



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 at Monticello	
Title of Project:	Workforce Alliance of Southeast Arkansas	
Project Partners:	1. SEArk Economic Dev. District 6. Crossett Econ. Dev. Found. 2. Georgia-Pacific Crossett Paper 7. Crossett Chamber of Comm. 3. Plum Creek Timber Company 8. Dumas Chamber of Comm. 4. SAF-Holland, Inc. 9. McGehee Chamber of Comm. 5. Bradley County Economic Dev. Corp. 10. Crossett School District	
Requested Budget:	\$99,810.00	
Date Submitted:	August 28, 2015	
Applicant Contact:	Jay Jones, Interim Chancellor	
Applicant's Information:	Post Office Box 3596	
	Monticello, AR 71656P	
	870-460-1020	
	Email: jonesj@uamont.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 at Monticello	 Jay Jones		
Lead Institution	Authorized Official		
SEArk Economic Dev. District	See Attached Letter	Crossett Econ. Dev. . Found.	See Attached Letter
Partner	David Dempsey		Mike Smith
Georgia-Pacific Crossett Paper	Authorized Official	Partner	Authorized Official
Partner	See Attached Letter	Crossett Chamber of Comm.	See Attached Letter
Plum Creek Timber Company	Catherine Hillier		Pam Hipp
Partner	Authorized Official	Partner	Authorized Official
SAF-Holland, Inc.	See Attached Letter	Dumas Chamber of Comm.	See Attached Letter
Partner	Peter Remoy		Judy Day
Bradley County Economic Dev. Corp.	Authorized Official	Partner	Authorized Official
Partner	See Attached Letter	McGehee Chamber of Comm.	See Attached Letter
	Franklin Healey		Paula Mote
	Authorized Official	Partner	Authorized Official
	See Attached Letter	Crossett School District	See Attached Letter
	Donna Lawhon		Gary Williams
	Authorized Official	Partner	Authorized Official

Akin Industries	<i>See Attached Letter</i> Marilyn Patrick	Monticello School District	<i>See Attached Letter</i> Sandra Lanehart
Partner	Authorized Official	Partner	Authorized Official
AR Dept of Education	<i>See Attached Letter</i>	Drew Central School District (Monticello)	<i>See Attached Letter</i>
School Bus Trans Insp.	Andy Blackwell		Billy Williams
Partner	Authorized Official	Partner	Authorized Official
Clearwater Paper	<i>See Attached Letter</i>	SEArk Comm Based Educ Educ Center (SEACBEC)	<i>See Attached Letter</i>
Pulp & Paperboard	Chris Davis		Jonalyn Reep
Partner	Authorized Official	Partner	Authorized Official
	<i>See Attached Letter</i>	Star City School District	<i>See Attached Letter</i>
JB's Diesel Doctor	Jeremy Baptiste		Richard Montgomery, PhD
Partner	Authorized Official	Partner	Authorized Official
	<i>See Attached Letter</i>	UA Division of Agriculture Res. & Ext.	<i>See Attached Letter</i>
Summit Trucking	Curtis DeHart		Mark Cochran
Partner	Authorized Official	Partner	Authorized Official
Hamburg School District	<i>See Attached Letter</i>	UAM School of Forestry & Natural Resources	<i>See Attached Letter</i>
	Max Dyson		Philip A. Tappe
Partner	Authorized Official	Partner	Authorized Official
Hermitage Public Schools	<i>See Attached Letter</i>	Lake Village Chamber of Commerce	<i>See Attached Letter</i>
	Dr. Tracy Tucker		Kenneth R. Culpepper
Partner	Authorized Official	Partner	Authorized Official
McGehee School District	<i>See Attached Letter</i>	Hood Packaging Corporation	<i>See Attached Letter</i>
	Thomas Gathen		Kara Sawyer
Partner	Authorized Official	Partner	Authorized Official
Monticello Occupa. Education Center	<i>See Attached Letter</i>		
	Randy Lay		
Partner	Authorized Official		

Act 1131 of 2015

Regional Workforce Planning Grant Application

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

SECTION 1 – PROGRAM NEED

30 Points

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

Keep the following rubric in mind when completing this section:

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

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

SECTION 1 – PROGRAM NEED:

According to Labor Management Information published by Arkansas Department of Workforce Services, the Southeast Arkansas Local Workforce Investment Board region currently has “In Demand” occupations that include electromechanical and maintenance technicians, machinists, machine operators, and welders. These and other occupations are included in a variety of manufacturing industries in southeast Arkansas. Of utmost necessity to transporting goods to and from manufacturing plants are commercial truck drivers and occupations related to diesel engine repair and maintenance. Projections for the fastest growing industries and occupations also include the occupations cited above.

Projected Employment Opportunities List 2015-2016
Southeast Arkansas Workforce Investment Area

Occupational Information			Training Program Information	
SOC Code	Occupational Title	Annual Mean Wage ¹	CIP Code	CIP Title
11-1021	General and Operations Managers	\$87,850	31.0399 44.0401 52.0101 52.0201 52.0212 52.0701 52.0801 52.1101 52.1301	Parks, Recreation and Leisure Facilities Management, Other Public Administration Business/Commerce, General Business Administration and Management, General Retail Management Entrepreneurship/entrepreneurial Studies Finance, General International Business/Trade/Commerce Management Science
11-9141	Property, Real Estate, and Community Association Managers	\$46,180	04.1001 52.1501	Real Estate Development Real Estate
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	\$38,410	48.0505	Blasting/Blaster
49-9062	Medical Equipment Repairers	\$34,990	15.0401	Biomedical Technology/Technician
51-2023	Electromechanical Equipment Assemblers	\$33,260		NO MATCHING CIP
51-4041	Machinists	\$38,120	48.0501 48.0503	Machine Tool Technology/Machinist Machine Shop Technology/Assistant
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$28,630		NO MATCHING CIP
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$34,650	48.0501 48.0503	Machine Tool Technology/Machinist Machine Shop Technology/Assistant
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$34,890	48.0508	Welding Technology/Welder
51-8021	Stationary Engineers and Boiler Operators	\$45,100		NO MATCHING CIP
51-9191	Adhesive Bonding Machine Operators	\$29,650		NO MATCHING CIP
51-9196	Paper Goods Machine Setters, Operators, and Tenders	\$41,070		NO MATCHING CIP
53-4011	Locomotive Engineers	\$56,900	49.0208	Railroad and Railway Transportation

¹The annual mean wage is a statewide figure obtained from the May 2014 Occupational Employment and Wage Survey.

The proposed program(s) of study for meeting the needs of southeast Arkansas are the following: Electromechanical Technology (1-year program); Electromechanical Technology-Instrumentation (2-year program); Welding Technology (1-year program); Diesel Technology (1-year); and Heavy Equipment Technology (1year). Equipment needs will include trainers, tools, equipment for labs, and "starter" items for partnering middle and high schools. A definitive list of equipment items will be determined during the planning phase of this project after assessments are made of existing equipment and supplies. Where possible, a unification and coordination of resources will be a major goal of the project. Whether that outcome is best suited for a mobile unit that can be shared between two or more schools or whether multiple stable sites are established and/or enhanced will be determined in the planning phase.

ANTICIPATED EQUIPMENT NEEDS:

A major undertaking of the two implementation phases will be to equip labs and/or training areas to meet the needs that are identified by our industry partners. During the Implementation Phase(s) anticipated equipment expenditures for Colleges of Technology include:

- Machine shop equipment
- Electromechanical trainers and simulators
- Software for virtual labs (such as Computerized Numerical Controls machines and robotics)
- Diesel technology trainers
- Welding machines and equipment
- Heavy equipment trainers

In preliminary discussions related to the current preparedness of high school shops/labs, there is indication that a sizeable portion of funds for the implementation phase of the grant will be needed to equip schools with fundamental equipment and supplies. The intent is to prepare young adults for current and future job markets in advanced manufacturing according to employer-driven specifications. A thorough assessment will be made during the planning phase by teams of partners such as plant personnel and instructors who teach in respective areas. The distribution of equipment, supplies, and materials will be made based on priorities set by the Alliance partner members.

During the Implementation Phase(s) anticipated equipment expenditures for high schools shops/labs include the following:

- Trainers/simulators for teaching basic electricity and other electromechanical concepts
- Basic machine shop equipment
- Welding equipment and/or simulators
- Software for various virtual labs
- Diesel and other mechanical cutaways (mock-ups/exhibits)
- Training “Tool Kits” for demonstration labs

There are 10 counties in the Southeast Arkansas Workforce Investment Board region, all of which have manufacturing as one of the top three employers in the county as reflected in a 2009-2013 American Community Survey (5-Year Average) published by the UALR Institute for Economic Advancement. Of the six counties partnering in this grant (Ashley, Bradley, Chicot, Desha, Drew, and Lincoln), Ashley County’s number one industry sector is manufacturing; Bradley, Chicot, Desha, and Lincoln Counties’ number two industry sector is manufacturing; and Drew County’s number three industry sector is manufacturing.

Data for LWIB Southeast Arkansas
2009-2013 American Community Survey (5-Year Average)
Source: UALR Institute for Economic Advancement (July 15, 2015)

County	Adults in Workforce	% Workforce Unemployed	#1 Industry Sector	#2 Industry Sector	#3 Industry Sector
Arkansas	9,456	8.2	Manufacturing	Educational services, and health care and social assistance	Retail trade
Ashley	9,585	11.2	Manufacturing	Educational services, and health care and social assistance	Retail trade
Bradley	4,793	8.3	Educational services, and health care and social assistance	Manufacturing	Retail trade
Chicot	4,262	13.1	Educational services, and health care and social assistance	Manufacturing	Agriculture, forestry, fishing and hunting, and mining
Cleveland	3,764	11.3	Educational services, and health care and social assistance	Manufacturing	Retail trade
Desha	5,780	14.2	Educational services, and health care and social assistance	Manufacturing	Retail trade
Drew	8,732	13.2	Educational services, and health care and social assistance	Retail trade	Manufacturing
Grant	8,602	7.6	Educational services, and health care and social assistance	Manufacturing	Retail trade
Jefferson	33,575	13.4	Educational services, and health care and social assistance	Manufacturing	Public Administration
Lincoln	4,826	16.9	Educational services, and health care and social assistance	Manufacturing	Public Administration

Another data source is the Southeast Arkansas Local Area Profile that projects “Total, All Industries” to be among the fast growing industries for 2012-2022. Although some goods producing and manufacturing jobs will be lost during the same time frame, growth is projected to far outweigh the losses. (Source: Arkansas DWS Discover Arkansas Labor Market Information website.)

Southeast Arkansas Local Area Profile
Arkansas DWS Discover Arkansas Labor Market Information (July 2015)

Fast Growing Occupations 2012-2022	
	# of Increased Positions
Nursing, Psychiatric, and Home Health Aides	744
Personal Care Aides (Demand)	528
Home Health Aides (Demand)	310
Computer Network Architects (Demand)	5
Fast Growing Industries 2012-2022	
	# of Increased Positions
Service-Providing	3,647
Education and Health Services	2,603
Health Care and Social Assistance	2,524
Total, All Industries	2,384
Social Assistance	1,139
Food Services and Drinking Places	852
Accommodation and Food Services	835
Leisure and Hospitality	818
Nursing and Residential Care Facilities	796
Public Administration (Not State or Fed)	544
Ambulatory Health Care Services	477
Public Administration (State)	465
Other Services (Not Public Administration)	209
Religious, Grantmaking, Civic	187
Public Administration (Federal)	182
Total Federal Government Employment	122
Wood Product Manufacturing	116
Hospitals	112

The history of the technical programs to be updated/enhanced vary: some have been operative since the opening of the two Colleges of Technology (formerly Vocational-Technical Schools) for the past 40 years. Specifically, the Welding Technology and Industrial Equipment and Maintenance programs have been in existence since the mid 1970's, and the Electromechanical Technology program has been in place since 1989. The Heavy Equipment Technology has been active since 1999, and the Diesel Technology program is just in the process of being approved by the Arkansas Department of Higher Education. Even the programs which are well-established need to be enhanced and updated to better prepare graduates for industries' advanced technology. The McGehee campus desires to add the Electromechanical Technology program in direct response to needs expressed by their area industrial employers. Business and industry partners have pledged support to the program in the form of recommendations for faculty, donated equipment, and tuition/registration outlays for credit and non-credit training.

Industries have identified skills that are in need for a combination of positions in the manufacturing sector. Some of the most critical are the following:

- Critical thinking skills

- Adequate decision-making skills
- Reading, writing, and mathematics skills that are essential to success in manufacturing and related occupations
- Employability skills and ethics which include being:
 - Dependable
 - Drug-free
 - Self-motivated
 - Team oriented
 - Responsible and accountable

In addition to their current workforce needs, some of the partnering industries have projected approximately a 25-30% turnover in the next 3-5 years due to retiring workers. Many years of experience and expertise will be leaving companies as their current “senior” members exit.

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.

SECTION 2 -- PROGRAM PLAN for the WORKFORCE ALLIANCE FOR SOUTHEAST ARKANSAS

- Vision:** Insurance of collaborative, thriving communities in Southeast Arkansas where employers have a pipeline of highly skilled and reliable job applicants for their current and future workforce needs.
- Mission:** Create a comprehensive structure for workforce development that reduces skills gaps in the regional workforce pool and facilitates a skilled and employment-ready workforce through alignment of education and workforce needs.
- Goals:**
- 1) Develop a plan/structure to create and/or enhance employer-driven career pathways that link curriculum design from junior high through senior high and postsecondary education and training.
 - 2) Insure that career pathways are aligned with workforce goals and occupational needs identified by the Southeast Arkansas Workforce Development Board and are scalable for economic growth.
 - 3) Unify existing educational and training services, creating seamless transition and progression that includes K-12, adult education, post-secondary credit programs and degrees as well as short-term training.
 - 4) Continuously monitor and adjust to insure that educational services provided from K-12 and higher education entities are based on realistic needs of current and future businesses and industries.

SUMMARY OF EXPECTED OUTCOMES:

Upon completion of the Planning Phase, the Alliance will have successfully:

1. Held listening sessions with regional employers to validate and promote awareness of their workforce needs.
2. Developed an industry-driven plan for southeast Arkansas that identifies various methods, modes of delivery, and location options for effective and efficient training of identified occupational skills such as workforce training center(s).

3. Enhanced and improved existing career pathways that address the manufacturing sector to insure employer-identified competencies are evident in specific occupational skills areas.
4. Assisted partnering educational entities to assess and align their educational offerings with workforce needs through skills gaps analysis as defined by industry partners.
5. Held two large partnership meetings: A Kick-Off Meeting in the fall 2015 and a group meeting in spring 2016 to finalize the Implementation Grant submission.
6. Attended ACT® Work Ready Communities Academy meetings or other explorative “field trips” as determined by individual county teams.
7. Assessed all partnering high schools to align curriculum with career pathways that meet workforce needs, trends, and employment opportunities.
8. Developed and submitted the Phase II Implementation Grant Application

The Workforce Alliance for Southeast Arkansas brings together the right partners to make our vision statement a reality. Partners are anxious to support the efforts of the Alliance with the understanding that the initiative is not a one-time event but will be a sustained effort to create a long-term infrastructure of communication and partnership in order to meet workforce needs in southeast Arkansas. If the communities in this region are to survive economically and socially, changes must occur and schools/training programs must be reformed to meet the needs of current and future employers.

The long-range benefits of the Alliance effort will inforce and/or reinforce a mutual respect between parents, educators, and employers – instilling values that recognize applied manufacturing and the myriad of the supply chain that supports the field of manufacturing as a highly respectable, high-demand, high-wage career path. Working with K-12 administrators, staff, and teachers, the Alliance will encourage students (and their parents) beginning in middle school (or earlier) and throughout high school to consider and prepare for careers in technical fields.

Recognizing that basic skills instruction in relation to occupational skills is vital to economic success, the Alliance and our region will be strengthened by our viable public adult education programs. Adult education in southeast Arkansas has always been recognized as a necessary component and fore-runner to post-secondary education and training. The UAM Adult Education program is a coordinated effort in Ashley Chicot, Desha, and Lincoln Counties. Additionally, through many years of working closely with the adult education programs in both Bradley and Drew Counties, all six counties have parallel and congruent services already in place. Through the adult education “bridge” the basic skills relevant to manufacturing and related pathways will be solidified and the foundation laid for closing academic and employment skills gaps. The Workforce Alliance for Growth in the Economy (WAGE) initiative is a modularly structured Arkansas-developed set of curriculum that culminates in a credential that adult education and higher education students can earn. Many companies in Arkansas require a WAGE certificate as part of their hiring requirements. Active engagement with

individuals in adult education programs will ensure that basic skills instruction is aligned with occupational preparation and will ensure that adult education basic instruction will be delivered in conjunction with skills training.

The Alliance will be able to capitalize on another credential that is offered with free curriculum and testing through a partnership with Arkansas Department of Workforce Services, adult education, and post-secondary entities: the Arkansas Career Readiness Certificate (CRC). A consideration that will be presented to Alliance partners during the planning phase is the option to participate in the ACT® Work Ready Communities initiative. At the heart of the initiative is the ACT® National Career Readiness Certificate™ which is a portable, industry-recognized credential that identifies skills in reading for information, applied math, and locating information. The intent is for partners to build a sustainable infrastructure to close skills gaps and attain a competitive advantage, all of which align with the core requirements of this grant.

The Delta Regional Authority (DRA) of which each of our six counties are a part has recognized the ACT® Work Ready Communities initiative as an economic development tool – a viable approach to bring new life and new jobs to economically distressed communities. A requirement of the certification process that at least two members from participating counties attend the ACT® Work Ready Communities Academy. For community partners interested in becoming certified, the planning grant will provide funding to attend such meetings. Information regarding the initiative will be distributed and discussed at the initial kick-off meeting of the Alliance. One advantage of participating in the ACT® Work Ready Communities initiative is access to the valuable resource of county-specific online data that is updated monthly. Economic developers can use the on-demand reporting tool to market the quality of their workforce. In summary, the initiative aims to do the following that meet the requirements of the grant:

- **Link** workforce development to education
- **Align** economic development needs of communities, regions, and states
- **Match** individuals to jobs based on skill levels.

Other options will be presented to partners in lieu of the ACT® Work Ready Communities initiative so that teams can visit other communities, schools and training facilities, or industry-supported initiatives to bring back ideas and suggestions for growth and alignment to the other partners in the Alliance. Options include but are not limited to:

- Project Lead the Way (Star City and Crossett are already involved in this STEM project)
- Pathways to Prosperity Network Annual Conference (States that have joined together to form the Pathways to Prosperity Network are **Illinois, Maine, Massachusetts, Missouri, North Carolina, and Tennessee**. This multistate, multiyear initiative is managed by Jobs for the Future)
- Women in Manufacturing Summit
- Advanced Manufacturing Community of Practice Meetings
- The Manufacturing Advancement Center Workforce Innovation Collaborative in Massachusetts
- Regional Workforce Training Center at Southwest Mississippi Community College in McComb, Mississippi

- South Carolina (all counties in the state are participating in the ACT® Work Ready Communities initiative)
- Missouri (several counties are participating in the ACT® Work Ready Communities initiative)
- The Southern Rural Development Center, Mississippi State University, Mississippi

To meet another core requirement of the grant, efforts to include a diverse population of students will be enhanced by recruiting individuals who are non-traditional in age, those who aspire to join non-traditional occupations, individuals with disabilities, veterans, and individuals who are participating in correctional re-entry programs. Support services and resources are available in each area of the Alliance; however, there is not a publicly accessible single point of reference for such resources, and through the Alliance more information will become available as networking occurs. To provide an efficient “storage facility” for employers, educators, parents, and students, the Alliance will develop a website similar to one that can be accessed at the following address: <http://www.newmfgalliance.org/> Funds are specified for the development of such a website, but it is hoped that a high school group could take on the task as a community project.

DESCRIPTION OF CAREER PATHWAYS*:

Entry To Pathway	High School; Non-Credit or Credit Training	Certificate of Proficiency	Industry-Recognized Credential or Certification	Technical Certificate	Industry-Recognized Credential or Certification	Advanced Technical Certificate	Associate of Applied Science	Bachelor of Applied Science
<i>Note: Some individuals will require developmental instruction through adult education before entering the progression of credentials listed in the table.</i>	Basic Tools Class; Safety; 1st Aid	Industrial Equipment Repair	WAGE™ Certificate	Electro-mechanical Technology	Career Readiness Certificate; Others to be determined	Electro-mechanical Technology Instrumentation	Industrial Technology and/or General Technology	BAS
	CDL, Safety, Upgrade Training; Specific Heavy Equipment Training, CPR, 1st Aid		WAGE™ Certificate; NCCER	Heavy Equipment	Career Readiness Certificate; Others to be determined		General Technology	BAS
	High School Welding Course	Welding Technology	WAGE™ Certificate; AWS Certifications	Welding Technology	Career Readiness Certificate; Advanced AWS Cert		General Technology	BAS
	Fundamentals of Diesel Technology	Tractor Trailer Operation; CDL-Diesel	WAGE™ Certificate	Diesel Technology	Career Readiness Certificate; Others to be determined		General Technology	BAS

*Within the pathways described above, apprenticeships, internships, job shadowing, and other job exposure (both actual and virtual) will be required.

WORKFORCE ALLIANCE OF SOUTHEAST ARKANSAS -- TENTATIVE SCHEDULE OF EVENTS:

OCTOBER 1, 2015	GRANT AWARD IS ANNOUNCED
MID-OCTOBER	KICK-OFF MEETING IS HELD AT UAM (ALL PARTNERS)
NOVEMBER-DECEMBER	BUSINESS/INDUSTRY LISTENING SESSIONS
	EDUCATOR MEETINGS
JANUARY-APRIL 2016	CONFERENCES, SITE VISITS, WORK-READY COMMUNITY ACADEMY MEETINGS
JANUARY-FEBRUARY	BUSINESS/INDUSTRY MEETINGS -- UPDATES
	EDUCATOR MEETINGS -- UPDATES
MARCH	PUBLIC MEETINGS (EMPLOYERS, EDUCATORS, PARENTS, STUDENTS)
	WEBSITE LAUNCHED
APRIL	ALL PARTNER MEETING -- 1ST DRAFT IMPLEMENTATION GRANT PLAN
MAY-JUNE	GROUPS MEET AS NEEDED -- FINALIZE IMPLEMENTATION GRANT PROPOSAL

PROPOSED GOVERNANCE AND ACCOUNTABILITY STRUCTURE:

The governance and accountability of the Workforce Alliance for Southeast Arkansas will follow the organizational structure, policies, and procedures in place for institutions of higher education in Arkansas. Ultimate approval and authority are the responsibility of the UAM Chancellor (at present Interim Chancellor). Purchasing, payroll, and personnel actions will follow those required by the Arkansas Department Finance and Administration and other procedures within UAM as directed by the University of Arkansas System Board of Trustees. Expenditure and other reports will be submitted to ADHE as specified in the grant agreement.

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.

SECTION 3 – STRENGTH OF PARTNERSHIP (LETTERS OF COMMITMENT ARE ATTACHED)**PARTNERS AND ROLES:**

❖ **BUSINESS AND INDUSTRY** partners include the following:

- Akin Industries
- Clearwater Paper Corporation
- Georgia-Pacific Pulp and Paper
- Holland USA
- JB's Diesel Doctor
- Summit Trucking
- Plum Creek Timber
- Arkansas Transportation Superintendent

ROLES: **BUSINESS AND INDUSTRY** partners will serve in the following capacities:

1. Will “come to the table” by attending meetings and expressing workforce needs
2. Serve as chair, vice-chair, and/or leading spokespersons at meetings
3. Respond to surveys (online and/or by telephone)
4. Provide speakers for partner assemblies/meetings

❖ **COMMUNITY LEADER PARTNERS** include the following:

- Southeast Arkansas Economic Development District
- Crossett Economic Development Foundation
- Bradley County Economic Development Commission
- Chambers of Commerce Crossett
- Chamber of Commerce McGehee
- Chamber of Commerce Dumas

ROLES: COMMUNITY LEADERS partners will serve in the following capacities:

1. Promote the vision and mission of the Workforce Alliance for Southeast Arkansas
2. Assist in compiling data
3. Attend meetings
4. Respond to surveys (online or telephonic)
5. Coordinate and facilitate resources and information to support the grant development

❖ **PUBLIC EDUCATION PARTNERS** include the following:

- Crossett School District
- Drew Central High School
- Hermitage School District
- Hamburg School District
- McGehee High School
- Monticello Occupational Education Center
- Monticello School District
- Star City High School
- Warren High School (SEACBEC)

ROLES: PUBLIC EDUCATION partners will serve in the following capacities:

1. Attend meetings
2. Identify needed curricular changes
3. Promote concurrent credit opportunities to students and parents
4. Seek waivers to Arkansas Department of Education policies when justified
5. Assist in providing professional development for building principals, counselors, and teachers

❖ **HIGHER EDUCATION** partners include the following:

- University of Arkansas at Monticello
- University of Arkansas at Monticello College of Technology-Crossett
- University of Arkansas at Monticello College of Technology-McGehee
- University of Arkansas, Division of Agriculture
- UAM School of Forestry & Natural Resources/Arkansas Forest Resources Center

ROLES: HIGHER EDUCATION partners will serve in the following capacities:

1. Manage all aspects of the grant
2. Coordinate meetings, activities, and events
3. Attend meetings
4. Assist with collection and compilation of data
5. Complete reports as requested

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.

SECTION 4 – BUDGET PLAN (THE NARRATIVE IS INCLUDED IN 4.1 AND FUNDS SPECIFIED IN 4.2)**4.1 DETAILED BUDGET PLAN:****A. PARTNER PARTICIPANT SUPPORT COSTS:**

1. A part-time (extra help) worker will be hired to assist in clerical duties related to the grant. An estimate of man-hours for this individual is projected to be 10 hours per week for 36 weeks plus required matching fringe.
2. Travel reimbursement will be allocated for the Business and Industry Liaison/Consultant to attend and conduct meetings. 750-800 miles @ \$.42 per mile = \$350
3. Travel reimbursement will be allocated for each county team (two people from each county) to attend either the ACT® Work Ready Communities Academy or equally priced trips to visit other schools, training facilities, or states conducting similar program initiatives. Travel expenses will include lodging, mileage or airfare (whichever is less), and registration fees if necessary. Participants will be expected to pay for their own meals (unless included in a registration fee.)
4. Travel reimbursement will be allocated for each UAM partner to attend one conference or make one site visit relevant to the intent of the grant.

B. OTHER DIRECT COSTS

1. Materials and Supplies to include the following:
 - a. Consumable workbooks to develop critical thinking and problem solving skills for high school employability classes (for example: CTB McGraw Hill's preparatory texts for the ACT® Workkeys test.)
 - b. Small "libraries" of books and reports to place in each high school to encourage counselors and teachers to see more possibilities for integrating workplace skills into their curriculum and advising
 - c. Publications from the College and Career Readiness and Success products (i.e., products featured at www.ccrscenter.org a site managed by the American Institute of Research (AIR).

- d. Training supplies for group meetings (for example: poster paper and portable stand; markers, etc.)
- e. Refreshments will be provided for meetings to include a breakfast or lunch expense if the coordinator of the meeting deems it effective and efficient.

2. Publication Costs/Documentation/Dissemination

- a. Costs would include printing materials not available through publishers (such as some of the on-line materials that are down-loadable at no cost)
- b. Ink to supply color printers for printing reports and newsletters
- c. Postage needed to disseminate materials

3. Consultant Services

- a. An individual will be engaged through a professional services agreement to perform duties of Business & Industry Liaison and Consultant as outlined below:
 - 1) Communicate with each business and industry partner immediately upon grant award to outline the plan of action
 - 2) Attend and make a short presentation at the Kick-Off Meeting
 - 3) Contact any partner who may have missed the Kick-Off Meeting for follow-up
 - 4) Schedule face-to-face "listening sessions" (estimate 6 total meetings)
 - 5) Listen to and record business and industry needs, comments, suggestions, demands, etc.
 - 6) Prepare written reports following business and industry listening sessions to distribute to the Alliance
 - 7) Based on feedback from employers assist in developing surveys that will prioritize needs; address interest in a regional training center; recommend equipment and training, other suggestions, etc.
 - 8) Assist with development of the Implementation Plan

During the timeframe of October 1, 2015 through June 30, 2016, an estimate of man-hours is projected to be +/- 180 hours @ \$100 per hour. Notwithstanding, the contract will be an agreed upon amount of \$18,000 per planning grant)
- b. Expenses necessary to create and maintain a website for the Workforce Alliance of Southeast Arkansas (see website for Northeastern Wisconsin Workforce Alliance for an example www.newmfgalliance.org). (We may not have to have a service contract as we might get an EAST Lab of students to take on as a project-based activity)

LINE ITEM BUDGET: (TEMPLATE TO FOLLOW)

A. Partner Participant Support Costs

1. Personnel:	\$3,600.00
• 1 part-time clerk to assist with meetings, typing, dissemination of information 10 hrs per week for 36 weeks @ \$10 per hour	
• Fringe at 10%	\$360.00
2. Travel	
• Business & Industry Liaison (750-800 miles at \$.42 per mile)	\$350.00
• In or Out-of State travel for partners: Conferences, site visits, or Academy-2 from each county X 2 trips @ \$500 airfare, \$450 lodging, \$300 registration	\$30,000.00

<ul style="list-style-type: none"> In or Out of State Travel for UAM Grant Staff 	\$10,000.00
8 total X 1 trip @ \$500 airfare, \$350 lodging, \$300 registration; \$100 meals	
TOTAL PARTNER PARTICIPANT COSTS	\$44,310.00
B. Other Direct Costs	
1. Materials and Supplies	
<ul style="list-style-type: none"> Consumable workbooks, text, etc. for high schools 	\$22,500.00
--10 High school senior employability classes @ 30 each X \$75	
-- <i>Locating Information, Applied Mathematics, Reading for Information</i>	
<ul style="list-style-type: none"> Library additions for each high school (10 @ \$200) 	\$2,000.00
<ul style="list-style-type: none"> Training/meeting supplies 	\$2,000.00
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Poster paper (20 pads) 	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Portable stands (4 each) 	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Markers 	
<ul style="list-style-type: none"> 2 Big Meetings (Refreshments) 	\$1,000.00
<ul style="list-style-type: none"> 6 Business & Industry meetings (Refreshments or breakfast) 	\$2,000.00
<ul style="list-style-type: none"> 6 Educator meetings 	\$2,000.00
<ul style="list-style-type: none"> 2 Open Forum Community/Parents meetings 	\$1,000.00
Refreshments and materials to take home	
2. Publication Costs/Documentation/Dissemination	\$3,000.00
<ul style="list-style-type: none"> Printing, Ink, Postage 	
3. Consultant Services	\$18,000.00
4. Other (Create and maintain a website)	\$2,000.00
TOTAL OTHER DIRECT COSTS	\$55,500.00
C. TOTAL DIRECT COSTS (A and B)	\$99,810.00
TOTAL REQUESTED PLANNING GRANT BUDGET	\$99,810.00

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	\$3,960.00
2. Travel	\$40,350.00
3. Other (Explain Below)	\$0.00
Briefly Explain Other Costs	
TOTAL PARTNER PARTICIPANT COSTS	\$44,310.00

B. Other Direct Costs

1. Materials and Supplies	\$32,500.00
2. Publication Costs/Documentation/Dissemination	\$3,000.00
3. Consultant Services	\$18,000.00
4. Other (Explain Below)	\$2,000.00
Briefly Explain Other Costs	
TOTAL OTHER DIRECT COSTS	\$55,500.00

C. TOTAL DIRECT COSTS

\$99,810.00

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

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



SOUTHEAST ARKANSAS ECONOMIC DEVELOPMENT DISTRICT, INC.

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

July 29, 2015

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

WORKFORCE INITIATIVE ACT OF 2015 GRANT

This letter of commitment assures that as a Workforce Development Board partner with the Workforce Alliance for Southeast Arkansas, we will actively work with the Workforce Alliance college(s) in our area to support the Workforce Initiative Act grant program. We have participated in preliminary planning processes and agree that the targeted pathways will support critical workforce needs in Southeast Arkansas, based on employer and labor market demand.

Our role as a Workforce Development Board partner will include the items checked below:

Eligibility Not Required:

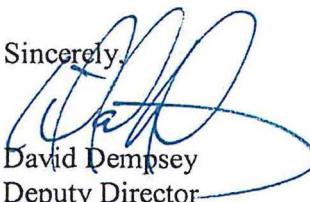
- ☒ Participation in partner meetings and/or phone conferences
- ☒ Promotion of targeted pathways to job seekers through Arkansas Workforce Centers
- ☒ Employment services available through AWCs, including access to computer labs, resume preparation, and referrals to eligible programs
- ☒ Job search assistance through Arkansas JobLink
- ☒ Referrals to other WIOA (Workforce Innovation and Opportunity Act) partner resources
- ☒ Availability of Career Readiness Certificate testing processes to all job seekers ages 18 and over
- ☒ Coordination of job fairs with employers who recognize Career Readiness Certificates

Eligibility Required:

- ☒ Career advising
- ☒ Tuition and books (if not available from other resource)

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



Georgia-Pacific LLC

P.O. Box 3333
100 Mill Supply Rd.
Crossett, AR 71635
(870) 567-8036
(870) 567-8876 Fax
Catherine.Hillier@gapac.com

August 18, 2015

Linda Rushing
Vice Chancellor
UAM College of Technology – Crossett
1326 Highway 52 West
Crossett, AR, 71635

Re: WORKFORCE ALLIANCE FOR SOUTHEAST ARKANSAS – REQUEST FOR SUPPORT

Dear: Linda

Gary Kaiser, VP Manufacturing has given his approval for Crossett Paper Operations to participate in your Workforce Alliance of Southeast Arkansas planning committee to help develop a plan and structure that reduces skills gaps and helps facilitate an employment-ready workforce.

Chris Clark, Senior HR Manager and myself would be the contact individuals in this initial effort. As the design recommendations are finalized and approved, our engineering and members of management will likely get involved to provide content specific recommendations.

Keep us posted as you begin this project for Southeast Arkansas.

Thanks,

Catherine Hillier

Catherine Hillier
Manager Training & Development
Crossett Paper Operations

Copy: Chris Clark
Gary Kaiser
George Gidry
Jennifer King

Crossett Unit
Plum Creek Timber Company
P O Box 717
128 Main Street
Crossett, AR 71635
(870) 567-5467
(870) 364-5114 Fax



August 12, 2015

Workforce Alliance of Southeast Arkansas
c/o Linda Rushing
RushingL@uamont.edu

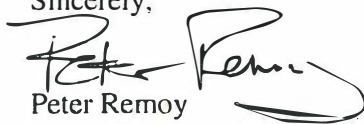
Dear Linda:

Thank you for the call and opportunity to participate in the Workforce Alliance of Southeast Arkansas. Plum Creek would be interested in learning more and participating in a collaborative effort to improve the workforce readiness of potential employees for businesses in the region.

For now, continue to utilize me as Plum Creek's point of contact with the Workforce Alliance of Southeast Arkansas. My contact information is listed above. As the grant effort progresses, you may want to consider including the Arkansas Forestry Association as a partner in this effort.

Please let me know if there is anything more that we can do at this time, and good luck.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Remoy', with a stylized flourish at the end.

Peter Remoy
Senior Resource Manager
Crossett Resource Unit



Engineering Your Road to Success

August 21, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

Dear Reviewers:

I understand that my role as an industry leader and elected official in the Workforce Alliance of Southeast Arkansas is a significant responsibility and is critical to the future of this region in terms of education and training, the availability of a highly trained and reliable workforce, and a healthy economy. Because of those important components of a thriving community, I will make my participation in the alliance a priority. I look forward to working with the partners in this project and commit that I will:

- Support the efforts of the Alliance with the understanding that the initiative is not a one-time event but will be a sustained effort to create a long-term infrastructure of communication and partnerships to meet workforce needs in Southeast Arkansas
- Work with the team to communicate our role, intent, and message within my county, the Southeast Arkansas Local Workforce Development Board region, and similar entities in Arkansas, the Delta Region, and beyond.
- Attend in person, by representation, or by conference call a majority of meetings during the Planning Grant timeframe and as needed for the duration of the long-range implementation of goals to be developed by the partnership.
- Will continually communicate with a designated team leader to stay abreast of current issues and activities and will respond to requests for my input through telephonic or on-line surveys.
- Will participate in at least one large public forum during the kick-off of the initiative and/or at least one focus group meeting that is related to my partnership role.

I fully understand that specific responsibilities will be formulated throughout the planning grant period, and I agree to continue to partner in implementing the process which will be a community-based plan for workforce and economic development.

Sincerely,

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

Franklin Healey
Manufacturing and Industrial Engineering Manager
SAF-HOLLAND, Inc.

Councilman
City of Dumas

BRADLEY COUNTY

**ECONOMIC
DEVELOPMENT
CORPORATION**

P. O. Box 310 – 110 N. Myrtle – Warren, AR

Phone: 870-226-3760

www.bcedcar.com

bradleycountyidc@sbcglobal.net

August 21, 2015

RE: Workforce Alliance of Southeast Arkansas

Bradley County Economic Development Corporation supports the efforts of the University of Arkansas at Monticello and the UAM Colleges of Technology at Crossett and McGehee to develop a plan to create a regional workforce training program, which will provide to our current and future businesses the skilled employees necessary for success. We are in full support of this Planning Grant Request for the Workforce Training Grant.

BCEDC meets monthly with our existing businesses and industry and the most often discussed problem is a lack of skilled workers. As a recruiter of new industry, BCEDC also understands that one of the best recruiting tools is a trained workforce and the ability to train employees to specific needs of an industry.

I, Donna Lawhon, Director of Bradley County Economic Development Corporation, am very anxious to partner with this alliance. I want to work to improve the employment-ready workforce of our region, which will contribute to the growth of our region.

Please contact me anytime.

Sincerely,



Donna Lawhon
Director

8/6/2015

• • •

Mike Smith
Crossett Economic Development Foundation
125 Main Street
Crossett, AR 71635

Linda Rushing
Workforce Alliance of Southeast Arkansas
1326 Highway 52W
Crossett, AR 71635

Dear Linda,

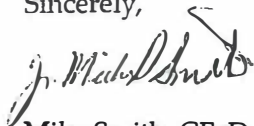
First, I want to thank you and your staff for the outstanding of job developing the workforce of our community. Southeast Arkansas would be a different and poorer place but for your efforts to improve the employment skills of the people in this region of the state. I thank you for including me as a partner to assist with the efforts to further improve our workforce through the utilization of the Arkansas Regional Workforce Grant Program.

In my role as an economic development professional, I see firsthand the importance employers place on training. Properly trained employees improve efficiency and businesses see profits rise more quickly. This allows companies to raise wages more quickly and invest capital back into their company often resulting in additional hiring.

I am particularly happy to see the Workforce Alliance of Southeast Arkansas asking for a planning grant. I have seen too many efforts start with a lack of planning which often results large amounts of energy and resources being wasted as a true direction for the effort is found. I know your attention to detail coupled with a planning grant will eliminate wasted resources.

Thank you for all you do for our region. I fully support your efforts in seeking this grant, and I will contribute to this effort as my talents allow.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Mike Smith", written over a horizontal line.

Mike Smith, CECD
Executive Director
Crossett Economic Development Foundation



Area Chamber of Commerce

101 West 1st Avenue • Crossett, Arkansas 71635
(870) 364-6591 • Fax (870) 364-7488 • E-Mail: crossettchamber@windstream.net

Workforce Alliance of Southeast Arkansas

August 11, 2015

Dear Workforce Alliance of Southeast Arkansas Members,

As the Executive Director of our local Chamber of Commerce, I am excited about the Planning Grant being sought by the collaborative effort of the University of Arkansas at Monticello and the UAM Colleges of Technology in both McGehee and our own Crossett campus.

Cultivating and growing a solid, skilled, adaptable and readily available workforce is a tremendous task! No community can be successful, and continue to remain that way, without a system which perpetually feeds that workforce and adapts to the continual changes of their businesses and industries. This collaborative effort provide and opportunity to harness what already exists and bind it together into a well-oiled system for not only these three communities but all the neighboring communities as well.

The Crossett Area Chamber of Commerce offers its support of this project and the grant seeking and is eager to be an actively invested partner where needed.

Sincerely,

Pam Hipp
Executive Director

*Members Working Together
To Build A Better Community*

Dumas Chamber of Commerce
165 South Main / P.O. Box 431
Dumas, Arkansas 71639
dumaschamber@centurytel.net
www.dumasar.net

Judy Day
Executive Director

870-382-5447
870-866-3189-c-
870-382-3031-f-

August 13, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

Dear Reviewers:

I understand that my role as a Partner in the Workforce Alliance of Southeast Arkansas is a significant responsibility and is critical to the future of this region in terms of education and training, the availability of a highly trained and reliable workforce, and a healthy economy. Because of those important components of a thriving community, I will make my participation in the alliance a priority. I look forward to working with the partners in this project and commit that I will:

- Support the efforts of the Alliance with the understanding the initiative is not a one-time event but will be a sustained effort to create a long-term infrastructure of communication and partnerships to meet workforce needs in Southeast Arkansas
- Work with the team to communicate our role, intent, and message within my county, the Southeast Arkansas Local Workforce Development Board region, and similar entities in Arkansas, the Delta Region, and beyond.
- Attend in person, by representation, or by conference call a majority of meetings during the Planning Grant timeframe and as needed for the duration of the long-range implementation of goals to be developed by the partnership.
- Will continually communicate with a designated team leader to stay abreast of current issues and activities and will respond to requests

for my input through telephonic or on-line surveys.

- Will participate in at least one large public forum during the kick-off of the initiative and/or at least one focus group meeting that is related to my partnership role.

I fully understand that specific responsibilities will be formulated throughout the planning grant period, and I agree to continue to partner in implementing the process which will be a community-based plan for workforce and economic development.

Sincerely,

A handwritten signature in cursive script that reads "Judy Day".

Judy Day
Executive Director

McGehee Area Chamber of Commerce

901 Holly Street / P.O. Box 521

McGehee, Arkansas 71654

870-222-4451

www.mcgeeechamber.com

August 20, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

To Whom It May Concern:

We are pleased to serve as a Partner in the Workforce Alliance of Southeast Arkansas. We understand the importance of education and training of a reliable workforce to the economy of our area. We pledge to make our participation a priority and look forward to encouraging others to commit to this project.

We agree to support the Alliance and the efforts to create a long-term infrastructure of communication and partnerships to meet the need of a trained workforce in Southeast Arkansas. We also agree to work with the team to communicate our needs within Desha County, the Delta region, and beyond. We commit to attend in person or send representation a majority of meetings during the Planning Grant timeframe as needed for the duration of the implementation of goals that are to be developed by the partnership. We agree to participate in a large public forum during the kickoff of the initiative and at least one focus group meeting that is related to our partnership role.

Additionally, we will keep the lines of communication open with the team leader and make current issues and activities a priority. We fully understand that specific responsibilities will be formulated throughout this planning time and we agree to continue to partner in the implementation process that will be a community based plan for workforce and economic development.

This grant is vital to McGehee, Desha County and the Delta region. Thank you for this great opportunity to move our region forward and make us competitive in the workforce.

Sincerely,



Paula Mote,
Executive Director



Crossett School District

219 Main Street • Crossett, Arkansas 71635
(870) 364-3112 Website: www.crossettschools.org

August 13, 2015

To Whom It May Concern:

I am happy to provide this letter of support to the University of Arkansas at Monticello College of Technology for the Workforce Alliance for Southeast Arkansas on behalf of the Crossett School District. I am excited about this opportunity to work with the University of Arkansas at Monticello College of Technology to better prepare our students and provide Southeast Arkansas with a skilled workforce. If I can answer and questions please call me at 870-364-3112.

Sincerely,

Gary Williams, Superintendent
Crossett School District

Mission Statement

Our Mission is to promote a "Tradition of Excellence" by providing a quality education and by preparing students to succeed in a global society.



113 Commerce Dr.
Monticello, AR 71655
P: 870-367-6263 F: 870-367-5230
www.buyakin.net

August 6, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

Dear Reviewers:

I understand that my role as a Partner in the Workforce Alliance of Southeast Arkansas is a significant responsibility and is critical to the future of this region in terms of education and training, the availability of a highly trained and reliable workforce, and a healthy economy. Because of those important components of a thriving community, I will make my participation in the alliance a priority. I look forward to working with the partners in this project and commit that I will:

- Support the efforts of the Alliance with the understanding that the Initiative is not a one-time event but will be a sustained effort to create a long-term infrastructure of communication and partnerships to meet workforce needs in Southeast Arkansas
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- Will continually communicate with a designated team leader to stay abreast of current issues and activities and will respond to requests for my input through telephonic or on-line surveys.
- Will participate in at least one large public forum during the kick-off of the initiative and/or at least one focus group meeting that is related to my partnership role.

I fully understand that specific responsibilities will be formulated throughout the planning grant period, and I agree to continue to partner in implementing the process which will be a community-based plan for workforce and economic development.

Sincerely,

Marilyn Patterson - Controller
Akin House



September 1, 2015

Arkansas Department of Education
Andy Blackwell, School Bus Transportation Inspector
DSPSAF and Transportation
One Capitol Mall, Suite 4D-200
Little Rock, AR 72201

Grant Committee:

I am writing this letter of support to the Workforce Alliance of Southeast Arkansas in their endeavor to receive a WIOA grant. I offer my support in the form of meeting attendance, curriculum guidance, and any other area that I may be called upon to help with in this stage of the grant. I feel that the University of Arkansas College of Technology in McGehee in accordance with the Workforce Alliance of Southeast Arkansas, is a strong candidate for this grant, and I believe in the mission they are advancing. I offer my support without hesitation.

Thank You,

Andy Blackwell (digital signature)

Andy Blackwell

School Bus Transportation Inspector
Arkansas Department of Education

Phone: 501-580-1067

Fax: 501-682-6308

Email: Andy.Blackwell@arkansas.gov



Clearwater Paper Corporation
Cypress Bend Mill
P.O. Box 727
McGehee, AR 71654-0727
870.730.2300
www.clearwaterpaper.com

August 29, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

Dear Reviewers:

I understand that my role as a Partner in the Workforce Alliance of Southeast Arkansas is a significant responsibility and is critical to the future of this region in terms of education and training, the availability of a highly trained and reliable workforce, and a healthy economy. Because of those important components of a thriving community, I will make my participation in the alliance a priority. I look forward to working with the partners in this project and commit that I will:

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- Will continually communicate with a designated team leader to stay abreast of current issues and activities and will respond to requests for my input through telephonic or on-line surveys.
- Will participate in at least one large public forum during the kick-off of the initiative and/or at least one focus group meeting that is related to my partnership role.

I fully understand that specific responsibilities will be formulated throughout the planning grant period, and I agree to continue to partner in implementing the process which will be a community-based plan for workforce and economic development.

Sincerely,

Chris Davis
Labor Relations
Clearwater Paper Cypress Bend Mill

Jeremy Baptiste
JB's Diesel Doctor
Monticello, AR 71655
870-723-5054
Jbaptiste1978@yahoo.com

September 1, 2015

Dear Grant Committee:

I am writing this letter of support to the Workforce Alliance of Southeast Arkansas in their endeavor to receive a WIOA grant. The entire state of Arkansas can benefit from a trained workforce. In my field the number of diesel technicians that we currently have are in no way capable of attending to all the needs in this state.

I offer my support in the form of meeting attendance, curriculum guidance, and any other area that I may be called upon to help with in this stage of the grant. I feel that the University of Arkansas College of Technology in McGehee in accordance with the Workforce Alliance of Southeast Arkansas, is a strong candidate for this grant, and I believe in the mission they are advancing. I offer my support without hesitation.

Thank You,

Jeremy Baptiste (signed electronically)

Jeremy Baptiste



September 1, 2015

Grant Committee:

I am writing this letter of support to the Workforce Alliance of Southeast Arkansas in their endeavor to receive a WIOA grant. The entire state of Arkansas can benefit from a trained workforce. In my field the number of diesel technicians that we currently have are in no way capable of attending to all the needs of the schools in this state. We have approximately 75 openings for diesel technicians at this time. The number of CDL trained drivers in the state is also not enough to fulfill the needs we have as a state.

I offer my support in the form of meeting attendance, curriculum guidance, and any other area that I may be called upon to help with in this stage of the grant. I feel that the University of Arkansas College of Technology in McGehee in accordance with the Workforce Alliance of Southeast Arkansas, is a strong candidate for this grant, and I believe in the mission they are advancing. I offer my support without hesitation.

Thank You,


Curtis DeHart

Summit Trucking

Location Service Manager
4325 Hwy 65 South
Pine Bluff, AR 71601
870-536-4685



July 28, 2015

HAMBURG SCHOOL DISTRICT
202 East Parker Street
Hamburg, Arkansas 71646
Phone (870)853-9851 Fax (870)853-2842
Max N. Dyson, Superintendent
mdyson@hstdlions.org

To The Workforce Alliance of Southeast Arkansas,

On behalf of the Hamburg School District I am proud to offer my support of the Arkansas Regional Workforce Grant Program. Hamburg School District stands ready to work together with all parties to develop a plan of action.

I can be reached by phone at 870-853-9851, cell; 870-807-2111 or at the S.P. Portis Administration building located at 202 East Parker Street in Hamburg.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Max N. Dyson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Max N. Dyson

HERMITAGE PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

310 NORTH SCHOOL DRIVE

P. O. BOX 38

HERMITAGE, ARKANSAS 71647

PHONE (870) 463-2246

FAX (870) 463-8520

BOARD OF DIRECTORS

Russell Richard, President
Daniel Haigwood, Vice-President
Mary Hamilton, Secretary
Dorothy Davis
Harold Hampton
Kevin Reep
Gary Vines

SUPERINTENDENT OF SCHOOLS

Dr. Tracy S. Tucker

August 7, 2015

To Whom It May Concern:

Act 1131 of 2015 offer grants to institutions of higher education to begin the development of a program that targets workforce development in the state of Arkansas. This grant must address the need for a skilled and career ready workforce through collaboration by institutes of higher education and K-12 education systems.

With knowledge of this opportunity, it is with great excitement that the Hermitage School District lends its support to the grant application submitted by the University of Arkansas at Monticello (UAM) and the UAM Colleges of Technology at Crossett and McGehee. The Hermitage School District, under the leadership of Dr. Tracy Tucker who will be a key participant in this work, is excited for further opportunities for collaboration with our partners in higher education and looks forward to being a part of this work because of the potential opportunities available for our students and the potential impact for our community.

I thank the legislative body of the state of Arkansas for the opportunity to embark on this journey and look forward to the impact this partnership can make in the lives of many.

Sincerely,



Dr. Tracy S. Tucker
Superintendent of Schools

MCGEHEE SCHOOL DISTRICT

THOMAS GATHEN
SUPERINTENDENT

LINDA TULLOS
FED. PROGS./CURR. COORD.

P. O. Box 767
McGehee, AR 71654
Phone: (870) 222-3670
Fax: (870) 222-6957

DIRECTORS

JOE HERREN
JEFFOWYOUNG
KATIE DANIEL
WILLIAM CAMPBELL
JUDY LATTIMORE
CLARKE PUGH
TOBY YOUNG

August 12, 2015

Re: UAMCOT Workforce Alliance Planning Grant

Dear Sirs/Madams:

It is with great respect, admiration and support that I write this letter urging the issuance of a Workforce Alliance for Southeast Arkansas planning grant to the University of Arkansas at Monticello College of Technology (UAMCOT). As superintendent of the McGehee School District, I am well aware of the many contributions to and collaboration with the community for which UAMCOT is responsible. Awarding of this grant would serve to broaden their services to this area.

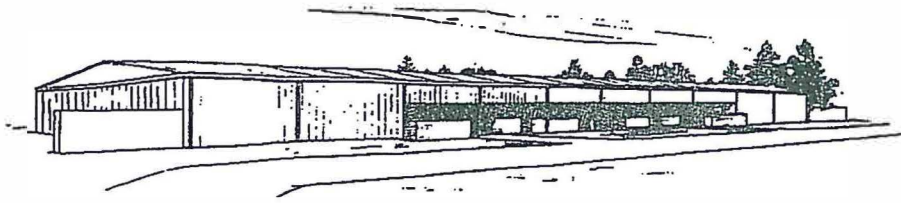
Consideration and granting of these funds are sure to support and enrich their service to this school district and community, as well as other surrounding school districts and communities they serve. UAMCOT plays a vital role in preparing our workforce and supporting the economic development of this area. Issuing of this planning grant would be a wise and beneficial investment in this area's workforce development.

So, I do without reservation or hesitation, encourage the issuance of this planning grant to the University of Arkansas at Monticello College of Technology.

Respectfully submitted,



Thomas Gathen, Superintendent
McGehee School District



741 Scogin Drive
Monticello, AR 71655
Phone: (870) 367-4060
Fax: (870) 367-1385

MONTICELLO OCCUPATIONAL EDUCATION CENTER

September 1, 2015

To Whom It May Concern:

I would like to give my support to the Arkansas Regional Workforce Planning Grant, and as Director of the Monticello Occupational Education Center, I would like to be a partner in this grant. I am very interested in seeing how I can assist with meeting workforce training needs of business and industry in our region. I can be reached Monday through Friday from 8:00 a.m. until 4:00 p.m. at (870) 367-4060.

Sincerely,

Randy Lay, Director



No person in the United States shall, on the basis of race, color, national origin, sex, or handicap be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.





Monticello School District

To Workforce Alliance of Southeast Arkansas:

It is with great pleasure that the Monticello School District supports the University of Arkansas at Monticello and the UAM Colleges of Technology at Crossett and McGehee's application for the Arkansas Regional Workforce Grant to create a comprehensive structure for workforce development that reduces skill gaps in the regional workforce pool and to facilitate a skilled and employment-ready workforce through alignment of education and workforce needs.

The UAM Colleges of Technology serve the needs of the students throughout Southeast Arkansas, which is a poor, rural area of the state by giving them the skills and knowledge to be competitive in the workplace. In addition a better trained workforce will enhance economic development throughout the area by attracting businesses to the region.

The award of this grant would enable the UAM Colleges of Technology to expand their efforts and reach more students who otherwise may never have opportunities to advance through post secondary education.

I am willing to collaborate and partner with the UAM Colleges of Technology in their effort to secure this grant and create a better trained workforce and, therefore, enriching the lives of these students.

Sincerely,

Sandra Lanehart

Sandra Lanehart
Superintendent
Monticello School District

SEACBEC

Education for Progress

100 North Walnut
P.O. Box 968
Warren, AR 71671
Phone (870) 226-6920
Fax (870) 226-8506

September 1, 2015

To Whom It May Concern:

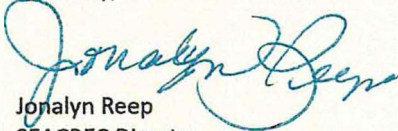
RE: Workforce Alliance of Southeast Arkansas Partnership

Southeast Arkansas Community Based Education Center (SEACBEC), a secondary career and technical center serving students in Warren, Woodlawn, Rison, Hampton, and Hermitage, and Warren's Adult Education program support the University of Arkansas at Monticello and the UAM Colleges of Technology at Crossett and McGehee in developing a regional Workforce Alliance for Southeast Arkansas.

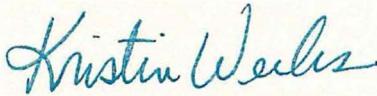
For years SEACBEC has been committed to developing a more skilled workforce for Bradley County, and this partnership will create continuity in meeting the needs of industry regionally, but as we partner, please give SEACBEC's W.A.G.E. (Workforce Alliance for Growth in the Economy) consideration for the industry training in Bradley County.

We look forward to working together with the University of Arkansas at Monticello, Crossett, and McGehee as we train and develop a more skilled workforce.

Sincerely,



Jonalyn Reep
SEACBEC Director
ADED Director



Kristin Weeks
W.A.G. E. Coordinator

SouthEast Arkansas Community Based Education Center

STAR CITY SCHOOL DISTRICT

MEMBER NORTH CENTRAL ASSOCIATION

Dr. Richard Montgomery, Superintendent

Tracy Streeter, Assistant Superintendent

Friday, August 28, 2015

On behalf of Star City School District, I am happy to offer my support for the grant submitted by the University of Arkansas at Monticello and the College of Technology for the Workforce Alliance for Southeast Arkansas. Through Act 1131 of 2015, our state is providing opportunity for K-12 education to collaborate with higher education to develop skilled workers that are ready for the work force.

Our district looks forward to the opportunity to collaborate with the partners of higher education and the potential impact it could have on our students and community, particularly as we are preparing a skilled workforce ready to meet the economic challenges of the future. Please feel free to call us at (870) 628-4237.

Sincerely,



Richard Montgomery, Ph.D.
Superintendent



DIVISION OF AGRICULTURE
RESEARCH & EXTENSION

University of Arkansas System

August 14, 2015

Workforce Alliance of Southeast Arkansas
UAM-College of Technology
c/o Amanda Kuttenkuler
1609 East Street
McGehee, AR 71654

Dear Amanda:

The University of Arkansas System Division of Agriculture is a statewide organization which has family and consumer science educational programs as well as agricultural-related research and education programs. Because we are statewide, we have a unique ability to reach more individuals than any other higher education institution in the state. We are capable of providing education and service opportunities to youth and adults as well as industry representatives.

The Division is interested in being involved in your effort to “create a statewide comprehensive structure for workforce development that reduces skills gaps in the regional workforce pool and to facilitate a skilled and employment-ready workforce through alignment of education and workforce needs”. We appreciate the opportunity to discuss our potential role in the Workforce Alliance of Southeast Arkansas and look forward to our potential partnership with you.

This letter serves as our official notice of support of the Alliance and willingness to discuss how the Division of Agriculture can contribute. We look forward to meeting with you as this process evolves.

Sincerely,

Mark J. Cochran
Vice President for Agriculture

Arkansas Forest Resources Center • School of Forestry & Natural Resources
110 University Court, P.O. Box 3468, Monticello, AR 71656
870-460-1052 • Fax: 870-460-1092 • www.afrc.uamont.edu

August 31, 2015

Workforce Alliance of Southeast Arkansas
UAM College of Technology McGehee
c/o Amanda Kuttenkuler
1609 East Street
McGehee, AR 71654

Dear Ms. Kuttenkuler:

This letter is to confirm my support and agreement of partnering with the Alliance to develop a regional workforce grant proposal. An effective workforce development structure that can address and align educational and workforce needs is critical to the region and state. In particular, the Arkansas Forest Resources Center and the School of Forestry & Natural Resources recognize the importance of workforce development to the growth and success of forest-based industries in the state, and believe that a successful effort can have a significant statewide impact.

Sincerely,



Philip A. Tappe
Director & Dean

*Lake Village Chamber of Commerce
202 Main Street
Lake Village, Arkansas 71653*

August 29, 2015

Act 1131 of 2015
Regional Workforce Planning Grant
Review Committee

Dear Reviewers:

I understand that my role as a Partner in the Workforce Alliance of Southeast Arkansas is a significant responsibility and is critical to the future of this region in terms of education and training, the availability of a highly trained and reliable workforce, and a healthy economy. Because of those important components of a thriving community, I will make my participation in the alliance a priority. I look forward to working with the partners in this project and commit that I will:

- Support the efforts of the Alliance with the understanding that the initiative is not a one-time event but will be a sustained effort to create a long-term infrastructure of communication and partnerships to meet workforce needs in Southeast Arkansas
- Work with the team to communicate our role, intent, and message within my county, the Southeast Arkansas Local Workforce Development Board region, and similar entities in Arkansas, the Delta Region, and beyond.
- Attend in person, by representation, or by conference call a majority of meetings during the Planning Grant timeframe and as needed for the duration of the long-range implementation of goals to be developed by the partnership.
- Will continually communicate with a designated team leader to stay abreast of current issues and activities and will respond to requests for my input through telephonic or on-line surveys.
- Will participate in at least one large public forum during the kick-off of the initiative and/or at least one focus group meeting that is related to my partnership role.

I fully understand that specific responsibilities will be formulated throughout the planning grant period, and I agree to continue to partner in implementing the process which will be a community-based plan for workforce and economic development.

Sincerely,

Kenneth R. Culpepper (digital signature)

Kenneth R. Culpepper
President, Lake Village Chamber of Commerce



Act 1131 of 2015
Regional Workforce Planning Grant

INTENT TO SUBMIT

DUE AUGUST 1, 2015

The Intent to Submit a Proposal form is a tool used by the Arkansas Department of Higher Education staff prepare for and manage the application review process. Please provide all information that is available at the time the form is completed. This form must be submitted to ADHE by August 1 in order to continue the application process.

Workforce Initiative Lead Institution:

University of Arkansas at Monticello

Workforce Initiative Alliance Partners:

Hamburg School District Crossett School District Dumas New Tech High School McGehee High School Lake Village High School Drew Central High School Warren High School Dermott School District Star City High School Hermitage High School UA- Division of Agriculture Crossett Economic Development Foundation Crossett Chamber of Commerce Monticello Economic Development Commission Twenty for the Future McGehee Chamber of Commerce Lake Village Chamber of Commerce McGehee Industrial Foundation Bradley County Economic Development Commission Monticello Intermodal Dermott Chamber of Commerce Dumas Chamber of Commerce Akin Industries Clearwater Paper Hood Packaging
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Georgia Pacific
SEARK Boats
Holland USA
Summit Trucking
Monticello Diesel
Arkansas Transportation Superintendant
Arkansas Department of Highway Transportation
Plum Creek
Stribling Equipment
Southeast Arkansas Economic Development District

Proposal Contact Information:

First Name	Jay
Last Name	Jones
Title	Interim Chancellor
Program/Dept.	Administration
Phone Number	Phone Number
Email	jonesj@uamont.edu

If you have a title for the project, please include it below.

Workforce Alliance for Southeast Arkansas

SUBMIT BY AUGUST 1, 2015

Email to ADHE.Workforce.Grant@adhe.edu

DREW CENTRAL SCHOOLS

250 University Drive
MONTICELLO, ARKANSAS 71655

(870) 367-5369

Fax (870) 367-1932

August 31, 2015

To Whom It May Concern,

It's my pleasure as Superintendent of Drew Central Schools to express my support of the Workforce Alliance of Southeast Arkansas planning grant being submitted by University of Arkansas at Monticello.

I will be a committed partner in the planning stage meetings and the collaboration with business and industries in Southeast Arkansas . Workforce training skills needed in our surrounding areas has always interested me. I have personally taken students to the National USA Skills competitions In Louisville, Kentucky and Kansas City, Missouri for the past two years.

I ask that serious consideration be given to the planning grant submitted by UAM. This grant would provide our students and workforce with awareness, knowledge and skills necessary to be employable and successful in business and industry in our region of the State of Arkansas.

If additional information is needed please contact me at 870-367-5369 or billy.williams@drewcentral.org.

Sincerely,



Billy Williams, Superintendent
Drew Central Schools



HOOD PACKAGING
CORPORATION®

September 1, 2015

TO: WORKFORCE ALLIANCE FOR SOUTHEAST ARKANSAS

Hood Packing, Inc., supports the Workforce Alliance for Southeast Arkansas planning grant that is being submitted by the University of Arkansas at Monticello. The interest shown and initiative taken to identify and pursue workforce training for business and industry of this area is significant to economic growth in our region.

Our company would welcome the opportunity to come to the table as a partner with the responsibility of participating in dialog concerning our workforce training needs and other relevant matters that impact the economic development in our area. The opportunities made available through the many partners of this grant would assist with the regional efforts to discovery and create innovative and resourceful ways to identify and address workforce training and employment challenges that are unique to southeast Arkansas.

Kara Sawyer
Region Human Resource Manager