



State of Arkansas  
Department of  
**WORKFORCESERVICES**

[www.dws.arkansas.gov](http://www.dws.arkansas.gov)

Post Office Box 2981 • Little Rock, AR 72203-2981



April 18, 2013

Senator Paul Bookout, Chair  
Arkansas Legislative Council  
Arkansas Senate  
State Capitol Building, Room 315  
Little Rock, AR 72201

Representative John Charles Edwards, Chair  
Arkansas Legislative Council  
Arkansas House of Representatives  
State Capitol Building, Room 315  
Little Rock, AR 72201

Dear Senator Bookout and Representative Edwards:

Arkansas Code Annotated 15-4-2206 states that the Arkansas Workforce Investment Board shall present a report quarterly to the Legislative Council concerning the progress, performance and compliance with the Federal Workforce Investment Act of 1998, and the Arkansas Workforce Investment Act of 1999. On behalf of the Arkansas Workforce Investment Board, I submit the attached progress report for the quarter October 1 – December 31, 2012.

If you have questions, or need additional information, please contact Cindy Varner, Assistant Director for Employment Assistance, at 501-371-1028 or by email at [cindy.varner@arkansas.gov](mailto:cindy.varner@arkansas.gov).

Sincerely,

  
Artee Williams



**ARKANSAS WORKFORCE CENTERS<sup>SM</sup>**

# WORKFORCE RESULTS

**October 1 – December 31, 2012  
Second Quarter, Program Year 2012**

# WORKFORCE RESULTS

The Department of Workforce Services provides this overview of performance for the period ending December 31th, 2012. The programs highlighted herein reinforce the Arkansas Workforce Investment Board's and DWS' commitment to helping people find jobs and to connect employers to workers. The goal of the workforce investment system is to improve the quality of the workforce and to strengthen the state's competitiveness in the 21<sup>st</sup> century global economy. In general, this overview presents program outcomes and results for the most recent quarter compared to the prior year(s) results. A glossary of performance measures is included in this overview.

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## Submitted By:

Ms. Diane Hilburn, Chair  
Arkansas Workforce Investment Board

Mr. Tom Anderson, Vice-Chair  
Arkansas Workforce Investment Board

Mr. Artee Williams, Director  
Arkansas Department of Workforce Services

Ms. Cindy Varner, Assistant Director for Employment Assistance  
Arkansas Department of Workforce Services

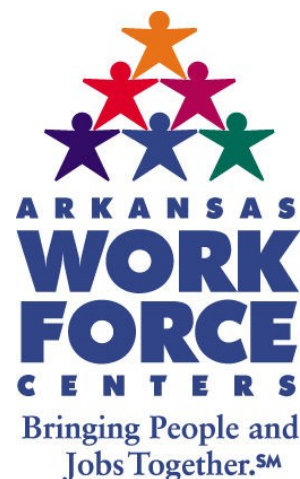


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## Prepared By:

Ms. Tammy Dragon, WIA Program Monitor  
Arkansas Department of Workforce Services

Ms. Stephanie Robinson, WIA Program Monitor  
Arkansas Department of Workforce Services



# WORKFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM

## PROGRAM DESCRIPTION

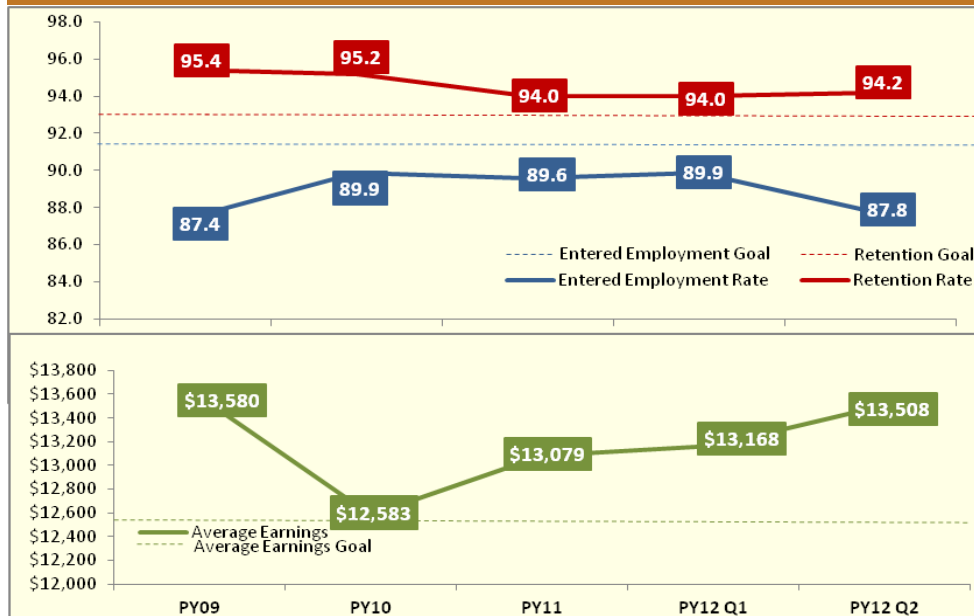
Adult services encompass workforce investment programs and initiatives that help thousands of adult workers receive workforce preparation assistance. These programs also help employers find the workers they need. They promote and facilitate an integrated public workforce system, offering a full array of workforce education, training and information services. Adult programs serve the broadest range of individuals, including Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farm workers, Indian and Native Americans, workers 55 or older and incumbent workers.

## PERFORMANCE

The actual rate is listed in the blue bar and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY09	PY10	PY11	PY12 Q1	PY12 Q2	
Entered Employment Rate	87.4	89.9	89.6	89.9	87.8	* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.
Entered Employment Goal	91.0	91.0	91.0	91.0	91.0	
Retention Rate	95.4	95.2	94.0	94.0	94.2	** Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.
Retention Goal	92.0	92.0	92.0	92.0	92.0	
Average Earnings	\$13,580	\$12,583	\$13,079	\$13,168	\$13,508	NOTE: Detailed information on formula for performance measures is in the glossary of this report.
Average Earnings Goal	\$12,530	\$12,530	\$12,530	\$12,530	\$12,530	

## PERFORMANCE PROGRESS



## ANALYSIS

The program continues to perform, above the negotiated goal in the Retention Rate and Average Earnings measures.

The current quarter earnings outcome of \$13,508 surpassed the goal and increased over the previous quarter outcome of \$13,168.

The PY12 second quarter Entered Employment Rate (EER) 87.8% is below the goal of 91.0%. However, the EER is still within the 80% Department of Labor requirement to be considered as having met the goal.

## HIGHLIGHTS/INNOVATIONS

Central Arkansas Planning and Development District, Inc., announced in their October 2012 News Letter their partnership with Saint-Gobain, one of the world's largest suppliers of innovative ceramic products. Saint-Gobain broke ground on their new \$100,000 million, 100,000 square-foot facility on a 68-acre parcel of land in Saline County. Bauxite will once again be produced in Saline County, this time in the manufacturing of tiny ceramic beads. Saline County was chosen because of its location to many of our major oil and gas customers. In collaboration with the Benton Workforce Center, they plan to employ 140 of Arkansas' highly skilled workers.

## TOP OCCUPATIONS AFTER EXIT

### Healthcare Practitioners and Technical Occupations

- Licensed Practical and Licensed Vocational Nurses
- Registered Nurses
- Nursing Aides, Orderlies and Attendants

### Transportation and Material Moving Occupations

- Truck Drivers, Heavy Tractor Trailer

### Education

- Teacher Assistants
- Pre-school Teachers, Except Special Education
- Elementary School Teachers, Except Special and Career/Technical Education

# WORKFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER

## PROGRAM DESCRIPTION

The Workforce Investment Act (WIA) Dislocated Worker Program aims to quickly reemploy laid-off workers and to enhance their employability and earnings by increasing occupational skills. Arkansas' Dislocated Worker Program emphasizes informed customer choice, system performance, and continuous improvement. Arkansas Workforce Centers provide access to core, intensive, and training services to individuals and groups of dislocated workers so that they may obtain and retain employment at a self-sufficient level.

## PERFORMANCE

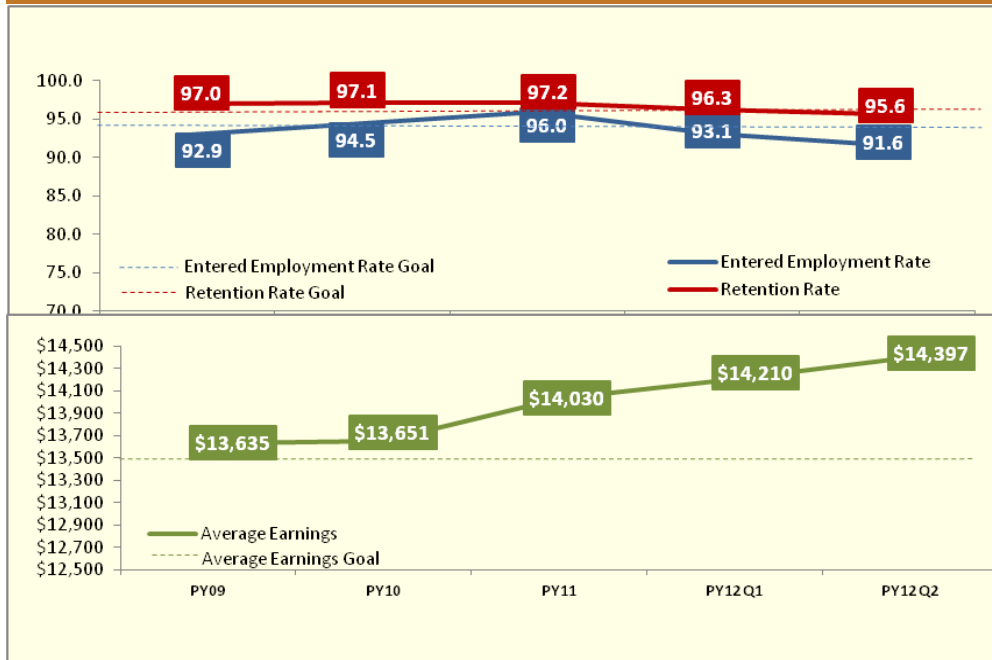
The actual rate is listed in the blue bar, and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY09	PY10	PY11	PY12 Q1	PY12 Q2
Entered Employment Rate	92.9	94.5	96.0	93.1	91.6
Entered Employment Goal	93.5	93.5	93.5	94.0	94.0
Retention Rate	97.0	97.1	97.2	96.3	95.6
Retention Goal	95.5	95.5	95.5	96.0	96.0
Average Earnings	\$13,635	\$13,651	\$14,030	\$14,210	\$14,397
Average Earnings Goal	\$13,200	\$13,200	\$13,200	\$13,500	\$13,500

\* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.

\*\* Of those participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.

## PERFORMANCE PROGRESS



## ANALYSIS

The Workforce Investment Act Dislocated Worker program assisted 392 participants with training in the second quarter of PY 12.

The current quarter earnings outcome of \$14,397 surpassed the goal and increased over the previous quarter outcome of \$14,210.

The PY12 second quarter Entered Employment Rate (EER) 91.6% is below the goal of 94.0%. However, the EER is still within the 80% Department of Labor requirement to be considered as having met the goal. The Retention Rate of 95.6% is slightly below the goal of 96.0%.

## HIGHLIGHTS/INNOVATIONS

The RES Pilot Program had a total of 33,775 initial claimants with 13,063 claimants that were added to the selection pool. A total of 2,584 claimants were referred to RES services.

A Veteran laid off from K-tops came into the Forrest City office inquiring about job search assistance. He was enrolled into the WIA program as a Dislocated Worker. The participant was encouraged by his Career Advisor to apply for a position at the Arkansas Department of Corrections in Briceys, AR. As a veteran he was able to apply for open positions early in the Arkansas Job Link system using veteran's preference. He interviewed with the company on December 12, 2012, completed the necessary paperwork and has now been hired full time.

## TOP OCCUPATIONS AFTER EXIT

### Transportation and Material Moving Occupations

- Truck Drivers, Heavy and Tractor Trailer

### Healthcare Practitioners and Technical Occupations

- Licensed Practical and Licensed Vocational Nurses
- Occupational Therapy Assistants

### Office and Administrative Support Occupations

- Office Clerks, General
- Cashiers

# WORKFORCE INVESTMENT ACT (WIA) - YOUTH 14-21 PROGRAM

## PROGRAM DESCRIPTION

The WIA Youth program provides employment and education services to eligible low-income youth, ages 14-21, who face barriers to employment. The program serves youth with disabilities and low literacy rates as well as others who may require additional assistance to complete an educational program or obtain a job.

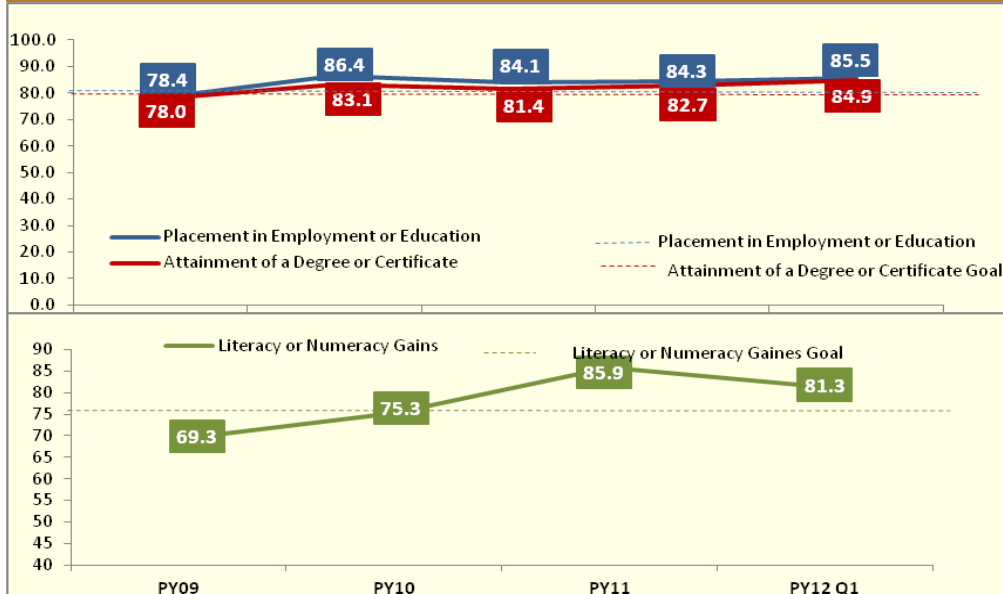
## PERFORMANCE

The actual rate is listed in the blue bar, and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY09	PY10	PY11	PY12 Q1	PY12 Q2
Placement in Employment or Education	78.4	86.4	84.1	84.3	85.5
Placement in Employment or Education Goal	79.7	79.7	79.7	81.0	81.0
Attainment of a Degree or Certificate	78.0	83.1	81.4	82.7	84.9
Attainment of a Degree or Certificate Goal	76.9	76.9	76.9	81.0	81.0
Literacy or Numeracy Gains	69.3	75.3	85.9	81.3	78.1
Literacy/Numeracy Gains Goal	48	48	48	75.5	75.5

\* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.

## PERFORMANCE PROGRESS



## ANALYSIS

The Workforce Investment Act Youth Program served 1093 participants in the current quarter.

The youth program continues to exceed negotiated goals in all three measures. The Placement in Employment or Education measure increased slightly 85.5%, an increase from the last quarter of 84.3%.

The Attainment of a Degree or Certificate measure has increased from 82.7% in PY12 Q1 to the current measure of 84.9% PY12 Q2.

## HIGHLIGHTS/INNOVATIONS

On November 12, 2012, NADC received notification that they were chosen to receive the YouthBuild Grant from DOL in the amount of \$1,043,130 over the next 3 years. YouthBuild is a youth and community development program that simultaneously addresses several core issues facing low-income communities: affordable housing, education, employment, crime prevention, and leadership development. The YouthBuild model balances in-school learning that leads to the achievement of a high school diploma or passing the General Education Development (GED) test and occupational skills training that prepares youth for career placement. The in-school component is an alternative education program that assists youth who are often significantly behind in basic skills to obtain a high school diploma or GED credential. The target populations for YouthBuild are high school dropout's ages 16 – 24 years old who may also be adjudicated youth, youth aging out of foster care, youth with disabilities, and other at-risk youth populations.

## TOP OCCUPATIONS AFTER EXIT

### Sales and Related Occupations

- Cashiers
- Retail Salespersons

### Food Preparation and Serving Related Occupations

- Combined Food Preparation and Serving Workers
- Counter attendants, Cafeteria, Food Concession & Coffee Shop

### Healthcare Practitioners and Technical Occupations

- Nursing Assistants

### Office and Administrative Support Occupations

- Stock Clerks, Sales Floor
- Office Clerks, General



# WORKFORCE INVESTMENT ACT (WIA) - NATIONAL EMERGENCY GRANT PROGRAM

## PROGRAM DESCRIPTION

National Emergency Grants (NEGs) are intended to temporarily expand the service capacity of WIA training and employment programs at the state and local levels by providing funding assistance in response to large, unexpected economic events which cause significant job losses. Such events include business closures, mass layoffs, realignment and closure of military installations and certain natural disasters declared eligible for public assistance by the Federal Emergency Management Agency (FEMA). The American Recovery and Reinvestment Act of 2009 (ARRA) provided additional resources for services to dislocated workers through NEGs.

## PERFORMANCE

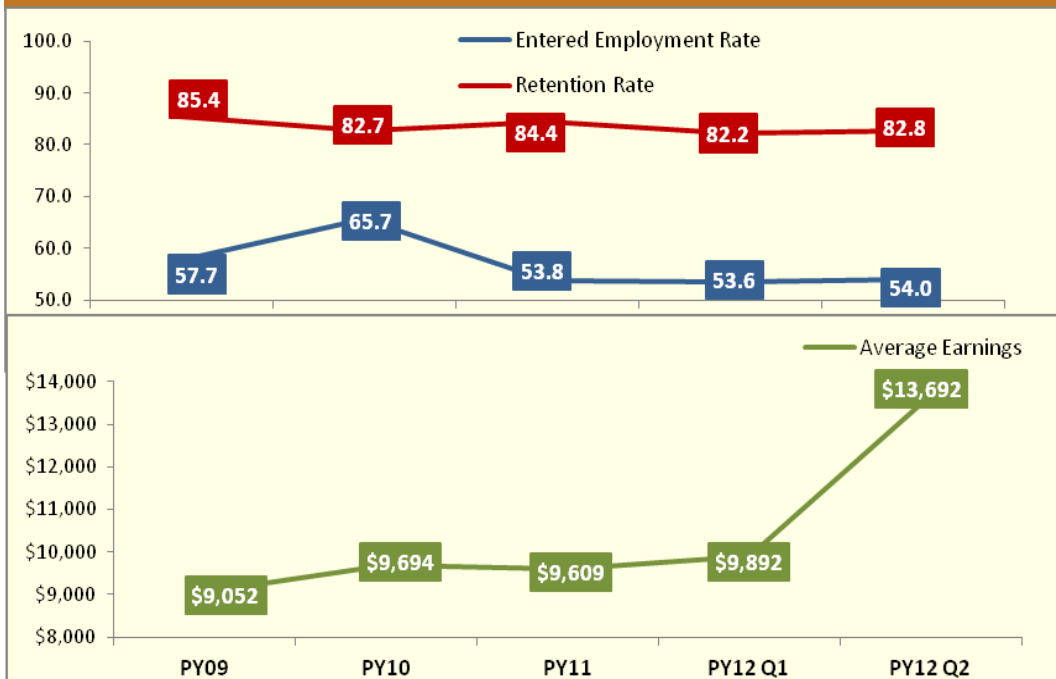
The actual rate is listed in the blue bar, and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY09	PY10	PY11	PY12 Q1	PY12 Q2
Entered Employment Rate	57.7	65.7	53.8	53.6	54.0
Entered Employment Goal	NA	NA	NA	NA	NA
Retention Rate	85.4	82.7	84.4	82.2	82.8
Retention Goal	NA	NA	NA	NA	NA
Average Earnings	\$9,052	\$9,694	\$9,609	\$9,892	\$13,692
Average Earnings Goal	NA	NA	NA	NA	NA

\* Of those participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.

NOTE: Detailed information on formula for performance measures is in the glossary of this report.

## PERFORMANCE PROGRESS



## ANALYSIS

Arkansas applied for and received National Emergency Grant (NEG) funds to cover the costs of providing temporary employment linked to cleanup and recovery efforts caused by severe storms, tornadoes and flooding. Arkansas was awarded \$3,758,327 for the period of May 2, 2011 through June 30, 2012 to serve 350 participants; of those 91 were hired by the county as permanent employees.

The areas receiving funds were:

Central \$150,456.00  
 North Central \$518,399.00  
 Northeast \$302,441.00  
 Northwest \$1,835,000.00  
 Southeast 392,415.00  
 Southwest \$85,831.00  
 West Central \$149,331.00  
 Western \$268,912.00

## HIGHLIGHTS/INNOVATIONS

The last National Emergency Grant the state of Arkansas received was NEG AR-19, Severe Storms, Tornadoes and Flooding. NEG AR-19 was received May 2, 2011 and ended June 30, 2012.

## OCCUPATIONS AFTER EXIT

Arkansas has only received disaster National Emergency Grants. Temporary workers are hired to work for county offices providing assistance with clean-up efforts. Those that have acquired permanent employment are employed by the counties.

Temporary workers are only employed for up to six months or 1,040 hours.

## COMMON PERFORMANCE MEASURES

(Used by Workforce Investment Act, Wagner-Peyser, Trade Adjustment Assistance, Senior Community Service Employment Program, Prisoner Reentry Initiative, and National Farmworker Jobs Program)

ADULT MEASURES	
<i>Entered Employment</i>	Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.
<i>Employment Retention</i>	Of those who are employed in the first quarter after the exit quarter: the number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.
<i>Average Earnings</i>	Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.
YOUTH MEASURES	
<i>Attainment of a Degree or Certificate</i>	Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.
<i>Literacy and Numeracy Gains</i>	Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.
<i>Placement in Employment or Education</i>	Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.