

Act 1131 of 2015
Regional Workforce Planning Grant

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

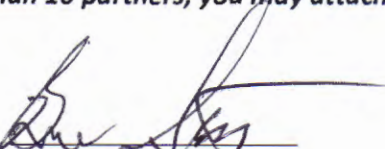
To:	Arkansas Department of Higher Education	
Requesting Institution:	Arkansas Tech University-Ozark Campus	
Title of Project:	Arkansas Tech University Career Training Alliance	
Project Partners:	<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> 1. Arkansas Tech University in Russellville 2. Arkansas Tech Career Center (ATCC) 3. Cloyes Gear & Products, Inc. 4. Baldor Electric 5. Green Bay Packaging - Arkansas Kraft Division </div> <div style="width: 48%;"> 6. Dow Chemical 7. Tyson Foods - Dardanelle Complex 8. Bridgestone Americals Tube Business 9. Western Arkansas Workforce Development Region 10. West-Central Arkansas Workforce Development Region *Please see letters of support for authorized company official signatures. *Please see full partners listed in Section 3. </div> </div>	
Requested Budget:	\$98,600.00	
Date Submitted:	8/31/2015	
Applicant Contact:	Bruce Sikes	
Applicant's Information:	1700 Helberg Lane Ozark, AR 72949 479-508-3334 bsikes1@atu.edu	

Authorized Signatures for Project Partners

If the institution has more than 10 partners, you may attach an additional page for signatures.

Arkansas Tech
 University-Ozark
 Campus

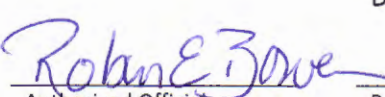
 Lead Institution



 Authorized Official

Arkansas Tech
 University in
 Russellville

 Partner

Dow Chemical


 Authorized Official

 Partner

 Authorized Official

Arkansas Tech Career
Center (ATCC)

Partner


Authorized Official

Tyson Foods - Dardanelle
Complex

Partner

Authorized Official

Cloyes Gear &
Products, Inc.

Partner

Authorized Official

Bridgestone Americals
Tube Business

Partner

Authorized Official

Baldor Electric

Partner

Authorized Official

Western Arkansas
Workforce Development
Region

Partner

Authorized Official

Green Bay Packaging -
Arkansas Kraft Division

Partner

Authorized Official

Western Arkansas
Workforce Development
Region

Partner

Authorized Official

Arkansas Tech University-Ozark Campus

Act 1131 of 2015 Regional Workforce Planning Grant Application

08/31/2015

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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.

Section 1 – Program Need

Introduction

This proposal will support program development in Industrial Automation Technology and provide program enhancement meeting the SREB call to action throughout our career education curriculum. It is our intention to serve secondary and postsecondary students attending one of our Arkansas Tech Career Center (ATCC) partners currently serving 17 public schools. This proposal will build upon secondary training, industry credentials, and post-secondary degree attainment through Arkansas Tech University-Ozark Campus and Arkansas Tech University at Russellville.

Automation Technology is one of the most critical workforce needs in the Western and West-Central Arkansas Workforce Development Regions. The Arkansas Tech University Career Training Alliance proposes to develop a comprehensive career educational model as outlined in this grant application. Research and statistics regarding the skills gap regionally and nationally are outlined in Section 1.

The Arkansas Tech University Career Training Alliance proposes to develop a career

educational model utilizing educational partners and industry to support identified workforce needs for the Western and West-Central Arkansas Workforce Development Regions. This educational proposal will focus on the development of a new program of study in automation technology science. It is our intention to provide access points and degree attainments building the technical skills required in industrial automations. Students may enter into this program through our secondary tech center earning concurrent credit building upon stackable degrees and industry credentials leading to an Associate of Applied Science Degree. Students completing the Associate of Applied Science degree will also have access to a bachelor's degree in Applied Science. The University will work to establish a linear path from the Associate of Applied Science degree in automation technology science through an engineering program offered at Arkansas Tech University. This proposal will also build upon current and viable programs of study enhancing the University's ability to serve industry with industry certifications and stackable degrees.

Geographic impact of the Arkansas Tech University Career Training Alliance

The Ozark Campus of Arkansas Tech University is located in the eastern portion of the Western Arkansas Workforce Development Region. Arkansas Tech Career Center (ATCC) is located in the northeast portion of the West-Central Workforce Development Region and is housed under the ATU-Ozark authority. In combination, these entities provide career training leading to certificates of proficiency, technical certificates, and Associate of Applied Science degrees. Arkansas Tech University in Russellville completes the educational continuum through its offerings of a bachelor's and master's level degree.

The training alliance seeks to enhance and build career training paths in service to the communities of the Arkansas Tech University industry and economic region. With all campuses located on Interstate 40, Arkansas Tech University in Russellville, Arkansas Tech University-Ozark Campus and Arkansas Tech Career Center enable both Workforce Development Regions multiple access points to educational training. As an educational entity, Arkansas Tech University serves its mission through its variety of bachelor's, master's, and doctoral programs. The Ozark Campus currently serves its mission through its viable and industry recognized two-year programs. Combining the missions and programs of study, Arkansas Tech University and the Ozark Campus are identified as a regional provider of education to the Arkansas River Valley region and beyond. ATCC as a secondary tech center partner, provides access to Arkansas Tech University serving 17 public schools in both the Western and West-Central Workforce Development Regions. With its satellite entities in Danville, Clarksville, and Paris, ATCC enables our River Valley secondary partners access to relevant and specific career training supporting the economic and employment needs of both regions.

Overview of Labor Needs in the Western and West-Central Regions

In the Western and West-Central Regions, manufacturing is an economic engine. To support this industry, manufacturing has a need for skilled technicians. Maintaining sustainability and advancement of future processes, the manufacturing sector requires a diverse set of STEM skillsets. Automation in the industry continues to drive the industries' ability to compete in a global marketplace. Currently, access to training in the River Valley is limited in automation technology. With the advancement in technology, employers are seeking entry level employees skilled in this diverse aspect of industrial automation.

On a national level, the skills gap in manufacturing mirrors what we see in the Western and West-Central Workforce Development Regions. Today's 21st century manufacturing facilities have ushered a new wave of manufacturing with an array of technologies from advanced robotics to fully integrated production systems. With this new environment on the production floor, manufacturers are moving towards a new level of interconnected and intelligent manufacturing system which incorporates the latest advances in sensors, robotics, big data, controllers, and machine learning. This allows every aspect of the plant to be constantly accessible, monitored, controlled, designed, and adapted for real-time adjustments. The higher reliance on automation in these smart factories is going to make manufacturing more efficient and productive (Manufacturing Institute, 2015).

Industries in the Western and West Central Arkansas Workforce Development Regions in order to keep pace with the future in new automated technologies require highly skilled workers to manage the increasing complexity. Today's modern manufacturing workers need a variety of skills: Strong problem-solving skills can equate to the ability to autonomously adjust robots and production systems real-time. Math skills can translate into applied competencies in measurement and spatial reasoning. Technical skills have practical application in areas such as metallurgy, and technical system operations such as fluid power electrical controls. Understanding algorithms and advanced computing can translate into the ability to develop advanced technologies such as 3D-modeling and advanced robotics. Overall, as product development and manufacturing systems become more interwoven and cycle times shorten, workers need to have higher levels of STEM and analytical skills in order to influence design changes as well as production efficiency (Manufacturing Institute, 2015).

The sophistication of today's and tomorrow's factories places greater onus on new and existing workers to increase their skillset, and to come to the table with the STEM skills necessary to operate in an advanced manufacturing facility. "And with the skills gap becoming an increasingly troublesome trend, manufacturers must act now in order to reap the benefits that smart manufacturing, alongside a smart skillset, can provide" (Manufacturing Institute, 2015). The Manufacturing Institute also shows results of a survey centered on skills in which manufacturing employees are most deficient. The results show that 70% of manufacturing employees are deficient in technology/computer skills, 69% deficient in problem solving skills, 67% deficient in basic technical training, and 60% deficient in math skills (Manufacturing Institute, 2015).

Skills Gap Projections

In ten years, it is projected that the skills gap in manufacturing at a national level will reach a deficit up to 3.5 million jobs. Unless a training system is developed, it is projected up to 2 million of those jobs will go unfilled (Manufacturing Institute, 2015). "We cannot fully realize the renaissance of U.S. manufacturing unless and until we solve the manufacturing skills gap. Manufacturers are the key to solving this problem. By aligning together and clearly defining their needs—and speaking with one voice, they can work with secondary and post-secondary schools and government to create a system that attracts, develops, and retains skilled manufacturing talent." (Dr. Charles Blankenship, President and CEO, GE Appliance & Lighting).

As noted by a national survey of The Manpower Group, 3 of the top 10 most difficult jobs to fill are manufacturing related (Manpower Group, 2015). Our industry alliance partners have

indicated this shortage at the local level. In ATU Ozark's support letters from industry partners, these partners have indicated entry level employees are difficult to recruit with the skillsets required in today's manufacturing environment. Due to this shortage, industries in the Arkansas Tech service area are encouraged by the future availability of a trained workforce in automation technology.

The Ozark Campus has communicated and received support for automation technology science from industries located in both the Western and West-Central Regions to include: Cloyes Gear and Products, Inc., Baldor Electric Company, Green Bay Packaging Inc. - Arkansas Kraft Division, Hanesbrands Inc., Dow Chemical, Tyson Foods-Dardanelle Complex, Vire Control Systems LLC, and Bridgestone Americas Tube Business. Please see their attached letters of support.

Industry Survey

Western and West-Central Regional data indicates that automation technology science is a top 3 needed training program. This data is also obtained and supported by national, state, and local industry.

Arkansas Tech University-Ozark Campus surveyed several large manufacturers across the Arkansas River Valley to identify automation technology skill gaps in the workforce. Respondents to the survey included several large manufacturers across both the Western and West-Central Workforce Development Regions including Dow Chemical (Russellville), ConAgra (Russellville), Vire Control Systems, Inc. (Clarksville), Cloyes Gear & Products, Inc. (Paris and Subiaco), Baldor Electric Company (Ozark), International Paper (Russellville), Bridgestone Americas Tube Business, and other industries that chose to remain anonymous. In our survey, we asked a series of 10 questions in which results are shown below.

Question 1: How difficult is it to find workers with the right skillsets in industrial automation including electrical, mechanical, and computer automation skillsets?

Answers: 70% very difficult, 30% somewhat difficult, 0% neither difficult nor easy, 0% not at all difficult.

Question 2: How difficult is it to find qualified machinists or workers with skillsets in machining or machined parts (including CNC automated equipment)? Answers: 60% very difficult, 30% somewhat difficult, 10% neither difficult nor easy, 0% not at all difficult.

Question 3: How important will computer or other automated equipment be to your facility over the next 5 years? Answers: 70% very important to our plans over the next 5 years, 20% somewhat increasing in need, 10% it is currently important but will not increase in need, 0% not at all or decreasingly important.

Question 4: Do you see the lack of available skilled labor in either industrial automated technology or other computer automated equipment as a top 3 skill gap issue in regards to hiring or training workers at your facility? Answers: 100% Yes, 0% No

Question 5: Do you see the lack of available skilled labor in either electrical or mechanical aptitudes as a top 3 skill gap issue at your facility? Answers: 90% Yes, 10% No

Question 6: Compared to past years, how much more difficult is it today to find workers with skillsets in industrial automation? Answers: 66.67% More difficult now than in the past, 33.33% about the same, 0% Not as difficult as in the past.

Question 7: How many positions do you expect to hire in the next 5 years for jobs that involve some skills in industrial automation or other computer automated equipment? Answers: 0% more than 25, 20% 16 to 25, 30% 6 to 15, 50% 0 to 5.

Question 8: How many positions do you expect to hire for in the next 5 years that involve machining or machined parts skillsets? 0% More than 25, 11.11% 16 to 25, 44.44% 6 to 15, 44.44% 0 to 5.

Question 9: What is the one job you are typically having the most trouble filling? Answers: Industrial electricians; PLC and HMI programmers with an electrical background and mechanical experience; Multi-Craft maintenance technicians; Automation engineers, CNC operator/machine Shop; All maintenance and technical fields; Engineering and/or technical positions in gas measurement and cathodic protection; Instrument technicians; Millwright or machinist; Maintenance technicians.

Question 10: Please list the skillsets that are most difficult to find when hiring: Answers: Computer skills; Electrical skills; PLC and HMI programmers with an electrical background and mechanical experience; Fanuc robotics; Parts handling; CNC controls diagnosis; Motor and bearing failure and alignment; Coolant products knowledge; Too many applicants consider themselves CNC “operators” when they are not capable of making set-ups; Industrial electronics technicians and industrial electricians; Basic math and science skills; Heavy industrial such as welding; PLC; Understanding control systems; Troubleshooting; Industrial maintenance; Basic mechanical; Millwright; Electrical automation; Technical skills of automated systems such as PLC’s, HMI’s, and associated ancillary devices.

As can be seen in the results of our survey, industries across the region are unanimous in saying the lack of available skilled labor in industrial automation technology is a top 3 skill gap issue at their facility, as shown in question 4. Industries also list several related automation skills as most difficult to find. In addition, industries are telling us that automation will be increasing in need over the next five years, and the difficulty in finding these workers is hard to come by.

Data from DiscoverArkansas.net

The following data from DiscoverArkansas.net also supports the need for training and education in automation technology. In the Western Workforce Development Region, the following occupations are shown through long term projections by year 2022 as growing: Productions workers at 374 annual openings, Installation/Maintenance/Repair at 166 annual openings, Food processing workers at 83 annual openings, Industrial Machinery Mechanics 24 annual openings, Computer occupations 23 annual openings, Machinists 22 annual openings, Inspectors/testers/sorters with 21 annual openings, Packaging/filling machine operators 14 annual openings, Plant and system operators at 13 annual openings.

In the West-Central Workforce Region, the following data was collected from

DiscoverArkansas.net: Production occupations at 357 annual openings, Installation/Maintenance/Repair occupations at 165 annual openings, Food processing workers at 96 annual openings, Industrial Machinery Mechanics at 23 annual openings, Inspectors/testers/sorters at 23 annual openings, Plant and system operators at 17 annual openings, Electricians at 17 annual openings, Computer occupations at 17 annual openings, Packaging/Filling Machine Operators at 15 annual openings, Machinists at 8 annual openings. Electrical/Electronic Equipment Installers and mechanics at 6 annual openings.

When looking at the electronic and precision equipment repair and maintenance as an industry instead of as an occupation, it is expected to grow by almost 10% by 2022. This helps to show that precision automated equipment is a growing trend on the production floor of manufacturers (DiscoverArkansas.net). When looking at the manufacturing industry in West-Central Arkansas, it is expected to grow by more than 6% and over one thousand jobs by 2022 (DiscoverArkansas.net). In terms of short term growth, food manufacturing in Western Arkansas is ranked #1 as the industry with the most net growth projected in the short term by 2016 at 475 new jobs (DiscoverArkansas.net). Paper manufacturing ranks 5th in Western Arkansas with 209 new jobs in the short term. Overall in Western Arkansas, three of the top 10 growth industries involve a form of manufacturing. In West-Central Arkansas, two of the top 10 growth industries over the short term involve a form of manufacturing. Food manufacturing is also ranked in the top 10 in terms of net growth over the long term.

Arkansas Tech University's Training Alliance proposal is an effort to meet this need at a local, regional, and national level. This proposal closes the skill gap by developing a pipeline of skilled workers beginning at the secondary level as they acquire credentials through the Arkansas Tech University system.

Phase 1 Activities

In phase I, the Arkansas Tech University Career Training Alliance will explore and verify an accurate need to properly represent in the lab environment technologies supported by the industry. We will also identify curriculum that supports skill sets required to meet the skills gaps outlined through our industry partners. As part of our planning, we are submitting in this proposal the opportunity to seek out recognized industry credentials and professional training that will assist us in the development of a regional educational model which represents the future of automation in industry. We will also explore other out of state models that represent this STEM initiative. The Alliance proposes the utilization of funds to accentuate and enhance current offerings outlined in the recommendations of the Southern Regional Education Board (SREB). The SREB outlines in the full report, Credentials for All: An Imperative for SREB States, eight educational actions which they recommend to transform education. To meet this challenge, the Alliance will implement these recommendations enhancing current program offerings developing pathways and credentials supporting the workforce data.

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.

Section 2 – Program Plan**Institution and Facility Locations**

Arkansas Tech University merged with Arkansas Valley Technical Institute in 2003 to become Arkansas Tech University - Ozark Campus. Since its merger with Arkansas Tech University, ATU-Ozark has become an extension of the main campus. Arkansas Tech University in Russellville, Arkansas Tech University-Ozark Campus, and Arkansas Tech Career Center (ATCC) are all governed by one board of trustees and operate under the direction of Dr. Robin E. Bowen, President of Arkansas Tech University. Arkansas Tech University has built a reputation and history of service to industries in the Western and West-Central Arkansas Workforce Development Regions. It is also recognized for work with its secondary partners throughout both regions. The Alliance will work to develop and enhance automation technology sciences providing fully equipped lab environments through its tech center (ATCC) and its Clarksville and Paris satellites. Access to these automation learning labs will be available to the secondary schools served through ATCC as well as entry level training at the post-secondary level at ATCC. It is the intent of the alliance to also provide specialized industry training utilizing the facilities and equipment to better serve current and future industry partners.

The Arkansas Tech University Career Training Alliance initiative will enhance program offerings providing to better organize the educational structure of workforce training offered through ATCC, Arkansas Tech University Ozark Campus, and Arkansas Tech University. The alliance's vision is to develop a comprehensive plan implementing recommendations as outlined by the Southern Region Educational Board Commission on Career and Technical Education in its April 2015 report "Credentials for All: An Imperative for SREB States". These recommendations will apply to Automation Technology Science and all current and future program offerings meeting workforce needs through Arkansas Tech University Ozark Campus, Arkansas Tech Career Center (ATCC), and Arkansas Tech University.

Arkansas Tech University Career Training Alliance

Expected Outcomes / Goals for All Programs

The Arkansas Tech University Career Training Alliance proposal is focused on four (4) overreaching goals:

Goal One: Establish and enhance curriculum and educational equipment in Automation Technology Science supporting the workforce labor needs as recognized by local, state, and national data.

Goal Two: Implement and enhance career training and educational structure supporting the recommendations and actions outlined by the Southern Region Education Board, “Commission on Career and Technical Education”.

- Build high school to post-secondary bridges and 2 year to 4 year degree linkages
- Identify college readiness standards necessary for career and educational success
- Provide relevant and stackable industry recognized assessments preparing workers for rapid entry into the workforce
- Provide and enhance career education instructors’ professional development
- Increase career offerings and opportunities to earn concurrent credit
- Enhance and align secondary and post-secondary career education curriculum leading to industry credentials and degrees
- Develop retention and bridge programs to encourage secondary students to complete structurally guided pathways
- Increase the number of high school students entering relevant career training programs.

These action steps will facilitate an educational design structure enhancing instruction, curriculum alignment, and student outcomes leading to careers.

Goal Three: Provide industry access to valued career training opportunities in Automation Technology Science utilizing up to date and recognized equipment and facilities.

Goal Four: Provide strategic marketing and career path information beginning at the middle school level to continue through post-secondary level bachelor’s degree. This marketing will be centered on career pathways to industry recognizing a diverse population and the job opportunities for this diverse population. Marketing includes completing the bridge from secondary career path to post-secondary career path to industry. The alliance will facilitate these efforts through:

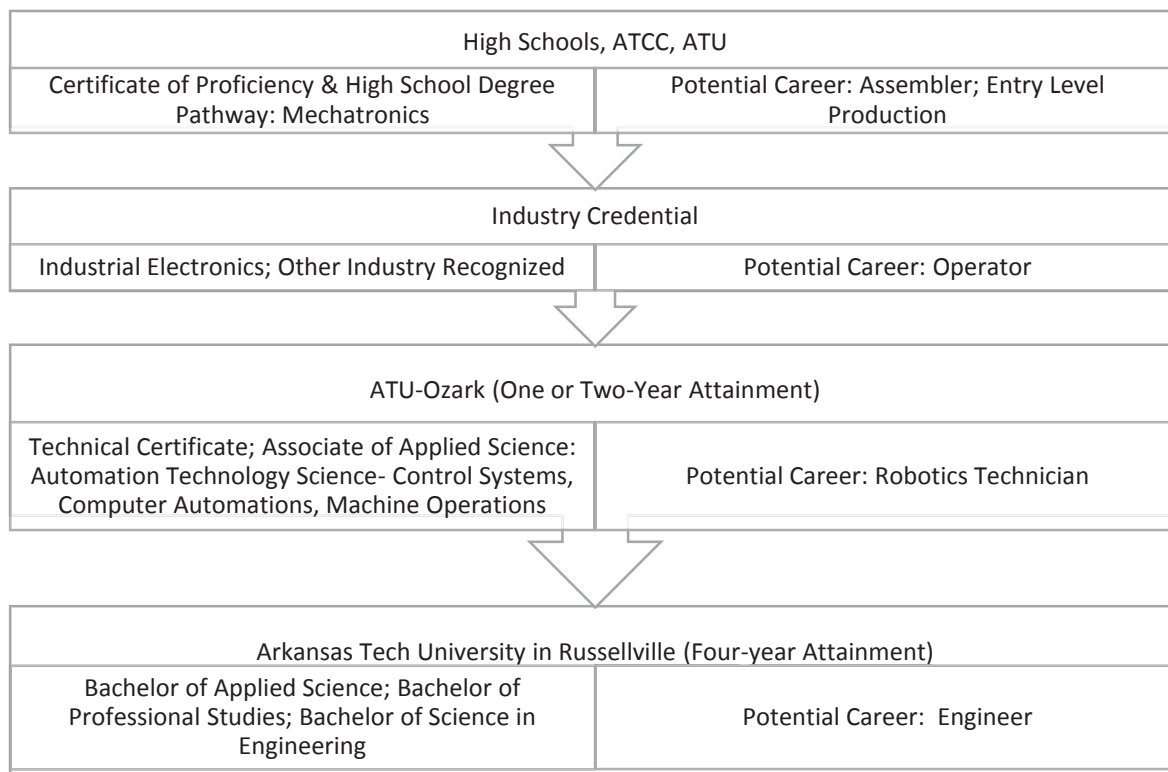
- Career Development Facilitators working with student support services,
- Enhancing career academic advising,
- Providing employment and financial data
- Establishing clear and defined career pathway marketing.

Core Requirements for All Programs

Programs supported by the Arkansas Tech University Career Training Alliance will obtain at minimum one recognized industry credential and a certificate of proficiency leading to a Technical Certificate or Associate of Applied Science degree offered through Arkansas Tech University Ozark Campus. Students will also have the ability to continue their career path through a bachelor's level degree offering at Arkansas Tech University.

Career Pathways

Sample Arkansas Tech University Career Training Alliance Career Pathway
Automation Technology Science



Equipment Needs

The Arkansas Tech University Career Training Alliance currently has appropriate equipment in place to meet the desired outcomes in its program offerings at the secondary and post-secondary levels with the exception of the Automation Technology Science. The Alliance will be requesting support to construct laboratory infrastructure (if selected to move forward to phase II) at ATCC and its satellites to compliment the certification and degree offerings in Automation Technology Science.

Proposed Governance

The Arkansas Tech University Career Training Alliance will fall under the governance

structure currently in place at Arkansas Tech University as outlined by state law, and the Alliance will coordinate and oversee all industry and educational partnerships.

Accountability Structure

Program offerings will be accountable to the Board of Trustees at Arkansas Tech University through the Arkansas Department of Higher Education Coordinating Board. Programs housed at the secondary level will meet the accountability and regulatory guidelines as defined by Arkansas Career Education. Credit earned concurrently will also meet the regulatory guidelines as outlined by state law and the Arkansas Department of Education.

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.

Section 3 – Strength of Partnership

Arkansas Tech University-Ozark Campus has a strong relationship with its industry, secondary center, and other agencies across the Western and West-Central Workforce Development Regions. We maintain over 400 industry partnerships that have cultivated curriculum development, employment and internship opportunities for students, workforce training for incumbent workers, advisory boards, and a frequent open dialogue of employers' changing workforce needs and skill gaps. This Regional Workforce Grant opportunity will allow us to implement new and expanded offerings in automation technology science that our industry partners are in need of and asking for.

Mandatory Partners and Roles of Each Partner**A. Industry**

We have received acknowledgement of support in this grant effort in automation technology by the following industry partners:

- 1) Baldor Electric Company (Ozark)
- 2) Cloyes Gear and Products, Inc. (Paris and Subiaco)
- 3) Green Bay Packaging Inc. – Arkansas Kraft Division (Morrilton)
- 4) Dow Chemical (Russellville)
- 5) Tyson Foods – Dardanelle Complex (Dardanelle)
- 6) Vire Control Systems, LLC (Clarksville)
- 7) Bridgestone Americas Tube Business (Russellville)

We have also received verbal support from HanesBrands, Inc (Clarksville), Arkansas Oklahoma Gas (Fort Smith), and Bank of the Ozarks (Ozark).

Industries mentioned above will assist us in curriculum development, by providing internship

opportunities, and serve on an advisory board for the program. These industry partners will also provide communication on recruitment efforts from the program as well as regular dialogue on their changing skill gaps.

B. Workforce Development Region Partnerships

Arkansas Tech University-Ozark Campus has also received letters of support from both the Western and West-Central Workforce Development Regions. Please see the attached support letters from each. Both have agreed that several large manufacturers across the Arkansas River Valley, and across the state for that matter, are in need of skilled technicians that can install, upgrade, maintain, and run the automated systems present in today's manufacturing environment. While presenting our proposal to the newly formed West-Central Workforce Development Board members at their recent meeting, the board voted unanimously to support our efforts and members of the board spoke up to agree this was a growing need in today's workplace. We have also received the same support and agreement from the Western Arkansas Workforce Development Board and WIOA Director, Mr. Tracy Chapple.

C. Career and Technical Education Partnership

Arkansas Tech University-Ozark Campus also brings in another already existing partnership to the automation technology science program with our Secondary Technical Center in Russellville known as Arkansas Tech Career Center or ATCC. ATCC is controlled under the umbrella of ATU-Ozark and as mentioned earlier sits in the West-Central Workforce Development Region. ATCC will also be adding two satellite locations in Paris and Clarksville, which will now give access for concurrent credit to 17 different high schools throughout both the Western and West-Central Workforce Development Regions.

ATCC provides strategic career program access to underserved high school populations. With the implementation of automation technology science to ATCC and its two satellite locations, employers across a broad region of Arkansas will now have access to students trained in automation technology, which help retain these industries and attract new companies to Arkansas, while at the same time allowing these students to stay and work in the area they grew up and love. These industries will also have access to students who have started at the secondary center and earned a Certificate of Proficiency, all the way through students who have gone on to earn a Technical Certificate or Associate of Applied Science in Automation Technology, or even the Engineering Baccalaureate at Arkansas Tech University in Russellville.

ATCC was able to issue 180 Certificates of Proficiency to high school students earning concurrent credit in 2014 alone. Over 3,500 college credit hours were also given, which has led to over 275 industry credentials. Currently, ATCC serves the following 11 high schools: Russellville, Dardanelle, Dover, Clarksville, Lamar, Pottsville, Danville, Western Yell County, Atkins, Hector, and Two Rivers. With the addition of the Clarksville and Paris Satellite, ATCC will now be able to add the following high schools: Scranton, Johnson County Westside, Oark, Paris, County Line, and Magazine.

D. Arkansas Tech University-Ozark Campus and Arkansas Tech University in Russellville

Arkansas Tech University-Ozark Campus will serve as the lead applicant for this grant.

Arkansas Tech University in Russellville will share in fiscal agent duties and the execution of a grant contract with the Arkansas Department of Higher Education.

Together, ATU-Ozark's partnership with the main campus in Russellville, and ATCC serving now 17 area high schools, combined with our industry partners input, make up the Arkansas Tech Career Training Alliance. The Western and West-Central Workforce Development Regional Boards have also given their support and will give input throughout the process. This Alliance provides access to students and the workforce across a broad region of both the Western and West-Central Workforce Development Region and along the Interstate 40 Corridor in western-half of Arkansas.

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.

Below is the narrative explaining the budget numbers listed in section 4.2 – Budget Plan Template.

A. Partnership Participant Support Costs

1. Personnel – Not Applicable
2. Travel

Travel will include the following:

Description	Total cost
Visit industries - mileage	\$ 500.00
Industry partners meet on campus - meals	\$ 500.00
Visit other institutions	\$ 7,500.00
Greater Memphis Alliance for a Competetive Workforce - Memphis, TN; Chattanooga Comm. College, Chattanooga, TN; Reading Area Comm. College - Reading, PA; Oklahoma State , OK	
Conference travel:	\$ 9,600.00
NCWE Annual Conference-Portland, OR; NCPN - Dallas, TX	
Amatrol - visit manufacturer of automation labs in Louisville, KY	\$ 1,000.00
Total Travel	\$ 19,100.00

Industry partnership visits and meetings on the campuses of Arkansas Tech University will be held to review, identify and verify curriculum components and industry credentials required in today's automation field; to also include curriculum and credentials in other academic programs supported at Arkansas Tech University – Ozark Campus its secondary center ATCC. An amount of \$500 will be spent on meals, and an additional \$500 to be spent on mileage.

Personnel from Arkansas Tech University will visit other institutions with like programs to review curriculum, facilities and best practices, (see above for examples). Other institutions may be added as needed.

Conference travel will include the National Council for Workforce Education (NCWE) annual meeting in Portland, Oregon and the National Career Pathways Network (NCPN) annual conference in Dallas, Texas to explore industry credentials and stackable degrees that are utilized nationwide for industry development.

Amatrol, a manufacturer of automation learning systems located in Louisville, Kentucky, will host Arkansas Tech University representatives to showcase products related to technical education.

3. Other – Not Applicable

B. Other Direct Costs

1. Materials and Supplies

A sample of recognized industry credentials will be purchased to explore the developed assessments currently available. The total cost is estimated at \$3,000. In addition, \$3,500 will be utilized to set up an office on the Ozark Campus to facilitate curriculum development. A computer, printer, and other items as needed may be purchased with these funds.

2. Publication Costs/Documentation/Dissemination – Not Applicable

3. Consultant Services

An estimate of \$50,000 is budgeted for consulting fees for a consultant who will evaluate, facilitate and recommend to Arkansas Tech officers of administration and faculty a systematic approach and timeline for completing the outlined educational structure in all academic programs, across all degrees to which they may apply.

A budget of \$10,000 is set aside for market research and development to be conducted by the Arkansas Tech marketing partner, Sells Agency. This aligns with Goal Four of expected outcomes in the Section 2 Program Plan.

4. Other

Arkansas Tech University – Ozark Campus will seek ABET accreditation for all programs in the automation field. The anticipated cost is \$13,000.

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	\$0.00
2. Travel	\$19,100.00
3. Other (Explain Below)	\$0.00
Briefly Explain Other Costs	
TOTAL PARTNER PARTICIPANT COSTS	\$19,100.00

B. Other Direct Costs

1. Materials and Supplies	\$6,500.00
2. Publication Costs/Documentation/Dissemination	\$0.00
3. Consultant Services	\$60,000.00
4. Other (Explain Below)	\$13,000.00
Briefly Explain Other Costs	
TOTAL OTHER DIRECT COSTS	\$79,500.00

C. TOTAL DIRECT COSTS

	\$98,600.00
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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



Bruce Sikes, Chancellor
Arkansas Tech University – Ozark Campus
1700 Helberg Lane
Ozark, AR 72949

RE: Regional Workforce Planning Grant

Dear Mr. Sikes:

I am writing to express my support for the proposed Arkansas Tech University Career Training Alliance. Manufacturers across the region and the state are in need of a highly skilled technical labor pipeline of workers to enter a very technologically-driven, manufacturing environment. Industries in the region and across Arkansas are utilizing computers and other automated equipment that requires a unique skillset for which training is limited. The educational model that ATU-Ozark is proposing will allow students to enter into a high-demand, well-paying, career path in manufacturing. This model has multiple entry points across the River Valley and meets the needs expressed by industry. Fulfilling this need can also assist with economic development efforts in showing we have a technically trained, skilled workforce for both new and expanding industries.

Sincerely,

Tracy Chapple
WIOA Administrator
Western Arkansas Planning & Development District, Inc.

**West Central Arkansas
Workforce Development Board
Marvin Gerlach, Chairperson**

Letter of Support

August 18, 2015

Re: Arkansas Tech University Career Training Alliance

Dear Arkansas Department of Higher Education:

On behalf of the West-Central Arkansas Workforce Development Board, I am writing to express our strong support for the proposed Arkansas Tech University Career Training Alliance. We see a strong need in the West Central Workforce Area for manufacturers to have access to education which supports industrial automation technology and the skills that come with a more technology driven manufacturing environment. A program such as this can begin to fill the skills gap and worker shortage in manufacturing due to a shortage of skilled labor and the attrition of an aging workforce. The proposed Alliance allows students across the River Valley to have access to in-demand education starting in high school technical centers and continued through ATU-Ozark and Arkansas Tech University in Russellville. A student going through this program can gain the knowledge that leads to a high skilled, high wage technical career path in industry while at the same time helping industries in Arkansas to be retained and expand as needed. Best regards,



Marvin Gerlach, Chair
West Central Arkansas Workforce Development Board



ARKANSAS TECH
UNIVERSITY

August 31, 2015

Mr. Bruce Sikes
Chancellor, Ozark Campus
Arkansas Tech University
1700 Helberg Lane
Ozark, AR 72949

Office of the President

Administration Room 210
1509 North Boulder Avenue
Russellville, Arkansas 72801

Office: 479-968-0228
Fax: 479-890-6493
www.atu.edu

Dear Mr. Sikes:

On behalf of Arkansas Tech University, I am writing to express my support of the Workforce Educational grant proposing an avenue to build a regional workforce educational training alliance. The Arkansas Tech Career Training Alliance will create a regional workforce supporting the recommendations of the Southern Region Education Board providing skills training for the River Valley region. Arkansas Tech University stands ready alongside Arkansas Tech University-Ozark Campus and Arkansas Tech Career Center to help fill the state's recognized skills gaps.

Again, Arkansas Tech University looks forward to being a partner with our Ozark Campus and the Career Center in this grant opportunity. If I can be of further assistance, please contact me. Thank you.

Sincerely,

Dr. Robin E. Bowen
President



2201 South Knoxville Avenue
Russellville, Arkansas 72802

Office: 479-968-5422
Fax: 479-968-7918
www.atu.edu/careercenter

August 27, 2015

Bruce Sikes, Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

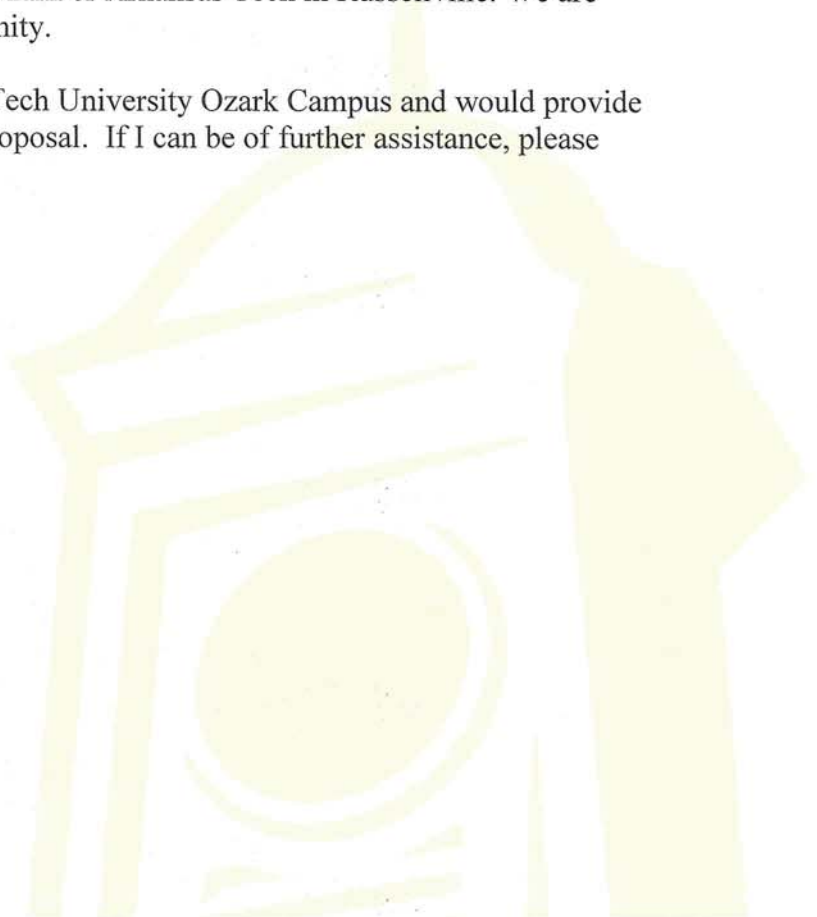
On behalf of the Arkansas Tech Career Center, I am writing to express my strong support for the proposed Arkansas Tech Career Training Alliance and their regional program involving automation technology science. This program will be of great benefit to the students we serve through the Arkansas Tech Career Center and its satellite locations. Students will be able to gain concurrent credit for these in-demand industrial automation fields and will be better prepared for high skill jobs in industry should they go on to the workforce or decide to further their automation technology education at ATU-Ozark or Arkansas Tech in Russellville. We are excited to be a partner in this grant opportunity.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an educational partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,

A handwritten signature in blue ink that reads "Pat Edmunds".

Pat Edmunds, Director





July 27, 2015

Bruce Sikes

Chancellor

1700 Helberg Lane

Arkansas Tech University-Ozark Campus

Ozark, AR. 72949

Dear Chancellor Sikes,

On behalf of Baldor Electric Company's Ozark facility I wish to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University's Ozark Campus. More and more, Industrial and Computer Automation training is becoming an essential skillset of our industrial technicians. The proposed program offerings in these related fields should greatly enhance our opportunities to hire qualified entry level personnel. Furthermore, these programs represent current growth industries which will continue to provide high-skilled, excellent wage employment opportunities for graduates.

As I have shared with many applicants in recent years, gone are the days when a technician would respond to a call for assistance with tool bag or box. Now they respond with a laptop. Mr. Dylan summed it up pretty good many years ago when he sang, "The times, they are a changin'." Indeed they are, and programs of this nature are what will ultimately help assure the success of student and business alike.

Again, I wholeheartedly support the proposal of Arkansas Tech University Campus and would gladly provide direction as an industry partner to the proposal. If I may be of further assistance toward that goal please do not hesitate to contact me.

Respectfully,


Chris Campbell

HR Manager

Baldor-Ozark



Gear & Products, Inc.

615 West Walnut, P.O. Box 528, Paris, Arkansas 72855, Phone 479/963-2105

Precision Timing Components

Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my support for the proposed Arkansas Tech University Career Training Alliance. Manufacturers such as Cloyes Gear and Products, Inc. are in need of highly skilled technical labor that allows a pipeline of workers to enter a very technologically driven manufacturing environment. By using computers, robotics, and other automated equipment, we require a skillset that can be difficult to find enough qualified workers for, but something ATU-Ozark is preparing to do through their satellite center in Paris and other offerings throughout the River Valley. Being able to recruit talent from this Arkansas Tech model is something that will help Cloyes Gear to remain a strong economic engine in Logan County and the surround region.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ronnie Adkison", is written over a horizontal line.

Ronnie Adkison
Human Resources Manager
Cloyes Gear & Products, Inc.



Tyson Foods, Inc.

Mr. Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University Ozark Campus. The program offerings in Industrial and Computer Automation trainings will assist our business in hiring qualified entry level personnel. We as well as other employers in the area that I am aware of have struggled to find the skill levels in Industrial Automation required by our new generation production equipment. The programs represent current growth industries and will provide high-skill and high-wage employment opportunities for graduates.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an industry partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Gerlach", written over a horizontal line.

Marvin A. Gerlach
Complex Human Resources Manager



8320 Highway 103
Clarksville, AR 72830
Phone: 479.705.8473
Email: info@virecontrols.com

August 18, 2015

Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University Ozark Campus. The program offerings in Industrial and Computer Automation trainings will assist our business in hiring qualified entry level personnel. The programs represent current growth industries and will provide high-skill and high-wage employment opportunities for graduates.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an industry partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Vire", is written over the word "Sincerely,".

John Vire
President/Owner
Vire Control Systems, LLC
8320 Highway 103
Clarksville, AR 72830

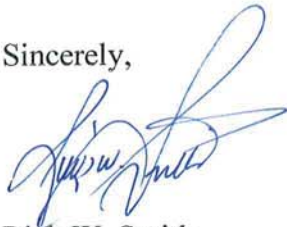
Mr. Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University Ozark Campus. The program offerings in Industrial and Computer Automation trainings will assist our business in hiring qualified entry level personnel. The programs represent current growth industries and will provide high-skill and high-wage employment opportunities for graduates.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an industry partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,



Rick W. Smith
Plant Engineer
Bridgestone Americas Tube Business
2700 East Main
PO Box 10730
Russellville, AR 72812

smithrickw@bfusa.com

Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University Ozark Campus. The program offerings in Industrial and Computer Automation trainings will assist our business in hiring qualified entry level personnel. The programs represent current growth industries and will provide high-skill and high-wage employment opportunities for graduates.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an industry partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Rodney Adams", with a stylized, flowing script.

Rodney Adams
Dow Chemical
Maintenance Field Planner

Green Bay Packaging Inc.

• ARKANSAS KRAFT DIVISION

338 Hwy. 113 • MORRILTON, ARKANSAS 72110
501-354-4521

Bruce Sikes
Chancellor
1700 Helberg Lane
Arkansas Tech University – Ozark Campus
Ozark, AR 72949

Dear Mr. Sikes:

I am writing to express my strong support for the proposed regional workforce training and skills initiative proposed by Arkansas Tech University Ozark Campus. The program offerings in Industrial and Computer Automation trainings will assist our business in hiring qualified entry level personnel. The programs represent current growth industries and will provide high-skill and high-wage employment opportunities for graduates.

Again, I support the proposal of Arkansas Tech University Ozark Campus and would provide direction as an industry partner to the proposal. If I can be of further assistance, please contact me. Thank you.

Sincerely,


Gary Sams

**Manager of Training and Governmental Affairs
Green Bay Packaging Inc.
Arkansas Kraft Division**

Office: 501-354-9279
Fax: 501-354-9520
Mobile: 501-499-0164
GSams@gbp.com



References

- Arkansas Department of Workforce Services. (2015). Discover Arkansas. Retrieved from <http://www.discoverarkansas.net/>
- Manpower Group, 10th Annual Talent Shortage Survey. (2015). *2015 Talent Shortage Survey*. Retrieved from http://www.manpowergroup.com/talent-shortage-explorer/#.Vd0q_8vbKM9
- Manufacturing Institute and Deloitte. (2015). *The Skills Gap in U.S. Manufacturing 2015 and Beyond*. Retrieved from <http://www.themanufacturinginstitute.org/~media/827DBC76533942679A15EF7067A704CD.ashx>
- Southern Region Education Board, The Report of the SREB Commission on Career and Technical Education. (April 2015). *Credentials for All: An Imperative for SREB States*. Retrieved from http://www.sreb.org/page/1945/cte_commission.html