



Act 1131 of 2015
Regional Workforce Continuation Grant

APPLICATION COVER SHEET

DUE JUNE 1, 2018

To:	Arkansas Department of Higher Education
Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Certification Pathways Continuation Grant
Project Partners:	1. Aerojet 2. Spectra 3. General Dynamics 4. Lockheed Martin Missiles & Fire Control 5. CFSD 6. HGSD 7. BPSD 8. FPSD 9. HPSD 10. SW Development Board 11. SAU Tech Career Academy
Requested Budget:	999,999
Date Submitted:	May 24, 2018
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499 870-574-4533 kcoker@sautech.edu

Authorized Signatures for Institution

Southern Arkansas University Tech/Dr. Jason Morrison

Lead Institution


Authorized Official

Act 1131 of 2015

Regional Workforce Continuation Grant Application

*Please complete each section of this application and submit to the Arkansas Department of Higher Education by **June 1, 2018**. Applications should be emailed to ADHE.Workforce.Grant@adhe.edu. Please note that only projects that were awarded an implementation grant are eligible to apply for a continuation grant.*

SECTION 1 – PROGRAM NEED

20 Points

Proposals will include a thorough description 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 continuation of the program and/or acquisition of equipment will address those labor needs.

Essential Components:

- Regional data demonstrating the need for action - provide empirical data that illustrates needs of the local workforce, with a particular emphasis on anticipated or future needs.
- Clear linkages between grant activities and local needs- clearly illustrate how the proposed grant project is directly linked to addressing the workforce needs and deficits of the region. Successful applications will provide a thorough description of the region's high-demand and high-skill industrial occupations, and identify how the proposed activity will address job candidate deficits in those areas. **Applicants must also submit letters of support from at least two area employers for the proposal, citing need and outlining benefits for local industry.**
- Alignment with Arkansas economic and workforce goals- describe how the proposed project will increase overall higher education attainment in the region and provide clear linkages between a postsecondary credential and the needs of employers.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Need (20 Pts)	Significantly addresses a top 3 workforce need in the region. (18–20 Pts)	Addresses in a more limited way a top 3 workforce need in the region. (15–17 Pts)	Addresses in a limited way a less critical workforce need in the region. (11-14 Pts)	Identified labor need is too narrow or not in a critical area. (0–10 Pts)

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

Southern Arkansas University Tech (SAUT) is a two-year college located in south Arkansas inside the Highland Industrial Park (Park). The Park is home to Lockheed Martin Missiles and Fire Control, Aerojet Rocketdyne, Spectra Technologies, General Dynamics, and other companies which focus on Aerospace Defense Manufacturing. SAUT works with the industries through a consortium of human resource directors (Calhoun & Ouachita Business & Industry Training Consortium-COBITC) who meet regularly with the College to discuss current and future training needs.

The Park industries, and other businesses in Columbia and Dallas Counties, depend on SAUT for specialized training. Without the training resources SAUT provides, the industries would be unable to meet production demands or employ qualified candidates when new production lines are implemented or when employees retire or relocate. SAUT is noted by the Park's management as an essential asset to the Park when recruiting companies to the area. The partnership between industry and SAUT is the very foundation for which the College was created in 1968.

In order to provide advanced manufacturing training, SAUT requires specialized equipment that mirrors the equipment used by industries in the Park. The investment in advanced manufacturing training equipment is costly but one that results in continued growth in the local economy as graduates are able to enter high-paying careers. According to employment data provided by Discover Arkansas, manufacturing is projected to grow by 13.67 percent in the southern part of the state. This growth is likely due to the industries located in the Park. In the area of durable goods manufacturing, the growth in the state is expected to provide over 4,000 jobs in the next 10 years. The largest increase in jobs is expected to be in the primary metal manufacturing subsector of which aerospace defense manufacturing is included. The following data was supplied by www.discoverarkansas.net.

Occupation Title & Projected Percentage Growth (2012-2022)

Logisticians -26.45%
Sheet Metal Workers -3.80%
Installation, Maintenance and Repair- 9.01%
Industrial Machinery Mechanics- 22.34%
Production Occupations- 5.47%
Team Assemblers - 5.07%
Welders- 27.47%

According to regional employers and Park industries, maintaining a pool of qualified applications is crucial. Human resource directors have expressed concerns to SAUT regarding the need for entry-level workers (production technicians) who possess employability skills, and who have knowledge of safety procedures, basic electricity, computer and other essential skills. The industries have also acknowledged a need for more advanced, technically-trained workers (welding, maintenance, automated and robotic engineering technicians, supply chain technicians and persons trained in radiography-based testing or Non-Destructive Testing (NDT)) for positions that are frequently difficult to fill. Nationally, 74 percent of manufacturers report that skill gaps negatively impacted their companies' ability to expand operations.

The Southwest Arkansas Workforce Development Board identified team assemblers and structural iron or steel workers as two areas of potential growth in their Comprehensive Five-Year Local Plan for WIA Title I Adults, Dislocated Workers and Youth. Production technicians are in the category of team assemblers and welders and welding process technicians fall in the category of structural iron and steel workers. The Southwest Arkansas Workforce Development Board supports the proposed training activities presented in this proposal and has provided a letter of support.

The majority of the industries in the Park are dependent on subcontract awards through Lockheed Martin. Lockheed Martin's ability to secure contracts, which provides for subcontracts and the addition of new position openings, is dependent on a pool of local talent available to perform the required skilled labor. The following is a table that indicates the training needs identified by SAUT's industry partners.

Company	Identified Training Needs	Contact
Lockheed Martin	Production Technician; Upgrade of workforce skills; Pre-Employment Training; X-Ray Inspection Certification (NDT); Upgrade of incumbent worker skills; Welding; Millwright Training	Chris L. Clark
General Dynamics	X-Ray Inspection Certification (NDT); Upgrade of incumbent worker skills; Pre-Employment Training; CNC Training; Upgrade of potential applicant skills; Production Technician; Mechanical Maintenance; Millwright (forklift training, general safety, etc.)	Erik Perrin
Aerojet Rocketdyne	Production Technician; Millwright Training; Pre-Employment Training; Engineering Tech Skills (PLC, CNC, etc.)- Upgrade of incumbent worker skills and potential applicant skills; X-Ray Inspection Certification (NDT)	Frank Wilson
Spectra Technologies	Millwright Training; Pre-Employment Training; Production Technician; Engineering Tech Skills (PLC, CNC, etc.); Upgrade of incumbent worker skills and potential applicant skills; X-Ray Inspection Certification (NDT)	Lynn Sprong
Esterline	X-Ray Inspection Certification (NDT); Upgrade of incumbent worker skills; Pre-Employment Training; Upgrade of potential applicant skills; Production Technician; Mechanical Maintenance; Millwright (forklift training, general safety, etc.)	Connie Wilbur
Raytheon	X-Ray Inspection Certification (NDT); Upgrade of incumbent worker skills; Pre-Employment Training; Upgrade of potential applicant skills; Production Technician; Mechanical Maintenance; Millwright (forklift training, general safety, etc.)	Wes Mackza
B&M Painting	NDT Testing Training	Brian McCasland

SECTION 2 – PROGRAM PLAN

25 Points

Program plans must be designed to meet the goals and core requirements of the Regional Workforce Grants program as well as the following Essential Components:

- Detailed project timeline and overview- provide a month-by-month overview of the critical convenings, activities, and actions that will comprise the project.
- Measurable objectives for each phase of the project- detail the metrics utilized throughout the project to track how credentialed job candidates possessing the skills needed by employers will be provided.
- Project governance and accountability plan- clearly describe the plan for governance, meetings, and decision-making structure; identify a project director; and identify members of a project steering committee that will maintain oversight throughout the project period.
- Pathways articulation and support- clearly describe the educational pathway(s) and support services that will be developed, or existing pathways that will be enhanced, to meet the identified workforce needs. Pathways should incorporate all appropriate student outcomes from short-term industry-recognized credentials through the highest certificate or degree programs appropriate to the identified career goals and include career step-out points at the completion of each credential.
- Role of equipment request- required only for those proposals seeking equipment purchases. Outline how equipment purchase will specifically address local labor market needs; provide detailed description of equipment, educational value of equipment in preparing workforce, and justification for purchase.
- Performance assessment- clearly define measurable outcomes to be achieved through continuation of the plan and strategies to measure and report achievement of those outcomes. Priority will be given to programs which prepare candidates for high wage jobs or which create capacity to move candidates from unemployment to employment.
- 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 detailed project timeline and overview, measurable objectives for each phase of the project, a project governance and accountability plan, pathways articulation and support, the role of any equipment requested, and a performance assessment.

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 properly connects all activities to measurable outcomes that address workforce needs. (22–25 Pts)	Plan addresses most goals and requirements and substantially connects activities to measurable outcomes. (18–21 Pts)	Plan addresses many goals and requirements and connects some activities to measurable outcomes. (14–17 Pts)	Plan lacks significant requirements or connections of activities to measurable outcomes are not clear. (0–13 Pts)

Overview of Pathway Articulation

During the Planning and Implementation Phases of the Arkansas Pathways Initiative, SAUT worked with a team of industries, education representatives, and Arkansas Workforce staff to create an advanced manufacturing training pathway. The results of the activities include strong partnerships, a detailed pathway, Manufacturing Skills Standards Council (MSSC) certified instructors, MOUs/Support letters from partners detailing commitment, in-kind donations by industry towards the Pathways program and the development of a Certified Production Technician academic track. Pathway participants totaling 1,622 earned 712 certifications and 190 credential or degree awards for academic years 2017 and 2018.

To recap, the Pathway begins with high school Career Academy students, high school graduates, GED graduates, Adult Education Accelerating Opportunities students, the unemployed or underemployed, minorities, women, low-income, and incumbent workers. As a participant enters the Pathway, they may choose industry-recognized certifications in several emphasis areas in the Pathway. Working through the Pathway the participants can either enter entry-level employment or continue to a two-year or even a four-year degree. They may also choose to start work while continuing a training program.

One of the main entry points into the Pathway comes from the SAUT Career Academy. They previously provided Certified Production Technician training with the MSSC certifications to students who attend the Career Academy from local high schools. The funding for the instructor position and for the certification fees were part of the RAMP Consortium's Implementation Phase budget. Due to low student completion, the Career Academy is focusing solely on its welding program during the Continuation Phase of the RAMP grant. The RAMP proposal is focused heavily on providing a pipeline for advanced manufacturing through the K-12 levels. SAUT and the SAUT Career Academy are serving on the RAMP Teams in an effort to tie the RAMP activities and SAUT's activities together.

In an effort to provide support for Pathway participants, the Pathway Coordinator works with the College's Student Services department to provide academic and career advising, personal counseling, financial advising, tutoring and other services. To ensure the Pathway process remains clear and accessible, SAUT will continue to conduct meetings with the ***Pathway Team (SAUT Career Academy, SAUT Adult Education, Industry Partners, Public School Partners, and representatives from the Arkansas Department of Workforce Services)*** which was formed in the Planning Phase of the Arkansas Workforce Initiative.

Goals, Objectives and Student Outcomes

SAUT will continue to work with the Pathway Team to meet the following goals and objectives during the 24-month timeframe of the Arkansas Workforce Initiative Continuation Phase.

Overall Project Goals:

SAUT will maintain relationships with employers, regional workforce alliances, public schools and secondary career technical academies developed during the Planning Phase of the Arkansas Workforce Initiative in order to accomplish the following: 1. Use data-driven decision-making processes to identify job candidate skill gaps in the regional workforce pool on a continual basis. 2. Use workforce data results and relationships with partners to maintain an advanced manufacturing career pathway to meet the identified workforce needs of regional employers, now and into the future.

Objective 1: By maintaining a working relationship with members of the Pathways Team to continually assess workforce needs and to provide an access point for placement of student completers in employment through bi-monthly meetings either via web conferencing, in-person or by other means.

Measurements:

- Members of the Pathway Team will attend 70 percent of all scheduled meetings with SAUT.
- Pathway Team members will participate in annual employer needs surveys with a minimum 30 percent response rate.

Objective 2: By providing industry-recognized training certifications throughout the Advanced Manufacturing Pathway.

Measurements:

- By the end of academic year 2018-19, 30 students in the Advanced Manufacturing Pathway will have earned at least 1 industry-recognized certification (CRC, OSHA, NCCER, and MSSC).
- By the end of academic year 2019-2020, 60 students in the Advanced Manufacturing Pathway will have earned at least 1 industry-recognized certification (CRC, OSHA, NCCER, MSSC).
- Of the first-time, full-time degree seeking students who start in the Advanced Manufacturing Pathway in fall 2018, 50 percent will successfully complete at least 1 credential (Certificate of Proficiency (CP), Technical Certificate (TC), Associate of Applied Science (AAS) by June 2020.

Objective 3: By providing Pathway participants with access to academic and career advising and support services such as tutoring, personal counseling, financial aid counseling, job placement services, etc.

Measurements:

- Of the participants in the Advanced Manufacturing Pathway, 100 percent of those identified as at-risk (first-generation, low-income, unemployed, underemployed, African American, etc.) will have access to academic, career or other support services.

Objective 4: By serving a diverse population in the Pathway to include females, African Americans, underemployed, unemployed, low-income, and first-generation students in order to improve the diversity of the participants and completers trained to work in advanced manufacturing.

Measurements:

- Of participants participating in the Pathways, 50 percent will meet one of the following diverse populations (African-American, female, first-generation, low-income, etc.).

Performance Assessment

Objective 1

Every effort will be made to schedule meetings of the Pathway Team at days/times that are convenient for the group. The goal attendance is 70 percent of the membership. In order to record attendance, a sign-in sheet will be provided for meeting attendees. Minutes will be recorded at each meeting and will be used to inform future team meeting discussions.

Each year during the life of the grant and thereafter, Pathway Team members will participate in an annual employer needs survey. In order to ensure receipt of usable data, a minimum of 30 percent response rate has been set for this survey. The survey will seek to assess workforce needs and to obtain feedback on placement of student completers into employment. The results of the survey are used to make necessary program/process revisions.

Objective 2

Immediately following enrollment certification for each semester, students enrolled in the Advanced Manufacturing Pathway are identified. Certifications and credentials/degrees earned by Pathway participants are tracked by the College for reporting.

The number of total completers (employment, certifications, transfers, etc.)

The number of CP's, TC's and AAS degrees awarded to Pathway participants each academic year

Objective 3

Immediately following enrollment certification each semester, demographic information for students enrolled in the Advanced Manufacturing Pathway is collected. Of this group, the at-risk students are identified (first-generation, low-income, unemployed, underemployed, African American, etc.).

Objective 4

Efforts to serve a wide demographic to include females, African Americans, underemployed, unemployed, low-income, first-generation, and single-parents, etc. in the Advanced Manufacturing Pathway will include the following activities: college fairs, college day, campus tours, mail outs, business/industry open house, referrals from Arkansas Workforce, etc.). Immediately following enrollment certification each semester, students enrolled in the Advanced Manufacturing Pathway will be identified along with aforementioned demographic information to verify that at least 50 percent of this group meets at least one of the diverse populations listed above.

The number of total completers (employment, certifications, transfers, etc.)

The number of CP's, TC's and AAS degrees awarded to Pathway participants each academic year

The program uses participant, employer and partner surveys to assess satisfaction with the delivery of the Pathway activities. The outcomes of the Continuation Phase will be compiled and used to create a final Pathway Success Report to share with all partners (SAUT Pathway Team and SAUT Continuation Team) and ADHE.

Timeline

The following is a timeline which relates to the identified objectives of the Pathway delivery during the Continuation Phase.

Month	Activity	Link to Objectives	Person(s) Responsible
Phase I			
July 2018	Purchase office supplies, program supplies, and equipment.	Objectives # 1-#4	Pathway Coordinator, Workforce Trainer, Director of Workforce Training
	Facilitate installation of donated equipment from Aerojet. (Radiography System)	Objective #2	Vice Chancellor for Academics & Planning, Pathways Coordinator, Director of Workforce Training and Physical Plant Director
Ongoing	Meeting with Pathway Partners to update on award and timeline of planned activities (ongoing)	Objective #1	Director of Workforce Training, Pathways Coordinator and Workforce Training Instructor

Aug. 2018	Pathway delivery resumes for fall classes and participant intake forms are used for tracking	Objective #2, #3	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Vice Chancellor for Academics and Planning
Aug. 2018 - ongoing	Marketing and Recruitment for Pathways Programs	Objective #2	Enrollment Services and SAU Tech Communications
	Program supplies and equipment are ordered and installed	Overall Grant Outcome	Pathway Coordinator and Vice Chancellor for Academics and Planning
Aug. 2018- June 2019	Reports are prepared regarding Phase I activities and submitted to the SAUT Executive Council and Pathway Partners (monthly activity)	Objective #1	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Office of Institutional Research
Starts at the beginning of each semester	Participants in Pathway are being tracked for certification attainment and program assessment purposes (ongoing)	Objective #2	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Office of Institutional Research
Aug. 2018 May 2019	Students are provided career advising and placement services	Objective #3	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Coordinator for Retention and Student Success

Phase II			
July 2019	Marketing and Recruitment for Pathways Programs	Objective #2	Enrollment Services and SAU Tech Communications
Aug. 2019 May 2020	Participants in Pathway are being tracked for certification attainment and program assessment purposes (ongoing)	Objective #2	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Office of Institutional Research
Aug. 2019 June 2020	Students are provided career advising and placement services	Objective #3	Pathway Coordinator, Workforce Trainer, Director of Workforce Training, Coordinator for Retention and Student Success
June 2020	End of Phase II- Final Report to ADHE, Executive Council and Partners is compiled and shared.	Overall Grant Goal	Pathway Coordinator, Workforce Trainer, Director of Workforce Training

Project Governance

SAU Tech's Chancellor, Dr. Jason Morrison, directly supervises, Randy Harper, SAUT's Workforce Training Director. Harper supervises workforce training adjuncts, the Workforce Training Instructor and the Pathways Coordinator. Harper has years of experience in providing workforce training in his role as the director of the Arkansas Environmental Training Academy. Harper has been overseeing the activities associated with the delivery of SAUT's Advanced Manufacturing Pathway and providing direct supervision for the **Pathway Coordinator** and instructors for the past year. To ensure SAUT's academic programs are maintained at the highest quality and equipment and supplies are integrated into the identified programs, Dr. Valerie Wilson, SAUT's Vice Chancellor for Academics and Planning maintains budget and activity oversight for the project. Dr. Wilson reports to the College's Chancellor and has over 20 years of experience working as an executive officer in higher education.

The College's Executive Leadership (Vice Chancellor for Student Services, Vice Chancellor for Finance and Administration, Vice Chancellor for Academics and Planning and the Chancellor) receive monthly progress reports from the Pathways Coordinator as part of the ongoing activities of the grant. This step is an added measure to help resolve barriers quickly as well as identify positive trends and stories that can be shared to market the Pathway's success.

The Director of Workforce Training, the Pathway Coordinator and the Workforce Training Instructor are members of the SAUT Continuation Team and the Pathway Team. These groups provide internal and external guidance for the Pathway process. These groups have been in place since the Planning Phase of the Arkansas Workforce Initiative.

SAUT Continuation Team

The SAUT Continuation Team assists with the on-going activities involved in ensuring the Pathway is viable and relevant to current workforce needs and that all objectives of the grant are being met. The members of this team include: Chancellor, Vice Chancellor for Academics & Planning, Pathway Coordinator, Retention/Student Success and Career Placement Coordinator, Dean of Enrollment Services, Adult Education Director, Career Academy Director, Director of Workforce Training and the Workforce Training Instructor.

Pathway Team

The Pathway Team was formed during the Planning Phase of the Arkansas Workforce Initiative. It is comprised of industry partners, public school representatives, Arkansas Department of Workforce Services, and the SAUT Continuation Team

Job Duties of the Pathway Coordinator

The description for the responsibilities of the Pathway Coordinator are listed below:

- Work with Vice Chancellor for Academics & Planning to implement and oversee curricular delivery of Pathway
- ***Complete intakes on all grant participants and tracks credentials obtained by participants***
- ***Ensure Pathway participants are receiving support services as needed***
- Maintain relationships with grant partners and a network of local, state, and regional corporate and community partnerships to establish work-based learning opportunities including internships, job shadowing and job placements
- Collaborate with Enrollment Services to assess students' prior learning experience (PLA-Prior

Learning Assessment) for college credit and manage student data.

- Chair Continuation Team and Pathways Team meetings
- Prepare required grant reports in a timely manner to Executive Staff, partners, and ADHE
- Oversee grant budget and work closely with Director of Workforce Training and Vice Chancellor for Academics and Planning on budget responsibilities and reporting during the 24-month Continuation period

Job Duties of Workforce Trainer

- Assist the Pathway Coordinator with tracking certifications and outcomes
- Work with COBITC members to assess training needs
- Deliver CPT, OSHA, CNC, NDT and other training as needed
- Assist the Pathway Coordinator with enduring Pathway participants are receiving support services

Role of Equipment Request

The equipment request from SAUT for the Continuation Phase of the Pathway delivery is crucial to meeting the needs identified by industry partners on pages 4 and 5 of this proposal. The majority of the aerospace defense industries served by SAUT require trained employees who have been exposed to the type of high-tech systems used in advanced manufacturing. Due to the sensitive nature of military aerospace defense contracts, students are not allowed in areas where actual production is taking place which limits any type of internships or apprenticeships for students. This leaves SAUT with a unique training dilemma, one that can only be solved with the use of simulators and training equipment that mirrors industry need.

During the Implementation Phase the College was able to begin updating some of the Amatrol manufacturing simulation equipment and will continue to do so during the Continuation Phase. The donated lead cabinet from Lockheed Martin was installed and a Non-Destruction Testing laboratory was assembled and is in the development phase which will again benefit from an industry donation. Aerojet Rocketdyne is donating a Fuji Dynamix Series 4 Model CR-IR346S Computer Radiographic (CR) System, IP Plate Reader unit, Image workstation and monitor with software valued at \$112,812. This item expands the capacity for the College to offer the NDT training to incumbent workers and others who are seeking to work in the field of NDT. The College expects to expand the type of training available in the NDT area to include other commonly used methods by area industries.

The grant budget includes supplies for the NDT program and for upgrading all the programs that are part of the Pathway including welding simulators, CNC and PLC equipment, various electrical and troubleshooting simulators. The addition of the identified equipment and supplies will expand SAU Tech's capacity to train students far beyond anything that has been available in the area of advanced manufacturing in the state.

The total equipment request for the delivery of SAUT's Advanced Manufacturing Pathway comes to **\$513,243**.

SAUT used a definition of "equipment" used by federal grantors to determine what items qualified as equipment- any single line item must be \$5,000 more to qualify as equipment.

SECTION 3 – STRENGTH OF PARTNERSHIP

20 Points

Proposals are required to address how the program plan incorporates each of the mandatory partners, as identified above, in a meaningful role.

Essential Components:

- Detailed description of role of each partner in continuation of the project- describe how each partner will continue to carry out components of the grant project; provide a description of assigned tasks for each of the mandatory partners; identify specific personnel and the roles they will play throughout the project; describe the integration of each role into the overall project; and describe the process for implementing fully articulated pathways from K-12 through a baccalaureate degree, as appropriate.
- Capabilities of each partner in ensuring project success- discuss the unique strengths of each partner in continuing the implemented project; describe how each partner is qualified to continue to participate in the project and how each partners strengthens the overall partnership.
- Consideration of all potential partners in the region – describe the process for identifying each selected partner, including the consideration of regional community colleges, universities, public schools, education service cooperatives, businesses and industries, career and technical education programs, multidistrict vocational centers, and private partnerships.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Strength of Partnership (20 Pts)	Plan includes broad representation and each partner has a defined role with identified critical contributions. (18–20 Pts)	Plan includes broad representation but partner roles are not clearly defined. (15–17 Pts)	Plan lacks one or two important partners or not all partners are critical to success of the plan. (11–14 Pts)	Partner participation is too narrow or some partners do not contribute meaningfully. (0–10 Pts)

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

SAUT used the **TEAM** approach for the Planning Phase of the Arkansas Workforce initiative and for implementing the Arkansas Workforce Initiatives. As reflected in the attached support letters and/or MOU's, members of industry (Spectra Technologies, General Dynamics, Lockheed Martin, Aerojet Rocketdyne and others), the public school system (Bearden School District, Camden Fairview School District, Harmony Grove School District, Hampton School District, and Fordyce School District), the secondary career academy (SAUT Tech Career Academy), and the Southwest Arkansas Workforce Development Board are committed maintaining the developed Advanced Manufacturing Pathway to employment. The partner roles are defined below.

Manufacturing Partner(s): Listed on the form in the needs section and support letters and/or MOU's are provided.

- Continue work with the Pathways Team to develop and update program curriculum & recognize certifications
- Refer current and prospective employees to training programs
- Industry experts serve as guest instructors for SAUT training programs
- Donate funds to covers student certification costs
- Commit to interviewing program completers
- Donate or share equipment, as applicable
- Serve on the SAUT *Pathways Team*

Educational Partner(s): Public schools, SAUT, SAUT Career Academy, SAUT Adult Education, RAMP Consortium

- Provide pathway connection to K-12 & funding for Implementation Activities for the SAUT Career Academy (RAMP)
- Set frequency and timing for offering the program
- Provide testing site for certifications
- Provide test preparation
- Provide student feedback from all pathway levels
- Provide students with career assessment and career placement services
- Serve on the SAUT *Pathways Team*

Arkansas Department of Workforce Services (Regional)

- Provide recruiting and pre-screening services, and job postings
- Provide student access to job listings, skill upgrades (Kuder, WAGE, CRC)
- Provide funds for continuing education for those who qualify
- Provide mailing lists for unemployed, SNAP and TANF recipients for recruitment into the training programs
- Serve on the SAUT *Pathways Team*

The **Pathways Team** will continue to represent the career training at SAUT far into the future. A strong relationship currently exists between the College and each of the identified partners. The **Arkansas Workforce Initiative** has provided a catalyst for long-term commitment by stakeholders for maintaining a permanent pipeline for manufacturing talent in south Arkansas.

SECTION 4 – BUDGET PLAN

15 Points

Proposals will include a detailed financial plan that maximizes efficient use of existing resources and a completed budget template.

Essential Components:

- Clear alignment between funding request and grant activities- detailed discussion of how each component of the grant budget supports the goals and stated outcomes of the program.
- Institutions may request up to \$1 million over two years that will provide resources to continue approved Phase 2 projects.
- Local match of at least 10% of the total request, with a maximum cap of \$50,000- all proposals will include a plan for local funding to match 10% of the total grant proposal. For example, a grant requesting \$400,000 in funding would be required to provide \$40,000 in matching funds. However, the local match is capped at \$50,000, meaning grants in excess of \$500,000 will have the same match as a \$500,000 project.

Note: With a submitted written commitment and payment guarantee from an industry partner, internship wages paid during the initial twenty-four (24) months of this program may be used to offset the local match amount on a dollar-to-dollar basis. Additionally, wages paid to incumbent workers of the employer while enrolled in academic training may be deducted from the match as well. Any entity wishing to utilize this method of funding the match must include the appropriate documentation with their proposal and, if selected for funding, will be monitored to ensure compliance.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Budget Plan (15 Pts)	Plan identifies efficiencies that take full advantage of existing human and physical resources and all requested resources clearly support the goals of the plan. (13-15 Pts)	Plan includes significant efficiencies from existing resources and all requested resources clearly support the goals of the plan. (10-12 Pts)	Plan includes limited efficiencies from existing resources or includes some questionable resource requests. (7-9 Pts)	Budget includes limited or no existing resources from partners or includes requests deemed unnecessary. (0–6 Pts)

Section 4.1 – Budget Plan Detail

Please provide your detailed financial plan in the box below.

A. Program Leadership Support Costs**1. Personnel & Fringe Year 1:**

Position(s)	Description	Cost
1- Pathway Coordinator	One full-time staff member to oversee the delivery of programs, relationships with partners, reporting, etc. Objectives #1-#4	\$46,818
1-Full-time Instructor	One full-time Workforce Trainer- Objective #2	\$45,000
1-Adjunct Instructor	Adjunct Instructors for Pathways programs Objective #2	\$40,000
Fringe	Full-Time Calculated at 32% Adjunct Calculated at 12%	\$29,382 \$4,800

Total Personnel & Fringe Year 1: \$166,000

Personnel & Fringe Year 2:

Position(s)	Description	Cost
1- Pathway Coordinator	One full-time staff member to oversee the delivery of programs, relationships with partners, reporting, etc. Objectives #1-#4	\$46,818
1-Full-time Instructor	One full-time Workforce Trainer- Objective #2	\$45,900
1-Adjunct Instructor	Adjunct Instructors for Pathways programs Objective #2	\$40,000
Fringe	Full-Time Calculated at 32% Adjunct Calculated at 12%	\$29,669 \$4,800

Total Personnel & Fringe Year 2: \$167,187

2. Travel Year 1:

Travel	Description	Cost
Mileage	2000 miles@ .42 per mile for meetings with regional consortiums, state meetings, etc. – Objective #1	\$840
Conference Travel	2 staff members to in-state training Objective # 3 2 staff members @ 3 nights x \$150 per night for hotel=\$900 2 staff members @ \$59 per day per diem x 3 days= \$354 \$1,252 x 2 times per year=\$2,508	\$2,508

Total Travel for Year 1: \$3,348

Travel Year 2:

Travel	Description	Cost
Mileage	2000 miles@ .42 per mile for meetings with regional consortiums, state meetings, etc. – Objective #1	\$840
Conference Travel	2 staff members to in-state training Objective # 3 2 staff members @ 3 nights x \$150 per night for hotel=\$900 2 staff members @ \$59 per day per diem x 3 days= \$354 \$1,252 x 2 times per year=\$2,508	\$2,508

Total Travel for Year 2: \$3,348**Other Year 1: Training**

Training	Description	Cost
Training	Training for Pathway Coordinator, Workforce Trainer and Adjunct Faculty (CPT, CNC, OSHA, NDT)- Objective #3	\$9,750

Total Other for Year 1: \$9,750**Other Year 2:**

Training	Description	Cost
Training	Training for Pathway Coordinator, Workforce Trainer and Adjunct Faculty (CPT, CNC, OSHA, NDT)- Objective #3	\$9,750

Total Other for Year 2: \$9,750**Total for A:PROGRAM LEADERSHIP SUPPORT COSTS: \$359,383****B. Other Direct Costs****1. Equipment Year 1(Meets overall grant goals)**

Equipment	Description	Cost
NDT System	Digital Radiography System and Installation of Radiography Equipment: This system allows for real-time imaging. Electronic storage and sharing of filed which is all used to do Non-Destructive Testing of all parts and products produced in advanced manufacturing.	\$117,250
	Motorized Adjustable Writing surface including the following: Dual Monitor Arm/Bracket for both PC Monitors and Dual Computer Brackets for both PC Housings Included. <i>This is a special table that is needed in order to hold the new NDT equipment.</i>	\$10,632
CNC Program	CNC Mill: This equipment is used to give students a specific form of computer numerical controlled (CNC) machining. Milling itself is a machining process similar to both drilling and cutting, and able to achieve many of the operations performed by cutting and drilling machines. Like drilling, milling uses a rotating cylindrical cutting tool.	\$29,000

Certified Production Technician and Automated Robotic Engineering	Amatrol MSSC CPT PUS SKILL Boss: Required for MSSC CPT + Certification and used to assess manufacturing in the fields of Safety, Quality, Production Processes, and Maintenance Awareness.	\$17,321
	Amatrol Heat Pump Troubleshooting Equipment (Control Board, Electric Heat Trainer Gas Fired Control Board Control Board, Single Phase Compressor Trainer)	\$49,835
Welding	Welder MIG 230-574 V Continuum 500 Migrunner Spoolgun with 20' Spoolmate	\$31,705
Welding	8-Welder Tig Dynasty 210 CPS AUTO Line 120-480 VAC 50-60 HZ CSA 8' Power Cord Complete with foot control.	\$42,000
	8-Welder Tig Dynasty 210 DX AUTO Line 120-480 VAC 50-60 HZ CSA 8' Power Cord Complete with foot control.	\$40,000
CNC	(1) Plasma Cutter Power Max 65 200-600 Volt with CPC port and selectable voltage ratio board 75 degree 15 degree hand torch and 25 ft. leads and hand system Power Max 85 CSA 200-600V COC 75 degree and 15 degree torch hand clamp 25ft.	\$6,500
PLC- Automated Robotic Engineering	(2)Programmable Controller Learning System - SLC500/03 Requires 85-AIK PLC Application Interface Kit, 17250 Discrete Wiring Application Panel, 17205 Electric Motors Application Panel, 17200 Pneumatic Application Panel, and 82-704W RSLogix 500 Software	\$30,000
	2-PLC Application Interface Kit & Wiring Kits Allows interface of 17200 series applications modules to 85-P series PLC trainers. Includes: (1) Electronic Interface Cable Kit; (1) Quick- Connect Mounting System and (2)Discrete Wiring Application Panel	\$19,000
	4- Portable PLC Troubleshooting Learning System AB Compact Logix L16 & software	\$75,000
	2- PLC Troubleshooting Learning Systems- AB Control Logic – workstation, wiring and software	\$45,000
Total Equipment for Year 1: \$513,243		
Total Equipment for Year 2: \$0		

2. Materials and Supplies Year 1:

Materials & Supplies	Description	Cost
General Office Supplies	Paper, ink, printing costs, and general supplies needed for Pathway Coordinator and Instructor and team meeting expenses Objective #2	\$16,500
Classroom/Program Supplies	Program Supplies & Software for HVAC, NDT, CNC, Welding, Electrical and Automated and Robotics Engineering (Estimated Costs)	\$37,723
	40-Classroom tables @ \$250 each	\$10,000
	60-Classroom chairs @ 40 each	\$2,400
	Classroom Screens & Projectors	\$4,000
	Objective #2	

Total Materials and Supplies for Year 1: \$70,623**Materials and Supplies Year 2:**

Materials & Supplies	Description	Cost
General Office Supplies	Paper, ink, printing costs, and general supplies needed for Pathway Coordinator and Instructor. Team meeting expenses Objective #2	\$14,000
Classroom/Program Supplies	Program Supplies & Software for HVAC, NDT, CNC, Welding, Electrical and Automated and Robotics Engineering (Estimated Costs) Objective #2	\$18,850

Total Materials and Supplies for Year 2: \$32,850**3. Publication Costs/Documentation/Dissemination: \$0****4. Consultant Services: \$0****5. Other Year 1:**

Other	Description	Cost
Space Renovations	Renovation of 3 rooms: 101,102 and 105 all rooms are being renovated into Pathway classrooms. Pathway programs will be moving into that area.	\$16,800
Electrical Services	Installation of electrical connections for the digital radiography equipment	\$1,800
Installation Services	Installation and placement of CNC Vertical Mill	\$5,300

Total Cost of Other Year 1: \$23,900**Other Year 2: \$0****Total B OTHER DIRECT COSTS: \$640,616****C. Total Direct Costs (A+B)= \$999,999****D. Cost Sharing (Minimum 10% of C; up to \$50,000): Aerojet Rocketdyne donating a FUJI Dynamix Series 4 Computed Radiographic System valued at \$112,812 by donor. (See Attachments)****Total Amount Requested: \$999,999**

Section 4.2 – Budget Plan Template

Please complete the budget template below. Totals will calculate automatically based on your input. Institutions may request up to \$1 million in grant funding for Phase 3 Projects.

Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Certification Pathways Continuation Grant

A. PROGRAM LEADERSHIP SUPPORT COSTS

1. Personnel/Stipend	\$333,187
2. Travel	\$6,696
3. Other (Explain Below)	\$19,500
Training for Personnel and Instructors	
TOTAL PARTNER PARTICIPANT COSTS	\$359,383

B. OTHER DIRECT COSTS

1. Equipment	\$513,243
2. Materials and Supplies	\$103,473
3. Publication Costs/Documentation/Dissemination	\$0.00
4. Consultant Services	\$0.00
5. Other (Explain Below)	\$23,900
Classroom space renovations	
TOTAL OTHER DIRECT COSTS	\$640,616

C. TOTAL DIRECT COSTS (A & B)

\$999,999

D. COST SHARING (Minimum 10% of C; up to \$50,000)

\$112,812(In-Kind)

Total Continuation Grant Budget

\$999,999

Other Notes

Aerojet Rocketdyne (see attached letter) is donating a Radiographic System valued at \$112,812 to the grant project.

SECTION 5 - SUSTAINABILITY

20 Points

Proposals will include a commitment and detailed plan for sustaining grant activities beyond the twenty-four (24) month continuation period. Equipment requests will clearly specify how purchased equipment will continue to be linked to addressing labor and workforce needs beyond the grant period.

Essential Components:

- Detailed plan for sustaining the program beyond the twenty-four (24) month continuation grant funding period- describe how the work supported by this grant will continue beyond the grant period; outline the roles and funding sources of each partner after the grant period.
- Detailed plan for maintaining communication and sharing resources among all the program partners beyond the twenty-four (24) month funding period;
- Identify availability of long-term resources to maintain and/or repair any equipment requested.
- Describe plan for redistribution of equipment to meet additional workforce needs once the employer needs addressed by the proposal have been satisfied.

	Exemplary	Superior	Adequate	Needs Improvement
Sustainability (20 Pts)	Identifies existing resources to continue the program with no reduction in services at the end of grant funding period. (18–20 Pts)	Identifies significant resources to continue the program with limited reduction in services at the end of grant funding period. (15-17 Pts)	Identifies limited resources to continue the program or proposes significant reduction in services at the end of grant funding period. (11-14 Pts)	New funding sources must be identified for continuation of program at the end of grant funding. (0-10 Pts)

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

Sustainability

The efforts to maintain relationships formed in the Planning and Implementation Phases will continue through meetings and work with the industry representatives and public school officials who are also members of the Calhoun and Ouachita Business and Industry Training Consortium (COBITC). Team meetings are held quarterly with the identified partners to provide updates on the functionality of the designed Pathway and the identification of equipment needs or other needs that the partners can work together to provide for SAUT program delivery.

Tracking of long-term employment outcomes is considered a vital part of the Pathway and the developed partnerships and efforts will be made by SAUT to focus on obtaining employment information and sharing the information with Pathway participants. Barriers to completers obtaining employment with partner industries is addressed in COBITC meetings or meetings called with the original Implementation Team members. The ongoing relationship address both access to employment as well as support for College programs and activities as the Pathway continues to provide training to incumbent workers and SAUT students. SAUT's continued partnership with the RAMP consortium will further the activities of the Pathway.

SAUT is committed to funding a full-time Workforce Trainer position at the conclusion of the 24-month Continuation Phase through the College's budget. The College will continue to work to maintain and upgrade technical equipment using a variety of methods such as grants, donations, program generated funding, etc. SAUT believes the benefit derived from the upgraded Pathways programs will generate additional funds to also help with program improvements in the future.



May 8, 2018

Dr. Maria Markham
Arkansas Department of Higher Education

Regarding: Letter of Commitment to donate equipment to Southern Arkansas University Tech

Aerojet Rocketdyne submits this letter of commitment to donate Qty. 1 FUJI DynamIX Series 4 Model CR-IR346S Computed Radiographic (CR) system, IP plate reader unit, Image workstation/ monitor all operating/ image processing software valued at \$112,812 to Southern Arkansas University Tech. This equipment is currently in use on production programs and available in June 2018 upon completion of the current upgrade project and Aerojet Rocketdyne property transfer process.

Aerojet Rocketdyne recognizes the value of partnering with Southern Arkansas University Tech to strengthen local technical capability for Arkansas & Highland Industrial Park Aerospace employers. We look forward future SAUTech NDT testing program expansion plans and opportunities to collaborate.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Daidone".

Robert Daidone
Camden Site Director



April 8, 2018

Arkansas Department of Higher Education
Dr. Marie Markham, ADHE Director
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Director Markham,

As an aerospace defense contractor in the Highland Industrial Park, Aerojet Rocketdyne has a vested interest in supporting Southern Arkansas University Tech's efforts in developing the Arkansas Workforce Initiative project. The benefits of developing a career pathway to train more entry level workers for specific contract fulfillment will be appreciated by Aerojet Rocketdyne.

Aerojet Rocketdyne agrees to work with Southern Arkansas University Tech with items such as raw materials from scrap and specialized equipment if available, and/or consultation about specifications when purchasing specialized equipment. Aerojet Rocketdyne allows employees to work as adjunct instructors within their specialized fields as may be necessary and beneficial for SAU Tech's relevant training programs. Further, we agree to work directly with Southern Arkansas University Tech in developing skill specific, industry recognized credentials for students.

Aerojet Rocketdyne supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure contracts into the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please feel free to call me at 870.574.3128.

Sincerely,

Frank Wilson
Human Resources Manager
Aerojet Rocketdyne



April 10, 2018

Maria Markham, Ed.D
Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Dr. Markham:

As an aerospace defense contractor in the Highland Industrial Park, Spectra Technologies LLC has a vested interest in the development of career pathways to train more entry level workers for specific contract fulfillment. Spectra Technologies will and has in the past supported Southern Arkansas University Tech's efforts when submitting an interest in the Arkansas Workforce Initiative Aerospace Defense Sector Implementation Grant. Spectra understands that this grant will focus on Advanced Manufacturing, particularly the Certified Production Technician pathway.

Spectra Technologies is very excited to support SAU Tech in this effort and acknowledges that an individual can earn a "Certificate" if they pass one or more assessments. However, they must pass all four assessments to earn the full "CPT" certification. Spectra Technologies will continue to support Southern Arkansas University Tech by providing equipment as available, expert training assistance to faculty, career placement to students and more.

Spectra Technologies recognizes the need for successful training programs that will impact our opportunity to grow and thrive within our businesses segment. Students that are "CPTs" will have the opportunity to use the credited hours towards their education at SAU Tech. This will benefit the college graduates by giving them the chance to enter into the world of manufacturing with the latest knowledge and certification needed to secure a job in the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call me at (870) 574-2555.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn Sprong", is written over a faint, circular, textured background.

Lynn Sprong
Human Resources Manager

Building 20 Highland Industrial Park, P.O. Box 3355
East Camden, Arkansas 71711
Phone 870.574.2555, FAX 870.574.2560

GENERAL DYNAMICS
Ordnance and Tactical Systems

April 2, 2018

Dr. Maria Markham
Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dr. Markham,

As an aerospace defense contractor in the Highland Industrial Park, General Dynamics continues to have a vested interest in the sustainment/training of a qualified workforce. We support the efforts of Southern Arkansas University Tech and will work closely as valued partner in the attainment of that objective.

The curriculum provided by the Arkansas Workforce Initiative Grant transcends well to the needed skillsets for our company and our industry. General Dynamics will support SAU Tech in this effort and in other activities that result in enhancing the training programs that are available locally. These efforts will help secure a more qualified workforce for the future.

For more information regarding our participation with SAU Tech, please contact David Williams, Manager of Human Resources at 870-798-4171 ext. 266.

Sincerely,



Erik Perrin
Director of Operations
General Dynamics – Ordnance and Tactical Systems
Camden, Arkansas
erik.perrin@gd-ots.com

Lockheed Martin Missiles and Fire Control
P. O. Box 1015 Camden, AR 71711-1015
Telephone 870-574-0200

LOCKHEED MARTIN



March 26, 2018

Dr. Maria Markham, ADHE Director
Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Director Markham,

As an Aerospace Defense contractor in the Highland Industrial Park, Lockheed Martin has a vested interest in the development of a career pathway to train entry level workers for current and future workforce requirements. Lockheed Martin agrees to continue to support and work with Southern Arkansas University (SAU) Tech and their pathways team as they develop and update program curriculum to create recognized industry certifications for future staffing needs within the industrial park. We are also interested in specifically supporting the Certified Production Technician program which we believe will give our future hires a head start on becoming productive employees.

With this effort, Lockheed Martin will continue to provide equipment, supplies and/or material through in-kind donations when available, provide relevant information to faculty to ensure industry standards are being met within the curriculum for the certifications, and career placement for successful qualified candidates.

Lockheed Martin fully supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure and fulfill current and future contractual needs.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please feel free to call me at 870-574-3064.

Sincerely,

Chris L. Clark
Human Resources Manager
Lockheed Martin Missiles and Fire Control, Camden Operations

CAMDEN FAIRVIEW PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

625 Clifton

Camden, Arkansas 71701

March 15, 2018

Dr. Maria Markham
Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Dr. Markham:

Camden Fairview School District, a public school district in south Arkansas, has enjoyed a long working relationship with Southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college as they undertake the task of implementing an educational path for our young people as future workforce employees.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students who wish to pursue a career in the employment arena of Industrial Manufacturing/Processing.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call me at 870-836-4193.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Keith", written in a cursive style.

Mark Keith
Superintendent

An Equal Opportunity Employer

Harmony Grove

Public Schools

Harmony Grove Campus
401 Ouachita Road 88
Camden, Arkansas 71701
Telephone (870) 574-0971
Fax (870) 574-2765

Mr. Walton A. Pigott, Superintendent
Mr. Joe Rogers, Jr., President
Mr. Gregory Givens, Vice-President
Mr. Randy Jenkins, Secretary
Mr. Brady Baker, Member
Ms. Joyce Green, Member
Mr. Matthew Nutt, Member
Mr. Jerry Wilson, Member

Sparkman Campus
P. O. Box 37
Sparkman, Arkansas 71763
Telephone (870) 678-2243
Fax (870) 678-2917

15 May 2018

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE,

The Harmony Grove School District has enjoyed a long working relationship with southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will address in the Arkansas Workforce Initiative program.

If I may provide more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative please contact me at 870-574-0971.

Sincerely,

Walton A. Pigott
Walton A. Pigott, Superintendent

BEARDEN PUBLIC SCHOOL
ADVANCED EDUCATION ACCREDITED



100 Oak Avenue • Bearden, Arkansas 71720 • 870-687-2236 • Fax 870-687-3683

Tuesday, March 27, 2018

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

Dear Arkansas Department of Higher Education,

Bearden High School has enjoyed a long working relationship with Southern Arkansas University Tech. Our two educational agencies have partnered on numerous grant projects and other activities. We are excited to partner with SAU Tech in creating career pathways training for our students that they are able to begin in high school and complete shortly after graduation.

We currently have students attending an Early College Program as seniors and the SAU Tech Career Academy as juniors and seniors. Each year we look for ways to increase our enrollment in each area. Students are encouraged to enroll in the career pathway training for the aerospace defense trainings provided for by the Arkansas Workforce Initiative.

If you have any further questions regarding our participation in the programs provided by Southern Arkansas University, please feel free to contact me at 870.687.2236.

Sincerely,

A handwritten signature in black ink that reads "Mrs. Renee McKelvin".

Mrs. Renee McKelvin,
Bearden Public Schools Interim Superintendent

FORDYCE PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

P.O. Box 706

FORDYCE, ARKANSAS 71742

PHONE: 870/352-3005 FAX: 870/352-7187

March 29th, 2018

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As a public secondary school district in South Arkansas, (Fordyce School District) has enjoyed a long working relationship with South Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will support in the Arkansas Workforce initiative program.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call, 870-352-3005

Sincerely,



Superintendent Dr. Albert Snow

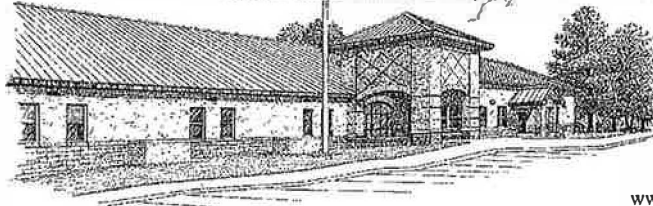


"FORDYCE REDBUGS"

HAMPTON PUBLIC SCHOOLS

P.O. BOX 1176 - HAMPTON, AR 71744

JIMMY CUNNINGHAM, Superintendent
JANA YOUNG, Assistant Superintendent
BRYAN SANDERS, High School Principal
TOM SAWYER, Elementary Principal



President, CODY ABLES

Vice President, JAMES RAWLS

Secretary, BRANDON EVANS

Phone: 870-798-2229

Fax: 870-798-2239

Board Members

ALAN FERGUSON

STEVE IVY

www.edline.net/pages/Hampton_Public_Schools

March 15, 2018

Arkansas Department of Higher Education
Arkansas Workforce Initiative
Attn: Maria Markham
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Ms. Markham:

As a public secondary school district in south Arkansas, Hampton School District has enjoyed a long working relationship with Southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the advanced manufacturing sector, particularly the Certified Production Technician pathway, which SAU Tech will address in the Arkansas Workforce Initiative Aerospace Defense Sector Implementation Grant program.

For more information regarding our participation or our MOU with SAU Tech in the Arkansas Workforce Initiative, please call 870-798-2229.

Sincerely,

Jimmy Cunningham
Superintendent

SOUTHWEST ARKANSAS WORKFORCE DEVELOPMENT BOARD

**P.O. Box 767, 101 Harvey Couch Blvd.
Magnolia, AR 71754
(870) 235-7510 Fax: (870) 234-0135**

March 14, 2018

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

Dear Director Powell,

The Southwest Arkansas Workforce Development Board supports SAU Tech in their efforts to address training needs in the Aerospace Defense Sector.

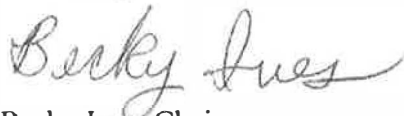
Aerospace Defense Sector is a high demand sector in Southwest Arkansas, and there is a need for trained, qualified workers in this field. It is the Workforce Development Board's goal to ensure that individuals of Southwest Arkansas are educated, trained, and motivated to meet the needs of the current and future workforce.

This training program will create a career pathway from high school to college to work with supports for students needing assistance. It will also provide multiple entry points for others (unemployed individuals or incumbent workers, etc.) to enter the pathway. The result of this program will provide an increase in the local economy by increasing the number of skilled and trained employees in the local community.

The activities proposed in this grant will greatly benefit our region and our participants and we are excited to partner with SAU Tech on this project.

Thank you for your time and consideration.

Sincerely,



Becky Ives, Chairman
Southwest Arkansas Workforce Development



March, 26, 2018

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As the Secondary Education Career and Technical Training Academy at Southern Arkansas University Tech, we enjoy a long working relationship with the academic programs at SAU Tech on concurrent enrollment, grant projects, and other endeavors.

We are excited about the opportunity to partner and collaborate with the college in creating career training pathways for our students to begin in high school and complete soon after graduation. These pathways will open up opportunities for our students to excel above students who are not afforded these extraordinary liberties.

Students attending the SAU Tech Career Academy will have the opportunity to choose a pre-employment pathway for careers in automotive service technology, computer engineering, and welding.

If I can be of further assistance, please feel free to contact me at (870) 574-4423 or jmitchel@sautech.edu.

Cordially,

A handwritten signature in blue ink that reads "Juanita Mitchell".

Dr. Juanita Mitchell
Director, SAU Tech Career Academy

www.sautech.edu