan-Pres.

Lita Moore-Johnson-Vice Pres.

Roxie Wilson-Secretary

Anthony Arnold

Mike Canonici

Evelyn Thomas

Chuck Ward

David Tollett, Superintendent

Chris Goodin, H.S. Principal

Bernie Winkel, Elem. Principal

August 10, 2015

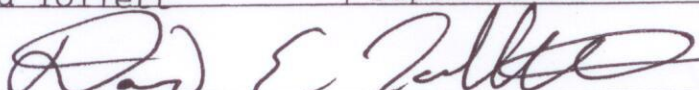
Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Delta Training and Education Consortium, we will actively collaborate with the ADTEC college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We believe that college and career planning, student supports, and involvement from business and industry are necessary to encourage youth and help them make appropriate decisions regarding an education and career pathway plan.

Our role as a K-12 CTE partner will include, but is not limited to, the items checked below:

- ☒ Student participation in concurrent and/or articulated college credit opportunities, including career pathway programs available through secondary technical centers located on ADTEC college campuses
- ☒ Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events.
- ☒ Student participation in college-sponsored events such as college and career fairs
- ☐ Collaboration with the Career Coach program and activities
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

K-12 Education Partner (School Name)	School District	County
Barton-Lexa	Barton School District	Phillips
Contact Name	Title	Date
David Tollett	Superintendent	8/7/2015
Signature:		



BLYTHEVILLE PUBLIC SCHOOLS

405 W. Park • PO Box 1169
BLYTHEVILLE, ARKANSAS 72316
(870) 762-2053 • Fax (870) 762-0141

Richard Atwill
Superintendent

"Learners Today - Leaders Tomorrow"

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Delta Training and Education Consortium, we will actively collaborate with the ADTEC college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We believe that college and career planning, student supports, and involvement from business and industry are necessary to encourage youth and help them make appropriate decisions regarding an education and career pathway plan.

Our role as a K-12 CTE partner will include, but is not limited to, the items checked below:

- ☒ Student participation in concurrent and/or articulated college credit opportunities, including career pathway programs available through secondary technical centers located on ADTEC college campuses
- ☒ Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events.
- ☒ Student participation in college-sponsored events such as college and career fairs
- ☒ Collaboration with the Career Coach program and activities
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

K-12 Education Partner (School Name)	School District	County
Blytheville High School	Blytheville	Mississippi
Contact Name	Title	Date
Richard Atwill	Superintendent	August 6, 2015
Signature: 		

DeSoto School, Inc.

POST OFFICE BOX 2807

West Helena, Arkansas 72390

Phone: 870-572-6717

Fax: 870-572-9531

Accredited By

Mississippi Association of Independent Schools
Arkansas Non-Public School Accrediting AssociationMr. E.G. Morris, Headmaster
Mrs. Lyn Toney, Dean of Students

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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- ☒ Student participation in college-sponsored events such as college and career fairs
- ☒ Collaboration with the Career Coach program and activities *we do not have formal CCs*
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

K-12 Education Partner (School Name)	School District	County
DeSoto School, Inc.		Phillips
Contact Name	Title	Date
E.G. Morris	Headmaster	8-4-15
Signature: <i>E.G. Morris</i>		

"Dedicated to Providing Quality Education"

DEWITT SCHOOL DISTRICT

•Excellence in Education•

Dr. Lynne Dardenne, Superintendent



BOARD OF DIRECTORS

Barry Joe Wilson, President
Brad Koen, Vice-President
Shawanna Wansley, Secretary
Kenneth Graves
Johnny Lockley
Bruce Morgan
Drew Whiting

Marty Weaver

DeWitt High School Principal

Julie Amstutz

DeWitt Elementary Principal,

Rachel Mitchell

Gillett Elementary Principal

Clay Ashcraft

DeWitt Middle School Principal

August 10, 2015

Workforce Initiative Act Grant Review Committee

Attn: Arkansas Department of Higher Education

423 Main Street, Suite 400

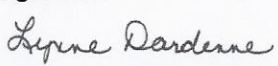
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K-12 Education Partner (School Name)	School District	County
DeWitt School District	DeWitt	Arkansas
Contact Name	Title	Date
Dr. Lynne Dardenne	Superintendent	7/1/2015
Signature: 		

(870)946-3576

PO Box 700 1841 Grandview Drive DeWitt AR 72042
An Equal Opportunity Employer

Fax (870) 946-1491



Forrest City High School

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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K-12 Education Partner (School Name)	School District	County
Forrest City High School	Forrest City School District	St. Francis
Contact Name	Title	Date
Beverly Bass	High School Guidance Counselor	8/17/15
Signature: 		

Gosnell School District No. 6



Bonard V. Mace Jr., Superintendent

600 Highway 181

Gosnell, Arkansas 72315

Telephone: (870) 532-4000

Fax: (870) 532-4002

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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K-12 Education Partner (School Name)	School District	County
		Mississippi
Contact Name	Title	Date
Bonard V. Mace Jr.	Superintendent	8/10/15
Signature: <i>Bonard V. Mace Jr.</i>		

August 10, 2015


Workforce Initiative Act Grant Review Committee
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Little Rock, AR 72201

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K-12 Education Partner (School Name)	School District	County
Central High School	Helena-West Helena	Phillips
Contact Name	Title	Date
John Hoy	Superintendent	8/10/15
Signature: 		



KIPP DELTA PUBLIC SCHOOLS

415 Ohio Street
Helena-West Helena
Arkansas, 72342

Phone: 870.753.9035

Fax: 870.753.9440

www.kippdelta.org

August 10, 2015

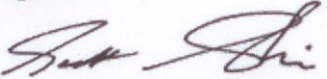
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K-12 Education Partner (School Name)	School District	County
KIPP Delta Public Schools	KIPP Delta Public Schools	Phillips
Contact Name	Title	Date
Scott Shirey	Superintendent	August 4, 2015
Signature: 		

KIPP DELTA
COMMUNITIES

HELENA-WEST
HELENA

BLYTHEVILLE

FORREST CITY

MANILA PUBLIC SCHOOLS

Post Office Box 670
MANILA, ARKANSAS 72442
TELEPHONE (870) 561-4419
FAX (870) 561-4410



Pamela Castor
Superintendent

BOARD OF EDUCATION
Jeremy Jackson, President
Brandon Veach, Vice-President
Tracey Reinhart, Secretary
Johnny McCain
Tommy Wagner
Danny Robbins
Dean Tucker

August 10, 2015

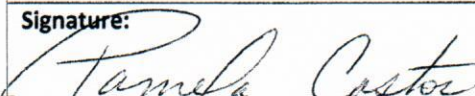
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K-12 Education Partner (School Name)	School District	County
Manila School District	Manila	Mississippi
Contact Name	Title	Date
Pamela Castor	Superintendent	08-11-15
Signature: 		

MEMBER OF NORTH CENTRAL ASSOCIATION
AN EQUAL OPPORTUNITY EMPLOYER

Marion School District

Don Johnston
Superintendent
Jeffery D. Altemus
Deputy Superintendent

200 Manor Street
Marion, AR 72364-1936
1.870.739.5100
1.870.739.5115 FAX

August 10, 2015

Board of Directors:
A. Jan Thomas, Jr., President
Steve A. Sutton, Vice-President
Rev. Jeffrey Richardson, Secretary
Darrylee Arms
Brian Proffitt
Daryel Jackson
Wm. Bart Turner

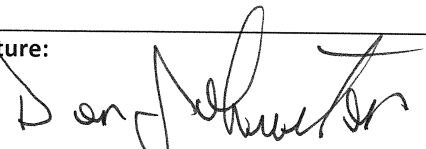
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K-12 Education Partner (School Name)	School District	County
Marion High School	Marion	Crittenden
Contact Name	Title	Date
Hugh Inman	Director of Secondary Education	07/27/15
Signature: 		

Marvell Academy

645 Highway 243 North • P.O. Box 277 • Marvell, Arkansas 72366 • (870) 829-2934

Herman Coats, Headmaster

August 10, 2015

Workforce Initiative Act Grant Review Committee
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423 Main Street, Suite 400
Little Rock, AR 72201

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K-12 Education Partner (School Name)	School District	County
MARVELL Academy	MAIS DISTRICT # 1A	Phillips
Contact Name	Title	Date
Herman Coats	Headmaster	8-5-2015
Signature: <i>Herman Coats</i>		

MARVELL - ELAINE PUBLIC SCHOOLS

P.O. BOX 1870
MARVELL, ARKANSAS 72366
870-829-2101

August 10, 2015

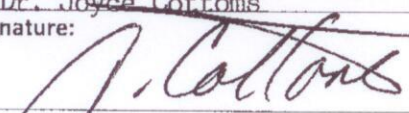
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K-12 Education Partner (School Name)	School District	County
Marvell-Elaine High School	Marvell-Elaine School Dist.	Phillips
Contact Name	Title	Date
Dr. Joyce Cottons	Superintendent	8.10.15
Signature: 		

"An Equal Opportunity Employer"

Northeast Arkansas

Career & Tech Center

1727 South Main Street ✕ Jonesboro, Arkansas 72401 ✕ 870.933.5891 ✕ neactc.com

August 10, 2015


Workforce Initiative Act Grant Review Committee
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423 Main Street, Suite 400
Little Rock, AR 72201

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K-12 Education Partner (School Name)	School District	County
Northeast Arkansas Career & Technical Center	Jonesboro Public Schools	Craighead
Contact Name	Title	Date
Eddie Crain	Director	8/10/2015
Signature 		

"Your CAREER awaits"

Osceola Public Schools

MEMBER NORTH CENTRAL ASSOCIATION

Board of Education

Michael Cox, Superintendent

James Baker, President
Michael Ephlin, Vice President
Denise Williams, Secretary
Jacqueline Baker
Sylvester Belcher
Randy Carney
Terry Cole



2750 W. Semmes

P. O. Box 528
Osceola, Arkansas 72370
Phone 870-563-2561
Fax 870-563-2181

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

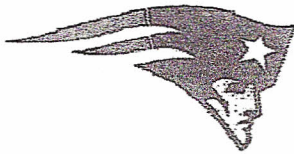
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K-12 Education Partner (School Name)	School District	County
Osceola High School	Osceola School District	Mississippi
Contact Name	Title	Date
Michael Cox	Superintendent	8-10-15
Signature: 		



Palestine-Wheatley School District

P.O. Box 790
Palestine, Arkansas 72372
870-581-2425

August 10, 2015

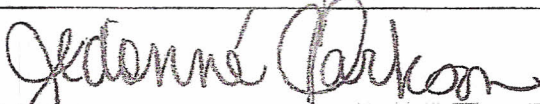
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K-12 Education Partner (School Name)	School District	County
Palestine-Wheatley High School	Palestine-Wheatley School District	St. Francis
Contact Name	Title	Date
Jedonne' Clarkson	High School Guidance Counselor	8/17/15
Signature: 		

MIKE SMITH, SUPERINTENDENT
22 North Jefferson
Wilson, AR 72395

TELEPHONE:
870-655-8633

FAX:
870-655-8841

August 10, 2015

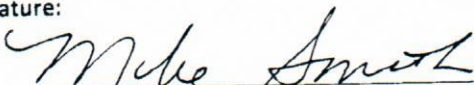
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K-12 Education Partner (School Name)	School District	County
Rivercrest High School	Rivercrest	Mississippi
Contact Name	Title	Date
Mike Smith	Superintendent	August 10, 2015
Signature: 		

Stuttgart School District #22

2501 South Main Street

Stuttgart, AR 72160

870-674-1303



Mr. Nathan Gills
Superintendent

Board of Directors

Henry Newby
President

Napoleon Davis, Jr.
Vice President

Carla Gipson

Rita Cress

Dr. Chris Morgan

Tim Vose

Todd Barnes

July 28, 2015

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K-12 Education Partner	School District	County
Stuttgart School District	Stuttgart	Arkansas
Contact Name	Title	Date
Kathy Hopson	Assistant Superintendent	July 28, 2015



WEST MEMPHIS SCHOOL DISTRICT

JON COLLINS, Superintendent

ADMINISTRATIVE OFFICE

POST OFFICE BOX 826 • WEST MEMPHIS, AR 72303 • (870) 735-1915

August 10, 2015

Workforce Initiative Act Grant Review Committee
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Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Delta Training and Education Consortium, we will actively collaborate with the ADTEC college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We believe that college and career planning, student supports, and involvement from business and industry are necessary to encourage youth and help them make appropriate decisions regarding an education and career pathway plan.

Our role as a K-12 CTE partner will include, but is not limited to, the items checked below:

- ☒ Student participation in concurrent and/or articulated college credit opportunities, including career pathway programs available through secondary technical centers located on ADTEC college campuses
- ☒ Collaboration with college faculty and staff in student recruitment activities and promotion of targeted pathways such as classroom presentations, parent nights, college campus/program tours, and registration events.
- ☒ Student participation in college-sponsored events such as college and career fairs
- ☒ Collaboration with the Career Coach program and activities
- ☒ Providing access to students regarding admission/enrollment, financial aid, assessment, and other college-related processes.
- ☒ Collaboration with business and industry to assure CTE program and employment relevancy
- ☒ Participation in planning discussions

K-12 Education Partner (School Name)	School District	County
The Academies of West Memphis High School	West Memphis	Crittenden
Contact Name	Title	Date
Jon Collins	Superintendent	07-27-2015
Signature: 		



FERTILIZER EQUIPMENT

Manufactured By INDUSTRIAL IRON WORKS, INC.

P.O. Box 628 • Highway 1
DeWitt, Arkansas 72042

BILLY C. ADAMS

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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- ☒ Hiring of qualified credentialed graduates
- ☒ Preferential hiring consideration of qualified credentialed graduates
- ☒ Interviews with graduates and near completers
- ☒ Work-based learning experiences (job shadowing, internship, apprenticeships)
- ☐ Subject matter expertise (guest speakers; event judges; skills requirements; and/or feedback regarding program content, assessments, and credentials)
- ☒ Facility tours
- ☒ Participation in job and career fairs
- ☒ Mentoring
- ☒ Provision of program resources, such as career-based materials, shop/lab supplies, instructors, equipment, and/or other donations
- ☐ Participation in planning discussions

Shaan Hudspeth		
Transportation/Distribution/Logistics		
Manager		
Adams Fertilizer Equipment		August 10, 2015
Signature: Shaan Hudspeth		



August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Lennox	Transportation/Distribution/Logistics	Stuttgart AR
Contact Name	Title	Date
Dan Bonnette	Director d/R	August 10, 2015
Signature: Dan Bonnette		



August 20, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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Employer Name	Industry Sector	Site Location
Maverick Transportation LLC	Transportation/Distribution/Logistics	Little Rock, AR
Contact Name	Title	Date
Kimberly Williams Gary	Vice President Sustainability	August 20, 2015
Signature: <i>Kimberly Williams Gary</i>		

Ozark

MOTOR LINES, INC.

3934 Homewood Road
Memphis, TN 38118

P.O. Box 181077
Memphis, TN 38181

901-795-9711
1-800-264-4100

August 3, 2015

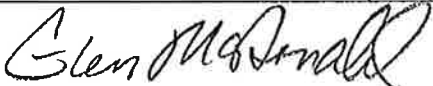
Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Ozark Motor Lines	Transportation/Distribution/Logistics	Memphis, TN
Contact Name	Title	Date
Glen McDonald	Director of Maintenance	August 3, 2015
Signature: 		



August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Producers Rice Mill, Inc	Transportation/Distribution/Logistics	Stuttgart, AR
Contact Name	Title	Date
Kris Lindsey	Director of Human Resources	August 10, 2015
Signature: 		



Karl D. Kennedy
President and
Chief Executive Officer

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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- ☒ Participation in planning discussions

Employer Name	Industry Sector	Site Location
Riceland Foods, Inc.	Transportation/Distribution/Logistics	Multiple
Contact Name	Title	Date
KARL D. KENNEDY	PRESIDENT & CEO	August 10, 2015
Signature: 		



"Our Experience Goes A Long Way"

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
TAG Truck Center	Transportation/Distribution/Logistics	Memphis, TN
Contact Name	Title	Date
Tommy Earl	President	August 10, 2015
Signature: 		



TAG TRUCK CENTER • 1650 East Brooks Road • Memphis, TN 38116
901 345 5633 Main • 800 264 0336 Toll Free • 901 345 6313 Fax
www.tagtruckcenter.com



August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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- ☒ Participation in planning discussions

Employer Name	Industry Sector	Site Location
TransOne	Transportation/Distribution/Logistics	West Memphis, AR
Contact Name	Title	Date
Alex Blankenship	President	August 10, 2015
Signature: 		



FERTILIZER EQUIPMENT

Manufactured By INDUSTRIAL IRON WORKS, INC.

P.O. Box 628 • Highway 1
DeWitt, Arkansas 72042

BILLY C. ADAMS

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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- ☐ Participation in planning discussions

Shawn Hudspeth	Manufacturing	
Manager	Adams Fertilizer Equip.	August 10, 2015
Signature: <i>Shawn Hudspeth</i>		



Amerimax Coated Products, Inc.
215 Phillips, 324 Road
Helena, Arkansas 72342
870/572-5074
870/572-5594 FAX

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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- ☒ Participation in planning discussions
- ☒ Engagement in program/curriculum development

Employer Name	Industry Sector	Site Location
Amerimax Coated Products	Manufacturing	215 Phillips 324 Helena, AR 72342
Contact Name	Title	Date
Onika Shirley	Production Manager	August 10, 2015
Signature: 		



1425 Ohlendorf Road,
Osceola, AR 72370

August 13, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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Employer Name	Industry Sector	Site Location
Big River Steel LLC	Manufacturing	Osceola, AR
Contact Name	Title	Date
Lenore E. Trammell	Chief Compliance Officer	August 13, 2015
Signature: 		

Boar's Head Provisions Co., Inc.



Established 1905

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Our role as an employer partner will include the items checked below:

- ☒ Hiring of qualified credentialed graduates
- ☒ Preferential hiring consideration of qualified participants who have earned a WORK Readiness certificate
- ☒ Interviews with graduates and near completers
- ☒ Work-based learning experiences (job shadowing, internship, apprenticeships)
- ☒ Subject matter expertise (guest speakers; event judges; skills requirements; and/or feedback regarding program content, assessments, and credentials)
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Employer Name	Industry Sector	Site Location
Boar's Head Provisions Co., Inc.	Manufacturing	Forrest City, AR
Contact Name	Title	Date
Scott Habermehl	Director of HR	August 10, 2015
Signature: 		



August 10, 2015

Workforce Initiative Act Grant Review Committee
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423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Bosch	Manufacturing	West Memphis
Contact Name	Title	Date
Marion Littlejohn	HR Manager	August 10, 2015
Signature: 		

BPS, INC.

794 Phillips Road 311, Helena, AR 72342

Phone (870) 572-7771 - Fax (870) 572-7775

BPS INC

CUSTOM CONTRACT PACKAGING SERVICES

August 10, 2015

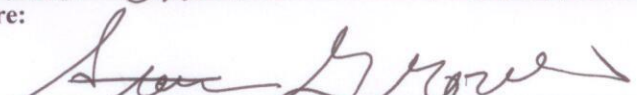
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- ☒ Engagement in program/curriculum development

Employer Name	Industry Sector	Site Location
BPS Inc	Manufacturing	
Contact Name	Title	Date
STEVE GROVES	OPERATIONS MGR	August 10, 2015
Signature: 		

August 10, 2015


Workforce Initiative Act Grant Review Committee
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Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Cormier Rice Milling Co., Inc.	Manufacturing	DeWitt
Contact Name	Title	Date
Jon Fuhrman	Plant Manager	August 10, 2015
Signature: 		

"Have A Rice Day"

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
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Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
ENVIROTECH Chemical	Manufacturing	Helena
Contact Name	Title	Date
BRIAN KRIGBAUM	General Manager	August 10, 2015
Signature: 		



MOTORS MANUFACTURING U.S.A., INC.

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
HINO	Manufacturing	West Memphis
Contact Name	Title	Date
Veronica Bogard	Assistant General Manager	August 10, 2015
Signature: 		



August 10, 2015

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Employer Name	Industry Sector	Site Location
Hoffinger Industries	Manufacturing	315 North Sebastian West Helena, AR
Contact Name	Title	Date
Doug Hollowell	Owner/CEO	August 10, 2015
Signature:  8/10/2015		

315 North Sebastian • West Helena, Arkansas 72390-2417
P.O. Box 2457 • West Helena, Arkansas 72390-0457
870/572-3466 • Fax: 870/572-9711

Operating Divisions: Doughboy Recreational, Lomart Industries, and Arkansas Manufacturing



SYSTEMS • SOLUTIONS • SERVICE

August 20, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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- ☒ Provision of program resources, such as career-based materials, shop/lab supplies, instructors, equipment, and/or other donations
- ☒ Participation in planning discussions


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(870) 931.1877

WWW.HYTROL.COM



SYSTEMS • SOLUTIONS • SERVICE

Employer Name	Industry Sector	Site Location
Hytrol	Manufacturing	Jonesboro AR
Contact Name	Title	Date
Chris Glenn	VP of Manufacturing	August 10, 2015
Signature: 		

2020 HYTROL STREET
JONESBORO, ARKANSAS 72401

(870) 935.3700
(870) 931.1877

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August 10, 2015

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Employer Name	Industry Sector	Site Location
Lennox	Manufacturing	Stuttgart, AR
Contact Name	Title	Date
Don Bonnette	Director HR	August 10, 2015
Signature: Don Bonnette		

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(870) 735-4473

FAX NUMBER:

(870) 735-3982

August 10, 2015

NATIONAL WATS:

1-800-643-9395

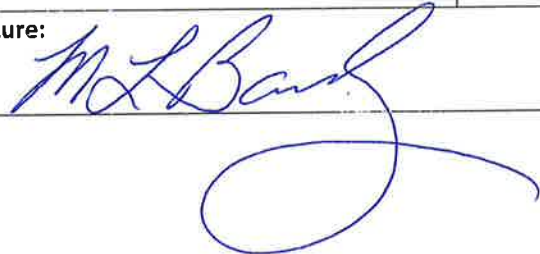
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Employer Name	Industry Sector	Site Location
Newberry Tanks and Equipment	Manufacturing	West Memphis
Contact Name	Title	Date
Mike Bandy	Controller	August 10, 2015
Signature: 		



Norac, Inc.
360 Phillips 311 Road
Industrial Park Road
Helena, Arkansas 72342-9033

Customer Service: (888) 786-6722
Customer Service Fax: (870) 572-4650
Phone: (870) 572-9061
Fax: (870) 572-4689

August 10, 2015

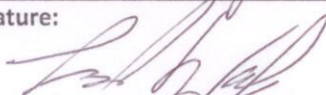
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- ☒ Participation in planning discussions
- ☒ Engagement in program/curriculum development

Employer Name	Industry Sector	Site Location
NORAC	Manufacturing	360 Phillips 311 Rd Helena, AR
Contact Name	Title	Date
Leonard Way	Mgr. Industrial Operations	August 10, 2015
Signature:		



DATE: 8/21/2015

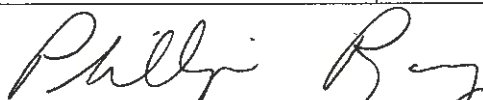
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423 Main Street, Suite 400
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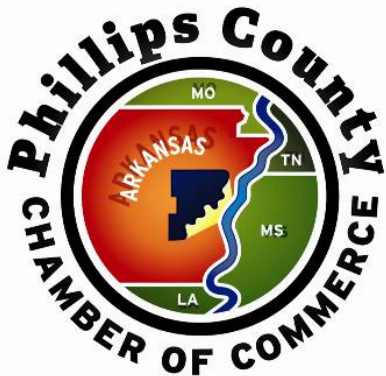
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- ☒ Participation in planning discussions

Employer Name	Industry Sector	Site Location
PepsiCo (Frito-Lay Division)	Manufacturing	Jonesboro
Contact Name	Title	Date
Phillip Ray	HR Manager	August 21, 2015
Signature: 		



111 Hickory Hills Drive * P.O. Box 447
Helena-West Helena, AR 72342
870-338-8327 (phone) * 870-338-8882 (fax)
info@phillipscountychamber.org
<http://www.phillipscountychamber.org>

August 5, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

RE: WORKFORCE INITIATIVE ACT OF 2015 GRANT

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- ☒ Participation in planning discussions
- ☒ Engagement in program/curriculum development

Employer Name	Industry Sector	Site Location
Phillips County Chamber of Commerce	Business Advocacy Non-Profit	N/A
Contact Name	Title	Date
Chris Richey	Executive Director	8/5/15
Signature: 		



August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

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Employer Name	Industry Sector	Site Location
Producers Rice Mill, Inc	Manufacturing	Stuttgart, AR
Contact Name	Title	Date
Kris Lindsey	Director of Human Resources	August 10, 2015
Signature: 		



Karl D. Kennedy
President and
Chief Executive Officer

August 10, 2015

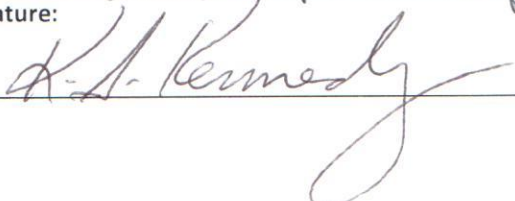
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Employer Name	Industry Sector	Site Location
Riceland Foods, Inc.	Manufacturing	Multiple
Contact Name	Title	Date
Karl D. Kennedy	President & CEO	August 10, 2015
Signature: 		



J. R. Simplot Company – West Memphis, AR

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
JR Simplot	Manufacturing	West Memphis
Contact Name	Title	Date
Curtis McFarland	Safety & Training Specialist II	August 10, 2015
Signature:  10 AUG 2015		



"Our Experience Goes A Long Way"

August 10, 2015


Workforce Initiative Act Grant Review Committee
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Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
TAG Truck Center	Manufacturing	Memphis, TN
Contact Name	Title	Date
Tommy Earl	President	August 10, 2015
Signature: 		



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www.tagtruckcenter.com



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Armored, AR 72310
USA
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(870) 776 5051 fax
www.tenaris.com

August 14, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Tenaris Hickman	Manufacturing	Hickman, AR
Contact Name	Title	Date
Dynice Karr	Em. Relations Manager	August 10, 2015
Signature: Dynice Karr		



August 20, 2015


Workforce Initiative Act Grant Review Committee
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Employer Name	Industry Sector	Site Location
Unilever	Manufacturing	Jonesboro
Contact Name	Title	Date
Darryl Smith	Human Resources Business Partner	August 20, 2015
Signature:  8/20/15		

2407 Quality Way
Jonesboro, Arkansas 72401



United Initiators, Inc.

334 Phillips 311 Road
Industrial Park Road
Helena, Arkansas 72342-9033

Customer Service: (800) 786-6722
Customer Service Fax: (800) 987-0845
Phone: (870) 572-2935
Fax: (870) 572-1416

August 10, 2015

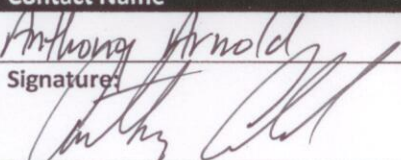
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Employer Name	Industry Sector	Site Location
United Initiators, SPI, INC	Manufacturing	334 Phillips 311 Rd. Helena, AR
Contact Name	Title	Date
Anthony Arnold	Site Manager	August 10, 2015
Signature: 		



507 S. Main P.O. Box 1500 Stuttgart, AR 72160 Tel: 870.673-1602 Fax: 870.673.1604

August 10, 2015


Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

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Employer Name	Industry Sector	Site Location
Stuttgart Chamber of Commerce	Transportation/Distribution/Logistics Advanced Manufacturing	Stuttgart
Contact Name	Title	Date
Bethany Hildebrand	Executive Director	August 10, 2015
Signature: 		

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www.stuttgartarkansas.com

SIDC

STUTT GART INDUSTRIAL DEVELOPMENT CORPORATION

P.O. BOX 1500
STUTT GART, AR 72160
PHONE: 870-673-1602
FAX: 870-673-1604

August 10, 2015

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- ☒ Mentoring
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Employer Name	Industry Sector	Site Location
Stuttgart Industrial Development Corp	Transportation/Distribution/Logistics Advanced Manufacturing	Stuttgart
Contact Name	Title	Date
Carl Humphrey	Chair of the Board	August 10, 2015
Signature: 		

Workforce Investment Board

of Eastern Arkansas

P.O. Box 1388
West Memphis, AR 72303

Telephone: 870.733.0601
Fax: 870.735.0618
www.thewib.org

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a Workforce Development Board partner with the Arkansas Delta Training and Education Consortium, we will actively work with the ADTEC college(s) in our area to support the Workforce Initiative Act grant program. We have participated in preliminary planning processes with ADTEC and agree that the targeted pathways will support critical workforce needs in eastern Arkansas, based on employer and labor market demand.


Our role as a Workforce Development Board partner will include the items checked below:

Eligibility Not Required:

- ☒ Participation in partner meetings and/or phone conferences
- ☒ Promotion of targeted pathways to job seekers through Arkansas Workforce Centers
- ☒ Employment services available through AWCs, including access to computer labs, resume preparation, and referrals to eligible programs
- ☒ Job search assistance through Arkansas JobLink
- ☒ Basic skills (soft skills) workshops
- ☒ Referrals to other WIOA (Workforce Innovation and Opportunity Act) partner resources
- ☒ Availability of Career Readiness Certificate testing processes to all job seekers ages 18 and over
- ☒ Coordination of job fairs with employers who recognize Career Readiness Certificates
- ☒ Student tours of Arkansas Workforce Centers

Eligibility Required:

- ☒ Career advising (combination of mentoring and job coaching)
- ☒ Tuition, books, and/or uniforms (if not available from other resource)
- ☐ Childcare, transportation, and/or medical (if not available from other resource)
- ☒ Paid work experience

Workforce Development Board		Counties Served
Eastern Arkansas		Cross, Crittenden, Lee, Phillips, St. Francis
Contact Name	Title	Date
Dave Brady	Executive Director	August 10, 2015
Signature: 		



White River Planning & Development District, Inc.

(870) 793-5233 P.O. Box 2396 Batesville, Arkansas 72503-2396
Van C. Thomas – Executive Director
Fax (870) 793-4035

August 10, 2015

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- ☒ Career advising (combination of mentoring and job coaching)
- ☒ Tuition, books, and/or uniforms (if not available from other resource)
- ☒ Childcare, transportation, and/or medical (if not available from other resource)
- ☒ Paid work experience

Workforce Development Board		Counties Served
North Central		Jackson, Woodruff, White, Cleburne, Independence, Stone, Izard, Sharp, Fulton
Contact Name	Title	Date
Van Thomas	WRPDD Executive Director	August 10, 2015

Signature:

Employment & Training Services, Inc.
(ETS, Inc.)
2805 Forest Home Road
Jonesboro, AR 72401

July 24, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Workforce Initiative Act Grant Review Committee,

Employment and Training Services, Inc. (ETS, Inc.) is the WIA/WIOA Title I Service Provider for Northeast Arkansas – Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph Counties. ETS, Inc. is ready to engage in the opportunity to partner with the Arkansas Delta Training and Education Consortium (ADTEC) regarding the Workforce Initiative Act. ETS, Inc. currently partners with the following ADTEC colleges under the Workforce Investment Act (WIA):

1. Arkansas Northeastern College (ANC)
2. Arkansas State University – Newport (ASU-N)

ETS, Inc. has participated in a preliminary planning meeting with ADTEC and agrees that the targeted pathways will support critical workforce needs in Northeast Arkansas, based on employer and labor market demand.


The following services are available at the Arkansas Workforce Centers (AWCs):

1. Information regarding targeted pathways to job seekers through Arkansas Workforce Centers
2. Employment services
3. Job search assistance through Arkansas JobLink
4. Referrals to other WIOA (Workforce Innovation and Opportunity Act) partner resources
5. Information regarding Career Readiness Certificate testing
6. Job Fairs

The following services may be available to clients dependent on WIA/WIOA funding/availability/eligibility requirements:

1. Case Management/Job Coaching/Mentoring
2. Work Experience (paid/unpaid)
3. Occupational Skills Training through 2 and 4 year State Colleges

If awarded, the proposed Workforce Initiative Act of 2015 funds will be used to compliment WIA/WIOA activities, but will in no way duplicate services. Since ETS, Inc. will not be the financial manager of these funds, ETS, Inc. will not assume any responsibility for any related questioned/disallowed costs. ETS, Inc. is prepared to participate in and aid this project to serve the needs of the people of Arkansas.

Workforce Development Board		Counties Served	
Northeast		Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph	
Contact Name		Title	Date
James Morgan		Program Manager - ETS, Inc.	July 24, 2015
Signature: 			



SOUTHEAST ARKANSAS ECONOMIC DEVELOPMENT DISTRICT, INC.

P.O. BOX 6806, PINE BLUFF, ARKANSAS 71611 TELEPHONE 870/536-1971 FAX 870/536-7718

August 10, 2015

Workforce Initiative Act Grant Review Committee
Attn: Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a Workforce Development Board partner with the Arkansas Delta Training and Education Consortium, we will actively work with the ADTEC college(s) in our area to support the Workforce Initiative Act grant program. We have participated in preliminary planning processes with ADTEC and agree that the targeted pathways will support critical workforce needs in eastern Arkansas, based on employer and labor market demand.


Our role as a Workforce Development Board partner will include the items checked below:

Eligibility Not Required:

- ☒ Participation in partner meetings and/or phone conferences
- ☒ Promotion of targeted pathways to job seekers through Arkansas Workforce Centers
- ☒ Employment services available through AWCs, including access to computer labs, resume preparation, and referrals to eligible programs
- ☒ Job search assistance through Arkansas JobLink
- ☒ Basic skills (soft skills) workshops
- ☒ Referrals to other WIOA (Workforce Innovation and Opportunity Act) partner resources
- ☒ Availability of Career Readiness Certificate testing processes to all job seekers ages 18 and over
- ☒ Coordination of job fairs with employers who recognize Career Readiness Certificates
- ☒ Student tours of Arkansas Workforce Centers

Eligibility Required:

- ☐ Career advising (combination of mentoring and job coaching)
- ☐ Tuition, books, and/or uniforms (if not available from other resource)
- ☐ Childcare, transportation, and/or medical (if not available from other resource)

Workforce Development Board		Counties Served
Southeast		Arkansas, Desha, Jefferson, Lincoln, Grant, Cleveland, Bradley, Drew, Ashley, Chicot
Contact Name	Title	Date
David Dempsey	Deputy Director	August 10, 2015
Signature: 		

COUNTIES: ARKANSAS ■ ASHLEY ■ BRADLEY ■ CHICOT ■ CLEVELAND ■ DESHA ■ DREW ■ GRANT ■ JEFFERSON ■ LINCOLN
Gene Yarbrough, President ■ Kemp Nall, 1st Vice President ■ Dutch King, 2nd Vice President ■ Gary Spears, Secretary
Dorothy Henderson, Assistant Secretary ■ JoAnne H. Bush, Treasurer ■ Glenn E. Bell, Executive Director

EQUAL OPPORTUNITY EMPLOYER