

**Act 1131 of 2015**  
**Regional Workforce Planning Grant**

**APPLICATION COVER SHEET**

*DUE SEPTEMBER 1, 2015*

<b>To:</b>	Arkansas Department of Higher Education	
<b>Requesting Institution:</b>	Black River Technical College	
<b>Title of Project:</b>	Training Tomorrow's Workers Today	
<b>Project Partners:</b>	<div> <div> 1. Arkansas Northeastern College  2. Arkansas State University-Newport  3. Green County Industrial Training Consortium  4. American Rail Car  5. Pocahontas High School </div> <div> 6. Sloan Hendrix High School  7. Northeast AR Workforce Devp Board  8. ANC Secondary Technical Center  9. Armored Schools  10. Blytheville Public Schools  11. Corning High School  12. Gosnell School District  13. Greene County Tech School District  14. Harrisburg School District  15. Hoxie Public Schools  16. Manila Public Schools  17. Maynard Public Schools  18. Marmaduke Public Schools  19. Osceola Public Schools  20. Paragould School District  21. Rivercrest High School  22. Walnut Ridge High School  23. Loretta's Catering  24. Houseworth Hotels &amp; Restaurants  25. PECO  26. PepsiCo (Frito Lay Division)  27. Five Rivers Medical Center  28. NEA Baptist Memorial Medical Center  29. Pocahontas Healthcare &amp; Rehab  30. Randolph County Nursing Home  31. Big River Steel  32. General Cable </div> </div>	

	33. Hytrol 34. Paslode 35. Pocahontas Aluminum Company, Inc. 36. Tenaris 37. Unilever 38. Unity Health 39. St. Bernard's Medical Center
<b>Requested Budget:</b>	\$100,000.00
<b>Date Submitted:</b>	8/31/2015
<b>Applicant Contact:</b>	Angela Caldwell, Vice President Technical Education
<b>Applicant's Information:</b>	P.O. Box 468 Pocahontas, AR 72455 870-248-4091 angelac@blackrivertech.edu

**Authorized Signatures for Project Partners**

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

Black River Technical  
College

Lead Institution



Authorized Official

Letters are attached for  
all partners rather than  
signatures except for  
Lead Institution

Arkansas Northeastern  
College

Partner

Letter Attached

Authorized Official

Sloan Hendrix High  
School

Partner

Letter Attached

Authorized Official

Arkansas State  
University-Newport

Partner

Letter Attached

Authorized Official

Northeast AR Workforce  
Devp Board

Partner

Letter Attached

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Green County  
Industrial Training  
Consortium

Partner

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Authorized Official

ANC Secondary Technical  
Center

Partner

Letter Attached

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American Rail Car

Partner

Letter Attached

Authorized Official

Armored Schools

Partner

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Authorized Official

Pocahontas High  
School

Partner

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Authorized Official

Blytheville Public Schools

Partner

Letter Attached

Authorized Official

# Act 1131 of 2015

## Regional Workforce Planning Grant

### Authorized Signatures for Project Partners (Continued from Page 1 of Application)

Black River Technical College

Lead Institution

  
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Corning High School

Partner

Letter Attached

Authorized Official

Gosnell High School

Partner

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Authorized Official

Greene County Tech High School

Partner

Letter Attached

Authorized Official

Harrisburg School District

Partner

Letter Attached

Authorized Official

Hoxie Public Schools

Partner

Letter Attached

Authorized Official

Manila Public Schools

Partner

Letter Attached

Authorized Official

Maynard Public Schools

Partner

Letter Attached

Authorized Official

Marmaduke Public Schools

Partner

Letter Attached

Authorized Official

Osceola Public Schools

Partner

Letter Attached

Authorized Official

Paragould School District

Partner

Letter Attached

Authorized Official

Rivercrest High School

Partner

Letter Attached

Authorized Official

Walnut Ridge High School

Partner

Letter Attached

Authorized Official

Loretta's Catering

Partner

Letter Attached

Authorized Official

Houseworth Hotels and Restaurants

Partner

Letter Attached

Authorized Official

Black River Technical College  
Lead Institution

PECO  
Partner

PepsiCo (Frito Lay Division)  
Partner

Five River's Medical Center  
Partner

NEA Baptist Memorial Medical Center  
Partner

Pocahontas Health Care and Rehab  
Partner

Randolph County Nursing Home  
Partner

St. Bernard's Medical Center  
Partner

Unity Health/Harris Medical Center  
Partner

Big River Steel  
Partner

General Cable  
Partner

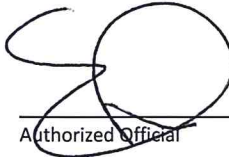
Hytrol  
Partner

Paslode  
Partner

Pocahontas Aluminum Company, Inc.  
Partner

Tenaris  
Partner

Unilever  
Partner

  
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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](mailto: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:

	<b>Exemplary</b>	<b>Superior</b>	<b>Adequate</b>	<b>Needs Improvement</b>
<b>Program Need (30 Pts)</b>	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.

The Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>) is composed of Arkansas Northeastern College (ANC), Arkansas State University-Newport (ASU-N), and Black River Technical College (BRTC). The purpose of the collaboration is to implement, maintain, and evaluate a high level program that will develop long-term relationships between the three colleges, employers, and regional workforce alliances to identify and address the challenge of job candidate skills gaps in the regional workforce pool. NEAC<sup>3</sup> will focus on the initiative of “Training Tomorrow’s Workers Today” to help meet the training and workforce demands of Northeast Arkansas industries while strengthening partnerships with area K-12 school districts to help establish a pathway for preparing a qualified workforce in Northeast Arkansas.

Data regarding labor needs has been obtained by review of the [www.discoverarkansas.net](http://www.discoverarkansas.net) and *Northeast Arkansas Workforce Investment Board (NEAWIB) Plan Program Years 2012-2016 Modification#2- Effective December 10, 2014*. This document indicates that one of the challenges for the northeast region is the “education/skill levels of the workforce” (NEAWIA, p. 3). The NEAWIB document provides charts that address current needs and projected needs for the region in terms of employment opportunities.

The primary focus NEAC<sup>3</sup> will be on developing appropriate training and support for the sectors of Food Manufacturing/Processing/Preparation; Healthcare, and Manufacturing. This focus is supported by data from [www.discoverarkansas.net](http://www.discoverarkansas.net) in the two tables presented below regarding long-

term employment projections for the Northeast Arkansas Workforce Development Area and have been highlighted to indicate to indicate corresponding sector:

### Long-Term Employment Projections

#### Projected Industry Growth 2012-2022

Industry	Estimated Employment	Projected Employment	Numeric Change	Percent Change
Total Employment, All Jobs	107,445	120,493	13,048	12.1%
Natural Resources and Mining	2,159	2,394	235	10.9%
Construction	3,103	3,460	357	11.5%
Manufacturing	19,486	21,836	2,350	12.0%
Trade, Transportation, and Utilities	19,256	20,320	1,064	5.5%
Information	826	804	-22	-2.6%
Financial Activities	3,145	3,297	152	4.8%
Professional and Business Services	7,320	8,127	807	11.0%
Education and Health Services	25,309	29,936	4,627	18.3%
Leisure and Hospitality	8,029	9,671	1,642	20.4%
Other Services (Except Government)	2,709	3,087	378	13.9%
Government (Excluding State/Local Education & Hospitals)	6,642	6,719	77	1.1%

#### Top Ten Growth Industries, 2012-2022 Ranked by Net Growth

Industry	2012 Base Employment	2022 Projected Employment	Net Growth	% Growth
Food Services and Drinking Places	7,018	8,657	1,639	23.4%
Educational Services	10,537	11,921	1,384	13.1%
Food Manufacturing	2,219	3,451	1,232	55.5%
Social Assistance	3,645	4,797	1,152	31.6%
Ambulatory Health Care Services	4,329	5,454	1,125	26.0%
Administrative and Support Services	5,032	5,746	714	14.2%
Primary Metal Manufacturing	3,941	4,645	704	17.9%
Hospitals	4,345	4,878	533	12.3%
Nursing and Residential Care Facilities	2,453	2,886	433	17.7%
Specialty Trade Contractors	1,974	2,290	316	16.0%

The short-term employment projections for the Northeast Arkansas Region are included in the tables below and have also been highlighted to indicate the needs that will be met by our sector approach.

### Short-Term Employment Projections

#### Projected Industry Growth 2014-2016

Industry	Estimated Employment	Projected Employment	Numeric Change
Total Employment, All Jobs	107,487	110,641	3,154



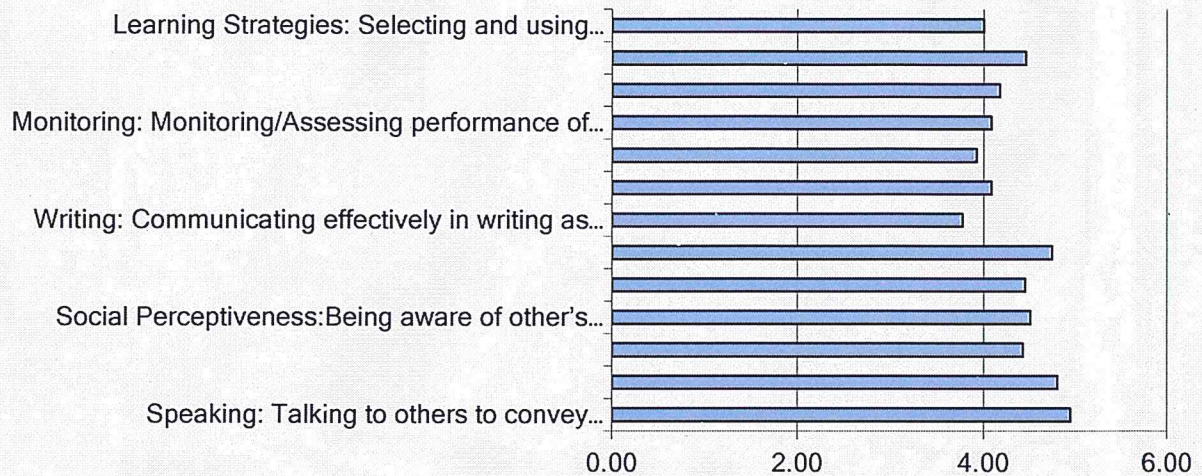
Natural Resources and Mining	1,898	1,929
Construction	3,152	3,269
Manufacturing	19,527	20,222
Trade, Transportation, and Utilities	18,631	19,312
Information	782	765
Financial Activities	3,127	3,168
Professional and Business Services	6,708	6,947
Education and Health Services	26,774	27,368
Leisure and Hospitality	8,156	8,499
Other Services (Except Government)	2,686	2,690
Government, Excluding State/Local Education and Hospitals	6,472	6,570

**Top Ten Growth Industries, 2014-2016  
Ranked by Net Growth**

Industry	2014 Base Employment	2016 Projected Employment	Net Growth	% Growth
Food Manufacturing	2,186	2,592	406	18.57%
Food Services and Drinking Places	7,187	7,481	294	4.09%
Ambulatory Health Care Services	4,483	4,712	229	5.11%
Machinery Manufacturing	1,934	2,157	223	11.53%
Transportation Equipment Manufacturing	3,987	4,157	170	4.26%
Support Activities for Transportation	551	710	159	28.86%
Social Assistance	4,249	4,397	148	3.48%
General Merchandise Stores	3,521	3,649	128	3.64%
Hospitals	4,632	4,729	97	2.09%
Truck Transportation	1,281	1,371	90	7.03%
Administrative and Support Services	4,315	4,405	90	2.09%

A survey was sent by NEAC<sup>3</sup> to employers of the Northeast Arkansas Region regarding skills that were needed by our current and future workforce. Data is summarized below and supports the need for training in work readiness skills, including soft skills and supervisory skills which will be embedded into the **Training Tomorrow's Workers Today** initiative.

Please rank the importance of the following qualities for employees at your facility



ASU-Newport also conducted a survey last year of industry partners to determine needs of the workforce in their service area. Data below also supports the need for training in work readiness skills, soft skills and supervisory skills, all of which will be part of the NEAC<sup>3</sup> **Training Tomorrow's Workers Today** initiative.

**Q13 Please rate the professional skills that either challenge your organization's workforce, or that you find lacking in the people you recruit.**

	Very infrequent	Seldom	Often	Very Frequent
Assertiveness	6.67% 2	30.00% 9	46.67% 14	13.33% 4
Attendance / Tardiness	23.33% 7	20.00% 6	26.67% 8	30.00% 9
Communication – Written	3.33% 1	36.67% 11	36.67% 11	20.00% 6
Communication – Oral	3.45% 1	44.83% 13	34.48% 10	17.24% 5
Critical and Analytical Thinking	3.33% 1	23.33% 7	36.67% 11	36.67% 11
Customer Service	20.00% 6	30.00% 9	20.00% 6	13.33% 4
Dependability	10.00% 3	30.00% 9	36.67% 11	20.00% 6
Flexibility	26.67% 8	43.33% 13	30.00% 9	0.00% 0
Giving / Receiving Feedback	10.34% 3	55.17% 16	20.69% 6	13.79% 4
Honesty / Trustworthiness	20.00% 6	60.00% 18	13.33% 4	3.33% 1
Interpersonal Communications	10.34% 3	48.28% 14	24.14% 7	17.24% 5
Leadership Skills	3.33% 1	23.33% 7	53.33% 16	20.00% 6
Managerial Skills	10.00% 3	20.00% 6	43.33% 13	23.33% 7
Motivation	6.67% 2	36.67% 11	30.00% 9	26.67% 8
	Very infrequent	Seldom	Often	Very Frequent
Sales Ability	3.45% 1	34.48% 10	6.90% 2	3.45% 1
Stress Management	6.67% 2	36.67% 11	36.67% 11	6.67% 2
Teamwork	23.33% 7	33.33% 10	33.33% 10	10.00% 3
Time Management	13.79% 4	31.03% 9	31.03% 9	24.14% 7

**Q17 Please rate the basic employ-ability skills that either challenge your organization's workforce, or that you find lacking in the people you recruit**



	Very Infrequent	Seldom	Often	Very Frequent
Analytical Thinking	7.14% 2	17.86% 5	42.86% 12	32.14% 9
Applied Mathematics	3.57% 1	25.00% 7	46.43% 13	10.71% 3
Computer Literacy - Hardware	7.14% 2	21.43% 6	42.86% 12	3.57% 1
Computer Literacy - Software	7.14% 2	10.71% 3	60.71% 17	7.14% 2
Locating Information	18.52% 5	22.22% 6	25.93% 7	18.52% 5
Project Management	7.41% 2	18.52% 5	37.04% 10	22.22% 6
Reading for Information	14.81% 4	25.93% 7	29.63% 8	22.22% 6
Reading a Tape Measure	18.52% 5	18.52% 5	29.63% 8	22.22% 6
Written Communications	3.70% 1	25.93% 7	48.15% 13	18.52% 5

The **Training Tomorrow's Workers Today** initiative will utilize some of the existing programs in place at the three community colleges to avoid duplication of programs. The curriculum will be shared between the three institutions with an identifiable brand of NEAC<sup>3</sup> so that the industrial partners served as part of this collaborative effort will be assured that the training provided meets their expectations. NEAC<sup>3</sup> will spend time with members from each sector that has been identified to tailor training needs which they deem as critical for their population. NEAC<sup>3</sup> will also be working with our identified K-12 partners to form and strengthen pathways from secondary education into the workforce and/or higher education.

Equipment needs are expected to be identified during the planning phase from October 2015 to May 2016 and will be determined by all of the collaborative partners and will become part of the implementation application. The equipment request included in this component will include a laptop to be utilized by a grant facilitator who will work with NEAC<sup>3</sup> to strengthen our identified partnerships and enhance the planning process over the planning phase.

**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:

	<b>Exemplary</b>	<b>Superior</b>	<b>Adequate</b>	<b>Needs Improvement</b>
<b>Program Plan (25 Pts)</b>	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.

**Planning Grant Outcomes**

The following outcomes were identified for the Northeast Arkansas Community College Collaboration (NEAC3) planning grant:

1. *Development of the Northeast Arkansas Community College Collaboration (NEAC3).*  
The purpose of NEAC3 is to develop long-term relationships between the three member colleges, employers, Secondary Education from K-12 sector, and regional workforce alliances to identify and address skills gaps in the regional workforce pool.
  - a. Establish NEAC3 through a Memorandum of Understanding between Black River Technical College (BRTC), Arkansas Northeastern College (ANC), and Arkansas State University-Newport (ASUN)
  - b. Conduct a resource inventory for each college to identify strength and potential gaps. A goal of NEAC3 to increase efficiency through collaboration and sharing resources between colleges.
2. *To create an industry recognized brand: (NEAC3).* With the slogan: “Training Tomorrow’s Workers Today”, the three member institutions will collaborate to design and deliver employment skills training that is consistent, valid, and industry specific.
  - a. Create a marketable image and branding that represents the strengths of the 3 member schools.
  - b. Align curriculum and instruction to produce consistent, industry accepted skills training for all consortium approved deliverables while avoiding duplication.

- c. Enhance, expand, or create clearly defined career and technical education pathway programs that fill critical, demonstrable local workforce need.
- d. Develop and implement collaborative apprenticeship or training programs that prepare workers for rapid entry into the workforce or provide recognized industry certifications.

3. *Provide essential support services that assist students in progressing along the earning and learning pathways in the following employment sectors as well as soft skills identified as requirements by industry partners:*

- a. *Food Manufacturing/Processing/Preparation*
- b. *Healthcare*
- c. *Manufacturing*

The grant planning period will be used to assess existing curriculum to determine enhancements needed, identify new curriculum to be created, and develop work based learning models. This will include collaboration with employers, K-12 schools, and workforce development board partners.

#### **Career Pathways that will be Created or Enhanced**

A goal of the Northeast Arkansas Community College Consortium is to enhance or create career pathways for the sectors of Food Manufacturing/Processing/Preparation; Healthcare; and Manufacturing. Through the consortium partnership, each member college will have access to resources of all member colleges to deliver a collaborative response to any regional workforce need. This will provide a more efficient, consistent, and rapid response to employer demands.

##### **1) Manufacturing**

- a) Each of the partner colleges offer Certificates of Proficiency, Technical Certificates, and Associate of Applied Science degrees that support the Manufacturing Sector. Certificates and Degrees are currently offered in the following pathways:
  - i) Industrial Maintenance
  - ii) Manufacturing Welding
  - iii) Advanced Manufacturing
  - iv) Industrial Electricity/Electronics
  - v) Machine Tool Technology
  - vi) General Industrial Technology
- b) The following Industry Certifications are offered within the consortium:
  - i) OSHA 10 & 30
  - ii) Arc Flash Certification
  - iii) LEAN Manufacturing
  - iv) Forklift Operators Certification
  - v) Six Sigma
  - vi) AWS and NCCER Welding Certification



2) Healthcare

- a) Each of the partner colleges offer Certificates of Proficiency, Technical Certificates, and Associate of Applied Science degrees that support the Healthcare Sector. Certificates and Degrees are currently offered in the following pathways:

- i) EMT
- ii) Paramedic
- iii) Health Information
- iv) Practical Nursing
- v) Registered Nursing
- vi) Respiratory Care
- vii) Patient Care Technician
- viii) Dental Assistant
- ix) Nursing Assistant
- x) Phlebotomy
- xi) Pre-Nursing
- xii) Gerontology
- xiii) Surgical Technology
- xiv) Medical Insurance Coding
- xv) Medical Transcription
- xvi) Nutrition and Dietetics

- b) The following Industry Certificates are offered within the consortium:

- i) CPR
- ii) First Aid
- iii) Basic Lifesaver
- iv) First Responder
- v) PALS
- vi) ACLS

3) Food Manufacturing/Processing/Preparation

- a) Black River Technical College and Arkansas State University-Newport offer Certificates of Proficiency, Technical Certificates, and Associates of Applied Science Degrees that support the Food Manufacturing/Processing/Preparation sector. Certificates and Degrees currently offered in the following pathways:

- i) Food and Nutrition Management
- ii) Nutrition and Dietetics
- iii) Hospitality Services
- iv) Food Services Management
- v) Culinary Service

- b) The following Industry Certificates are offered within the consortium:

- i) ServeSafe
- ii) Cost Control
- iii) Food and Beverage Management

## iv) Marketing

During the planning phase of this agreement, NEAC3 will work with industry and workforce agency partners to identify new earning and learning pathways to support each of the targeted sectors. The consortium will collaborate to develop a basic employee skills training and certification program that will be marketed and delivered using the NEAC3 brand. In preplanning, our concept is to develop programs that will be tailored toward each of the targeted employment sectors. Each student would receive training toward the Career Readiness Certificate with other training included depending on the sector of focus (i.e. OSHA 10 and/or Forklift certification for a Manufacturing sector participant; or ServeSafe for a Food Preparation student)

**Anticipated Equipment Needs:**

Because this a planning grant, our anticipated equipment needs are limited to the items described in the Materials and Supplies budget narrative: A laptop computer, portable printer, and a portable multimedia projector for the facilitator

**Proposed Governance and Accountability Structure:**

Governance will be established by a Memorandum of Understanding among the member institutions of the Northeast Arkansas Community College Collaboration (NEAC3). (Signed Memorandum of Understanding attached.)

Each of the member colleges will have equal representation and an equal voice in the administrative decisions to be made by the collaboration. The chief executive officer of each institution shall designate the academic officer, or other designee of her/his choosing to represent the institution in matters pertaining to the collaboration. Black River Technical College (BRTC) will serve as the lead institution for this grant proposal.

BRTC has demonstrated successful grant management in collaborative settings in their lead role in the STERNS Project Delta Health Care Services/USDA grant in which they have partnered with three other community colleges who are part of the ARNEC consortium. This grant totals \$635,804. In the Finance office, the college has a full time employee dedicated to the fiscal responsibilities associated with the grants being received by the institution. This will allow for the fiscal process to be seamless for NEAC<sup>3</sup>.

All fiscal, programmatic, and reporting processes will be in compliance with state procurement regulations, and Work Force Initiative Grant requirements. Planning meeting and regional employer meeting outcomes will be maintained as support documentation.

An NEAC<sup>3</sup> Board will be developed and include representation from each institution, as designated by the chief executive officer of each college, as well as representation from each industry sector, and from K-12 partners. Voting members for each sector will be determined during early planning sessions with the individual sector partners. K-12 institutions will designate a voting member from



each service area of the individual colleges. All partners will have a voice but voting will be restricted to the nine designees described above.

**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:

	<b>Exemplary</b>	<b>Superior</b>	<b>Adequate</b>	<b>Needs Improvement</b>
<b>Strength of Partnership (25 Pts)</b>	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

The “Training Tomorrow’s Workers Today” initiative proposed by the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>) has endeavored to incorporate all mandatory partners as outlined by the grant specifications. Black River Technical College is a two year community college and is serving as the lead institution and the fiscal agent for the grant activities. BRTC will be responsible for initiating a grant contract with the Arkansas Department of Higher Education as stipulated. In addition to BRTC, Arkansas Northeastern College and ASU-Newport have partnered with BRTC to form a collaboration as described in earlier sections as the NEAC<sup>3</sup>. The Presidents and Chancellor from the three institutions have entered into an MOU and are committed to work together to serve the Northeast Arkansas Region which is simultaneously served by the Northeast Arkansas Workforce Development Board.

NEAC<sup>3</sup> has utilized a team of six individuals from the three institutions working on this grant application (Gene Bennett from ANC; Dr. Martha Shull, Charles Appleby, and Robert Summers from ASU-N; and Angela Caldwell & Alan Decker from BRTC.) This group represents a combined total of 5 years K-12 experience; 81 years Industrial Experience; 61 years of Career and Technical Experience; 123 years of Higher Education Experience (most in the Community College setting); and 35 years Administrative experience. This vast experience supports and strengthens this application.

Employment and Training Services, Inc. (ETS, Inc.) has provided a letter of support for this project as the representation of the Local Workforce Development Board. This support is also a requirement for this initiative. ETS has documented in their letter that the targeted sectors by NEAC<sup>3</sup> support “critical workforce needs in Northeast Arkansas, based on employer and labor market demand.” They provided a list of services available at Arkansas Workforce Centers (three are in Northeast Arkansas) and other specialty services that depend on eligibility of the person, all of which would be available to our partners.

We also have included letters of support from all three industry sectors that have been identified as areas of need for Northeast Arkansas. These sectors include Food Manufacturing/Processing/Preparation; Healthcare; and Manufacturing. In the Food

Manufacturing/Processing/Preparation Sector we have four letters of support. These partners outline various commitments ranging from preferential hiring consideration of qualified, credentialed graduates; work based learning experiences; tours; mentoring; to active participation in the planning phase.

The Healthcare Sector has six letters of support from healthcare industries in our respective service areas. Each partner has indicated in their respective letters that they are committed to participating in the planning process. Each of the healthcare partners currently serve as clinical sites for respective allied health programs for one of the community colleges in this collaboration.

The Manufacturing Sector has letters from 9 industries who support and have agreed to partner with NEAC<sup>3</sup>. Each letter provides specific commitments to this planning phase which again represents a range of activities. Some of the activities include participating in planning curriculum specific to manufacturing where there may be gaps; hiring qualified credentialed graduates; providing workplace learning experiences; facility tours; mentoring; and the provision of program resources such as career based materials, shop/lab supplies, instructors, equipment, and other donations.

There are 17 letters of support from our K-12 partners which meet the requirement of the application to include mandatory partners from the K-12 sector. In these letters, the individual schools and training center specifically state their commitment to work with NEAC<sup>3</sup> to identify career pathways, develop and modify programs, and send students to events sponsored by the collaboration. The K-12 partners have committed to participating in the planning process and collaborating with representatives from the industry sectors to assure that the Career and Technical Education Programs are relevant to the employment needs in our region.

All of the letters of commitment are attached to this document to provide evidence of the strength of the partnership that will be formed if this project is selected for funding. NEAC<sup>3</sup> recognizes that in Northeast Arkansas, we have wonderful potential with the construction of Big River Steel in Osceola and PECO in Pocahontas for workforce growth and development in these new industries, while serving the industries that currently exist.



**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:

	<b>Exemplary</b>	<b>Superior</b>	<b>Adequate</b>	<b>Needs Improvement</b>
<b>Budget Plan (20 Pts)</b>	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.*

**A. Partner Participant Support Costs:**

1. The largest expense of the budget for this planning phase of the grant for NEAC<sup>3</sup> is in the category of Personnel. \$77,000 has been budgeted in this category to allow for the collaboration to hire a grant facilitator. This amount includes a salary of \$51,600 with fringe benefits calculated at 33% (\$25,400). The facilitator will work between the three campuses (BRTC, ANC, and ASU-N) to work with the area partners in developing the implementation phase of the grant.
2. Travel has been budgeted at \$3,000. This amount will allow for travel by the facilitator to meet with the partner institutions as well as the industry and K-12 Partners when a college vehicle is not available for use. This will also allow for attendance at the Workforce Development Board Meetings for the Northeast Arkansas area.
3. In the Other Expense Category for Partner Participant costs, \$5,000 has been budgeted to offset the administrative expenses by BRTC serving as the lead institution. All members of the collaboration were in agreement that this should be an allowable expense since all fiscal activities will be covered by BRTC.

**B. Other Direct Costs:**

1. Materials and Supplies will include the cost of a laptop, portable printer, and a portable multimedia projector, as well as other necessary office supplies, to allow the facilitator to travel to our partner's facilities yet be able to work on the planning process while away from the office space. The supplies will also be utilized during meetings with all partners in the preparation of the next phase of the grant.

2. Publication Costs/Documentation/Dissemination is budgeted at \$5,000. This will allow for the development of publications for the NEAC<sup>3</sup> to utilize in promoting the activities of the collaboration. This line item will include postage, as well as any costs incurred with advertising in media outlets. This will also include any documents that are prepared and utilized by our K-12 and industry partners.
3. The Consultant Services category has a budget of \$1,000 to allow for the development of a logo to brand the NEAC<sup>3</sup> for letterhead and web materials as well as other communication pieces utilized by the collaboration.
4. There has been \$1,000 allocated in the Other category to allow for light refreshments to be available for partner meetings which can help encourage attendance.



**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	\$77,000.00
2. Travel	\$3,000.00
3. Other (Explain Below)	\$5,000.00
Briefly Explain Other Costs	
<b>TOTAL PARTNER PARTICIPANT COSTS</b>	<b>\$85,000.00</b>

**B. Other Direct Costs**

1. Materials and Supplies	\$8,000.00
2. Publication Costs/Documentation/Dissemination	\$5,000.00
3. Consultant Services	\$1,000.00
4. Other (Explain Below)	\$1,000.00
Briefly Explain Other Costs	
<b>TOTAL OTHER DIRECT COSTS</b>	<b>\$15,000.00</b>

**C. TOTAL DIRECT COSTS**

<b>\$100,000.00</b>
---------------------

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

<b>Critical Elements</b>	<b>Exemplary</b>	<b>Superior</b>	<b>Adequate</b>	<b>Needs Improvement</b>	<b>Value</b>
<b>Program Need</b>	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
<b>Program Plan</b>	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
<b>Strength of Partnership</b>	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
<b>Budget Plan</b>	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
<b>Total Points Possible</b>					<b>100 Pts</b>

Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# MEMORANDUM OF UNDERSTANDING

# **Memorandum of Understanding**

## **Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>)**

Arkansas Northeastern College (ANC)

Arkansas State University- Newport (ASUN)

Black River Technical College (BRTC)

This memorandum of understanding constitutes an agreement among the member institutions of the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). The NEAC<sup>3</sup> will seek a grant under the 2015 Workforce Initiative Act Regional Workforce Grant Program. The purpose of the collaboration is to implement, maintain, and evaluate a high level program that will develop long-term relationships between the three colleges, employers, and regional workforce alliances to identify and address the challenge of job candidate skills gaps in the regional workforce pool. This Memorandum of Understanding will cover **the five-year period from July 30, 2015, through December 31, 2020** (the potential funding period for the 2015 Workforce Initiative Act Regional Workforce Grant Program).

**Objective of Agreement:** The member colleges of the collaboration, ANC, ASUN, and BRTC, have partnered to collaborate on the “**Training Tomorrow’s Workers Today**” initiative to meet the training and workforce demands of the Northeast Arkansas industries. NEAC<sup>3</sup> will also be strengthening partnerships with area career and technical education (CTE) educators as well as other representatives from local K-12 school districts to establish a pathway for preparing a qualified workforce in Northeast Arkansas.

**Governance:** Each of the member colleges will have equal representation and an equal voice in the administrative decisions to be made by the collaboration. The chief executive officer of each institution shall designate the academic officer, or other designee of her/his choosing to represent the institution in matters pertaining to the collaboration. Black River Technical College will serve as the lead institution for the designated grant proposal.


**Financial Responsibilities:** Each institution will have equal say in the development of the budget as part of the planning process in obtaining the multilevel grant from the Arkansas Department of Higher Education. Expenditures incurred will be processed by the lead institution in accordance with approved policies and procedures.

**Length of the Agreement:** This agreement is entered into by the member institutions and is subject to review by all members of NEAC<sup>3</sup> desiring to continue as a member. The agreement will automatically renew annually within the five year period in which it is in effect, unless



revision is deemed necessary by a majority vote of members. Any institution may withdraw from NEAC<sup>3</sup> with written notification of intent between April 1 and July 1 of each calendar year to the Presidents or Chancellors of the member institutions. This notification of intent will enable reorganization by remaining members.

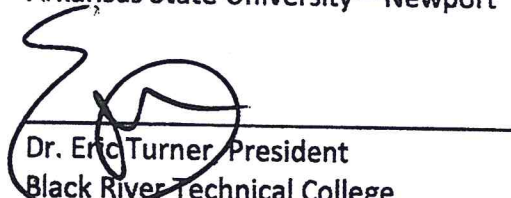
This agreement is entered into on July 30, 2015, and continues through December 21, 2020.

  
Dr. Jim Shemwell, President  
Arkansas Northeastern College

8/24/15  
Date

  
Dr. Sandra Massey, Chancellor  
Arkansas State University – Newport

8/17/15  
Date

  
Dr. Eric Turner, President  
Black River Technical College

Aug 18 2015  
Date



Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# WORKFORCE DEVELOPMENT BOARD LETTER

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

August 12, 2015

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

Regional Workforce Planning 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 Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>) regarding the Workforce Initiative Act Grant by Arkansas Department of Higher Education (ADHE). ETS, Inc. currently partners with all three NEAC<sup>3</sup> colleges under the Workforce Investment Act (WIA):

1. Arkansas Northeastern College (ANC)
2. Arkansas State University – Newport (ASU-N)
3. Black River Technical College (BRTC)

ETS, Inc. agrees that the focus on targeted sectors 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 Workforce Innovation and Opportunity Act (WIOA) 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 Grant by ADHE will be used to collaborate with 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.	August 12, 2015
Signature: 		

Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# COMMUNITY COLLEGE PARTNER LETTERS





*Office of the President*

Phone: (870) 762-3191  
Fax: (870) 763-0948  
E-mail: [jshemwell@smail.anc.edu](mailto: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: NEAC<sup>3</sup> Workforce Initiative Act of 2015 Grant Application**

I am pleased to issue this letter of support for the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>) 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.

NEAC<sup>3</sup> is a new collaborative partnership of the three community colleges (ANC, Arkansas State University at Newport, and Black River Technical College) serving the Northeast Arkansas Workforce Investment Board district. Each college has established itself as a reliable provider of quality workforce training delivered to industry specifications. The new collaboration will allow each partner to address local needs while leveraging our collective knowledge and physical resources. Considering the new economic additions of Big River Steel and PICO, among others, to Northeast Arkansas, approval of the current grant proposal would be a timely and wise investment of State resources. If any member of the Grant Review Committee should have questions, please do not hesitate to contact me.

Sincerely,

Dr. James R. Shemwell  
President



ARKANSAS STATE UNIVERSITY - NEWPORT  
NEWPORT • JONESBORO • MARKED TREE

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 Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). NEAC<sup>3</sup> membership consists of Arkansas Northeastern College, Black River Technical College and Arkansas State University-Newport. 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, NEAC<sup>3</sup> 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. NEAC<sup>3</sup> colleges see the importance of collaborating 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 17, 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**

**Dear Committee Members:**

As president of the lead institution, Black River Technical College, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College is designed to be responsive to the training needs of industry and to equip and qualify students in area high schools for productive and rewarding careers.

Of particular import is the intentionality of each institution to avoid duplication of workforce training.

Over the past year, the poultry industry has entered Northeastern Arkansas, and Pocahontas, Arkansas, particularly. PECO Foods is investing approximately \$250 million in our area. During this past year, Black River has emerged as the training partner for PECO. For Black River specifically, the grant would be a significant help in providing relevant training to PECO.

This collective effort between the three institutions will enable us to provide responsive workforce training to the citizens of Northeast Arkansas in a cost effective and non-duplicating manner.

Respectfully,

A handwritten signature in black ink, appearing to be "Eric A. Turner", written over a horizontal line.

**Eric A. Turner, Ed.D.  
President**



Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# K-12 PARTNER LETTERS



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

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

August 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 OF 2015

Arkansas Northeastern College Secondary Technical Center (ANCTC) agrees to partner with the Black River Technical College, ASU Newport, and Arkansas Northeastern College to expand the educational opportunities of students through development and implementation of aligned career pathways. This commitment will be to work with these 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 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

# 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](mailto: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 Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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 HS	Armored	Mississippi
Contact Name	Title	Date
Sally Bennett	Supt.	8-10-15
Signature: Sally Bennett		





## BLYTHEVILLE PUBLIC SCHOOLS

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

Richard Atwill  
Superintendent

August 10, 2015

*"Learners Today - Leaders Tomorrow"*


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 Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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:

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- ☒ 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: 		



Member of North Central Association

# Corning High School

P.O. Drawer 479  
Corning, Arkansas 72422  
870-857-3041  
870-857-6797 (FAX)



Chris Eubanks  
Student Affairs

Jennifer Woolard  
Curriculum & Instruction

August 19, 2015

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

To Whom It May Concern:

Corning High School is proud to partner with BRTC and to provide input as a K-12 partner in the Northeast Arkansas Community College Collaboration. We are excited to collaborate with BRTC to establish pathways that will provide opportunities to the graduates of CHS to meet workforce demands in the Northeast Arkansas Region.

We are in full support of this initiative and hope that we can serve our students and community by meeting the training and workforce demands of our area industries and strengthen our partnerships with our area community college.

Sincerely,

Jennifer Woolard  
CHS Principal  
Curriculum & Instruction

# Gosnell School District No. 6



Bonard V. Mace Jr., Superintendent

600 Highway 181

Gosnell, Arkansas 72315

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 Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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.
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- ☒ 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
	Gosnell	Mississippi
Contact Name	Title	Date
Bonard Mace	Superintendent	8/10/15
Signature: 		



# Greene County Technical School District

5413 West Kingshighway, Paragould, AR 72450

Phone: (870) 236-2762 Fax: (870) 236-7333

Mr. Gene Weeks, Supt.

Mrs. Amy Lucius, Asst. Supt.

Mr. Scott Gerrish, Asst. Supt.

August 19, 2015

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

Dear Review Committee:

It has been brought to our attention that Black River Technical College is pursuing the lead role in a regional agreement with two other two-year colleges in northeast Arkansas to address gaps in workforce readiness. This effort is called the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). In our opinion, there is a need for a strong regional alliance of education partners to focus on the current and future workforce needs of business and industry.

We believe building a strong network of business and industry is one of the initial steps to prove our region is ready and capable of hosting business expansion and recruitment. Growing our workforce capabilities will enhance opportunities for expanding job growth in our region. This will help mitigate the out-migration our region has suffered by providing, in part, a strategy for a greater likelihood of additional good paying jobs for the people of our region.

The Greene County Tech School District supports this collaborative effort between Black River Technical College, Arkansas Northeastern College and Arkansas State University – Newport.

Sincerely,



Gene Weeks, Superintendent  
Greene County Tech School District



# Harrisburg School District

Danny B. Sample, Superintendent  
207 W. Estes St, Harrisburg, AR 72432  
(870) 578-2416

**BOARD of DIRECTORS**  
Todd Bartholomew, President  
Fonda Eaton, Vice President  
Greg Reddmann, Secretary  
Frankie Lindsey  
Jeb Bass

August 10, 2015

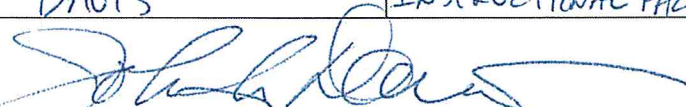
Workforce Initiative Act Grant Review Committee  
Attn: Arkansas Department of Higher Education  
423 Main Street, Suite 400  
Little Rock, AR 72201

## WORKFORCE INITIATIVE ACT OF 2015 GRANT

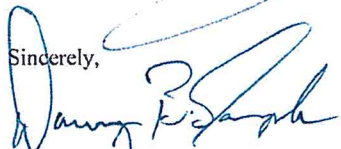
This letter of commitment assures that as a K-12 CTE partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), we will actively collaborate with the NEAC<sup>3</sup> college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative 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
HARRISBURG HIGH SCHOOL	HARRISBURG S.D.	POWSETT
Contact Name	Title	Date
JOHN DAVIS	INSTRUCTIONAL FACILITATOR	8-19-15
Signature: 		

Sincerely,

  
Danny B. Sample  
Superintendent  
Harrisburg School District

**Hoxie Public School  
MEMBER OF NORTH CENTRAL ASSOCIATION  
Kelly Gillham, Principal  
P. O. Box 240  
602 SW Hartigan Street  
Hoxie, AR 72433  
Phone: 870-886-4254 Fax: 870-886-4255**

August 24, 2015

Dear Workforce Initiative Act Grant Review Committee:

I am writing this letter on behalf of Hoxie High School and in support of Black River Technical Center (BRTC) and their partnership with ASU-Newport and Arkansas Northeastern College to form the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). The purpose of this partnership is to meet the demands of the workforce in Northeast Arkansas industries while strengthening partnerships with area K-12 school districts like Hoxie, to help prepare a pathway for a qualified workforce in Northeast Arkansas.

This will be a joint effort in implementing, maintaining and evaluating a program that will develop long range relationships between the three institutes of higher learning, employers, and regional workforce alliances to identify and address the challenge of job candidates' skills gaps in the regional workforce pool. The NEAC<sup>3</sup> plans to address "Training Tomorrow's Workers Today" to help in meeting the growing need of a qualified industrial workforce in Northeast Arkansas.

If NEAC<sup>3</sup> is awarded the grant, the primary focus will be on developing appropriate training and support for the sectors of Food Manufacturing/ Processing / Preparation; Healthcare and Manufacturing. My school district would be in collaboration with BRTC and NEAC<sup>3</sup> to establish pathways that will provide opportunities to the graduates of Hoxie High School to meet the workforce demands in Northeast Arkansas Region.

I appreciate your time and hope you will consider awarding the Regional Workforce Grant to the Northeast Arkansas Community College Collaboration.

Sincerely,



Kelly Gillham

Hoxie High School Principal

[kelly.gillham@hoxie.nesc.k12.ar.us](mailto:kelly.gillham@hoxie.nesc.k12.ar.us)

(870)-886-4254



# MANILA PUBLIC SCHOOLS

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



August 10, 2015

Pamela Castor  
Superintendent

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


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 Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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
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

# *Marmaduke Public School*

*1010 Greyhound Drive  
Marmaduke, AR 72443*



Tim Gardner  
Superintendent  
870-597-2723

Keith Richey  
Asst. Superintendent  
870-597-2723

Bill Muse  
High School Principal  
870-597-2723

Audrea King  
Elementary Principal  
870-597-2711

August 19, 2015

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

Dear Review Committee:

It has been brought to our attention that Black River Technical College is pursuing the lead role in a regional agreement with two other two-year colleges in northeast Arkansas to address gaps in workforce readiness. This effort is called the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). In our opinion, there is a need for a strong regional alliance of education partners to focus on the current and future workforce needs of business and industry.

We believe building a strong network of business and industry is one of the initial steps to prove our region is ready and capable of hosting business expansion and recruitment. Growing our workforce capabilities will enhance opportunities for expanding job growth in our region. This will help mitigate the out-migration our region has suffered by providing, in part, a strategy for a greater likelihood of additional good paying jobs for the people of our region.

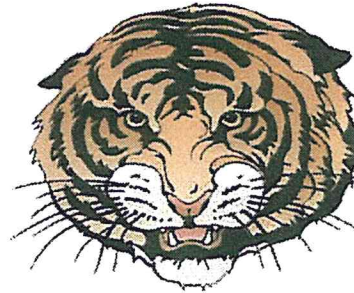
The Marmaduke School District supports this collaborative effort between Black River Technical College, Arkansas Northeastern College and Arkansas State University – Newport.

Sincerely,



Tim Gardner, Superintendent  
Marmaduke School District

*Maynard High School  
74 Campus Drive  
Maynard, AR 72444  
Phone 870-647-35005 Fax 870-647-8207  
Cindy Dauck, Principal*



August 21, 2015

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

Re: BRTC Workforce Initiative Act Grant

To Whom it May Concern,

I am writing in support of the Workforce Initiative Act Grant being prepared and submitted by Black River Technical College in partnership with ASU-Newport and Arkansas College to form the Northeast Arkansas Community College Collaboration (NEAC).

As a K-12 partner in the planning process, Maynard will commit to providing input for training purposes which would strengthen our workforce and provide additional opportunities for our students. The mission of Maynard High School is "Embracing technology to Empower students by actively Engaging them in a digital learning community." We use the term "E cubed" to remind our students and community of our mission. Having a partnership with BRTC helps us to advance our mission. Maynard High School currently offers twenty-six concurrent credit hours for our students through a partnership with BRTC. We are hoping to expand this in the future and this grant would greatly increase that possibility. We have an increasing demand for a skilled workforce. Grants such as this one will help ensure we continue to grow and improve to meet the needs of MHS graduates in the Northeast Arkansas Region.

Thank you,

Cindy Dauck



# 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

## WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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
Osceola High School	Osceola School District	Mississippi
Contact Name	Title	Date
Michael Cox	Superintendent	8-10-15
Signature: <i>Michael H. Cox</i>		

August 20, 2015

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

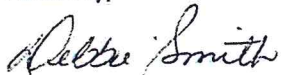
Dear Review Committee:

It has been brought to our attention that Black River Technical College is pursuing the lead role in a regional agreement with two other two-year colleges in northeast Arkansas to address gaps in workforce readiness. This effort is called the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>). In our opinion, there is a need for a strong regional alliance of education partners to focus on the current and future workforce needs of business and industry.

We believe building a strong network of existing business and industry is one of the initial steps to prove we are ready and capable of hosting business expansion and recruitment. Growing our workforce capabilities will enhance opportunities for expanding job growth in our region.

The Paragould School District supports this collaborative effort between Black River Technical College, Arkansas Northeastern College and Arkansas State University – Newport.

Sincerely,

A handwritten signature in cursive script that reads "Debbie Smith".

Debbie Smith, Superintendent  
Paragould School District

# POCAHONTAS PUBLIC SCHOOLS

DARYL BLAXTON, SUPERINTENDENT



2300 NORTH PARK STREET

POCAHONTAS, AR 72455

PHONE: 870-892-4573

FAX: 870-892-8857

[Pocahontaspsd.com](http://Pocahontaspsd.com)

August 18, 2015

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

Re: BRTC Workforce Initiative Act Grant

Dear Committee Members:

I am writing in support of the Workforce Initiative Act Grant being submitted by Black River Technical College in partnership with ASU-Newport and Arkansas Northeastern College to form the Northeast Arkansas Community College Collaboration (NEAC).

The purpose of the collaboration will be to implement, maintain and evaluate a high level program that will develop long-term relationships between the three colleges, employers and regional workforce alliances to identify and address the challenge of job candidate skills gaps in the regional workforce pool. NEAC will focus on the initiative of "Training Tomorrow's Workers Today" to help meet the training and workforce demands of Northeast Arkansas industries while strengthening partnerships with area K-12 school districts to help establish a pathway for preparing a qualified workforce in Northeast Arkansas.

As a K-12 partner, we will collaborate with BRTC to establish pathways that will provide opportunities to the graduates of PHS to meet the workforce demands in the Northeast Arkansas Region. This partnership will align perfectly with our district's goal of "Preparing Today for Tomorrow". Our vision will be to use this partnership in conjunction with potentially pursuing a conversion charter application that will better align our academic programs and curriculums to those focused upon in the NEAC grant application.

Sincerely,

Daryl Blaxton  
Superintendent of Schools

*Board Members: Gary Cole, President; Dr. Michael Davis, Vice President; Chuck Andrews, Secretary; James Chester and Victor Stone*



MIKE SMITH, SUPERINTENDENT  
22 North Jefferson  
Wilson, AR 72395

TELEPHONE:  
870-655-8633

FAX:  
870-655-8841

August 10, 2015

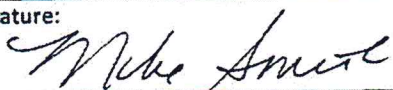
Workforce Initiative Act Grant Review Committee  
Attn: Arkansas Department of Higher Education  
423 Main Street, Suite 400  
Little Rock, AR 72201

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a K-12 CTE partner with the Arkansas Northeastern College, Black River Technical College, and ASU Newport, we will actively collaborate with these 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
Rivercrest High School	Rivercrest	Mississippi
Contact Name	Title	Date
Mike Smith	Superintendent	August 10, 2015
Signature: 		

## SLOAN-HENDRIX SCHOOL DISTRICT

Marty Moore, Principal  
High School  
Phone: 870-869-2361  
Fax: 870-869-2363

P.O. Box 1080 #1 Greyhound Circle  
Imboden, Arkansas 72434  
Phone: 870-869-2384  
Fax: 870-869-2364

Ligie Waddell, Principal  
Elementary/Middle School  
Phone: 870-869-2101  
Fax: 870-869-2365

Clifford Rorex, Superintendent

August 20, 2015

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

To Whom It May Concern:

I am writing this letter of support for the Northeast Arkansas Community College Collaboration. The Northeast Arkansas Community College Collaboration seeks to implement, maintain, and evaluate a high level program that will identify and address the challenge of job candidate skills gaps in the regional workforce.

The Sloan-Hendrix School District recognizes the importance of preparing a qualified workforce for Northeast Arkansas. In an effort to prepare students to enter the workforce, the Sloan-Hendrix School District seeks to collaborate with the colleges, employers, regional workforce, and area K-12 school districts in this effort. The Sloan-Hendrix School District also welcomes the opportunity to collaborate with Black River Technical College to establish pathways that will provide opportunities for graduates of Sloan-Hendrix to meet the workforce demands in the Northeast Arkansas Region.

Thank you for the opportunity to show support for the Northeast Arkansas Community College Collaboration.

Sincerely



Clifford Rorex  
Superintendent  
Sloan-Hendrix Schools



## Walnut Ridge High School

Principal's Office  
508 East Free Street  
Walnut Ridge, Arkansas 72476  
Ph.: 870-886-6623 • Fax: 870-819-0403



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

August 20, 2015

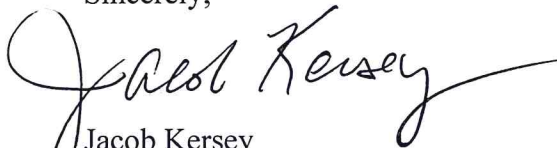
To Whom It May Concern:

The purpose of this letter is to inform you that Walnut Ridge High School is in support of Black River Technical College and the Northeast Arkansas Community College Collaborations application to receive a Regional Workforce Planning Grant. Walnut Ridge High School works closely with BRTC in several educational endeavors such as offering concurrent credit courses, welding certificates, and other local projects between BRTC and local public schools. BRTC and the Community College Collaboration being awarded this grant would be a way to even further strengthen the ties between WRHS and BRTC.

In Northeast Arkansas, there is an increasing demand for a skilled workforce. With local hubs such as Paragould and Jonesboro close by, public schools and community colleges are trying to meet the needs of the workforce in these neighboring communities. Walnut Ridge High School would collaborate with BRTC to establish pathways that will provide opportunities to the graduates of WRHS to meet the workforce demands in our region.

If Black River Technical College and the Northeast Arkansas Community College Collaboration are awarded this grant, Walnut Ridge High School would work to ensure that the funds are used to strengthen our workforce and provide opportunities for our students. If you have any questions feel free to contact me at (870) 886-6623.

Sincerely,

  
Jacob Kersey  
Walnut Ridge High School Principal



Northeast Arkansas Community College Collaboration

NEAC<sup>3</sup>



# INDUSTRY PARTNER LETTERS

Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# FOOD MANUFACTURING/ PROCESSING/ PREPARATION



August 21, 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 an employer partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), 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 have participated in preliminary discussions and agree that the targeted pathway in culinary / hospitality services will support critical workforce needs in Northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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

- ☒ 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

Employer Name	Industry Sector	Site Location
Loretta's, LLC	Culinary/Hospitality	Jonesboro, AR
Contact Name	Title	Date
Kathy Cardwell	Owner	August 18, 2015
Signature: 		



Holiday Inn  
1121 E. Main Street  
Blytheville, AR 72316  
t: 870.763.5800  
f: 870.763.1326  
1.800.HOLIDAY  
holidayinn.com/blythevilleark



August 18, 2015

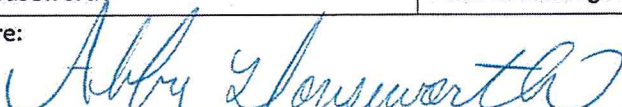
Workforce Initiative Act Grant Review Committee  
Attn: Arkansas Department of Higher Education  
423 Main Street, Suite 400  
Little Rock, AR 72201

**WORKFORCE INITIATIVE ACT OF 2015 GRANT**

This letter of commitment assures that as an employer partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), 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 have participated in preliminary discussions and agree that the targeted pathway in culinary / hospitality services will support critical workforce needs in Northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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

- ☒ 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

Employer Name	Industry Sector	Site Location
Houseworth Hotels & Restaurants	Culinary / Hospitality	Blytheville, Arkansas
Contact Name	Title	Date
Abby Houseworth	Food & Beverage Director/ Chef	August 18, 2015
Signature: 		



PO Box 146  
2018 Highway 67 S  
Pocahontas, Ar. 72455

August 24, 2015

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

To Whom it May Concern:

As Plant Manager of the Pocahontas, Arkansas, location, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. This collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding one area of Black River's emphasis in the grant focuses on the Food Manufacturing/Processing Sector. This is of particular interest to PECO Foods. The Pocahontas plant relies on Black River Technical College to provide training for our workforce. Once fully operational, the Pocahontas plant will employ approximately 1,100 people—the partnership between PECO and Black River is vital for us to provide initial and ongoing training for our employees and to provide a qualified workforce in specific technical programs the College offers.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. PECO is grateful to have a training partner like Black River. This grant will provide training not only for training, but will be invaluable to our industry as a whole as other ancillary industries emerge related to the poultry industry. PECO will partner with NEAC-3 during the planning phase to assure that appropriate workforce training is available to current and future employees in our industry.

Please feel free to contact me if you have further questions.

Respectfully,

Alan Risley, Plant Manager



DATE: 8/21/2015

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 an employer partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), we will actively collaborate with the NEAC<sup>3</sup> college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We have participated in preliminary discussions and agree that the targeted pathway in advanced manufacturing will support critical workforce needs in Northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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

- ☒ 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

Employer Name	Industry Sector	Site Location
PepsiCo (Frito-Lay Division)	Manufacturing	Jonesboro
Contact Name	Title	Date
Phillip Ray	HR Manager	August 18, 2015
Signature: 		



Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# HEALTHCARE SECTOR

# FIVE RIVERS

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## MEDICAL CENTER

August 26, 2015

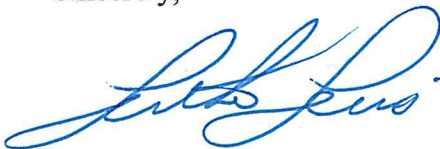
Workforce Initiative Act Grant Review Committee  
Attn: Arkansas Department of Higher Education  
423 Main Street, Suite 400  
Little Rock, AR 72201

To Whom It May Concern,

I would like to voice my support for the NEAC<sup>3</sup> and their work on the "Training Tomorrow's Workers Today" initiative. The approval of this grant would be a benefit to not only Five Rivers Medical Center, but many other employers in the area. Higher level programs such as this one will help establish pathways for preparation of a quality workforce in Northeast Arkansas. As an industry partner in the Healthcare sector, Five Rivers Medical Center will be collaborating with BRTC in this endeavor.

The wide range of Allied Health programs of study provided at BRTC are a great benefit to the Healthcare community. The Nursing, Dietetics, Respiratory Therapy, and Phlebotomy programs produce exceptional job candidates for our facility. We rely on BRTC as a source of potential employees as well as a resource for specialized training such as the recent 'Spanish for Healthcare Professionals' class that many of our employees participated in. This grant is very important for Northeast Arkansas area and we look forward to the additional opportunities provided by this funding.

Sincerely,



Luther Lewis, FACHE  
CEO

August 26, 2015

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

To Whom it May Concern:

As Director, Human Resources of NEA Baptist Hospital in Jonesboro, Arkansas, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding that one area of emphasis for the grant focuses on the Healthcare Sector. This is of particular interest to my organization as we provide care to hundreds of patients on a daily basis. It is imperative to our organization that we have qualified healthcare providers to staff our facility and serve our patients and their families. We have recently moved into a new facility which has increased our capacity to 216 patient beds. This has increased the number of healthcare providers that we employ.

We rely on Black River Technical College to provide training for our workforce. The College offer programs that graduate allied health professionals who are future employees in our facility. BRTC also has provided training for our current workforce as our needs arise; one example is a Spanish for Healthcare Professionals class offered to assist with conversational Spanish pertinent to those employed in Allied Health. We have students from the nursing, dietetics and respiratory care programs utilize our site for a portion of their required clinical components.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. NEA Baptist is grateful to have a training partner like Black River. This grant will provide additional training to help prepare and improve our workforce. We will partner with NEAC-3 during the planning phase to assure that appropriate workforce training is available to current and future employees in our healthcare sector.

Please feel free to contact me if you have further questions.

Respectfully,



James V. Keller, PHR, SHRM-CP  
Director, Human Resources



*Pocahontas*  
Healthcare & Rehab Center  
Randolph Operations, LLC

August 24, 2015

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

To Whom it May Concern:

As Administrator of Pocahontas Healthcare and Rehab in Pocahontas, Arkansas, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding that one area of emphasis for the grant focuses on the Healthcare Sector. This is of particular interest to my organization as we provide long term care services for up to 97 patients/residents on a daily basis. It is imperative to our organization that we have qualified healthcare providers to staff our facility and serve our patients/residents and their families.

We rely on Black River Technical College to provide training for our workforce. They offer programs that graduate allied health professionals who are future employees in our facility. BRTC also has provided training for our current workforce as our needs arise; an example is a Spanish for Healthcare Professionals class offered to assist with conversational Spanish pertinent to those employed in Allied Health.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. Pocahontas Healthcare and Rehab is grateful to have a training partner like Black River. This grant will provide additional training to help prepare and improve our workforce. We will partner with NEAC-3 during the planning phase to assure that appropriate workforce training is available to current and future employees in our healthcare sector.

Please feel free to contact me if you have further questions.

Respectfully,



Sarah Wright  
Administrator/Regional Vice President

# RANDOLPH HOME

1405 Hospital Drive  
Pocahontas, Arkansas 72455  
870-892-5214  
[rcnh@randolphhome.com](mailto:rcnh@randolphhome.com)

August 25, 2015

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

To Whom It May Concern:

As Director of Nursing of Randolph County Nursing Home in Pocahontas, Arkansas, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding that one area of emphasis for the grant focuses on the Healthcare Sector. This is of particular interest to my organization as we provide long term care to 118 residents on a daily basis. It is imperative to our organization that we have qualified healthcare providers to staff our facility and serve our residents and their families. We are currently constructing a new facility which will increase our capacity to 140 residents. This is also going to increase the number of healthcare providers that we employ.

We rely on Black River Technical College to provide training for our workforce. They offer programs that graduate allied health professionals who are future employees in our facility. BRTC also has provided training for our current workforce as our needs arise; an example is a Spanish for Healthcare Professionals class offered to assist with conversational Spanish pertinent to those employed in Allied Health. We partner with them to sponsor students who are enrolled in the Nursing Assistant program to allow for growth in our workforce.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. Randolph County Nursing Home is grateful to have a training partner like Black River. This grant will provide additional training to help prepare and improve our workforce. We will partner with NEAC-3 during the planning phase to assure that appropriate workforce training is available to current and future employees in our healthcare sector.

Please feel free to contact me if you have further questions.

Respectfully,



Jennifer Landreth, RN  
Director of Nursing



August 31, 2015

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

To Whom it May Concern:

I am a Clinical Nurse Specialist at St. Bernards Medical Center and I also serve as the liaison between St. Bernards and Arkansas State University Newport when it comes to the coordination of clinical rotations for the nursing program. It is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport (ASUN), and Black River Technical College.

It is my understanding that one area of emphasis for the grant focuses on the healthcare sector. This is of particular interest to my organization as we are the largest medical facility within the Northeast Arkansas Region. It is imperative to our organization that we have well qualified healthcare providers to staff our facility and serve our patients and their families.

We rely heavily on Arkansas State University Newport to provide training for our workforce. The College offers programs that graduate allied health professionals who are future employees in our facility. We also have students from the nursing, dietetics and respiratory care programs that utilize our facilities for a portion of their required clinical components.

This grant would be a good investment of the public dollar. Every time I have sought out the assistance of ASUN, the College not only delivers, but exceeds expectations. St. Bernards is grateful to have a training partner like ASUN. This grant will provide additional training to help prepare and improve our workforce. I can assure you that myself, along with St. Bernards leadership team, will partner with NEAC-3 during the planning phase to assure that appropriate workforce training is available to current and future employees of our healthcare sector.

Please feel free to contact me by email or phone if you should have further questions. Email [amcmillon@sbrmc.org](mailto:amcmillon@sbrmc.org) or 870-351-6446.

Respectfully,

*Amanda McMillon, MSN, APRN*

Amanda McMillon, MSN, APRN  
Clinical Nurse Specialist  
St. Bernards Medical Center.



August 28, 2015

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

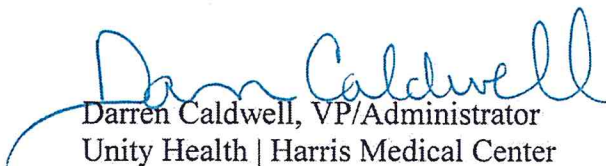
WORKFORCE INITIATIVE ACT OF 2015 GRANT

I am writing in support of the Work Force Initiative Act Planning Grant submitted by the Northeast Arkansas Community College Collaboration. As an employer partner, Unity Health agrees that there is a critical workforce training need for Healthcare workers in our region.

Unity Health is a leading healthcare provider in an eight county area and is the largest employer in a service area that includes Cleburne, Jackson, Lonoke, Prairie, White, Independence, Craighead and Woodruff Counties. Unity Health already partners with ASU-Newport by providing clinical and instructional assistance for their Nursing and Allied Health programs

Unity Health supports this grant application and hopes that funds will be awarded to expand this important partnership. Unity Health expects to be involved by assisting in defining key competencies required for entry level healthcare employees. We expect that our workforce needs will allow us to hire many students from this program to cover growth and staffing turnover. Educating our workforce, producing new jobs, and growing our economy are priorities for all of us who live in the delta region. This new partnership will go a long way toward meeting an immediate need in our growth and recovery.

Sincerely,



Darren Caldwell, VP/Administrator  
Unity Health | Harris Medical Center

Northeast Arkansas Community College Collaboration  
NEAC<sup>3</sup>



# MANUFACTURING SECTOR



## AMERICAN RAILCAR INDUSTRIES

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7755 Hwy. 34 E, Marmaduke, AR 72443 (870) 597-2224 Fax (870) 597-2670

August 17, 2015

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

To Whom It May Concern:

As a successful manufacturing firm that has operated in Arkansas for many years, we are always appreciative of others who are attempting to improve the labor force from which we draw our plant employees. We support this effort of the newly-formed Northeast Arkansas Community College Collaboration (NEACCC) to address the challenge of closing job candidate skills gaps in our regional workforce pool.

We will be delighted to collaborate with the NEACCC in any reasonable way that we can to support this effort because local business will surely benefit from an improved local workforce pool. In turn, local individuals will hopefully find job opportunities available to them in our company and others within the regional area. We have been advised that our input into the manufacturing sector training program curriculum is also being sought as part of this collaboration.

We appreciate what the NEACCC is attempting to do for local business and citizens and support its efforts.

Sincerely,

Dean Inman  
Human Resources Director





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**

This letter of commitment assures that as an employer partner with the Northeast Arkansas Community College Collaboration **NEAC<sup>3</sup>** (**NEAC<sup>3</sup>** is a collaborative effort between Arkansas Northeastern College, Black River Technical College, and Arkansas State University-Newport) we will actively collaborate with the **NEAC<sup>3</sup>** college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We have participated in preliminary discussions and agree that the targeted pathway in advanced manufacturing will support critical workforce needs in northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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

- ☒ 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

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: 		

GREENE COUNTY



**Greene County**  
**Industrial Training Consortium**  
*Your Professional Training Partner*

August 17, 2015

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


To Whom It May Concern:

As the Greene County Industrial Training Center, we are committed to providing training that meets the needs of our member companies in Greene County and surrounding areas. We appreciate the opportunity to participate in the collaborative effort being established by the newly formed Northeast Arkansas Community College Collaboration (NEACCC) to address the challenge of closing job candidate skills gaps in our regional workforce pool.

We will be delighted to collaborate with the NEACCC in any reasonable way that we can to support this effort because local business will surely benefit from an improved local work-force pool. In turn, local individuals will hopefully find job opportunities available to them in our company and others within the regional area. We have been advised that the NEACCC is interested in our offering industrial training programs that we already have in place to support this effort and to enhance the scope of the grant.

We appreciate what the NEACCC is attempting to do regarding local industrial training to help local business and citizens. We support the NEACCC's efforts.

Sincerely,

  
Dean Inman  
President

**Physical Address**

1 Black River Drive  
Paragould, AR 72450

**Mailing Address**

P.O. Box 1565  
Paragould, AR 72451

**Phone**

870.239.0969

**Fax**

870.239.2050

**Web**

[GreeneCountyITC.org](http://GreeneCountyITC.org)





August 20, 2015

Workforce Initiative Act Grant Review Committee

Attn: Arkansas Department of Higher Education

423 Main Street, Suite 400

Little Rock, AR 72201

Dear Review Committee:

It has been brought to the attention of General Cable and other industries, that Black River Technical College is pursuing the lead role in a regional agreement with two other two-year colleges in northeast Arkansas to address gaps in workforce readiness. This effort is called the Northeast Arkansas Community College Collaboration (NEAC3). In our opinion, there is a need for a strong regional alliance of education partners to focus on the current and future workforce needs of business and industry.

General Cable believes building a strong network of existing business and industry is one of the initial steps to prove we are ready and capable of hosting business expansion and recruitment. Growing our workforce capabilities will enhance opportunities for expanding job growth in our region.

General Cable certainly supports this collaborative effort between Black River Technical College, Arkansas Northeastern College and Arkansas State University – Newport. Please accept this letter as our request to seriously consider support of this effort, which will greatly support existing industries in the NE area.

Sincerely,

Ed Tolleson

Human Resources





SYSTEMS • SOLUTIONS • SERVICE

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

This letter of commitment assures that as an employer partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), we will actively collaborate with the NEAC<sup>3</sup> college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We have participated in preliminary discussions and agree that the targeted pathway in advanced manufacturing will support critical workforce needs in Northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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

- ☒ 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


2020 HYTROL STREET  
JONESBORO, ARKANSAS 72401

(870) 935.3700  
(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 18, 2015
Signature: 		

2020 HYTROL STREET  
JONESBORO, ARKANSAS 72401

(870) 935.3700  
(870) 931.1877

WWW.HYTROL.COM



An Illinois Tool Works Company  
1600 Patrick Drive  
POB 807  
Pocahontas, AR 72455  
Telephone: 870-892-1156  
Fax: 870-892-1487

August 25, 2015

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

To Whom it May Concern:

As Plant Manager of the Pocahontas, Arkansas, location of Paslode, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding Black River's area of emphasis in the grant focuses on the Manufacturing Sector. This is of particular interest to Paslode as we manufacture fastener products used in multiple settings. The Pocahontas plant relies on Black River Technical College to provide training for our workforce as needs arise. Black River is vital for us to provide ongoing training for our employees and to provide a qualified workforce in specific technical programs the College offers.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. Paslode is grateful to have a training partner like Black River. This grant will provide training and will be invaluable to our industry. As a partner and supporter of this grant, we are committed to providing input into the planning of training opportunities that will benefit the regional manufacturing sector.

Please feel free to contact me if you have further questions.

Respectfully,

Randy Cobb, Plant Manager





## **POCAHONTAS ALUMINUM COMPANY, INC**

*Manufacturer and Distributor of Quality Aluminum Products*

2001 Industrial Dr.

P.O. Box 756

Pocahontas, AR 72455-0756

Phone (870) 892-3689

Fax (870) 892-9858

e-mail: [info@pocahontasaluminum.com](mailto:info@pocahontasaluminum.com)

[www.pocahontasaluminum.com](http://www.pocahontasaluminum.com)

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August 25, 2015

Workforce Initiative Act Grant Review Committee

Attn: Arkansas Department of Higher Education

423 Main Street, Suite 400

Little Rock, AR 72201

To Whom it May Concern:

As President of Pocahontas Aluminum, it is my distinct honor to write this letter supporting the efforts of the Northeast Arkansas Community College Collaboration. The collaboration is between Arkansas Northeastern College, Arkansas State University-Newport, and Black River Technical College.

It is my understanding Black River's area of emphasis in the grant focuses on the Manufacturing Sector. This is of particular interest to Pocahontas Aluminum, as we are a leading manufacturer of aluminum windows and doors. We rely on Black River Technical College to provide training for our workforce as needs arise. Black River is vital for us to provide ongoing training for our employees and to provide a qualified workforce in specific technical programs the College offers.

This grant would be a good investment of the public dollar—every time I have sought out the assistance of Black River, the College not only delivers, but exceeds expectations. Pocahontas Aluminum is grateful to have a training partner like Black River. This grant will provide training and will be invaluable to our industry. As a partner and supporter of this grant, we are committed to providing input into the planning of training opportunities that will benefit the regional manufacturing sector.

Please feel free to contact me if you have further questions.

Respectfully,

Larry Don Rose, President

---



PO Box 248  
Armored, AR 72310  
USA  
(870) 776 5000 tel  
(870) 776 5051 fax  
www.tenaris.com

August 14, 2015

This letter of commitment assures that as an employer partner with the Northeast Arkansas Community College Collaboration NEAC<sup>3</sup> (NEAC<sup>3</sup> is a collaborative effort between Arkansas Northeastern College, Black River Technical College, and Arkansas State University-Newport) we will actively collaborate with the NEAC<sup>3</sup> college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We have participated in preliminary discussions and agree that the targeted pathway in advanced manufacturing will support critical workforce needs in northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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- ☒ 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

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  
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 an employer partner with the Northeast Arkansas Community College Collaboration (NEAC<sup>3</sup>), we will actively collaborate with the NEAC<sup>3</sup> college(s) and other partners in our area in a regional workforce alliance to support the Workforce Initiative Act grant program. We have participated in preliminary discussions and agree that the targeted pathway in advanced manufacturing will support critical workforce needs in Northeastern Arkansas and create a pool of potential employees from the credentialed graduates.

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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

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