



Act 1131 of 2015
Regional Workforce Planning Grant

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

| | | |
|---------------------------------|--|--|
| To: | Arkansas Department of Higher Education | |
| Requesting Institution: | Philander Smith College | |
| Title of Project: | Central Arkansas Center for Workforce Innovation and Strategic Economic Public Private Partnerships (WISE P3) | |
| Project Partners: | <div style="display: flex; justify-content: space-between;"> <div> 1. Shorter College 2. Jacksonville-North Pulaski School District 3. Marvell-Elaine School District 4. J A Fair High School 5. Henderson Middle School </div> <div> 6. Arvest Bank 7. Tyson Foods 8. Urban League - Little Rock 9. Central Arkansas Planning and Development District 10. PARK (Positive Atmosphere Reaches Kids) 11. Entergy Arkansas, Inc. 12. John L. McClellan High School 13. Little Rock Workforce Investment Board 14. Parkview Arts/Science Magnet High school 15. Arkansas Department of Workforce Services 16. Stephens Elementary </div> </div> | |
| Requested Budget: | \$99,240.00 | |
| Date Submitted: | 9/1/2015 | |
| Applicant Contact: | Roderick L. Smothers, President | |
| Applicant's Information: | 900 Daisy Bates Drive Little Rock, Arkansas 72202 501.370.5275 rsmothers@philander.edu | |

Authorized Signatures for Project Partners

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

Philander Smith
College

Lead Institution

Authorized Official

| | | | |
|---|---------------------|--|---------------------|
| Shorter College | | Arvest Bank | |
| Partner | Authorized Official | Partner | Authorized Official |
| Jacksonville-North Pulaski School District | | Tyson Foods | |
| Partner | Authorized Official | Partner | Authorized Official |
| Marvell-Elaine School District | | Urban League - Little Rock | |
| Partner | Authorized Official | Partner | Authorized Official |
| J A Fair High School | | Central Arkansas Planning and Development District | |
| Partner | Authorized Official | Partner | Authorized Official |
| Henderson Middle School | | Entergy Arkansas, Inc. | |
| Partner | Authorized Official | Partner | Authorized Official |
| Parkview Arts/Science Magnet High School | | Little Rock Worforce Investment Board | |
| Partner | Authorized Official | Partner | Authorized Official |
| Arkansas Department Of Workforce Services | | Stephens Elementary | |
| Partner | Authorized Official | Partner | Authorized Official |
| John L. McClellan High School | | | |
| Partner | Authorized Official | Partner | Authorized Official |

Act 1131 of 2015

Regional Workforce Planning Grant Application

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

SECTION 1 – PROGRAM NEED

30 Points

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

Keep the following rubric in mind when completing this section:

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

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

Philander Smith College proposes to launch the Central Arkansas Center for Workforce Innovation and Strategic Economic Public Private partnerships (**WISE-P3**) in response to the Workforce Initiative Act of 2015 Regional Workforce Grant Program. The WISE-P3 Center will identify and partner with an alliance of partners including higher education institutions, public school districts, and employers to offer short-term career and technical training. We will enlist a team of current and former business professionals who are knowledgeable of existing and emerging job markets. There will be a specific focus on the fields of technology, science, healthcare, telecommunications, engineering, clean energy and finance to create a mix of 8-12 week certificates and two-year and four-year technical and applied degree programs to meet workforce needs in the community. WISE-P3 will also offer Certificates of Proficiency and Work-Readiness. Each program participant will be prepared to be proficient in Conversational Spanish if the first language is English and in English if the first language is Spanish. This model will differ from 4 year traditional degree programs because of 1) its strategic alignment to workforce demands; 2) its accelerated training approach; and 3) its unique blend of public, private partnerships with government and business.

Overview of Labor Needs

The 2015 Little Rock Labor Market and Economic Report projects the following high growth occupations and industries in Little Rock using local economic and workforce data. Those industries are:

general finance, computer and information systems, include healthcare, logistics and distribution, and weatherization/green energy. Within those categories, occupations that require post-secondary education and moderate skill levels include: heavy and tractor-trailer truck drivers, licensed practical and vocational nurses, nursing assistants, computer-user support specialists, emergency medical technicians and paramedics, firefighters, medical assistants, hairdressers, cosmetologists, heating, air conditioning and refrigeration mechanics, medical records, and health information technicians.

WISE-P3 has identified Arkansas' top projected employment opportunities for 2015-2016. The occupational titles are (sample Classification of Instructional Program titles are in parentheses):

- 1) General and Operations Managers: (General Finance; Retail Management; General Business And Commerce; Parks, Recreation And Leisure Facilities Management)
- 2) Computer and Information Systems Managers: (Information Technology; Computer Science; Computer And Information Systems Security/Information Assurance; Management Information Systems, General; Knowledge Management)
- 3) Food Service Managers (Restaurant, Culinary And Catering Management/Manager; Hospitality Administration/Management; Hotel/Motel Administration Management)
- 4) Healthcare Practitioners and Technical Occupations (Health Information/Medical Records Technology; Health Aides; Dental Assisting/Assistant; Medical Office Assistant; Physician Assistant; Surgical Technology/Technologist)

Source: WISE-P3 Projected Employment Opportunities List, 2015-2016

| Top 10 Growth Industries – Little Rock and Central Arkansas Region | 2014-2016 Occupational Projections by Major Group – Little Rock and Central Arkansas Region |
|--|---|
| Food Services and Drinking Place – 4.69% | Computer and Mathematical Occupations– 5.29% |
| Ambulatory Health Care Services – 5.93% | Food Preparation & Serving Related – 4.41% |
| Professional, Scientific and Technical Services – 3.91% | Healthcare Practitioners and Technical – 3.59% |
| Administrative and Support Services - 3.96% | Protective Service– 3.24% |
| Social Assistance – 8.6% | Personal Care and Service – 3.22% |
| Management of Companies and Enterprises – 5.76% | Building and Grounds Cleaning and Maintenance – 3.20% |
| Nursing and Residential Care Facilities – 7.29% | Sales and Related – 2.29% |
| Insurance Carriers and Related Activities – 2.60% | Farming, Fishing and Forestry – 2.22% |
| Telecommunications – 5.26% | Business and Financial Operations – 2.11% |
| State Government, excluding education and hospitals – 1.09% | Life, Physical and Social Science – 2.03% |

Source: Local Workforce Investment Areas Short-term Industry and Occupational Projections 2014-2016

Regional Skills Gaps

Researchers at the Georgetown University Center on Education and the Workforce found that by 2018, the national economy will create 46.8 million jobs; 64% of those jobs will require some college. Only 36% of those jobs will require a high school diploma or less. By 2020, at least 30% of jobs will require some college, a certificate or an associate's degree. Employers in the Little Rock region, like the rest of Arkansas and the nation, have difficulty finding qualified workers at all skill levels, despite the size of the local labor pool. In Arkansas, middle-skill jobs account for 59% of the state's labor market, but only 48% of the state's workers are trained in the middle-skill level.

According to the National Skills Coalition (2012) by 2018, 52% of jobs in Arkansas will require postsecondary education. This is eleven percentage points below the national average. The same source also suggests that in 2012, individuals holding technical certificates and associate degrees exhibit the highest levels of employment in Arkansas. Researchers at the Georgetown University Center on Education and the

Workforce also suggests the following:

-Between 2008 and 2018, new jobs in Arkansas requiring postsecondary education and training will grow by 86,000 while jobs for high school graduates and dropouts will grow by 63,000.

-Between 2008 and 2018, Arkansas will create 419,000 job vacancies both from new jobs and from job openings due to retirement.

-217,000 of these job vacancies will be for those with postsecondary credentials, 150,000 for high school graduates and 52,000 for high school dropouts.

-Arkansas ranks 47th in terms of the proportion of its 2018 jobs that will require a Bachelor's degree, and is 9th in jobs for high school dropouts.

-52% of all jobs in Arkansas (750,000 jobs) will require some postsecondary training beyond high school in 2018.

-These data clearly suggest that the act of equipping citizens with the credentials and industry certifications needed will meet the economic needs of Arkansas.

Source: Arkansas Workforce Funding Model and The Middle-Skill Jobs Gap, 2012

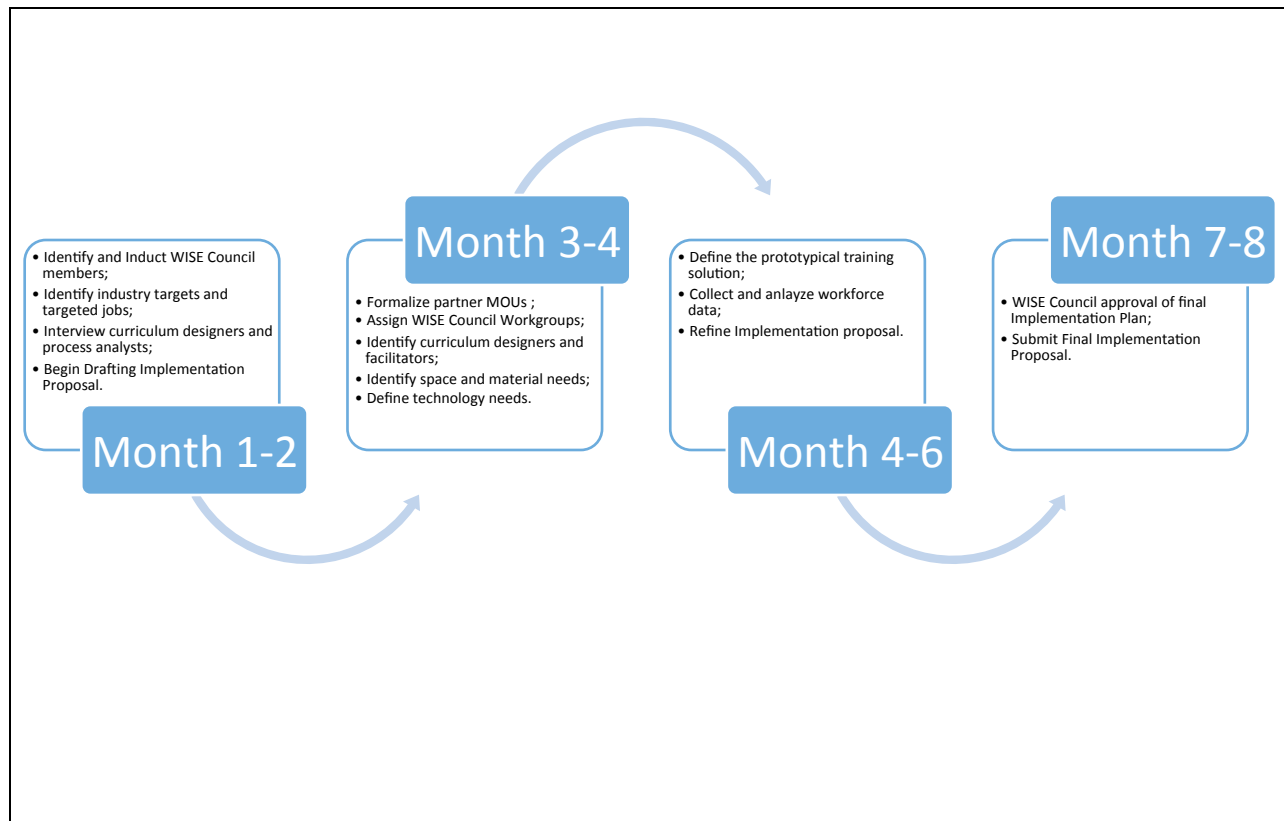
Proposed Program Outline

WISE-P3 will rely heavily on regional labor market data to focus job training programs. Given the labor needs identified above, WISE-P3 will work closely with our WISE Council workgroups and industry partners to identify specific training needs. Using backward mapping, programs will be refined to ensure that participants earning certifications are prepared to enter the workforce at higher wages. Participants will be encouraged to continue taking classes, once they are employed, to gain additional certifications and higher wages. Every training program will incorporate soft skills, ensuring that jobseekers gain those interpersonal skills and learn appropriate workplace behaviors while learning technical skills.

The Arkansas Center for Workforce Innovation and Strategic Economic Public Private Partnerships (WISE-P3) will address the skills gap by providing training and education aligned to industry clusters, primarily those growth areas identified by the local Workforce Development Board and regional employers. **To that end, our programs will initially focus on banking, finance and financial services; technology and communications, including information security; engineering; and, health care/ambulatory health care services.** In order to ensure that we are able to respond to projected employer and industry-identified needs, our program design will be flexible.

During the planning phase, WISE-P3 will build a series of industry-driven career pathways:

- Engage WISE Council workgroups to define and detail skill requirements for each position;
- Collaborate with regional public school systems to align education and training programs around the skill requirements;
- Partner with the Little Rock Workforce Development Board to collect and analyze data on regional workforce skill requirements, hiring trends and labor market;
- Utilize data to identify training gaps and develop innovative solutions.



SECTION 2 – PROGRAM PLAN**25 Points**

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

Keep the following rubric in mind when completing this section:

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

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

Expected Outcomes

The Arkansas Center for Workforce Innovation and Strategic Economic Public Private Partnerships (WISE-P3) was inspired by Governor Asa Hutchinson's vision to create a statewide culture of innovation, entrepreneurial activity and economic growth. The WISE-P3 Center is designed to prepare traditional and non-traditional Arkansas students, including students from the Philander Smith College STEM Program who may be first-generation college graduates. Special emphasis will be placed on minority and Hispanic students to be prepared to fill occupations in existing and emerging industries by strategically aligning business training and academic preparation to respond directly to the needs of employers in the State of Arkansas. This will be accomplished by responding directly to the needs of employers in the State of Arkansas, utilizing data to drive programming.

In addition to offering a solutions-based approach to a statewide challenge, the Arkansas WISE Center facilitates an accelerated approach to training and a job placement model that significantly increases the chances of graduates moving immediately into the job market. For those participants who are prepared to continue their education and training, they will have the opportunity to enroll in degree-granting programs at Philander Smith College or at our 2-year college partner, Shorter College. Where possible, we will share facilities and faculty with our partners, including community colleges and public secondary schools for CTE training. Participants will be drawn from Pulaski, Union, Lee and St. Francis Counties.

Arkansas Department of Workforce Services (ADWS) program goals are:

- 1) Creating career pathways that encompass apprenticeship training and align with other postsecondary educational offerings
- 2) Using strategies to significantly increase apprenticeship opportunities for job seekers and workers, particularly for women and other underrepresented populations in apprenticeship, including young men and women of color; people with disabilities; low-skilled populations and veterans, including transitioning service members.

WISE-P3 Strategic Foci:

- 1) Align education, career training and workforce development to focused, industry-identified opportunities.

- 2) Improve educational achievement and prepare workers to succeed in the Central Arkansas economy and continuously improve their skills.

WISE-P3 Benchmarks:

- **Identify the workforce skills necessary for success in the targeted industries: banking, finance and financial services; technology and communications, including information security; engineering; and, health care/ambulatory health care services.**
- **Train 250 participants for each industry segment identified.**
- **75% of participants obtain or retain jobs within one year of training completion.**
- **25% of participants will continue job training and pursue higher education (Associate's or Bachelor's Degrees) through Philander Smith College or our partner institution, Shorter College.**
- **Increased high school graduation rate for WISE-P3 participants.**

Career Pathways

Philander Smith College (PSC) has a unique historic mission which allows it to apply its resources to providing solutions to rural and urban challenges. Philander Smith College sits in proximity to a diverse workforce with state government, healthcare, insurance, banking, technology and research, as well as a community in need of economic opportunity. The Arkansas Center for Work Innovation and Strategic Economic Public and Private Partnerships at Philander Smith College will provide a central location that is positioned to address regional economic growth and development. The Center at PSC will be equipped to provide traditional and non-traditional classes for workers, veterans, single mothers, under-employed citizens, minorities, as well as individuals from economically depressed areas throughout the region. Most importantly, the Center's focus on creating economic growth in the State of Arkansas will strategically align with the impending transformation of a college that is seeking to grow Science, Technology, Engineering and Math (S.T.E.M.), Allied Health Care, Education and Business opportunities for minority and non-minority populations in the State of Arkansas.

During the planning phase, we will work closely with Career and Technical Education staff at regional public schools to map the pipeline from K-12 education to career success. Our industry-driven programs will address the needs of employers including: 1) limited pool of highly skilled applicants; 2) limited or lacking basic educational skills; and 3) limited soft skills (communication, attitude and enthusiasm, teamwork, problem-solving, critical-thinking and professionalism). One outcome will be a secondary Career and Technical Education (CTE) Program. Students completing the curriculum will leave high school and immediately sit for state board examinations in a variety of technical fields, or they will be prepared for complex technical training without remediation upon graduation.

The WISE-P3 Center partnerships will develop workforce training in each of the following categories:

| *Certificate Programs | *Two Year Programs | *Four Year Programs |
|--|--|---|
| *Each program will require first language English speakers to earn Conversational Spanish Proficiency and first language Spanish speakers to earn Proficiency in Conversational English | | |
| <ul style="list-style-type: none"> • Customer Service Representatives • Technical Service Representatives • Medical Assistants • Nursing Assistants • Occupational Therapy • Tellers | <ul style="list-style-type: none"> • Customer Service Representatives • Technical Service Representative • Pharmacy Technicians • Medical Assistants • Nursing Assistants • Occupational Therapy • Physical Therapy | <ul style="list-style-type: none"> • Lab Assistants • Banking • Nurses • Computer Science • Systems Software • Software Engineers • Accountants • Network Analysts • Network Engineers |

In addition to soft skills training, we will offer comprehensive training assistance to meet the needs of businesses and industry partners. We will work closely with employers to design appropriate curriculum and ensure a match between industry-identified needs and worker skill sets. We will utilize work-based learning, combining classroom education with paid, real-time work to ensure that, as new skills are learned, participants gain work experience.

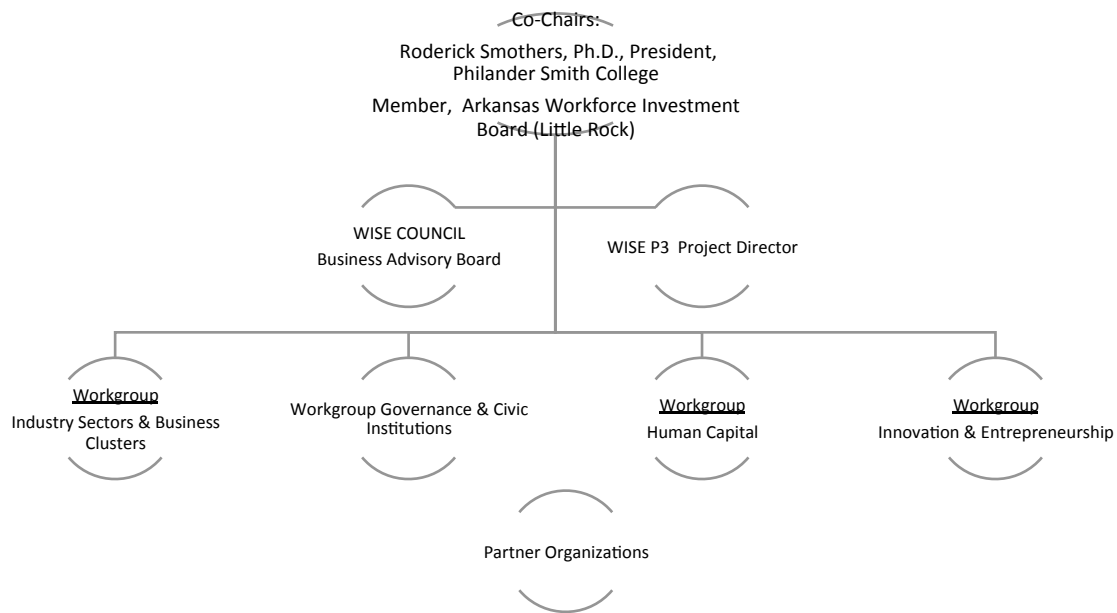
Governance and Accountability

The WISE-P3 Center will be managed by an Executive Director who is knowledgeable in human capital development and training in at least two of the following areas: technology, healthcare, engineering, science, clean energy and finance. The Center's Executive Director will design programming in concert with a business advisory board and the Leadership of Philander Smith College.

The WISE Council members will be drawn from business and industry, local government, education (secondary and post-secondary), and civic organizations. WISE Council members will also inform and advise the work of the WISE P3 Director, help to implement solutions to the skills gap, and inform public policy to address the skills gap.

Governance and Accountability Structure

WISE Council



References

- 1) Arkansas Education to Employment Report 2013: Arkansas Research Center. February 2014.
- 2) Arkansas Workforce Funding Model And The Middle-Skill Jobs Gap (2012). Retrieved from <http://www.arkleg.state.ar.us/assembly/2013/Meeting>.
- 3) Carnevale, AP, Smith N, Strohl, J. (2010). Help Wanted: Projections of jobs and education requirements through 2018. Georgetown University Center on Education and the Workforce. Washington, DC.
- 4) Labor Market Information Occupational/Career Information. (July 2015). Projected Employment Opportunities List, 2015-2016. Retrieved from <http://www.crti.tec.ar.us/Projected%20Employment%20Opportunities%20List%202015-2016.pdf>.
- 5) Little Rock Workforce Investment Board (April 2012). Workforce Investment Act comprehensive local five-year plan for program years 2012 through 2016.

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

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

Keep the following rubric in mind when completing this section:

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

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

Regional Alliance and PartnersEducation

- Philander Smith College, four-year liberal arts college - PSC will be the lead institution and fiscal agent for all activities. President Roderick Smothers will Co-Chair the WISE Council. The majority of WISE-P3 programming will take place on the PSC campus, significantly, in the WISE-P3 Innovation Lab, supported by a generous donation from the Wal-Mart Corporation. PSC is an excellent source of STEM-educated students.
- Shorter College, two-year, private, historically black liberal arts college - Shorter College offers technical skills training, and Applied Associate Degrees in a variety of areas.

Public School partners will provide guidance for our workforce pipeline initiatives and advise the WISE Council on matters related to Career and Technical Education. They will also refine/define curriculum for 6-12 students.

- Stephens Elementary, Little Rock, Arkansas
- McClellan High School, Little Rock, Arkansas
- Jacksonville/North Pulaski School District - local school district offering CTE programming.
- Marvell/Elaine School District - public K-12 school district
- J A Fair High School - local high school offering CTE programming
- Henderson Middle School - public middle school

Non-Profit Organizations

Our non-profit partners will support identification of workers and provide wrap-around services for participants who are engaged in training programs.

- Urban League of the State of Arkansas - social services organization
- Central Arkansas Planning and Development District
- P.A.R.K. (Positive Atmosphere Reaches Kids)

Government

- Arkansas Department of Workforce Services
- Little Rock Workforce Investment Board (LRWIB) – A LRWIB Board Member will serve as Co-Chair of the WISE Council

Business

WISE-P3 Business Partners will inform the WISE Council regarding sector needs and assist with identifying training needs and specific skills required for targeted positions.

- Arvest Bank, employer – financial services
- Tyson Foods, Inc., employer –international leader in the food industry
- Entergy Arkansas, Inc.

Philander Smith College, founded in 1877, is a privately supported, historically Black undergraduate liberal arts institution. The College offers four degrees: the Bachelor of Arts, the Bachelor of Science, the Bachelor of Business Administration and the Bachelor of Social Work. The Arkansas Center for Workforce Innovation and Strategic Economic Public Private Partnerships (WISE-P3) initiative is an initiative aligned to PSC's core mission – *to graduate academically accomplished students, grounded as advocates for social justice, determined to change the world for the better.* The robust program outlined above is our contribution to the creation of an initiative that will respond to the 2014 Arkansas Workforce Initiative Act. We offer a comprehensive approach to providing career and technical education programs developed with input from Little Rock and Central Arkansas regional employers. Together with our partner institutions and organizations, we believe that WISE-P3 is another example of our commitment to institutional excellence in service to our students and community.

SECTION 4 – BUDGET PLAN**20 Points**

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

Keep the following rubric in mind when completing this section:

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

Section 4.1 – Budget Plan Detail

Please provide your detailed financial plan in the box below.

- A. Partner Participant Support Costs
1. Personnel/Stipend
 - a. WISE-P3 Project Director (.5 FTE) @ \$25,000. Responsibilities include overseeing all aspects of the WISE P3 program.
 - b. Faculty-Curriculum Developers (4 @ \$5,000). Four faculty members will be responsible for developing the industry-specific and soft-skills training curriculum.
 - c. Graduate Intern (1@ \$12,000). The graduate intern will serve as the WISE Council liaison and research assistant to the Project Director.
 - Benefits @ 32%
 2. Travel (mileage reimbursement) \$500. Mileage reimbursement at the CONUS rate for
 3. WISE Council Board Training, facilitation, honoraria, travel and meeting expenses \$12,500
- B. Other Direct Costs
1. Materials and Supplies \$1,500
Consumable office supplies, training materials
 2. Publication Costs \$1,500
Production costs for reports, brochures, webpage development and maintenance.
 3. Consultant Services \$8,000
Consultant to collect, analyze workforce data in partnership with the ADWS. The consultant will also work to secure appropriate credentialing and approval of all course content.
 4. Equipment \$25,000 (in-kind). Support for the WISE P3 Innovation Lab on the campus of Philander Smith College provided by a donation from Walmart Corporation.

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 | \$75,240.00 |
| 2. Travel | \$500.00 |
| 3. Other (Explain Below) | \$12,500.00 |
| WISE Council member honoraria, travel and meeting expenses | |
| TOTAL PARTNER PARTICIPANT COSTS | \$88,240.00 |

B. Other Direct Costs

| | |
|--|--------------------|
| 1. Materials and Supplies | \$1,500.00 |
| 2. Publication Costs/Documentation/Dissemination | \$1,500.00 |
| 3. Consultant Services | \$8,000.00 |
| 4. Other (Explain Below) | \$0.00 |
| Briefly Explain Other Costs | |
| TOTAL OTHER DIRECT COSTS | \$11,000.00 |

C. TOTAL DIRECT COSTS

\$99,240.00

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

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



OFFICE OF THE PRESIDENT

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street - Suite 400
Little Rock, AR. 72201

Dear Dr. Powell:

One of my proudest moments after becoming the 14th President of Philander Smith College was receiving a call from the newly sworn in 46th Governor of Arkansas inviting me to his office to welcome me and discuss our mutual plans to make Arkansas a more prosperous state. As he described his initiatives to grow the Arkansas economy, I envisioned how Philander Smith College could become a relevant participant and partner with goals we both aspire to. As I became better acquainted with the state and its employers, it became apparent to me the important role our 138 year old institution could offer to young men and women who have not had the opportunities afforded to them because of poverty, single parent homes, crime, and less than optimum educational opportunities.

At Philander Smith College, we believe we can accomplish two important initiatives for Arkansas. First, we can stimulate students from impoverished communities to believe that they can earn a four-year college degree, and nurture them through their college years. Second, as an urban college, we have become directly involved with the business community to learn of their job needs, and are in a unique position to create partnerships to educate and train students in a relevant method so their qualifications upon graduation meet the employers expectations.

Our challenge at Philander Smith College is to leave no student behind. We will aggressively work with school districts and employers to prepare the future workforce of Arkansas. A true statement is that in Arkansas, there is still a great void in the jobs filled by African American and Hispanic workers. It is my belief that the Regional Workforce Initiative will be a major step to fulfill this employment disparity in Arkansas, and Philander Smith College stands by to work with the State in every way possible to meet these goals and fulfill the promises of Governor Hutchinson.

Sincerely yours,

Roderick L. Smothers
President



August 31, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street -- Suite 400
Little Rock, Arkansas 72201

RE: Workforce Initiative Partnership with Philander Smith College

Dear Dr. Powell:

Shorter College is pleased to join in partnership with Philander Smith College and employers in Arkansas to submit an application for a planning grant under the Regional Workforce Grant Program created by the Workforce Initiative Act of 2015.

This legislation, sponsored by our own Senator Jane English, recognizes the need for partnerships with secondary schools and higher education institutions to meet the needs of Arkansas employers – current and future – and to prepare students for careers in those and other industries.

As a two-year Historically Black College, Shorter College cooperates with our sister four-year institution, Philander Smith College, to meet the educational needs of African-American students and others from disadvantaged backgrounds to obtain good jobs and reach their full potential.

We look forward to working with Philander Smith as the lead institution of higher learning in our consortium, and appreciate the opportunity to endorse this application.

Sincerely yours,

O. Jerome Green, Esquire
President of Shorter College

604 Locust Street, North Little Rock, Arkansas 27114
Office Phone: (501) 374-6305 Office Fax: (501) 374-9333
info@shortercollegearkansas.org www.shortercollegearkansas.org

"I think, therefore I am, thanks to God"

Appendix B. Planning Grant Cover Sheet

Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution
Shorter College
Partner

Authorized Official
D. Jerome Heer
Authorized Official

Partner

Authorized Official

Partner

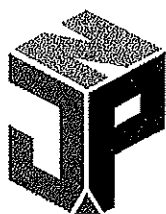
Authorized Official

Partner

Authorized Official

Partner

Authorized Official



Jacksonville North Pulaski SCHOOL DISTRICT

602 W. Main Street
Jacksonville, Arkansas 72076
Website: www.jnpsd.org

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

RE: Regional Workforce Planning Grant

Dear Dr. Powell:

As the Assistant Superintendent of Curriculum & Instruction of Jacksonville- North Pulaski School District, I am pleased to join with other local educational institutions in the central Arkansas area in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Best regards,

Jeremy S. Owoh, ABD
Assistant Superintendent of Curriculum & Instruction
Jacksonville- North Pulaski School District

MARVELL - ELAINE SCHOOL DISTRICT

Office of the Superintendent

P. O. Box 1870

MARVELL, ARKANSAS 72366

870-829-2101

=====

Dr. Brent Powell, Director
Arkansas Department of Higher Education
423 Main Street - Suite 400
Little Rock, AR 72201

RE: Partnership with Philander Smith College

Dear Dr. Powell:

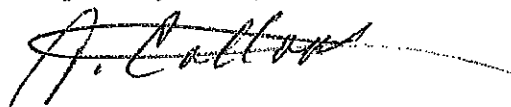
As Superintendent of one of the school districts with the lowest income students in Arkansas, I am pleased that the Marvell-Elaine School District is a partner with Philander Smith College in their application for a planning grant from the Regional Workforce Planning grant. We believe by working with Philander Smith College, and their partner Shorter College that the rate of our seniors enrolling in college will increase from 50% to over 75%. We also believe that the Philander Smith College START program for students ninth through twelfth grade will encourage our students to stay in school, and most importantly strive to reach beyond the conditions in which they born and raised.

As a lifelong educator, I have seen firsthand what it means to a student to have support and guidance from sources like Philander Smith College and applaud Dr. Roderick L. Smothers their new visionary 14th President. As a native of Vidalia, LA. Dr. Smothers has seen firsthand the poverty of the Delta Region, and vows through Philander Smith to do more to support the students in this eight state region.

What Arkansas needs is to support students through relevant education, preparing them for the available jobs throughout our state. I believe the planning grant investment in the Philander Smith Partnership, of which I am proud to be a member, will provide great dividends for our students for years to come. Here in Phillips County there is a very active PSC Alumni Chapter which will benefit our students, who wish to attend a four year historic black college that will nurture and support them.

My commitment of the Regional Workforce Planning grant is one of which I am very proud to be associated.

Respectfully Yours,



Dr. Joyce Cottoms
Superintendent

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

[Signature]
Authorized Official

Partner

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Marvell-Elaine School District

Partner

Partner

Partner

Partner

Partner

Authorized Official

Joyce Cottoms, Superintendent

Authorized Official

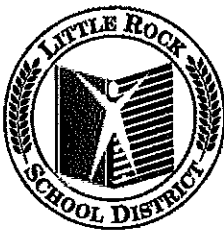
Authorized Official

Authorized Official

Authorized Official

Authorized Official

The New



J. A. FAIR HIGH SCHOOL

Of College and Career Academies

"Where WE Put Children First!"

13420 David O. Dodd Road
Little Rock, Arkansas 72210

501-447-1700 (Office)
501-447-1701 (Fax)

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

RE: Regional Workforce Planning Grant

Dear Brett:

As principal of (Name of school), I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Sincerely yours,

A handwritten signature in black ink, appearing to read "La Gail R. Biggs".

La Gail R. Biggs
Principal



Henderson Middle School

September 1, 2015

Dr. Brett Powell

Director

Arkansas Department of Higher Education

423 Main Street – Suite 400

Little Rock, Arkansas 72201

RE: Regional Workforce Planning Grant

Dear Brett:

As principal of Henderson Middle School, I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics, and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to collaborating with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Educationally yours,

Frank T. Williams

A handwritten signature of Frank T. Williams in dark ink.

Principal

Henderson Middle School



September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

RE: Partnership with Philander Smith College

Dear Dr. Powell:

Arvest Bank is honored to join in partnership with Philander Smith College as they move toward participating in the Regional Workforce Grant Program. We recognize the importance of Philander Smith, Shorter College, and other Historically Black Colleges and Universities to ensure equal opportunity and diversity in our workforce. These institutions have always had a special role in education for African-Americans in our state, especially those from the Delta region.

Arvest supports the planning grant that Philander Smith College is submitting under the Regional Workforce Grant Program. This legislation recognizes that public and private sector educational institutions, the business community, and state agencies must come together as stakeholders in a coordinated effort to create jobs and to prepare students for careers in new and existing businesses. This partnership is vital for putting Arkansas businesses and workers in a position to respond to opportunities in the 21st Century.

We look forward to working with Philander Smith as this process develops, and appreciate the opportunity to endorse this application.

Sincerely,

A handwritten signature in black ink, appearing to read "John Womack", with a long, sweeping horizontal line extending to the right.

John Womack
Chairman/CEO
Arvest Bank – Central Arkansas

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

Partner

Authorized Official

ARVEST BANK

Partner

John T. W. [Signature] CEO

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official



Dr. Brent Powell
Director
Arkansas Department of Higher Education
423 Main Street - Suite 400
Little Rock, AR 72201

Dear Dr. Powell,

I am pleased to provide this letter of commitment to Philander Smith College in support of their planning grant application to the Regional Workforce Planning grant. Tyson Foods welcomes the opportunity to partner with Arkansas's premier historic black college in the preparation of young men and women who aspire to work for Arkansas major employers. As the world's leader in poultry, pork, and beef production, we believe that diversity in our workforce is vital to our success worldwide. It is imperative that a Collage like Philander join in partnerships to address the employments needs of companies who continue to grow their employment as new markets become available.

Dr. Roderick Smothers, met with John Tyson earlier this year and discussed the Workforce Initiative that this planning grant will address. John, and our colleague Archie Schaffer support this education initiative, and we want to work closely with Philander Smith to educate young black and Hispanic students who seek employment in with Tyson Foods, or our suppliers and vendors.

We are also pleased that this Workforce planning grant includes Shorter College in North Little Rock, which is near a location of a Tyson plant.

Please call upon me to discuss our endorsement of this planning grant application if you have further questions. Your favorable consideration will enable our partnership with Philander Smith College to accelerate and benefit the students we hope will become our future employees.

Sincerely Yours,

Rashad Delph
Head of Talent Acquisition

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

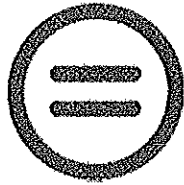
Partner

Authorized Official

Tyson Foods, Inc.

Partner

Authorized Official



**Urban League of
the State of Arkansas, Inc.**

September 1, 2015

Dr. Brett Powell, Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

RE: Partnership with Philander Smith College

Dear Dr. Powell:

Last month, the Urban League opened in Little Rock, after being absent from the state for the past twenty five years. Governor Asa Hutchinson joined me on this historic occasion to lend his support and endorse the importance of the Urban League and all that we do to support the concerns of the African-American community. The newly established Urban League will also have a satellite office in Northwest office, and plans to work with the Hispanic community and other minority populations in Arkansas. Our focus will address social work, education, health, and employment opportunities for young black and Hispanic men and women. We look forward to our working relationship with Governor Hutchinson, and believe that moving forward we can address many of the issues of the minority community in Arkansas today.

My letter is to state that the Urban League is a fully committed partner and supporter of Philander Smith College and the Regional Workforce Planning grant that they will submit for your consideration. As an alumnus of the College, I can clearly state of the excellence in education that they provide to students who often would not have pursued a four-year college degree if it had not been for the community of support during their four years on campus. The fact that Philander Smith College is the URBAN College in Arkansas further attests to their strength and relevance for the downtown business community. I believe that their Workforce students, in partnership with Shorter College, will provide Arkansas companies and Industries with the employees that they are seeking within the minority population. Our industries, businesses, corporations, and small companies are truly underserved with qualified black and Hispanic employees.

Please give the Regional Workforce Planning grant your favorable consideration. The future of our state depends on it.

Sincerely yours,

Sherman E. Tate
President
Urban League of Arkansas

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Urban League of Arkansas
Partner

Authorized Official

Aherman E. Jato
Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official



CENTRAL ARKANSAS

Planning & Development District, Inc.

Serving The
Counties of:

- ❖ FAULKNER
- ❖ LONOKE
- ❖ MONROE
- ❖ PRAIRIE
- ❖ PULASKI
- ❖ SALINE

September 1, 2015

Dr. Roderick L. Smothers, President
Philander Smith College
900 W. Daisy L. Gatson Bates Drive
Little Rock, AR 72202

RE: LETTER OF COMMITMENT

Dear Dr. Smothers:

The Central Arkansas Planning and Development District, Inc. (CAPDD) commits to supporting Philander Smith College's (PSC) grant application to the Department of Higher Education for the ***Workforce Initiative Act of 2015 Regional Workforce Grant Program***.

As one of the community's workforce development partners, our mission as a local Workforce Development Board is to build a comprehensive regional workforce development system that is positive and responsive to the needs of its customers, job seekers, businesses and incumbent workers and is higher accessible, flexible and accountable.

CAPDD is excited to be asked to partner with this effort that will work with technology, communications, engineering, and finance companies to prepare students to fulfill the workforce needs in those industry sectors. The college especially wants to assist those companies with students from their STEM program who may be first-generation college graduates, with emphasis on minority and Hispanic students. Their approach will provide the funding needed to give special attention to the needs of harder to serve students and job seekers as they aspire to enter career pathways and rewarding careers.

With our existing work developing career pathways systems, programs and partnerships, the Central Arkansas Planning and Development District, Inc. recognizes the need, and would appreciate the opportunity to expand the capacity of our workforce investment area to improve employment outcomes for minority and Hispanic students that we serve by working with Philander Smith College.

Sincerely,

Rodney Larsen
Executive Director

902 N. Center Street • P.O. Box 300 • Lonoke, Arkansas 72086

Phone 501-676-2721 • FAX 501-676-5020 • TDD Only: 711

Equal Opportunity Employer / Programs

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]


Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution
Central Arkansas Planning and
Development District

Partner

Authorized Official


Authorized Official Rodney Larsen
Executive Director

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official



September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

RE: Regional Workforce Planning Grant

Dear Brett:

As President of P.A.R.K. (Positive Atmosphere Reaches Kids), I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Sincerely yours,

Keith Jackson

Entergy Arkansas, Inc.
Central Region Customer Service
9 Entergy Court
Little Rock, AR 72211

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street - Suite 400
Little Rock, AR. 72201

Dear Dr. Powell,

For decades, Entergy has been a proud supporter of Philander Smith College. We believe in their mission, to educate young black men, like me, for careers that would offer opportunity for advancement, a livable wage, and to care for the families we cherish. I understand, more than most the challenges we face, which is why the Philander Black Male Initiative is so important to our economy and future. All of us who care about changing the course of history, believe that here in Arkansas, Philander is on the front line of changing lives, and moving young black men toward productive futures.

You may have seen the new slogan "Philander Forward", initiated by Dr. Smothers, the new 14th President. I believe as he does that if we can move a population of African American men forward to prosper and believe in themselves, all of Arkansas will benefit. Entergy has supported Philander Smith College for many years because of our hope that this College offers the best chance for those young men (and women) to obtain college degrees and strive to reach goals never before thought possible.

Entergy is proud to partner with Philander Smith College in their application for the Regional Workforce Planning grant.

We believe that job creation and providing opportunity is vital to growing Arkansas's economy, and I applaud your efforts, and those of State Senator Jane English to promote this partnership. We are committed to work with Philander in every way possible.

Thank you for your consideration.

Sincerely Yours,



Oscar Washington
Director of Customer Service
Entergy Arkansas Inc.

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Partner

Partner

Partner

Partner

Partner

Authorized Official

Authorized Official

Authorized Official

Authorized Official

Authorized Official

Authorized Official

RECEIVED SEP 01 2015



September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

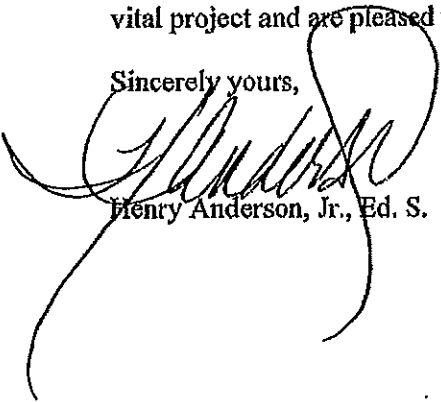
RE: Regional Workforce Planning Grant

Dear Dr. Powell:

As principal of John L. McClellan High School, I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Sincerely yours,


Henry Anderson, Jr., Ed. S.



August 31, 2015

Dr. Brett Powell
Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Dr. Powell:

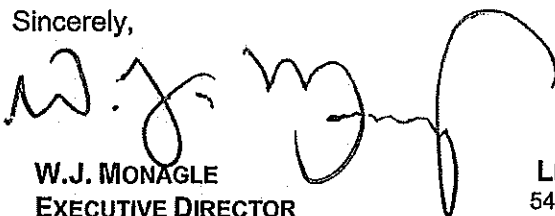
The Little Rock Workforce Investment Board is now the Little Rock Workforce Development Board and we are pleased to support the proposal and request of Philander Smith College (PSC) for planning grant funds as part of the Regional Workforce Planning Grant initiative. As one of the community's workforce development partners, our mission as a local Workforce Development Board is "to build a comprehensive regional workforce development system that is extremely positive and responsive to the needs of its customers, job seekers, businesses and incumbent workers and is highly accessible, sensitive, flexible and accountable."

Should PSC be selected as a recipient, the Little Rock Workforce Development Board is prepared to assist with identifying and qualifying participants to be trained through this program. We understand that Philander Smith College will be working with technology, communications, engineering, and finance companies to prepare students to fulfill the workforce needs in those industry sectors. PSC especially wants to assist those companies with students from its STEM program who may be first generation college graduates, with emphasis on minority and Latino students. Its intention through this grant is to strengthen the workforce opportunity within these sectors by training to job specific skills, so graduates are prepared to meet the needs of the employers upon graduation.

In addition, we can offer participants full access to the resources available at the Arkansas Workforce Centers, including the Kuder Career & College Assessment, The Career Readiness Certificate, Microsoft Academy courses, Online Job Search and Resume Building, and potentially co-enrollment into the WIA Adult or Dislocated Worker Programs.

We have always valued the partnership that we have with Philander Smith College and are very confident in recommending its application. Thank you for your consideration of this proposal.

Sincerely,



W.J. MONAGLE
EXECUTIVE DIRECTOR

LITTLE ROCK WORKFORCE INVESTMENT BOARD
5401 S. University Ave., Ste. 146 • Little Rock, AR 72209
Phone 501-683-3843 • 501-683-3845
Mobile 501-765-2414
Fax 501-683-3851
www.lrwib.org

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

LR Workforce Development Board



W.J. Monagle, Executive Director

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Parkview Arts/Science Magnet High School

Little Rock School District

2501 Barrow Road Phone (501) 447-2300 Fax (501) 447-2301 Little Rock, Arkansas 72204

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

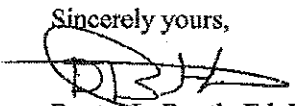
RE: Regional Workforce Planning Grant

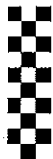
Dear Brett:

As principal of Parkview Arts/Science Magnet High School, I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Sincerely yours,


Dexter L. Booth, Ed. D.



Appendix B. Planning Grant Cover Sheet

Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Partner

PARKview Arts/Sc.

Partner

Authorized Official

[Signature]

Authorized Official



2 Capitol Mall
P.O. Box 2981
Little Rock, AR 72203
dws.arkansas.gov

Asa Hutchinson
Governor

Daryl E. Bassett
Director

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street Suite 400
Little Rock, AR. 72201

RE: LETTER OF COMMITMENT

Dear Dr. Powell:

The mission of the Arkansas Department of Workforce Services (ADWS) is to enable Arkansas' workforce to compete in the global economy by linking a comprehensive array of services for employers and job seekers. Embedded within that mission is our commitment to creating long-term relationships between employers and regional workforce alliances and to identifying and addressing the challenge of job candidate skills gaps in the regional workforce pools.

Philander Smith College's (PSC) proposal to the **Workforce Initiative Act of 2015 Regional Workforce Grant Program** will work with technology, communications, engineering, and finance companies to prepare students to fulfill the workforce needs in those industry sectors. PSC especially wants to assist those companies with students from their STEM program who may be first-generation college graduates, with emphasis on minority and Hispanic students. Their approach will provide the funding needed to give special attention to the needs of harder to serve students and job seekers as they aspire to enter career pathways and rewarding careers. We are excited to be a part of a strong collaborative efforts that includes Philander Smith College, workforce partners, and other stakeholders that will address the educational and employability needs of minority and Hispanic students.

The Arkansas Department of Workforce Services commits to being a partner with Philander Smith College in the implementation of this exciting venture. As a mission-driven agency committed to putting people to work, ADWS will engage the effort and participate fully with other key partners in the grant activates.

We currently partner with many of the embers this consortium for the benefit of students and job-seekers in the State of Arkansas. We see this opportunity as one to expand those partnerships. We will assist in sustaining the partnership beyond the grant period though our continued services to the community and our commitment to putting people to work.

Sincerely,

Arnell Willis, Sr.

Workforce Investment Director

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

Lead Institution

Authorized Official

Partner

Authorized Official

Partner

Authorized Official

Workforce Investment Board Director

Partner



Authorized Official

Partner

Authorized Official

Partner

Authorized Official

September 1, 2015

Dr. Brett Powell
Director
Arkansas Department of Higher Education
423 Main Street – Suite 400
Little Rock, Arkansas 72201

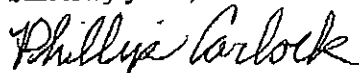
RE: Regional Workforce Planning Grant

Dear Brett:

As principal of Stephens Elementary, I am pleased to join with other schools in our district in giving our full support of the Regional Workforce Planning Grant submitted by Philander Smith College in partnership with Shorter College and local industry. The Workforce Innovation and Strategic Public Private Partnerships in Education Project will provide opportunities for minorities, Hispanics and first-generation college students to receive the necessary knowledge, skills, and dispositions they will need for job placement and future career advancement. This project represents a vital step toward assisting these students to overcome obstacles that have often limited their access to productive and lasting careers.

Philander Smith College has a historical legacy of producing outstanding African American achievers who have made positive contributions to the economy of our state and nation many of whom are products of the Delta region. We look forward to partnering with Philander Smith as they move forward with this vital project and are pleased to endorse this application.

Sincerely yours,



Phillip Carlock
Stephen Elementary
3700 W. 18th Street
Little Rock, AR 72204