

**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>	College of the Ouachitas													
<b>Title of Project:</b>	High School Pre-Apprenticeship Career Pathways													
<b>Project Partners:</b>	<table border="0"> <tr> <td>1. Arkansas Construction Education Foundation</td> <td>6. Ouachita School District</td> </tr> <tr> <td>2. Bismarck School District</td> <td>7. Poyen School District</td> </tr> <tr> <td>3. Malvern School District</td> <td>8. Gary Houston Electric</td> </tr> <tr> <td>4. Magnet Cove School District</td> <td>9. Kimbrel Mechanical Systems</td> </tr> <tr> <td>5. Glen Rose School District</td> <td>10. Comfort Systems</td> </tr> <tr> <td></td> <td>11. Staley Electric</td> </tr> </table>		1. Arkansas Construction Education Foundation	6. Ouachita School District	2. Bismarck School District	7. Poyen School District	3. Malvern School District	8. Gary Houston Electric	4. Magnet Cove School District	9. Kimbrel Mechanical Systems	5. Glen Rose School District	10. Comfort Systems		11. Staley Electric
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	11. Staley Electric													
<b>Requested Budget:</b>	\$48,500.00													
<b>Date Submitted:</b>	9/1/2015													
<b>Applicant Contact:</b>	Pat Simms													
<b>Applicant's Information:</b>	One College Circle Malvern, Arkansas 72104 501-332-0245 pats@coto.edu													

**Authorized Signatures for Project Partners**

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

College of the Ouachitas  
Lead Institution

Dr. Stephen Schoonmaker  
Authorized Official

Arkansas Construction Education Foundation  
Partner

Kathy Fulks  
Authorized Official

Bismarck School District  
Partner

Susan Stewart  
Authorized Official

Bismarck School District  
Partner

Janet Blair  
Authorized Official

Poyen School District  
Partner

Whitney McCutcheon  
Authorized Official

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\_\_\_\_\_

Malvern School District

Partner

Tim Holicer

Authorized Official

Ouachita School District

Partner

Ronnie Kissire

Authorized Official

Magnet Cove School District

Partner

Jerry Newton

Authorized Official

Gary Houston Electric

Partner

Keith Weeks

Authorized Official

Kimbrel Mechanical  
Systems

Partner

Travis Keller

Authorized Official

Comfort Systems USA

Partner

Ted Holzwarth

Authorized Official

Staley Electric

Partner

Gary Ferrell

Authorized Official

## Act 1131 of 2015

### Regional Workforce Planning Grant Application

*Please complete each section of this application and submit to the Arkansas Department of Higher Education by **September 1, 2015**. Applications should be emailed to [ADHE.Workforce.Grant@adhe.edu](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.*

Forbes Magazine reported that 53% of skilled-trade workers in the U.S. were 45 years old or older and 18.6% were between the ages of 55 and 64. In the case of electricians, more than 60% of the workers are 45 years of age or older and 50% are over the age of 55. This translates to a large portion of electricians aging out of the trade within the next 10 years. In Arkansas, there are entire counties and groups of counties without a licensed Master Plumber and the situation is becoming increasingly dire. To address this issue College of the Ouachitas (COTO), along with its apprenticeship training partner - Arkansas Construction Education Foundation (ACEF), seeks to develop a program that will allow high school students the opportunity to “jump start” their journey to a successful career in these areas. This proposal is to develop a meaningful career pathway for those interested in the apprenticeship trades, specifically as an electrician or plumber. The program will demonstrate the effectiveness of strategic partnerships among a community college, an apprenticeship training partner, service area high schools, and area employers.

This program is constructed to identify potential participants as early as the 10<sup>th</sup> grade year. Once identified, potential candidates and their parents will be counselled regarding options available to them and the benefits of our apprenticeship program. Students electing to participate in the program will be offered any English, reading, and/or math remediation on their high school campus during either their 11<sup>th</sup> or 12<sup>th</sup> grade year. During their senior year eligible participants will take up to two



transferable college classes, one in the fall and one in the spring, that count toward a COTO Associate of Applied Science (AAS) degree in Apprenticeship Arts (ADHE approval date January 2014). All "academic" classes will be taught by properly credentialed faculty approved by COTO. In addition, participants will attend class one night a week alongside level one apprentices working in the trade. These classes will be taught by a journeyman within the specific trade approved by ACEF. Students will also attend "lab" classes every other Saturday (as an example) during this year. At the end of the apprenticeship course participants will be tested and credit for a level one apprentice will be given to those students successfully meeting satisfactory performance requirements. Upon high school graduation these new level one completers will be interviewed for hire/sponsorship by our employer partners. Those selected will be eligible to continue in the program provided the student/employee meets all conditions for continued employment and makes satisfactory progress academically. Each participant will be required to complete at least one of the remaining three general education courses each year for continued enrollment in the program. Upon successful completion of the program, three years after graduation, participants will receive their AAS in Apprenticeship Arts degree from COTO and will be prepared for certification as a journeyman electrician or plumber. New cohorts of students will be added each year of the program. The program is designed to add one electrical and one plumbing apprenticeship program cohort each year. The program has set a goal of 20 participants in each of the electrical and plumbing cohorts (total of 40) each year. Program completers will be equipped to fill the existing gaps, as well as the impending shortage, in these critical needs employment areas.

The program planning will be led, through December 31, by the COTO Vice President of Instruction and by the ACEF Director. Beginning in January, 2016 the program planning will be coordinated by the Apprenticeship Training Coordinator (new COTO hire) funded by the Planning Grant. The coordinator will work closely with all partners to ensure the program is afforded every opportunity for success.

**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.*

The primary goal of the program is to establish long-term relationships between College of the Ouachitas, our apprenticeship training partner, school districts within our service area, and our employer partners while providing a defined career pathway for students electing to pursue the apprenticeship trades. We are certain that this proposal incorporates all six of the core requirements needed to be awarded a Regional Workforce Planning Grant:

1. The program includes representation from service area high schools that award concurrent credit (Bismarck, Malvern, Magnet Cove, Glen Rose, Ouachita, Poyen), a community college (College of the Ouachitas), a state recognized Apprenticeship Training Program/NCCER Accredited Training Sponsor (Arkansas Construction Education Foundation), and area employers who represent critical needs employment areas in our region (Comfort Systems, Gary Houston Electric, Kimbrel Mechanical Systems USA, Staley Electric).
2. The program is designed to create a clearly defined career pathway. Participants will receive both recognized industry credentials: NCCER, OSHA 10-Hour, Level 1-4 apprentice, journeyman apprentice; and college credentials including Certificates of Proficiency, Technical Certificates, and an Associate of Applied Science.
3. The program incorporates concurrent basic skills instruction (eleventh and/or 12<sup>th</sup> grade) and fully transferable college credit instruction (12<sup>th</sup> grade and beyond) as well as occupational training.
4. The program will place an emphasis on female and minority recruitment with a goal of 25%.
5. Participants will receive extensive support services through both COTO, named a top 10 Community College in the Nation in 2013 based upon student success initiatives and services, and our training partners. In an effort to ensure these services have been incorporated in our initiative a fulltime coordinator/advisor/counselor position is included in our planning proposal and will be continued (if approved) in our implementation and continuation proposals.



6. The program is a collaborative apprenticeship program with the goal of expediting employment opportunities for high school graduates while providing both industry certifications and college credentials.

Expected outcomes of the program include:

- Establishment of strategic partnerships among secondary education, postsecondary education, occupational training, and employer partners.
- Concurrent basic skills remediation, when required, for participants during their junior and/or senior year of high school.
- Concurrent college credit attainment and occupational training for participants during the senior year of high school.
- NCCER and OSHA certification before graduation.
- Employment in the chosen field immediately upon high school graduation.
- Continued employment, education, and training throughout the remaining three years of the program after high school graduation.
- Attainment of Certificates of Proficiency, Technical Certificates, and an Associate of Applied Science degree for all completers.
- Certification as a journey person in the chosen pathway.
- Program satisfaction by participants and partners throughout the five year period includes planning year).
- Continued employment (including self-employment) or education throughout the first year following program completion.

The program enhances the current apprenticeship career pathway by including basic skills remediation where needed, concurrent college transferable courses, and the achievement of college credentials that enhance the earnings potential of all completers. Other enhancements to the existing pathway include the early identification of potential candidates, education regarding the benefits of a career in the apprenticeship trades, a full year "head start" in the apprenticeship model, and immediate employment upon high school graduation in the chosen career pathway. A career pathway model is attached to this application.

The equipment needs included in the planning grant include a laptop computer with wireless "hotspot" capability and a portable color printer.

For governance and accountability, this grant will be administered through College of the Ouachitas in partnership with Arkansas Construction Education Foundation (ACEF). For the College Pat Simms, Vice President of Instruction will be working in close partnership and collaboration with Kathy Fulks, Executive Director of ACEF. Mr. Simms is located at the main campus of the College, while Ms. Fulks is located at ACEF in Little Rock.

**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.*

Each of the Mandatory Partners will contribute significantly, uniquely, and meaningfully to the program. In fact, each of the partners previously or currently has educational relationships with at least one other partner in the program. COTO has worked with each of the school districts to provide concurrent general education and/or technical education courses. ACEF continues to work with the employee partners as part of their current apprenticeship training programs.

Each member of our alliance will have specific roles to play in the success of the program. Below is a preliminary synopsis of those roles:

COTO – College of the Ouachitas will serve as the lead applicant and fiscal agent for all grant activities. COTO will be responsible for the hiring and direct supervision of the program coordinator. In addition, COTO will provide instruction and grant credit for the successful completion of all remediation courses and transferable general education courses. COTO already has a Concurrent Enrollment Coordinator who will work closely to facilitate this part of the program. COTO will grant credit for work experience for the apprenticeship courses as well. COTO is committed to providing participants with the support services provided to all COTO students. COTO has been awarded a WFSN grant that will serve these students well and provide them access to success initiatives unique to the College.

Local School Districts – Each district will work closely with the Coordinator and other partners to facilitate the identification of potential program participants, to promote the program within their district, to facilitate the scheduling of courses at their respective campuses, and to ensure all graduation requirements are met.

ACEF - The Arkansas Construction Education Foundation will be responsible for the delivery of all apprenticeship trades training, testing, and certification covered in the grant. ACEF will work closely with federal and state agencies that oversee apprenticeship training to ensure the

program is approved. ACEF will also work with their employer partners to facilitate employment of participants and to solicit recommendations regarding the program.

Employer Partners – Each employer partner will work closely with ACEF to facilitate the employment of each level one completer in the program. Employers will also aid in participant retention by providing timely feedback regarding participants' employment and training status. Each employer partner will participate on an advisory committee that will help assess and make recommendations regarding program effectiveness.

Each partner, along with the Local Workforce Development Board, has submitted a commitment letter and those letters are attached with this application.



**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.*

The budget for the planning phase of our proposal is as follows:

1. Project Coordinator - \$30,000 (Salary + Fringe)  
The Project Coordinator will be hired for the period beginning January 4, 2016 and ending June 30, 2016 with a salary of \$20,000.
2. Mileage - \$1,500  
Reimbursement for travel associated with the program at a rate of \$0.42 per mile or the current state approved rate.
3. Laptop with WiFi Hotspot and portable color printer - \$3,000  
For use by the program coordinator who will be visiting each school weekly.
4. Travel - \$6,000  
Travel costs associated with attendance by the program coordinator, the VP of Instruction at COTO, and one representative from ACEF at the annual Associated Builders and Contractors Conference.
5. Advisory and Parent Meetings - \$2,500  
Food, refreshments, and associated costs for advisory board meetings and parental informational meetings.
6. Recruiting Materials - \$2,500  
Recruiting materials to include displays, brochures, advertising, etc.
7. Supplies/Incidentals/Other - \$3,000  
Office supplies and other items not listed in the above categories.

**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	\$30,000.00
2. Travel	\$6,000.00
3. Other (Explain Below)	\$1,500.00
(Mileage reimbursement for travel between partners @ \$0.42 per mile)	
<b>TOTAL PARTNER PARTICIPANT COSTS</b>	<b>\$37,500.00</b>

**B. Other Direct Costs**

1. Materials and Supplies	\$6,000.00
2. Publication Costs/Documentation/Dissemination	\$2,500.00
3. Consultant Services	\$0.00
4. Other (Explain Below)	\$2,500.00
(Associated costs for advisory and parent meetings)	
<b>TOTAL OTHER DIRECT COSTS</b>	<b>\$11,000.00</b>

**C. TOTAL DIRECT COSTS**

<b>\$48,500.00</b>
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**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>



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

**Letter of Commitment**

August 20, 2015

Dr. Stephen Shoonmaker, President  
College of the Ouachitas  
One College Circle  
Malvern, AR 72104

Dear Dr. Shoonmaker:

West Central Arkansas Workforce Development Board strongly supports the College of the Ouachitas proposed Regional Workforce Planning Grant submission for "High School Pre-Apprenticeship Career Pathways".

College of the Ouachitas' role as lead applicant and fiscal agent is indicative of their mission to form "partnerships with K-12 schools, other colleges and universities, businesses, industries, public agencies, and civic groups that support learning and promote the economic development of Arkansas". Thank you for your time and consideration concerning this critical project.

Sincerely Yours,

Best regards,

  
Marvin Gerlach, Chair

West Central Arkansas Workforce Development Board



## ARKANSAS CONSTRUCTION EDUCATION FOUNDATION

Arkansas Construction Education Foundation

[www.acef.org](http://www.acef.org)

August 24, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street, Suite 400  
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Planning Grant: High School Pre-Apprenticeship Career Pathways

Greetings:

It is with enthusiasm that I am writing this letter of support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. As a primary partner, the Arkansas Construction Education Foundation is excited to be a part of a regional alliance to provide high school seniors the opportunity to "jump-start" their career as a professional craft person.

The Arkansas Construction Education Foundation (ACEF) is a 501(c)(3) training foundation dedicated to providing the construction industry with well-qualified, highly skilled trades people. Founded in 1994, ACEF has trained thousands of Arkansans for meaningful, high paying employment. We are accredited by the National Center for Construction Education and Research (NCCER), certified by the U.S. Department of Labor, Office of Apprenticeship and recognized by the Arkansas Department of Career Education.

ACEF believes there are unlimited opportunities for young people in the skilled trades. Many of our apprentice electricians and plumbers go on to become small business owners, continue their education or are promoted to leadership positions within their organization. To this end, the valuable training and education this type of program provides can allow the students to "fast track" their career as an electrician or plumber.

I hope you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Please do not hesitate to contact me should you require additional information from our organization.

Respectfully,

Kathy Fulks  
Executive Director  
Arkansas Construction Education Foundation

Central Office -  
4421 West 61st Street  
Little Rock, AR 72209  
(800) 240-2730 Toll Free  
(501) 372-1590 Phone  
(501) 372-2879 Fax

Services Offered -  
Apprenticeship Training  
Motor Controls Course  
Customized Training  
Electrical Exam Preparation

Continuing Education Course  
Written Safety Programs  
OSHA 10-Hour Course  
OSHA 30-Hour Course  
First Aid and CPR Class

Project Management Course  
Jobsite Supervision Course  
Craft Skills Assessments  
Pipeline Skills Assessments

*Bismarck School District*  
11636 HWY 84  
BISMARCK, AR 71929-8170

**ADMINISTRATION**

*Susan Stewart, Superintendent*  
501-865-4888 (4) Fax 501-865-3626  
*Larry Newsom, High School Principal*  
501-865-4541 Fax 501-865-4542  
*Mike Spraggins, Middle School Principal*  
501-865-4543 Fax 501-865-4505  
*Lana Hughes, Elementary Principal*  
501-865-3616 Fax 501-865-3947  
*Ellen Coleman, Curriculum Coordinator*  
501-865-4888 Fax 501-865-3626



*Home of the Lions*

**BOARD OF EDUCATION**

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*Amy Fendley*  
Member  
*Brian Hinds*  
Member

8/26/15

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street, Suite 400  
Little Rock, AR 72201

Dear Regional Workforce Planning Grant Review Committee:

Bismarck School District strongly supports the College of the Ouachitas proposed Regional Workforce Planning Grant submission for "Plumbing and Electrical Apprenticeships." College of the Ouachitas has worked very closely with a group of partners which includes, a state recognized Apprenticeship Program/NCCER, Accredited Training Sponsors (Arkansas Construction Education Foundation), and area employers who represent critical shortage needs in our area, in addition to Bismarck, Poyen, Ouachita, Sheridan, Glen Rose, Magnet Cove, Malvern School Districts.

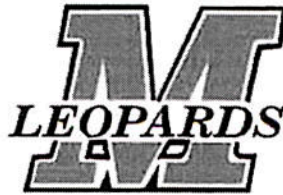
As a proud member of this partnership, we feel that College of the Ouachitas' role as lead applicant and fiscal agent indicates their mission of forming "partnerships with K-12 schools, other colleges and universities, businesses, industries, public agencies, and civic groups that support learning and promote the economic development of Arkansas."

Thank you for your consideration of this worthy proposal.

Sincerely,

A handwritten signature in dark ink, appearing to read "S Stewart". The signature is fluid and cursive, with the first name being more prominent.





**MALVERN SCHOOL DISTRICT**

Home of the Leopards

“Where PASSION, PRIDE, & EXCELLENCE are expected.”

Brian Golden  
Superintendent of Schools

1620 SOUTH MAIN STREET  
MALVERN, ARKANSAS 72104  
501-332-7500, FAX: 501-332-7501

Janet Blair  
Assistant Superintendent  
Jace Roberts  
Chief of Staff

August 27, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street Suite 400  
Little Rock, AR 72201

Dear Reviewers of the Regional Workforce Planning Grant Applications:

I strongly support the College of the Ouachitas proposed Regional Workforce Planning Grant submission for Plumbing and Electrical Apprentices. The Malvern school district is part of a strategic alliance formed by the college.

As a member of the alliance, we are closely connected with education, training, and employment of certified plumbers and electricians. This alliance will provide these future plumbers and electricians with employment opportunities in this area of critical need.

College of the Ouachitas' role as lead applicant and fiscal agent is indicative of their mission to form partnerships with K-12 schools, other colleges, and universities, businesses, industries, public agencies, and civic groups that support learning and promote the economic development of Arkansas. Thank you for your time and consideration concerning this critical project.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'J. Blair', written in a cursive style.

Janet Blair, Deputy Superintendent  
Malvern School District



# Magnet Cove School District

Office of Central Administration  
472 Magnet School Road  
Malvern, AR 72104  
Phone (501) 332-5468 • Fax (501) 337-4119

Danny Thomas  
Superintendent

Whitney McCutcheon  
Curriculum Administrator

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August 28, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street Suite 400  
Little Rock, AR 72201

Dear Reviewers of the Regional Workforce Planning Grant Applications:

The Magnet Cove School District encourages you to consider funding the College of the Ouachitas' proposed Regional Workforce Planning Grant Submission for "High School Pre-Apprenticeship Career Pathway". If approved this grant will provide much needed funding that will benefit the students in our school district.

There is a critical shortage of skilled tradespeople in our area. We support College of the Ouachitas' effort to get more young people interested in plumbing and electrical careers.

The current partnerships between College of the Ouachitas, K-12 schools, and local industry and business are invaluable and provide opportunities to our students that would otherwise be unavailable. If approved, they will add to the opportunities available to students and support the growth of professionals in fields of skilled labor promoting economic development in this area of the state. Thank you in advance for your commitment to this approval process and your consideration in approving this much need grant to College of the Ouachitas.

Sincerely,

A handwritten signature in black ink, appearing to read "Whitney McCutcheon". The signature is fluid and cursive.

Whitney McCutcheon  
Curriculum Coordinator  
Magnet Cove School District



August 27, 2015

Arkansas Department of Education  
Attn: Regional Workforce Grant  
423 Main Street  
Ste 400  
Little Rock, AR 72201

Dear Reviewers of the Regional Workforce Planning Grant Applications,

I want to express my support for the funding of the College of the Ouachitas' proposed Regional Workforce Planning Grant submission for "High School Pre-Apprenticeship Career Pathway." The college and their partners are ready to work together so the students of our districts will benefit from the grant.

Glen Rose School District sees the need to provide training and employment opportunities for our students and community. It is our hope that this grant will provide future apprentices with employment opportunities in our area.

College of the Ouachitas has been and will continue to be a leader in higher education in our area of the state and this grant will ensure that this area of critical need will flourish and our community will benefit from you awarding this grant.

Should you have any questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tim Holicer', is written over a horizontal line.

Tim Holicer  
Superintendent



# Ouachita Public Schools

Ronnie Kissire  
Superintendent

166 School House Road  
Donaldson, Arkansas 71941

Phone: 501-384-2318  
Fax: 501-384-5615

August 26, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street Suite 400  
Little Rock, Ar 72201

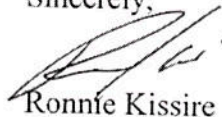
Regional Workforce Planning Grant Application Reviewers,

I want to recommend the grant application for the College of the Ouachitas, "High School Pre-Apprenticeship Career Pathway". The college and their many partners are geared up to work together to make the proposal a success for Hot Spring County and the surrounding area.

Ouachita School and our community see the need to provide training and employment opportunities to our students and community now and in the future. The alliance we are developing through College of the Ouachitas will help meet that need.

College of the Ouachitas has been and will continue to be a leader in education and program development that benefits our community. This grant will help them in their cause. Thank you for taking the time to review the proposal.

Sincerely,



Ronnie Kissire

Superintendent Ouachita School District

***Ouachita Warriors... "Where Excellence is Expected!"***

OUACHITA SCHOOL DISTRICT IS AN EQUAL OPPORTUNITY EMPLOYER



POYEN PUBLIC SCHOOL  
SUPERINTENDENT OFFICE  
14296 HWY 270  
POYEN, AR 72128  
501-332-8884  
FAX 501-332-8886

August 28, 2015

Arkansas Department of Higher Education  
Attn: regional Workforce Grant  
423 Main Street, Ste. 400  
Little Rock, AR 72201


Regional Workforce Planning Grant Application Reviewers:

I want to recommend the grant application for the College of the Ouachitas, "High School Pre-Apprenticeship Career Pathway". The college and their many partners are geared up to work together to make the proposal a success for Hot Spring County and the surrounding area.

Poyen School and our community see the need to provide training and employment opportunities to our students and community now and in the future. The alliance we are developing through College of the Ouachitas will help meet that need.

College of the Ouachitas has been and will continue to be a leader in education and program development that benefits our community. This grant will help them in their cause. Thank you for taking the time to review the proposal.

Sincerely,



Jerry R. Newton  
Superintendent



August 24, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street, Suite 400  
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Planning Grant: High School Pre-Apprenticeship Career Pathways

Greetings:

It is with enthusiasm that I am writing this letter of support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. We are familiar with the goals of the program and strongly support this effort to provide skills training to high school seniors for careers in the skilled trades. As an industry partner, Gary Houston Electric will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

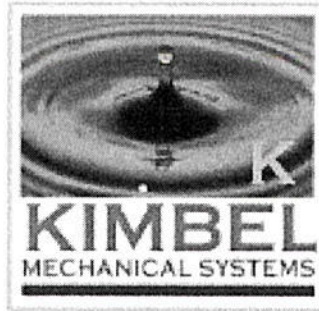
As a company in business for 37 years, we are always looking for new talent. The High School Pre-Apprenticeship would give many young people an opportunity to “jump-start” their construction industry career by allowing students to gain professional responsibilities and etiquette such as being on time and learning basic electrical or plumbing skills and safety. The course would give an employer the chance to meet and interview a variety of potential employees. After completing the one year pre-apprenticeship, the students would be appealing to any employer as they would be required to pass both a written assessment and a performance exam confirming their knowledge in their desired field.

I hope you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Please do not hesitate to contact me should you require additional information from our organization.

Respectfully,

  
Keith Weeks  
President





August 24, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street, Suite 400  
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Planning Grant: High School Pre-Apprenticeship Career Pathways

Dear Sir/Madam:

I am pleased to write this letter of support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. Kimbel Mechanical Systems, Inc. is an industry partner to the Arkansas Construction Education Foundation and we value the efforts of this organization. We are proud to support their initiative to provide an early start for high school seniors to be a part of skilled trades. We would be honored to serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Kimbel Mechanical Systems, Inc. services the large scale commercial and residential builder with plumbing, HVAC, and electrical installation. We established a formal in-house plumbing apprentice training program in 2006 which is approved by the Arkansas Department of Labor, State Plumbing Apprenticeship Committee, and the Bureau of Apprenticeship Training. Providing opportunities for the upcoming generation insures growth in the industry and assisting in this grants us a meaningful connection to the community where we can share our high standard of quality.

We anticipate your favorable consideration of the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Feel free to contact me if there is any further information needed from our organization.

Thank you,

A handwritten signature in black ink, appearing to read 'Travis J. Keller', is written over a horizontal line.

Travis Keller  
Human Resources Director



*Quality People. Building Solutions.*

Comfort Systems USA (Arkansas), Inc.  
Post Office Box 16620  
Little Rock, Arkansas 72231  
501.834.3320 Phone  
501.834.5416 Fax

August 25, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main St., STE 400  
Little Rock, AR 72201

RE: Letter of Support – Regional Workforce Planning Grant High School  
Pre-Apprenticeship Career Pathways

To Whom It May Concern,

I am writing this letter to express my support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. We strongly endorse the goals of this program and support its efforts to provide skills training to high school seniors. As an industry partner, Comfort Systems USA (Arkansas), Inc. will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Comfort Systems USA (Arkansas), Inc. is a nationwide provider of HVAC and plumbing construction and maintenance services. We are very concerned about the nationwide shortage of quality, skilled labor. We believe that this program will be beneficial in alleviating this shortage in Arkansas by identifying and assisting young people who have the desire and the aptitude to enter the skilled trades.

We hope that you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Please do not hesitate to contact me should you require additional information from our organization.

Regards,

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

Ted Holzwarth, PHR  
Director of Human Resources

4806 Rixey Road  
No. Little Rock, Arkansas 72117



**ELECTRIC**

*A Division of Staley, Inc.*

*Solutions at work.*

August 26, 2015

Arkansas Department of Higher Education  
Attn: Regional Workforce Grant  
423 Main Street, Suite 400  
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Planning Grant: Pre-Apprenticeship Career Pathways - High School

Greetings & Salutations:

Thank you for the willingness to consider such proposals as the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. We are familiar with the goals of the program and strongly support this effort to provide skills training to high school seniors for careers in the skilled trades. As an industry partner, Staley Electric will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Staley Electric has been in Arkansas since 1951 now serving Little Rock and the NW corridor of our great State. We employ 70 electricians, including apprentices. Our biggest concern and challenge for the future is finding or growing a skilled workforce. We have two problems: 1. There is a need for 23% more skilled workers right now. 2. Retirement age could affect upwards to 45% of the current skilled workers in the next few years. We have eight offices outside of Arkansas and this is common problem all over just not Arkansas's problem. I began this trade as an apprentice electrician and worked my way into the position of president of Staley Electric.

I hope you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Please do not hesitate to contact me should you require additional information from an Electrical Contractor/Service provider.

Respectfully,

Gary Ferrell  
President  
Staley, Inc.  
3400 JE Davis Drive  
Little Rock, AR 72209  
Direct: 501.978.3807  
Fax: 501.565.9674  
Cell: 501.590.2529  
[gferrell@staleyinc.com](mailto:gferrell@staleyinc.com)  
[www.staleyinc.com](http://www.staleyinc.com)

2 min VIMEO: <http://vimeo.com/116372951>

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