

Act 1131 of 2015
Regional Workforce Planning Grant

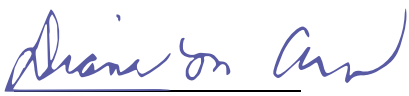

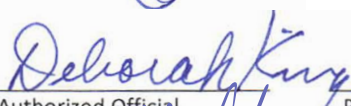

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education
Requesting Institution:	University of Arkansas Community College at Morrilton
Title of Project:	University of Arkansas Workforce Alliance
Project Partners:	1. Cossatot Community College of the University of Arkansas 6. 2. Phillips Community College of the University of Arkansas 7. 3. University of Arkansas at Batesville 8. 4. University of Arkansas at Hope 9. 5. See Attached Letter of Other Partners 10.
Requested Budget:	\$100,000.00
Date Submitted:	9/1/2015
Applicant Contact:	Contact Name: Linda Jaramillo
Applicant's Information:	Address: 1537 University Blvd. City: Morrilton, State: AR ZIP: 72110
	Phone: 501-977-2130
	Email: jaramillol@uaccm.edu

Authorized Signatures for Project Partners

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

University of Arkansas Community College at Morrilton			
Lead Institution			
Cossatot Community College of the University of Arkansas		Partner	Authorized Official
Partner			
Phillips Community College of the University of Arkansas		Partner	Authorized Official
Partner			
University of Arkansas at Batesville		Partner	Authorized Official
Partner			

University of Arkansas
at Hope

Partner

See Attached Letter of
Other Partners

Partner


Authorized Official

Authorized Official

Partner

Partner

Authorized Official

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.

Background

Five community colleges within the University of Arkansas System have formed a workforce alliance to address workforce needs in the regions served by these colleges. This Alliance is composed of Cossatot Community College of the University of Arkansas (UA Cossatot), Phillips Community College of the University of Arkansas (PCCUA), the University of Arkansas Community College at Batesville (UACCB), the University of Arkansas Community College at Hope (UACCH), and the University of Arkansas Community College at Morrilton (UACCM).

The intent of the Alliance is to share resources, instructors, best practices, and redefine the delivery of certificates and degrees offered by the institutions to improve responsiveness to industry needs and assist workers and students with work readiness and employment services.

Two major corporations approached UACCM seeking help meeting demand for trained welders. UACCM could not meet those needs independently, so the College invited four other U of A community colleges to engage in conversations to design a mechanism to collectively provide the industries with the number of welders needed.

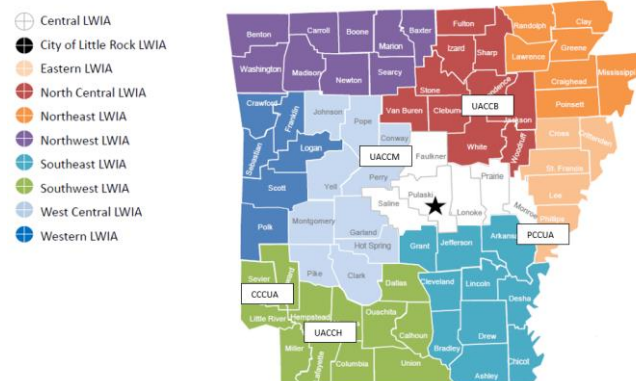
Meeting the Need

The Workforce Initiative Act of 2015 Regional Workforce Grant Program presents a unique opportunity for these colleges, forming the University of Arkansas Workforce Alliance (UAWA), to develop a welding pathway to a high demand and high wage workforce occupation. The intent of the Alliance is to share resources, instructors, best practices, and redefine the delivery of certificates and degrees offered by the institutions to improve responsiveness to industry needs and assist workers and students with work readiness and employment services.

Although welding is the foundation for the Alliance and the focus pathway during the planning phase of the grant, the collaboration among the colleges will expand to construction and manufacturing occupations during subsequent years. Chart 1 shows the location of the UAWA colleges. These colleges have physical locations within four workforce regions while service areas overlap into three additional regions. The UAWA will serve seven Local Workforce Investment Areas including Central, North Central, Western, Eastern, West Central, Southwest, and Southeast.

Chart 1: Location of Alliance Institutions

Local Workforce Investment Areas (as established under the Workforce Investment Act of 1998)



Unemployment in the Regions

Table 1 illustrates the unemployment rates in the seven Workforce Development Regions served by the Alliance as compared to the state unemployment rate. One Workforce Region is below the state unemployment rate while the other six Regions are either at or above the state unemployment rate.

Table 1: Workforce Regions' Unemployment Rate

Period	State	Central Arkansas	Eastern Arkansas	North Central Arkansas	Southeast Arkansas	Southwest Arkansas	West Central Arkansas	Western Arkansas
Jan	6.5	5.7	8.7	8.5	8.6	7.3	6.7	6.2
Feb	6.0	5.4	7.8	7.9	7.8	6.6	6.2	5.9
Mar	5.8	5.1	7.4	7.4	7.4	6.4	6.1	5.8
Apr	5.4	4.8	6.8	6.9	7.0	6.1	5.7	5.6
May	5.6	5.1	6.8	7.0	7.1	6.4	6.1	5.8
June	5.6	4.9	6.9	6.9	7.2	6.3	6.1	5.6
6-Mo Avg.	5.8	5.2	7.4	7.4	7.5	6.5	6.2	5.8

(<http://www.discoverarkansas.net/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce>)

The seven workforce regions served by the UAWA Alliance have also been impacted by foreign trade with eighty-seven (87) separate Certification Determinations filed since January 1, 2010. Of the eighty-seven certifications filed, fifty-two were certified (www.doleta.gov/tradeact/taa/taa_searc.cfm). Alliance institutions have enrolled a total of 119 TAA-eligible students in post-secondary programs since the fall 2011. These students have a short time to complete training and many need remediation courses. Some students have started their training in adult education programs to receive their GED.

...mid-level-skill jobs with good wages, often exceeding \$50,000 per year, plus paid benefits to support Arkansas families.

State and Regional Demand

The 2014 Arkansas Labor Market and Economic Report projects jobs expected to be added to the Arkansas economy (<http://www.discoverarkansas.net>). This publication predicts 2430 annual openings with 362 new positions as a result of expansion. Discover Arkansas-Projected Employment Opportunities for

2015-2016, lists a need for Hazardous Materials Technology/Technicians, Woodworking Machine Setters, Operators, and Tenders; and Chemical Equipment Operators, Chemical Technology/Technicians, and Chemical Process Technicians in the state. Employers, chambers of commerce, economic development councils, and community colleges all agree there is a significant shortage of workers due to the need for a qualified, skilled workforce in the welding and manufacturing sector. Industries are in the process of expanding, and others note that they anticipate a worker replacement rate of approximately 10% per year. In addition, the state is being considered for several manufacturing plants, two related to timber mills. Unfortunately, Arkansas did not receive the contract for light tactical vehicle plant for defense contractor, Lockheed Martin, which would have brought jobs to the state. These new industries will generate the need for 800-1000 skilled and trained workers in the production and advanced manufacturing fields; all of which require welding skills.

As noted, job growth is projected in industry sectors that require workers with knowledge and skills across a wide range of technology-related occupations. The industries indicate that new or replacement positions will require workers with at least one year or more of postsecondary training in the STEM-rich, advanced manufacturing skills areas of process operations, electronics and instrumentation, industrial maintenance technology, hydraulics, automation, and welding. These employers provide mid-level-skill jobs with good wages, often exceeding \$50,000 per year, plus paid

benefits to support Arkansas families. Regional industries anticipate growth and/or a need for replacement workers because of retirement, attrition, increased production, or expansion; but the area currently lacks enough highly skilled, well-trained, educated workers, in the “pipeline” of potential employees.

According to O-Net Online, an online tool for career exploration and job analysis, welding, soldering, and brazing machine setters, operators, and tenders are a faster than average projected growth areas. For the United States there is a projected increase of 20% as compared to the state of Arkansas at 28% increase. Also, the 2015 High Demand Occupations from the Arkansas Department of Workforce Services includes Welding Engineering Technology/Technician (CIP 15.0614) and Welding Technology/Welder (48.0508). As individuals in the Alliance have attended meetings throughout the state, they report that the first occupation that is mentioned with a shortage is welding. As mentioned above, several of the occupations listed on the high demand, high wage lists actually required the skills of a welder even though the job titles may vary. An industry partner in Little Rock stated at an advisory meeting, they could hire 100 welder immediately if they could find people with welding skills. The median wage in 2014 for welders was \$16.91 hourly as reported on O-Net Online.

The Occupational Outlook Handbook projects:

“Employment growth reflects the need for welders in manufacturing because of the importance and versatility of welding as a manufacturing process. The basic skills of welding are similar across industries, so welders can easily shift from one industry to another, depending on where they are needed most. For example, welders laid off in the automotive manufacturing industry may be able to find work in the oil and gas industry.

The nation’s aging infrastructure will require the expertise of welders, cutters, solderers, and brazers to help rebuild bridges, highways, and buildings. The construction of new power generation facilities and, specifically, pipelines transporting natural gas and oil will also result in new jobs.” (<http://www.bls.gov/ooh/production/welders-cutters-solderers-and-brazers.htm#tab-6>).

With the stated needs throughout Arkansas and the projected increase in job openings, the Alliance will provide an excellent training model to start a state wide training program. When funded, this proposal will facilitate the foundational work of the Alliance. With the number of plant closings and the need for retraining employees, proposed mobile units would be an asset to these dislocated employees and to other employers that could employ these dislocated or unemployed individuals. The mobile units can also provide immediate training needs for current industry. The centralized contact program would also assist workforce centers as they try to match individual’s needs and skills with prospective employers.

According to Daryl Bassett, Director of Arkansas Department of Workforce Services, in the 2014

“Now more than ever, education and workforce development opportunities are critical to a strong economy. One of the major challenges we face as a state is to improve access to training and education to enhance skills development.”

ADWS Annual Report, “Now more than ever, education and workforce development opportunities

are critical to a strong economy. One of the major challenges we face as a state is to improve access

to training and education to enhance skills development.” This proposed program will bring training and education to communities with the portable training units. Working together, the UAWA will be able to provide welding training and certification in their respective local communities, as well as band together to meet immediate short-term training in areas throughout the state of Arkansas.

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.

Efficient Use of Resources

The UAWA is a partnership that leverages existing resources without the creation of any new technical programs. The UAWA will create efficiencies for the partner schools by centralizing scheduling of technical training courses and matching industry employment needs with partner school graduates. Although the focus of the planning year will be developing the partnerships and determining programming needs for welding industry partners, the intent of the UAWA is to expand each year to additional industry sectors (Industrial Technology, Automotive Services, etc.).

Relying on Industry Input

The planning year will include two industry symposiums to determine employment needs of each industry partner, coordinating current offerings at partner institutions, development of a marketing plan, selection of a skills database/software program, development of a multi-region advisory board, and creation of plans for a shared American Welding Society (AWS) testing facility.

Initially, the career pathway of focus will be welding. The UAWA will strengthen training throughout seven workforce development regions by offering basic, advanced, and master level welding courses either in scheduled rotations or on demand. Courses will be available both for credit and noncredit to high school students, post-secondary students, and incumbent workers. By leveraging the welding faculty at five community colleges and mobile training units, the UAWA will be responsive and flexible to sudden shifts in demand due to changing industry skill needs or new industry entering the state.

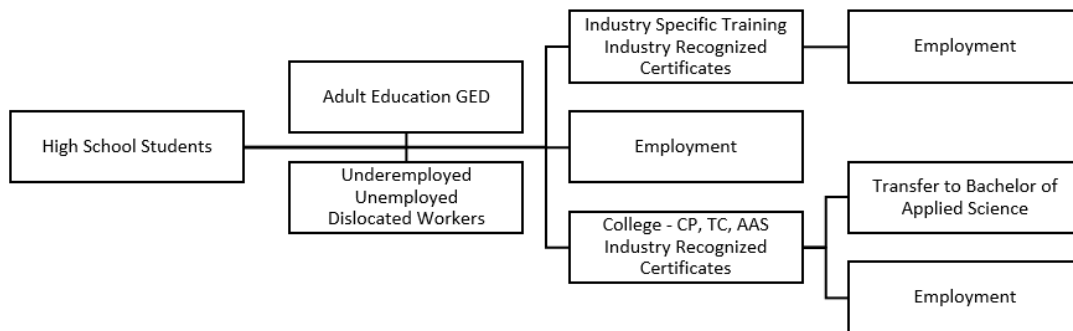
The UAWA will strengthen training throughout seven workforce development regions by offering basic, advanced, and master level welding courses either in scheduled rotations or on demand.

High School to Work Connection

Each institution will work with their local high schools to establish a plan of study with articulation and/or concurrent credit that fits into college certificate or degree plans. These pathways will be developed and/or enhanced during the planning year. Plans will be developed to enhance prior learning credit availability for industry specific training developed and provided during the implementation phase.

As institutions work with local high schools to build career pathways, AWS certifications and the National Center for Construction Education and Research (NCCER) certifications will be integrated into the curriculum. These stackable credentials will be aligned with college programs; students can receive articulated, concurrent, or prior learning credit. During the planning phase, UAWA will develop more venues for embedding these industry recognized credentials into curriculum pathways. A student completing a college degree will have the opportunity to complete NCCER Core certification as well as the Level 1 and Level 2 certifications.

Institutions will work with industry and high school partners to develop and enhance soft skill training, including applied math and writing within the pathways. This will reduce the time to complete certificates and degrees. The welding pathway will be developed or enhanced during the planning phase. Chart 2 shows a tentative pathway for participants to enter and exit training.

Chart 2: Progression through Pathway**Tools for Training**

Robotic systems have become commonplace in industry for everything from production runs to prototyping. Unfortunately, robotic systems are not yet commonplace in schools preparing workers for jobs. This proposal will add robotic training tools as well as simulators to prepare students for high demand and high wage jobs.

This computer based training system is a tool that will allow students to practice their welding skills and techniques before actually starting to weld in the booth reducing material waste and energy consumption associated with traditional welding training.

Welding simulators will be used in the classroom as well as the mobile training unit. Simulators allow participants to experience different types of welding, different positions, and different welding coupons. The simulator will enhance the quality, quantity, and efficiency of welder training. This computer based training system is a tool that will allow students to practice their welding skills and techniques before actually starting to weld in the booth reducing material waste and energy consumption associated with traditional welding training. The simulator provides immediate

feedback about how well a student completed a weld. The student can then ask for assistance to

improve the weld and practice the weld again with immediate feedback to follow. The simulator can also be used to recruit students into the welding field in a safe environment.

Once a student has learned the basic welding techniques, they can move to a robotic trainer to learn real-life industrial robotic concepts and capabilities. A robotic welder will also allow for expansion of the project to other programs such as industrial maintenance or advanced manufacturing.

Industries strive to increase output while lowering costs. Processes are examined and redesigned as necessary to accomplish these goals. Welding is one of those processes. Students having the hands-on experience of robotic programming and welding can help them make the welding process more efficient when they enter the workforce. Through structured exercises, the programmer will take a current weld procedure and improve upon it while at the same time 1) becoming acquainted with various joint types and welding process; and 2) becoming familiar with operation of the robotic welding system. These simulators and robotic trainers can be a tool to help with industry training needs.

Equipment will be required to comply with AWS certification testing. Four additional faculty

Mobile training units will allow the UAWA to be responsive to partner requests by combining the resources, when necessary, to deliver large scale training opportunities.

members of partner schools will be AWS certified testers and qualified to travel with the equipment into industry and communities to certify welders. Each of the five partner schools will also purchase mobile training units for delivery of hands-on instruction in both industrial and community settings. The mobile units will consist of eight welders located in trailers with generators. Mobile training units will allow the UAWA to be responsive to partner requests by combining the resources, when necessary, to deliver large scale training opportunities. Each institution will be responsible for either providing or renting vehicles to pull the mobile units.

Leading the Project

A full-time UAWA coordinator is planned for the implementation phase. The coordinator will report to the governing board (described below). The coordinator will have responsibility for organizing partner program schedules and referring students to appropriate training programs based on perspective industry specifications. In addition, the coordinator will provide industry partners with student contacts to fill employment vacancies and maintain a listing of current employment opportunities with industry partners for student training

referrals and job placement.

Goals and Outcomes

Goals for this project are listed below. More goals will be added during planning as high schools, industry, workforce boards, and colleges determine the needs of local communities and the state of Arkansas.

Planning Year

Goal 1: Develop a system-wide industry advisory board.

Outcome: A system-wide industry advisory board for the welding sector with representatives from each workforce development region will be established.

Goal 2: Select a skills database software product to document specific mastered skills.

Outcome: Software will be chosen in anticipation of implementation year purchase.

Goal 3: Develop a marketing strategy for the Alliance and its work including recruiting and retaining more students into nontraditional careers.

Outcome: Promotional materials and media will be ready to launch by the end of the planning year.

Goal 4: Assure the curriculum and delivery is responsive to industry needs and facilitate speedy entry into the workforce.

Outcome: Welding faculty and industry advisory teams will assess the curriculum and identify the best alternative method of quick delivery of that curriculum.

Implementation Years

Goal 1: Develop a AWS testing unit in Arkansas.

Outcome: Testing equipment will be in place ready for use in year two as well as have faculty trained to administer AWS testing.

Goal 2: Purchase the skills database software product selected in planning year to document specific mastered skills.

Outcome: Software will be purchased and faculty will be trained to implement the program by the end of the planning year.

Goal 3: Develop mobile training units for rapid deployment of mass industry training and customized industry training.

Outcome: Mobile training units will be purchased and ready for use by the end of the first quarter.

Goal 4: Appoint a UAWA Coordinator and establish a centralized industry resource/student placement office.

Outcome: UAWA Coordinator will be selected in the first quarter. Coordinator will distribute UAWA training schedules to industry partners and present UAWA placement services to students at all partner schools.

Goal 5: Purchase simulators and robotic trainers to enhance the welding programs and reduce material costs.

Outcome: Simulators and robotic trainers will be installed and implemented into curriculum.

Goal 6: Provide interview opportunities for all participants.

Outcome: UAWA Coordinator will arrange for all participants to be interview by an industry partner.

Goal 7: Expand UAWA two additional training pathways.

Outcome: Expand training into at least 2 additional training pathways as identify by UAWA Advisory Committee.

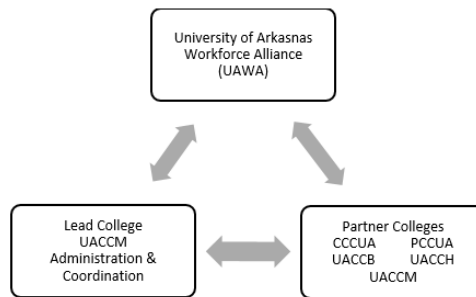
Governance and Accountability

Standing members of the UAWA governing board will include the CAO of each member institution, a Workforce Development Board member from each region, and chair of each developed multi-region advisory board. The board will have oversight of the budget and monitor the stated goals for the grant.

The fiscal management of the project will be handled by UACCM's business department personnel under the direction of Jeff Mullen, Director of Accounting. Mr. Mullen and his staff handle the financial reporting for several grants on campus, including Adult Education and the Arkansas Partnership for Nursing's Future. UACCM has a proven capacity to administer federal and state grants. Financial reporting functions are accomplished through the campus' POISE platform, which is an integrated and comprehensive system that supports data integrity through a multi-level approval

protocol. UACCM will comply with Arkansas' financial processes and federal guidelines to enable timely and accurate financial management and reporting. Chart 3 illustrates the proposed model.

Chart 3: Administrative Model



Defining Success

Program success will be measured by the number of students completing training certifications; CP, TC, and AAS degrees; entering the workforce or transfer into a BAS degree program. The Alliance will compare past completion rates to the completion rates of students enrolled in the Alliance programs. Exact measures will be defined and formalized during the planning year. The Alliance members are exploring how to measure the success of special certifications, and it is likely that there will be a satisfaction survey or focus group to address the success of this aspect of the plan.

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.

Workforce Development Boards

The UAWA will serve seven of the nine Arkansas Workforce Development Regions including Central, North Central, Western, Eastern, West Central, Southwest, and Southeast. Letters of commitment from each Workforce Development Board are attached. At least one representative from each local board will attend the workforce symposiums held during the planning phase and hold a standing position on the Alliance advisory board. The Workforce Development Boards will help strengthen the direction of this project to provide regional and state training needs. The local Workforce Centers will help with recruitment of participants to enter the program. They will also advise students on other available social services in their area.

Partner Colleges

Each institution will provide training in their local areas using existing programs. Training will also be provided using the mobile units and existing faculty. Institutions will be the lead in developing the partnerships and training opportunities as well as the tracking system. Institutions will provide participants with academic advising, career counseling, tutoring services, and information on available financial aid.

Industry

Industry partners will provide their expertise in multiple training areas as well as recommendations for training and equipment needs. Industry partners will serve on local and UAWA advisory boards. Industry partners will also help recruit participants into the program. They will work with the local community college to develop industry specific training for the area.

The UAWA will serve seven of the nine Arkansas Workforce Development Regions

High Schools

High schools will help identify students who are interested in welding and work with local institutions to develop the seamless flow for students wishing to continue their education. They will assist with curriculum development to assure high school as well as college standards are met. The Alliance partners will work with area high schools and career centers to develop concurrent and articulated courses.

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.

Personnel Expenses

The UAWA Governing Board will oversee the project budget. A budget of \$10,000 is requested to reimburse salary for fiscal accountability and support personnel.

Travel and Meeting Expenses

A budget of \$37,500 (\$18,650 for lodging and \$18,850 for meals) for two symposium meetings with approximately fifty participants is requested. Eligible costs will include lodging and meals for industry representatives, college partners, faculty, high school leadership, workforce board representatives, and state agency staff. These meeting will be for planning purposes as stated on page 7, Relying on Industry Input. Alliance Colleges will conduct at least two local advisory meeting to solicit input from industry partners for a total cost of \$10,000. Travel costs for personnel of the Alliance colleges to visit local high schools to coordinate training and disseminate promotional materials will be a total of \$5,500. Alliance Colleges will hold two planning meeting in a central location with travel expenses totaling \$3,000. A total of \$56,000 is budgeted for travel and meeting expenses.

Materials/Supplies Expenses

Materials and supplies for curriculum development meetings will total \$5,000.

Publications and Documentation

Promotional materials for local workforce centers, high schools, and newspapers is budgeted at \$10,000 for all five colleges.

Consultant Services

A total of \$19,000 is requested for a consulting service to develop a statewide marketing strategy and branding materials, etc.

A budget of \$100,000 is requested for the UAWA project.

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	\$10,000.00
2. Travel	\$18,500.00
3. Other (Explain Below)	\$37,500.00
Meals and Lodging for Meetings	
TOTAL PARTNER PARTICIPANT COSTS	\$66,000.00

B. Other Direct Costs

1. Materials and Supplies	\$5,000.00
2. Publication Costs/Documentation/Dissemination	\$10,000.00
3. Consultant Services	\$19,000.00
4. Other (Explain Below)	\$0.00
Briefly Explain Other Costs	
TOTAL OTHER DIRECT COSTS	\$34,000.00

C. TOTAL DIRECT COSTS

	\$100,000.00
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SUBMIT BY SEPTEMBER 1, 2015Email to ADHE.Workforce.Grant@adhe.edu*Applications that are received without an Intent Form (Due August 1) will not be accepted.***PLANNING GRANT SCORING RUBRIC**

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

**University of Arkansas Workforce Alliance
Partner Letter List**

Industry

Amerimax Coated Products, Helena, AR
Ash Grove Cement, Foreman, AR
Bad Boy Mowers, Batesville, AR
BPS, Inc., Helena, AR
Brentwood Industries, Hope, AR
Domtar, Ashdown, AR
Enviro Tech Chemical Services, Helena, AR
Georgia-Pacific Wood Products, Gurdon, AR
Husqvarna, Nashville, AR
Helena Industries, West Helena, AR
Hoffinger Industries, West Helena, AR
Kimberly-Clark Corporation, Maumelle, AR
Nabholz Construction, Conway, AR
NORAC Additives, Helena, AR
Prospect Steel Company, Little Rock, AR
United Initiators SPI, Inc., Helena, AR
Weyerhaeuser Lumber Mill, Dierks, AR
White River Health System, Batesville, AR
Wonder State Box, Conway, AR

**University of Arkansas Workforce Alliance
Partner Letter List**

Chancellors

Chancellor Dr. Keith Pinchback, UA Phillips
Chancellor Dr. Larry Davis, UACC Morrilton
Chancellor Dr. Steve Cole, UA Cossatot
Chancellor Mr. Chris Thomason, UACC Hope
Chancellor Ms. Deborah Frazier, UACC Batesville

**University of Arkansas Workforce Alliance
Partner Letter List**

Public Schools

Barton High School, Barton, AR
DeSoto School, West Helena, AR
Dierks Public Schools, Dierks, AR
Hope Public Schools, Hope, AR
Horatio Public Schools, Horatio, AR
KIPP: Delta Public Schools. Helena-West Helena, AR
Marvell - Elaine Public Schools, Marvell, AR
Marvell Academy, Marvell, AR
Prescott High School, Prescott, AR
South Conway County School District, Morrilton, AR
Southside School, Batesville, AR
Spring Hill School District, Hope, AR
Stuttgart School District, Stuttgart, AR
Wonderview School District, Hattiesville, AR

**University of Arkansas Workforce Alliance
Partner Letter List**

Career Centers, Workforce Boards & Economic Development

PCCUA Career & Technical Center

UA Cossatot Secondary Career Center

Conway County Economic Development Corporation, Morrilton

Southeast AR Economic Development District, Pine Bluff

Southwest AR Workforce Development Board, Magnolia

West Central AR Workforce Development Area, Hot Springs

White River Planning & Development District, Batesville

Workforce Investment Board of Eastern AR, West Memphis



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August 21, 2015

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

Re: University of Arkansas Workforce Alliance Proposal

Dear Regional Workforce Grant Committee:

The University of Arkansas Community College at Morrilton has partnered with the four University of Arkansas community colleges to form the University of Arkansas Workforce Alliance (UAWA) to address workforce needs. The Workforce Initiative Act of 2015's Regional Workforce Grant program presented a unique opportunity for this Alliance to meet a welding need in the state. Communities and industries will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

UACCM looks forward to collaborating with local industry, public schools, and local workforce centers in developing short-term career and technical training as well as college degree programs to meet industry needs. Finding skilled workers with a good work ethic is a challenge for all industries. The proposed welding pathway will provide skilled workers that will meet different levels of educational and training needs. UAWA's intent is to share resources, instructors, and best practices to be responsive to industry needs state wide.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies. More individuals will gain access to education that will provide the most relevant skills and proper career placement.

Sincerely,

A handwritten signature in black ink that reads 'Larry Davis'. The signature is written in a cursive, flowing style.

Dr. Larry Davis, Chancellor



August 27, 2015

To Whom It May Concern:

We wish to strongly express our support and involvement in the Workforce Alliance composed of the five colleges within the University of Arkansas System. The intent of the Alliance is to share resources, instructors, best practices, and redefine delivery of certificates and degrees offered by the institutions. In doing so, we will improve our responsiveness to industry needs and assist workers and students with work readiness and employment services.

We believe this consortium of educators share similar challenges and opportunities in developing a workforce that support a strong economy. Through sharing and collaboration, the institution(s) can better identify the workforce needs of the state and work toward meeting these needs. The focus of the Alliance is to provide an exceptional training model based on industry input that matches industry employment needs with partner school graduates.

The University of Arkansas -Hope and Texarkana serves the southwest Arkansas population. We believe partnerships are key in providing opportunity for the residents of the communities we serve especially in an environment of limited resources. We partner with area school districts on a number of initiatives, including concurrent credit programs and our College Preparatory Academy. The Southwest Arkansas Educational Cooperative is located on our campus. We believe in and are committed to strong partnerships. The aforementioned Workforce Alliance is another partnership opportunity to complement our mission well.

Again, please accept our strong endorsement for this project as a direct means to bring resources together and serve our industry partners well. If we may provide any additional information, please contact me.

Truly yours,

Chris Thomason
Chancellor

your letter to the future



August 24, 2015

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

Dear Arkansas Department of Higher Education and State Workforce Development Partners,

I am pleased to provide this letter of support on behalf of the University of Arkansas Workforce Alliance's application to the Workforce Initiative Act of 2015 Regional Workforce Grant Program. As the chancellor of the University of Arkansas Community College at Batesville (UACCB), I whole-heartily endorse the efforts created through the collaborative network of the five sister institutions of the University of Arkansas System.

As Arkansas continues to find opportunities to develop a skilled workforce, the University of Arkansas Workforce Alliance (UAWA) demonstrates with this grant application the synergy that can be created when broad partnerships are developed. The UAWA seeks to accomplish the goals of the grant by leveraging and expanding their collective partnerships with business and industry, public school systems and local Workforce Development Boards.

The University of Arkansas Community College at Batesville fully supports the University of Arkansas Workforce Alliance and the application for a planning grant to determine statewide skills gaps and methods to address those gaps. Henry Ford made this observation, "if everyone is moving forward together, then success takes care of itself." It is the desire of UACCB to promote economic prosperity for Arkansas and agrees that committed partners are essential to ensuring the success of this project. UACCB is such partner.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Deborah J. Frazier'.

Ms. Deborah J. Frazier
Chancellor

University of Arkansas Community College at Batesville

P.O. Box 3350 / Batesville, Arkansas 72503-3350 / 870-612-2000 / Fax 870-793-4988
UACCB is an equal opportunity/affirmative action institution.

processes, and practices which are industry driven. This will result in a stronger school to work pathway.

Focusing on the welding pathway through the UAWA provides a foundation for the development of other pathways within the Alliance. This is an efficient use of funds, time, human resources, equipment, and services.

Please feel free to contact me if you would like to discuss PCCUA's role as a member of the University of Arkansas Workforce Alliance college or the Workforce Initiative Act of 2015 grant application.

Sincerely,



Dr. Keith Pinchback
PCCUA
P.O. Box 785
Helena-West Helena, AR 72342
870-338-6474, Ext. 1233
pinchback@pccua.edu





August 18, 2015

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

WORKFORCE INITIATIVE ACT OF 2015 GRANT

Dear Members of the Grant Review Team:

Phillips Community College has partnered with the four University of Arkansas community colleges to form the University of Arkansas Workforce Alliance (UAWA). This unique UAWA partnership among the U of A colleges and industry began in response to welding industry requests for more welders in the state. System colleges recognized that individually they could not respond and meet industry needs. However, through the collective work of the Alliance, the colleges could address the supply for trained welders in several Workforce regions. Because the System colleges share some of the same processes, procedures, and purchasing policies it seemed logical that as a group the colleges could share more. After two long planning sessions, the group decided to form an alliance which became UAWA. There have been four more planning meetings hosted by each member college in preparation for this grant application. The Alliance has identified welding as the most critical need for development. A strong guided pathway in welding will result in more students entering the workforce in higher paying jobs. This can have a dramatic impact on the quality of their lives. Just as critical to the Alliance colleges is the collaboration with industry to respond to their needs. Industry representatives have identified specific readiness skills which they believe must be integrated into the curriculum (applied math, blueprint reading, writing skills).

PCCUA is fully committed to the University of Arkansas Workforce Alliance and to the Workforce Initiative Act grant application submitted. If the planning grant is funded, it will allow the Alliance to develop the welding pathway and encourage colleges to share resources,



183 College Drive • De Queen, AR 71832 • 870.584.4471 • 800.844.4471 • www.cccua.edu

August 19, 2015

Re: Workforce Planning Grant

Dear Sirs:

On behalf of UA Cossatot, I am pleased to submit this letter of commitment to the University of Arkansas Workforce Alliance Grant. Our college is committed to training highly skilled workers for businesses and industries in our area.

I look forward to offering any insights and recommendations to meet the needs and better coordination of workforce training, worker demand, and program referral to create economic efficiencies that will result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

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

Dr. Steve Cole
Chancellor

SC:jj

Letter of Commitment

August 19, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. I have actively partnered with UA Cossatot for many years and the proposed project represents an opportunity for us to recruit highly skilled workers. I look forward to offering my insights and recommendations to meet the needs of UA Cossatot faculty, students, and the other industry partners who will eventually employ these students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

A handwritten signature in black ink, appearing to read "Julie Rhodes", with a stylized, cursive script.

Julie Rhodes

UA Cossatot SCC Director



August 17, 2015

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

Dear Members of the Review Team

I submit this letter on behalf of the Phillips Community College Career and Technical Center in support of the University of Arkansas Workforce Alliance. Our center provides skill and technical education to six school districts in Phillips and Arkansas County. We currently offer programs of study in Advanced Manufacturing, Argribusiness Systems, Computer Engineering, Criminal Justice, Education & Training, Health Science, Horticulture, Renewable Energy and Welding. The goals of the University of Arkansas Workforce Alliance mirror the vision set forth by the Arkansas Department of Career Education in creating and cultivating partnerships between skill training programs and the local employers. The center, along with its staff and faculty, are fully committed to supporting the efforts of the alliance in preparing our students for careers or continuing their education beyond high school. In particular, we are in position to modify curriculum, advise students and provide a meeting place for employers and potential employees to engage in pre-employment discussions.

Sincerely,

A handwritten signature in black ink, appearing to read 'a. j. germany', is written over a dark, rectangular background.

Aaron J. Germany, M.P.A
Career and Technical Center Director
Phillips Community College of the University of Arkansas
P.O. Box 785
Helena, AR 72342
agermany@pccua.edu
(870) 338-6474 ext. 1057



Conway County
Economic Development Corporation

Board of Directors

Barry McKuin, Chair
Paul Zimmerman
Jennifer Johnson
Mike Dunaway
Fred Briggler
Rich Moellers
Charles Penick
Ryan Hendrix
Jerry L. Smith
Dr. Larry Davis
Bill Brice
Billy Joe Canady
Judge Jimmy Hart
Mayor Allen Lipsmeyer

August 26, 2015

To Whom It May Concern:

This is a letter of support for the University of Arkansas at Morrilton collaborative grant application with the University of Arkansas Workforce Alliance (UAWA) for funding through the 2015 Regional Workforce Grant Program.

Our region will benefit but so will the State as a whole. To meet industry needs and assist workers and students across the state with work readiness and employment, the Alliance will share resources, instructors, best practices, and redefine the delivery of certificates and degrees offered by each of the institutions.

I hope you will consider providing full funding for this important project.

Sincerely,

Jerry L. Smith
President and CEO



White River Planning & Development District, Inc.

(870) 793-5233 P.O. Box 2396 Batesville, Arkansas 72503-2396
Van C. Thomas – Executive Director
Fax (870) 793-4035

August 24, 2015

Re: University of Arkansas Workforce Alliance Planning Proposal

Dear Arkansas Department of Higher Education:

I am pleased to submit this letter of commitment on behalf of the North Central Arkansas Workforce Development Board to act as a partner with the University of Arkansas Workforce Alliance. Communities and industries will greatly benefit from a strengthened elementary to high school to post-secondary to industry connection in educating current and future workforce pools.

The vision of the One-Stop Centers under WIOA is quality-focused, employer-driven, customer-centered, and tailored to meet the needs of regional economies. The North Central Arkansas Workforce Development Board looks forward to offering their insights and recommendations while working with local industry, the UA Alliance colleges, and public schools in the development of short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in industry today. The proposed University of Arkansas Workforce Alliance program will provide skilled workers who possess different levels of education and training.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies. This coordination will result in more individuals accessing the education that provides the most relevant skills and credentials necessary to secure and advance in employment with family-sustaining wages.

Best regards,

A handwritten signature in black ink, appearing to be 'Van C. Thomas', written over a horizontal line.

Van Thomas, Executive Director
White River Planning and Development District

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

Letter of Commitment

August 18, 2015

Re: University of Arkansas Workforce Alliance Planning Proposal

Dear Arkansas Department of Higher Education:

I am pleased to submit this letter of commitment on behalf of the West Central Arkansas Workforce Development Board to act as a partner with the University of Arkansas Community College at Morrilton. Communities and industries will greatly benefit from a strengthened elementary to high school to post-secondary to industry connection in educating current and future workforce pools.

The vision of the One-Stop Centers under WIOA is quality-focused, employer-driven, customer-centered, and tailored to meet the needs of regional economies. The West Central Arkansas Workforce Development Board looks forward to offering their insights and recommendations while working with local industry, UACC Morrilton, and public schools in the development of short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in industry today. The proposed Workforce Strong in Central Arkansas program will provide skilled workers who possess different levels of education and training.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies. This coordination will result in more individuals accessing the education that provides the most relevant skills and credentials necessary to secure and advance in employment with family-sustaining wages.

Best regards,



Marvin Gerlach, Chair
West Central Arkansas Workforce Development Board

SOUTHWEST ARKANSAS WORKFORCE DEVELOPMENT BOARD

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

August 28, 2015

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

Dear Director Powell,

I am pleased to submit this letter of commitment on behalf of the Southwest Arkansas Workforce Development Board and Arkansas Workforce Centers to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. We have actively partnered with UA Cossatot for many years and the proposed project represents an opportunity for highly skilled workers to be recruited to the area to meet the needs of employers.

We will assist in outreach, intake, screening, individual case management, linkage with colleges for individual educational plans, individual employment plans, and career coaching activities. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Sincerely,



Gina Frederick
Southwest Arkansas Workforce Development Staff

Cc: Tammy Coleman, Director
UA-Cossatot



SOUTHEAST ARKANSAS ECONOMIC DEVELOPMENT DISTRICT, INC.

P.O. BOX 6806, PINE BLUFF, ARKANSAS 71611 TELEPHONE 870/536-1971 FAX 870/536-7718

August 31, 2015

Re: The University of Arkansas Workforce Alliance Planning Proposal

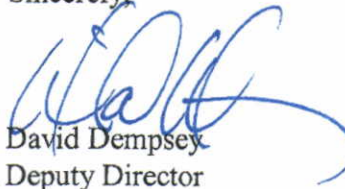
To Whom It Might Concern:

On behalf of the Southeast Arkansas Workforce Development Board, I would like to take this opportunity to submit this letter of support and commitment for the University of Arkansas Workforce Alliance Planning Proposal. The Board will work with and serve as a partner to the colleges. We believe this grant will lead to more opportunities for our clients and provide an enormous benefit to local industries.

The vision of the Workforce Innovation and Opportunities Act is employer driven, customer centered, quality focused training tailored to the needs of regional labor markets. We look forward to working closely with all partners to develop and implement programs which lead to credentialing and employment, providing family sustaining wages.

Should you have any questions or comments, please contact me at your earliest convenience.

Sincerely,



David Dempsey
Deputy Director

COUNTIES: ARKANSAS ■ ASHLEY ■ BRADLEY ■ CHICOT ■ CLEVELAND ■ DESHA ■ DREW ■ GRANT ■ JEFFERSON ■ LINCOLN
Gene Yarbrough, President ■ Kemp Nall, 1st Vice President ■ Dutch King, 2nd Vice President ■ Gary Spears, Secretary
Dorothy Henderson, Assistant Secretary ■ JoAnne H. Bush, Treasurer ■ Glenn E. Bell, Executive Director

EQUAL OPPORTUNITY EMPLOYER

Workforce Investment Board *of Eastern Arkansas*

P.O. Box 1388
West Memphis, AR 72303

Telephone: 870.733.0601
Fax: 870.735.0618
www.thewib.org

August 28, 2015

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

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Committee:

The Workforce Investment Board of Eastern Arkansas supports the submission of a proposal by the University of Arkansas Workforce Alliance. Phillips Community College of the University of Arkansas is part of this workforce development region. The main focus of the Alliance proposal is to develop the welding. Welding is a high demand and high paying job and there is a great need for certified welders in Arkansas. The Workforce Investment Area will participate in the development and planning of the welding pathway by providing input and assistance to the Alliance and especially to PCCUA.

The Workforce Investment Board of Eastern Arkansas can also provide much needed input about industry needs and workforce readiness skills necessary for job placement and retention.

Sincerely,



Dave Brady, Executive Director
Eastern Arkansas Workforce Investment Area
300 Service Road West
Suite 4 [PO Box 1388 (72303)]
West Memphis, AR 72301
dave@thewib.org
870-733-0601 ext.126
Fax: 870-735-0618

Letter of Commitment

August 28, 2015

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

Re: University of Arkansas Workforce Alliance Planning Proposal

Dear Regional Workforce Grant Committee:

I am pleased to submit this letter of commitment on behalf of Wonder State Box to act as a partner with the University of Arkansas Community College at Morrilton and the University of Arkansas Workforce Alliance. Communities and industries will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of my industry, local community colleges, and public school partners in developing short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in the industry. The proposed Workforce Strong in Central Arkansas program will provide these skilled workers that will meet different levels of educational and training needs.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,



Bradly S Tabor
General Manager
Wonder State Box
Industry Partner

August 24, 2015

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

Dear Arkansas Department of Higher Education and State Workforce Development Partners,

I am pleased to provide this letter of support on behalf of the University of Arkansas Workforce Alliance's application to the Workforce Initiative Act of 2015 Regional Workforce Grant Program. As the Chief Executive Officer of White River Health System (WRHS), I feel it is important to work together to develop a long term plan for training to provide a skilled workforce for current and future employers. The opportunity to involve statewide secondary schools and business and industry for the purpose of identifying skills gaps will improve the foundation for employment opportunities. A more skilled workforce will be stronger and ensures economic prosperity for our state.

WRHS is an acute care, multi-facility, not-for-profit regional referral center servicing nine counties in north central Arkansas: Fulton, Independence, Izard, Jackson, Sharp, Stone and parts of Cleburne, Lawrence and Van Buren counties. WRHS provides health care to a broad area, thus it is vital to our interest to identify skills necessary to maintain a highly-skilled workforce.

WRHS is committed to providing expertise in curriculum design, continued feedback through advisory board participation and preference to program graduates during the employment process. We fully support UA Workforce Alliance for its application for a planning grant to determine workforce needs. We are committed to assisting UA Workforce Alliance and all partners in ensuring the success of this project.

Sincerely,



Mr. Gary Bebow
Chief Executive Officer
White River Health System

PO Box 38
Dierks, AR 71833

August 24, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of Weyerhaeuser Dierks Lumber to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. My company has actively partnered with UA Cossatot for many years and the proposed project represents an opportunity for us to recruit highly skilled workers. I look forward to offering my insights and recommendations to meet the needs of UA Cossatot faculty, students, and the other industry partners who will eventually employ these students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

WEYERHAEUSER COMPANY

Lilly Bell-Johnson

Human Resource Generalist
Dierks Lumber / Idabel Lumber

Office: 870-286-4223

334 Phillips 311 Road
Industrial Park Road
Helena, Arkansas 72342-9033

Customer Service: (800) 786-6722
Customer Service Fax: (800) 987-0845
Phone: (870) 572-2935
Fax: (870) 572-1416

August 17, 2015

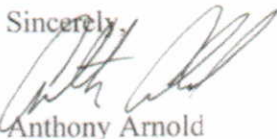
Workforce Initiative Act Grant Review Committee
Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

United Initiators SPI, Inc. commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. United Initiators will serve in an advisory capacity providing information about work readiness and industry training needs. United Initiators does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to United Initiators SPI, Inc.

Sincerely,

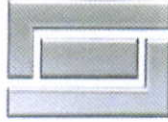


Anthony Arnold
United Initiators SPI, Inc.
334 Phillips 311 Rd
Helena, AR 72342
572-2935
(870) 572-2935
<http://www.united-initiators.com/>



PROSPECT STEEL COMPANY

A Division of Lexicon, Inc



Telephone (501) 490-2300
Fax (501) 490-0022
www.prospectsteel.com

PO Box 16390
Little Rock, AR 72231

Letter of Commitment

August 24, 2015

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

Re: University of Arkansas Workforce Alliance Planning Proposal

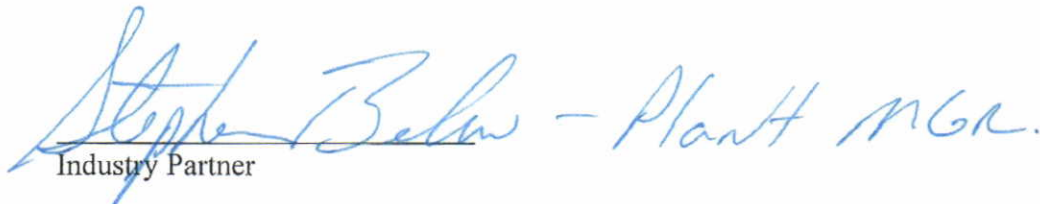
Dear Regional Workforce Grant Committee:

I am pleased to submit this letter of commitment on behalf of Prospect Steel to act as a partner with the University of Arkansas Community College at Morrilton. Communities and industries will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of my industry, local community colleges, and public school partners in developing short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in the industry. The proposed Workforce Strong in Central Arkansas program will provide these skilled workers that will meet different levels of educational and training needs.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best Regards,

 - Plant MGR.
Industry Partner

Prospect Steel Company, 8900 Fourche Dam Pike, Little Rock, AR 72206





Norac, Inc
360 Phillips 311 Road
Industrial Park Road
Helena, Arkansas 72342-9633

Customer Service: (888) 786-6722
Customer Service Fax: (870) 572-4650
Phone: (870) 572-9061
Fax: (870) 572-4689

August 17, 2015

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

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

NORAC Additives commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. NORAC will serve in an advisory capacity providing information about work readiness and industry training needs. NORAC does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to NORAC.

Sincerely,

A handwritten signature in black ink, appearing to read 'Len Walp', written over a horizontal line.

Len Walp, Manager of Industrial Operations
NORAC
360 Phillips 311 Rd Helena, AR 72342
(870) 572-9061
<http://www.norac.com>



August 20, 2015

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

Re: University of Arkansas Workforce Alliance Planning Proposal

Dear Regional Workforce Grant Committee:

I am pleased to submit this letter of commitment on behalf of Nabholz Construction to act as a partner with the University of Arkansas Community College at Morrilton and the University of Arkansas Workforce Alliance. Communities and industries will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of my industry, local community colleges, and public school partners in developing short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in the industry. The proposed Workforce Strong in Central Arkansas program will provide these skilled workers that will meet different levels of educational and training needs.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

Shannon Dupree, Learning Director
Nabholz Construction

Letter of Commitment

August 21, 2015

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

Re: University of Arkansas Workforce Alliance Planning Proposal

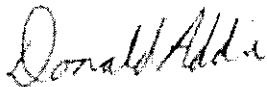
Dear Regional Workforce Grant Committee:

I am pleased to submit this letter of commitment on behalf of Kimberly-Clark Corporation Maumelle Facility to act as a partner with the University of Arkansas Community College at Morrilton and the University of Arkansas Workforce Alliance. Communities and industries will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of my industry, local community colleges, and public school partners in developing short-term career and technical training as well as college degree programs. Finding skilled workers with a good work ethic is a challenge in the industry. The proposed Workforce Strong in Central Arkansas program will provide these skilled workers that will meet different levels of educational and training needs.

Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,



Donald Addie
Industry Partner



August 17, 2015

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

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

Hoffinger Industries, Inc. commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. Hoffinger Industries will serve in an advisory capacity providing information about work readiness and industry training needs. Hoffinger Industries does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to Hoffinger Industries.

Sincerely,

A handwritten signature in black ink, appearing to read 'Doug Hollowell', is written over the word 'Sincerely,'.

Doug Hollowell, Owner/CEO
Hoffinger Industries, Inc
315 North Sebastian
West Helena, AR 72390--2417



HELENA INDUSTRIES, INC.

P.O. Box 2338
West Helena, AR 72390
Phone: (870) 572-3434

August 17, 2015

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

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

Helena Industries, Inc. commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. Helena Industries will serve in an advisory capacity providing information about work readiness and industry training needs. Helena Industries does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to Helena Industries.

Sincerely,

David Monk, Plant Manager
Helena Industries, Inc
P.O. Box 2338
West Helena, AR 72390 2417
(870) 572-3434



August 27, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Husqvarna to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. My company has actively partnered with UA Cossatot for many years and the proposed project represents an opportunity for us to recruit highly skilled workers. I look forward to offering my insights and recommendations to meet the needs of UA Cossatot faculty, students, and the other industry partners who will eventually employ these students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

A handwritten signature in blue ink, appearing to read 'Joe A. Wilson', with a stylized flourish at the end.

Joe A. Wilson

Human Resources Director



Georgia Pacific
Wood Products South LLC
#1 GP Lane
Gurdon, AR 71743
Phone (870) 353-4474

August 19, 2015

Re: Regional Workforce Planning Grant Partnership

To Whom It May Concern:

I am pleased to submit this letter of commitment for the Workforce Initiative Act Regional Workforce Grant on behalf of Georgia Pacific, LLC to act as an employer partner to the University of Arkansas at Hope & Texarkana and the University of Arkansas Workforce Alliance. One of our goals is to strengthen our workforce by encouraging and preparing high school students, incumbent workers, and unemployed individuals for careers that will benefit the manufacturing sector.

With many of our experienced employees retiring from the field, it is important to replace the knowledge and skills with individuals who are ready and willing to help our company prosper. I look forward to offering my insights and recommendations to meet the needs of my company, our local high schools, and the College. Increased coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education and training that will provide the most relevant skills and proper career placement.

Sincerely,

A handwritten signature in black ink that reads "Janye Bell". The signature is fluid and cursive, with the first name "Janye" being more prominent than the last name "Bell".

Janye Bell
Learning and Talent Development Specialist
Georgia Pacific, LLC

August 17, 2015

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

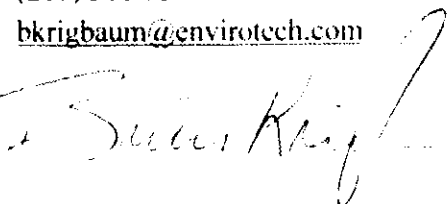
Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

EnviroTech Chemical Services, Inc. commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. EnviroTech will serve in an advisory capacity providing information about work readiness and industry training needs. EnviroTech does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to EnviroTech Chemical Services, Inc.

Sincerely,

Brian Krigbaum, General Manager
Enviro Tech Chemical Services, Inc.
49 Phillips 311 Helena, AR 72342
(209) 581-9576
bkrigbaum@envirotech.com

A handwritten signature in black ink, appearing to read "Brian Krigbaum", written over the printed name and email address.



Domtar
Ashdown Mill
285 Highway 71 South
Ashdown, AR 71822
Tel.: (870) 898-2711

August 28, 2015

RE: Workforce planning grant partnership

To Whom It May Concern:

I am pleased to submit this letter of support on behalf of Domtar's Ashdown Mill to partner with the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance.

Domtar has had a strong and active working relationship with UA Cossatot for many years, and the proposed project represents additional opportunities to recruit highly skilled workers to the region.

We look forward to offering insight and recommendations to meet the needs of UA Cossatot faculty, students, and the other industry partners who will be employing these students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the necessary education to provide the most relevant skills and proper career placement.

Your consideration of their timely grant request is appreciated.

Sincerely,

Tammy Waters
Manager, Communications & Govt. Relations



August 25, 2015

Re: Regional Workforce Planning Grant Partnership

To Whom It May Concern:

I am pleased to submit this letter of commitment for the Workforce Initiative Act Regional Workforce Grant on behalf of **Brentwood Industries, Inc.**, to act as an employer partner to the University of Arkansas at Hope & Texarkana and the University of Arkansas Workforce Alliance. One of our goals is to strengthen our workforce by encouraging and preparing high school students, incumbent workers, and unemployed individuals for careers that will benefit the manufacturing sector.

With many of our experienced employees retiring from the field, it is important to replace the knowledge and skills with individuals who are ready and willing to help our company prosper. I look forward to offering my insights and recommendations to meet the needs of my company, our local high schools, and the College. Increased coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education and training that will provide the most relevant skills and proper career placement.

Sincerely,

Jose Torres
Plant Manager
Hope Ar



TOLL-FREE (866) 622-3269
www.badboymowers.com

(870) 698-0090
102 Industrial Drive

FAX (870) 698-2123
Batesville, Arkansas 72501

August 27, 2015

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

Dear Arkansas Department of Higher Education and State Workforce Development Partners,

I am pleased to provide this letter of support on behalf of the University of Arkansas Workforce Alliance's application to the Workforce Initiative Act of 2015 Regional Workforce Grant Program. Our company, Bad Boy, Incorporated, has experienced rapid growth over the last few years, which has resulted in the need for more skilled labor.

As an organization, Bad Boy, Incorporated is investing in high-tech equipment to develop quality products that are distributed across the United States. We clearly understand the importance of collaboration and wish to work together to develop a long term plan that will provide a skilled workforce for manufacturing our products and train employees for the future. The opportunity to involve statewide secondary schools and business and industry for the purpose of identifying skills gaps will improve the foundation for employment in our region and across the state. A more skilled workforce in Arkansas will be a stronger workforce and ensures economic prosperity.

Bad Boy, Incorporated is committed to providing expertise in curriculum design, continued feedback through advisory board participation and preference to program graduates during the employment process. We fully support UA Workforce Alliance for its application for a planning grant to determine workforce needs. We are committed to assisting UA Workforce Alliance and all partners in ensuring the success of this project.

Sincerely

Mr. Scott Lancaster
General Counsel
Bad Boy, Incorporated

August 17, 2015

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

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

BPS, Inc. commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. BPS, Inc. will serve in an advisory capacity providing information about work readiness and industry training needs. BPS, Inc. does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to BPS, Inc.

Sincerely,



Steve Groves, Operations Manager
BPS, Inc.
28 Phillips 324 Helena, AR 72342
870-572-7771, ext. 108
esgroves@bps-inc.net



Letter of Commitment

August 19, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Ash Grove Cement Company to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. My company has actively partnered with UA Cossatot for many years and the proposed project represents an opportunity for us to recruit highly skilled workers. I look forward to offering my insights and recommendations to meet the needs of UA Cossatot faculty, students, and the other industry partners who will eventually employ these students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

A handwritten signature in black ink that reads "Clint Nelson". The signature is fluid and cursive, with a long horizontal line extending from the end.

Clint Nelson

Ash Grove Cement Company

Foreman Arkansas

August 17, 2015

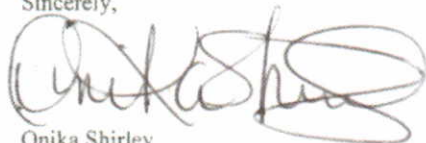
Workforce Initiative Act Grant Review Committee
Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Workforce Initiative Act of 2015 Grant

Dear Members of the Review Team:

Amerimax Coated Products commits to partnering with Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance in developing University of Arkansas system approach to addressing workforce needs in industry. Our company can serve in a variety of ways by giving industry tours to students, sharing workforce and industry needs, providing input into curriculum and instructional design. Amerimax will serve in an advisory capacity providing information about work readiness and industry training needs. Amerimax does recognize the need for regional collaboration and understands the importance of developing an alliance. Although the focus of the University of Arkansas Workforce Alliance is developing the welding pathway the alliance intends to develop pathways related fields which will be useful to Amerimax Coated Products.

Sincerely,



Onika Shirley
Amerimax Coated Products
215 Phillips 324 Rd Helena, AR 72342
870-572-5074
oshirley@amerimaxbl.com



Wonderview School District
Home of the Daredevils!

Wonderview School District
2436 Hwy. 95
Hattiesville, AR 72063

Letter of Commitment

August 13, 2015

Dear Arkansas Department of Higher Education:

Re: University of Arkansas Workforce Alliance Planning Proposal

I am pleased to submit this letter of commitment on behalf of Wonderview School District to act as a partner with the University of Arkansas Community College at Morrilton and the University of Arkansas Workforce Alliance. Students from our district will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of both my district, UACC Morrilton, and industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

Carroll Purtle, Superintendent
Wonderview School District

Stuttgart School District #22

2501 South Main Street

Stuttgart, AR 72160

870-674-1303



Mr. Nathan Gills
Superintendent

Board of Directors

Henry Newby
President

Napoleon Davis, Jr.
Vice President

Carla Gipson

Rita Cress

Dr. Chris Morgan

Tim Vose

Todd Barnes

August 26, 2015

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

Dear Members of the Review Team:

I submit this letter of commitment on behalf of the Stuttgart School District in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this district actively participate in Secondary Career Center programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. We look forward to offering our insights and recommendations to meet the needs of both my district, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. The Stuttgart School District will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,

A handwritten signature in dark ink, appearing to read "Nathan Gills". The signature is fluid and cursive.

Nathan Gills, Superintendent
Stuttgart School District
2501 S. Main St.
Stuttgart, AR 72160



SPRING HILL SCHOOL DISTRICT
633 HWY 355 WEST
HOPE, AR 71801

Angie Raney, Superintendent
Office #870-777-8236
FAX #870-777-9200
E-Mail: angie.raney@springhill.k12.ar.us

Letter of Commitment

August 18, 2015

Re: Workforce Planning Grant Partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Spring Hill School District to act as a partner to the University of Arkansas Hope Texarkana and the University of Arkansas Workforce Alliance. Students from this district actively participate in Concurrent Credit general education and technical programs offered by UAHT and will greatly benefit from the pathways this will create. I look forward to participating in this program in order to meet the needs of both my district and the industry partners who will eventually employ our students. A coordinated state wide effort will improve our ability to meet the workforce training needs in secondary and post-secondary training and create economic efficiencies resulting in more students accessing the education needed.

Best regards,

Angie Raney
Superintendent, Spring Hill Schools



Southside School

70 Scott Drive
Batesville, AR 72501

Phone: 870-251-2341
Fax: 870-251-3316

<http://southsideschools.org>

A caring community of learners.

August 24, 2015

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

Dear Arkansas Department of Higher Education and State Workforce Development Partners,

I am pleased to provide this letter of support on behalf of the University of Arkansas Workforce Alliance's application to the Workforce Initiative Act of 2015 Regional Workforce Grant Program. Henry Ford said, "Coming together is a beginning, staying together is progress, and working together is success." Southside School District is no stranger to Mr. Ford's model of success. Many innovative ideas have been launched as a result of the school district's collaboration with various partners.

In this "flat" environment, Southside graduates compete with graduates not only from other states, but Japan, India, and France. All school districts must take advantage of every opportunity to discuss workforce skills with the various stakeholders. Districts must participate in these dialogs and assist students in living a "productive and purposeful life." In addition, it is the district's duty to "create an environment so that all learners can achieve." Helen Keller stated, "Alone we can do so little; together we can do so much."

Clearly, Southside School District understands the importance of collaboration and wishes to work together to develop a long term plan that will provide a skilled workforce and train employees for the future. The opportunity to involve statewide secondary schools and business and industry for the purpose of identifying skills gaps will improve the foundation for employment in our region and across the state. A more skilled workforce creates a better Arkansas and ensures economic prosperity for all.

Southside School District is committed to providing expertise through various methods of engagement. We fully support UA Workforce Alliance for its application for a planning grant to determine workforce needs. We are committed to assisting UA Workforce Alliance and all partners in ensuring the development of a "pipeline" of skilled workers that will move Arkansas' economy forward.

Sincerely,

Mr. Roger Rich
Superintendent
Southside School District



South Conway County School District
100 Baramore Street
Morrilton, AR 72110

Letter of Commitment

August 13, 2015

Dear Arkansas Department of Higher Education:

Re: University of Arkansas Workforce Alliance Planning Proposal

I am pleased to submit this letter of commitment on behalf of South Conway County School District to act as a partner with the University of Arkansas Community College at Morrilton and the University of Arkansas Workforce Alliance. Students from our district will greatly benefit from a strengthened high school to post-secondary to industry connection in educating current and future workforce pools.

I look forward to offering my insights and recommendations to meet the needs of both my district, UACC Morrilton, and industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Best regards,

A handwritten signature in blue ink, appearing to read "Shawn Hallbrook", is written over the printed name.

Shawn Hallbrook, Superintendent
South Conway County School District



Letter of Commitment

August 20, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Prescott School District to act as a partner to the University of Arkansas Community College at Hope and the University of Arkansas Workforce Alliance. Students from this district actively participate in Concurrent Credit general education and technical programs offered by UACCH and will greatly benefit from the pathways this will create. I look forward to participating in this program in order to meet the needs of both my district and the industry partners who will eventually employ our students. A coordinated state wide effort will improve our ability to meet the workforce training needs in secondary and post-secondary training and create economic efficiencies resulting in more students accessing the education needed.

Best regards,

Robert Poole

Superintendent, Prescott Schools

Marvell Academy

645 Highway 243 North • P.O. Box 277 • Marvell, Arkansas 72366 • (870) 829-2931

Herman Coats, Headmaster

August 12, 2015

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

Dear Members of the Review Team

I submit this letter of commitment on behalf of the Marvell Academy in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this district actively participate in concurrent enrollment programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of both my district, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. The Marvell Academy will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,

Herman Coats

Mr. Herman Coats, Headmaster
Marvell Academy
645 243 North
Marvell, AR 72366

MARVELL - ELAINE PUBLIC SCHOOLS

P.O. BOX 1870
MARVELL, ARKANSAS 72366
870-829-2101

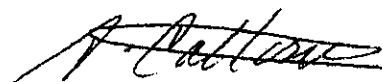
August 12, 2015

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

Dear Members of the Review Team

I submit this letter of commitment on behalf of the Marvel-Elaine School District in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this district actively participate in Secondary Career Center programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of both my district, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. The Marvel-Elaine School District will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,



Dr. Joyce Cottoms, Superintendent
Marvell-Elaine School District
203 North Pine Street
Marvell, AR 72366



KIPP: DELTA

PUBLIC SCHOOLS

415 Ohio Street
Helena-West Helena
Arkansas, 72342

Phone: 870.753.9035
Fax: 870.753.9440

www.kippdelta.org

August 12, 2015

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

Dear Members of the Review Team,

I submit this letter of commitment on behalf of KIPP Delta Public Schools in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this school system actively participate in Secondary Career Center programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of our schools, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. KIPP Delta Public Schools administration and faculty will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,

Scott Shirey
Executive Director

**KIPP DELTA
COMMUNITIES**

HELENA-WEST
HELENA

BLYTHEVILLE

FORREST CITY

Horatio Public Schools

Office of Superintendent
PO Box 435 Horatio, Arkansas 71842 • (870) 832-1940 • Fax (870) 872-4665
www.horatiohools.org

July 13, 2015

Re: Workforce planning grant partnership

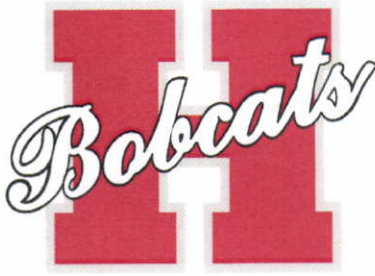
Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Horatio School District to act as a partner to the University of Arkansas, Cossatot and the University of Arkansas Workforce Alliance. Students from this district actively participate in programs offered by UA Cossatot and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of both my district, UA Cossatot, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement.

Sincerely,



Lee Smith, Superintendent
Horatio Public Schools



Hope Public Schools
117 East Second St.
Hope AR 71801
(870) 722-2700
Fax (870) 777-4087

Letter of Commitment

August 18, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Hope School District to act as a partner to the University of Arkansas Hope Texarkana and the University of Arkansas Workforce Alliance. Students from this district actively participate in Concurrent Credit general education and technical programs offered by UAHT and will greatly benefit from the pathways this will create. I look forward to participating in this program in order to meet the needs of both my district and the industry partners who will eventually employ our students. A coordinated state wide effort will improve our ability to meet the workforce training needs in secondary and post-secondary training and create economic efficiencies resulting in more students accessing the education needed.

Best regards,

Bobby Hart
Superintendent, Hope Schools

Dierks Public Schools

800 & 900 Old Hwy. 70 West

Dierks, AR 71833

PH. (870) 286-2191

Fax (870) 286-2450



Holly Cothren, Superintendent
holly.cothren@dierksschools.org

Jody Cowart, High School Principal
jody.cowart@dierksschools.org

Karla Byrne, Elementary Principal
karla.byrne@dierksschool.org

Letter of Commitment

July 13, 2015

Re: Workforce planning grant partnership

Dear Sirs:

I am pleased to submit this letter of commitment on behalf of the Dierks School District to act as a partner to the University of Arkansas, Cossatot and the South West Arkansas Community College Consortium. Students from this district actively participate in Secondary Career Center programs offered by UA Cossatot and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations for program alignment that will meet the needs of both my district, UA Cossatot, and the industry partners who will eventually employ our students.

Best regards,

A handwritten signature in cursive script that reads "Holly Cothren". The ink is dark and the signature is fluid.

Holly Cothren

Superintendent, Dierks Schools

De Soto School, Inc.

POST OFFICE BOX 2807

West Helena, Arkansas 72390

Mr. E.G. Morris, Headmaster
Mrs. Lyn Toney, Dean of Students

Phone: 870-572-6717
Fax: 870-572-9531

Accredited By
Mississippi Association of Independent Schools
Arkansas Non-Public School Accrediting Association

August 12, 2015

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

Dear Members of the Review Team

I submit this letter of commitment on behalf of the De Soto School, Inc in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this district actively participate in concurrent enrollment programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of both my district, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. The De Soto School, Inc will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,



Mr. E. G. Morris, Headmaster
De Soto School, Inc.
P.O. Box 2807
West Helena, AR 72390



BARTON-LEXA

School District

P.O. BOX 97

BARTON, AR 72312

Phone: 870-572-7294 Fax: 870-572-4713

August 12, 2015

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

Dear Members of the Review Team

I submit this letter of commitment on behalf of the Barton-Lexa School District in partnership with the Phillips Community College of the University of Arkansas and the University of Arkansas Workforce Alliance. Students from this district actively participate in Secondary Career Center programs offered by PCCUA and will greatly benefit from a strengthened high school to post-secondary to industry connection. I look forward to offering my insights and recommendations to meet the needs of both my district, PCCUA, and the industry partners who will eventually employ our students. Better coordination of workforce training needs, worker demand, and program referral will certainly create economic efficiencies and result in more students accessing the education that will provide the most relevant skills and proper career placement. The Barton-Lexa School District will actively engage in advising, developing curriculum, endorsing on site tours of industry for our student and helping develop positive relationships with industry.

Sincerely,

David Tollett, Superintendent
Barton-Lexa School District
9546 Hwy 85 South
Lexa, AR 72355