

## Workforce Cabinet Workflow

Commerce

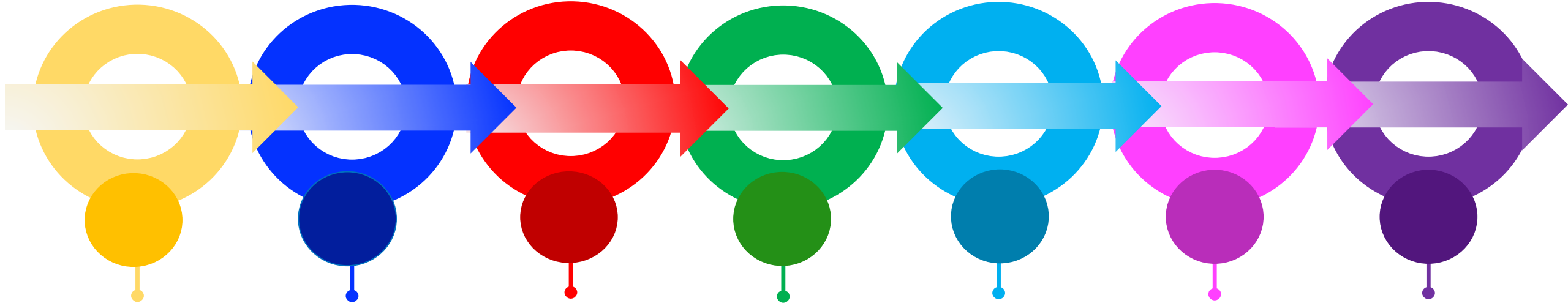
Corrections

Education

Human Services Labor/Licensing

TSS

Veteran Affairs



### AEDC, DWS, OSD

1. Existing Business Division
2. Small Business and Entrepreneurship Development
3. Home base (Military)
4. WIOA
5. Training Grants
6. Apprenticeship
7. Strategic Projects

### HS, Training, Work

### K-12, CTE, Higher ED

1. Academic/CTE Pathways
2. Student Success Plans/Career Coaches
3. Secondary Career Centers/Early College
4. STEM/H3 Focus
5. Work Based Learning
6. Non-Credit Training
7. AR Course Transfer

### SNAP, TANF, ARHome

1. Supplemental Nutrition Assistance Program
2. Temporary Assistance for Needy Families
3. Essential Service
4. Connect with Childcare
5. Connect with Transportation
6. Workforce Training
7. Job Entry

### OSHA Consultation, Labor and Licensing

1. Labor Standards
2. OSHA Consultation
3. Licensing Boards
4. Workers' Compensation

### DIS/Longitudnal Data

1. Digital Government Service Delivery
2. Arkansas Data Hub
3. Digital Credentials
4. Data-Driven Continuous Alignment
5. Longitudinal Data
6. Integrated Service Delivery
7. Secure Data Access

### Transitioning Veterans

# Department of Commerce Workflow

AEDC

ADWS

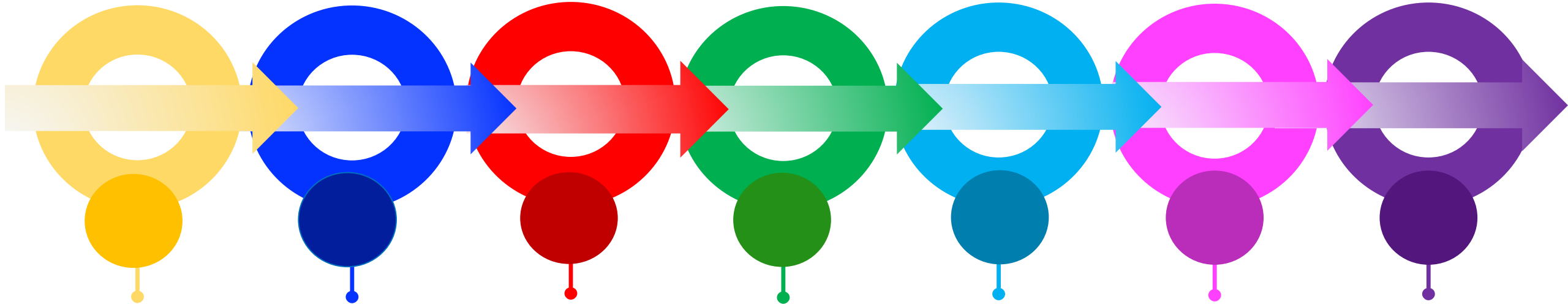
Rehab

Un-Employment

Incumbent

Secondary

Apprentice



## Economic Incentive

1. Existing Business Division
2. Small Business and Entrepreneurship Development
3. Home Base Arkansas (Military)
4. Competitive Communities Initiative (CCI)

## Youth and Adult

1. Re-Org
2. State Board App
3. Employment service
4. Career Readiness Certificate
5. Workforce Discretionary Grants
6. Adult Education

## Rehabilitation Services

1. Deaf
2. Blind
3. Mobility
4. Education and training
5. Placement
6. Remote work

## Un-Employed and Under-Employed

1. Unemployment Insurance
2. Disaster/Emergency
3. Rapid Response
4. Re-Imagine Grants
5. Reemployment Services
6. Trade Adjustment Assistance

## Short Term Training

1. 25:75% Employer reimbursement for training
2. Advanced Manufacturing
3. Industrial Maintenance and Refrigeration
4. IT
5. Robotics

## Secondary Centers

1. Training Centers
2. Industry-Led Sector Reviews
3. Employer Credentials
4. Train the Trainer
5. Non-Credit
6. High School to 2 year college transfer

## Apprenticeship

1. Electrical
2. Plumbing
3. HVAC
4. Industrial Maintenance
5. Industrial Refrigeration
6. Nursing
7. Teacher
8. Information Technology

# Department of Corrections Workflow

Intake

Assess

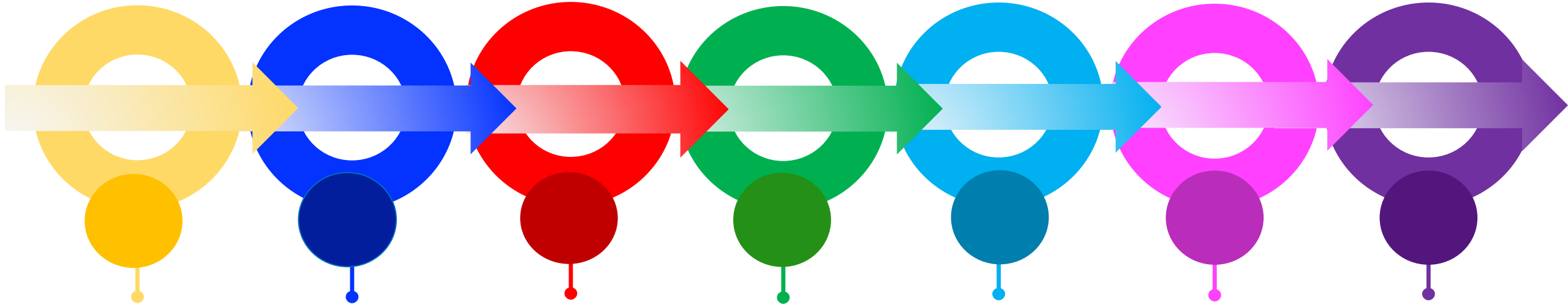
Work Release

HS/GED

Training

On-Site

Re-entry



## Entry

1. Sentence
2. Level of crime
3. Geography
4. Level of education
5. Previous experience
6. Career pathway

## Assessment for Placement

1. Knowledge
2. Emotional
3. Capabilities
4. Aptitude
5. Demonstration of knowledge
6. Situational

## Work Release

## High School or GED

## Career Training

1. Short term
2. Long term
3. College

## Trade or Manufacturing

## Job Placement

# Department of Education Workflow



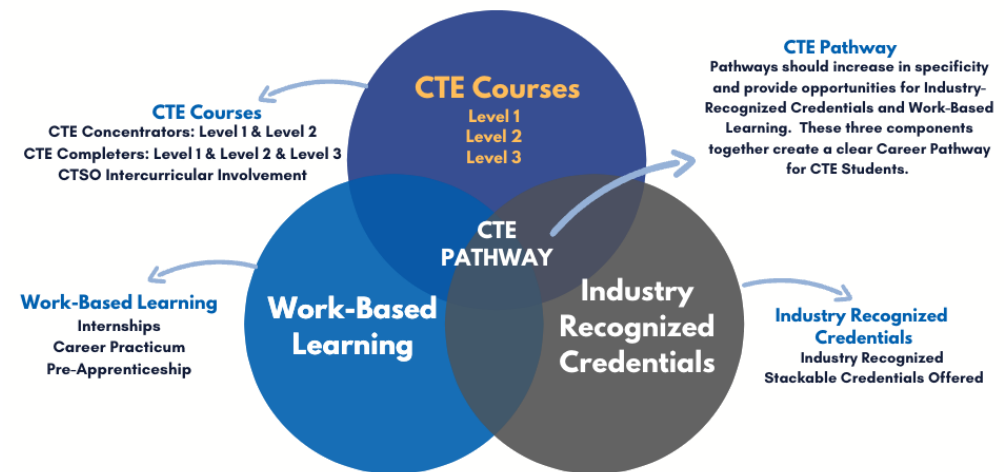
LEARNS: Foundational Academics, Student Success Plans, Concurrent Credit, Career-Focused Requirements, and CTE Audit			Academic certificates and non-credit workforce training aligned to business/industry needs			
		<ul style="list-style-type: none"> <li>•9-12 CTE Pathways</li> <li>•Work-Based Learning</li> <li>•Postsecondary CTE</li> <li>•Secondary Career Centers</li> <li>•Be Pro Be Proud</li> </ul>	<ul style="list-style-type: none"> <li>•Establish statewide policy for non-credit workforce data collection to inform funding and measure outcomes</li> </ul>	<ul style="list-style-type: none"> <li>•2-year academic degrees</li> <li>•AR Course Transfer System and Articulation</li> <li>•Establish statewide course numbering of all postsecondary courses, including CTE</li> </ul>	<ul style="list-style-type: none"> <li>•4-year academic degrees</li> </ul>	<ul style="list-style-type: none"> <li>•Post-baccalaureate certificates and degrees</li> </ul>
<ul style="list-style-type: none"> <li>•Arkansas Teaching and Learning Assessment System (including ACT and WorkKeys)</li> </ul>			<ul style="list-style-type: none"> <li>•Develop statewide articulation/transfer agreements for CTE</li> </ul>	<ul style="list-style-type: none"> <li>•Career Pathways Initiative</li> </ul>		
<ul style="list-style-type: none"> <li>•Career Coach Program Grades 7-12</li> </ul>			<ul style="list-style-type: none"> <li>•State scholarship &amp; grant funding including non-credit workforce for in-demand sectors, SAMS</li> </ul>			
			<ul style="list-style-type: none"> <li>•Credential Engine Project w/ DIS</li> </ul>			
			<ul style="list-style-type: none"> <li>•AR Teacher Residency Model (high school CTE pathway through high ed certificates/degree and apprenticeship option)</li> </ul>			
			<ul style="list-style-type: none"> <li>•STEM-focused projects and partnerships</li> </ul>			
			<ul style="list-style-type: none"> <li>•EXTERNAL HIGHER ED PROJECTS FOR HIGH-DEMAND, HIGH-WAGE, HIGH-SKILL JOBS</li> </ul>			

# K-12

- LEARNS
  - Foundational academics (literacy/numeracy) required for all career pathways
  - Career-focused requirements including Career Awareness and Exploration (6-8)
  - Student Success Plans
    - Aligned to diploma pathways
    - Courses and experiences supporting postsecondary goals
    - Accelerated learning opportunities (Concurrent Credit, AP, IB)
  - Concurrent enrollment course expansion
  - Teacher workforce recruitment/retention efforts
- Aptitude/Interest Assessments in Middle School
- Arkansas Teaching and Learning Assessment System
  - ATLAS 3-10
  - College & Career (ACT & Workkeys)
- Science, Technology, Engineering, Math efforts
- 21st Century Skills (i.e. Communication, Critical Thinking, Collaboration, Creativity)
- AR Teacher Residency Model (high school CTE pathway through high ed certificates/degree and apprenticeship option)

# CTE

- LEARNS
  - Career-ready pathways to diploma
    - Credentials of value in a desired high-wage, high-growth career and a strong academic core
    - Prepare students to:
      - Pursue either a degree or certification from an institution of higher education, an industry-based training or certification an apprenticeship, or the military; or
      - Immediately enter a career field
  - Early exposure to career-ready pathways
  - CTE Audit
- 9-12 Updated CTE Pathways
- Work-Based Learning
- CT Student Organizations
- Career Coach Program Grades 7-12
- Postsecondary CTE
  - Secondary Career Centers for HS Students
  - Adult learners
- Be Pro Be Proud in partnership with OSD and the State Chamber
- Per Act 242, establishing crosswalk for CTE coursework to substitute core academic classes



# Higher Education

- Academic certificates and non-credit workforce training aligned to business/industry needs
- Academic degrees (Associate, Bachelor, Graduate level)
- AR Course Transfer System and Articulation
- Scholarships for credit programs as well as non-credit, in-demand sectors; Scholarship App Management System
- Career Pathways Initiative (provides education expense assistance and wrap-around supports)
- Credential Engine Project w/ DIS to map AR credentials and provide transparency for skills, competencies, and value of diplomas, badges, certificates, licenses, apprenticeships, certifications, and degrees
- Exploring enhancements to statewide system and policies, such as
  - Common course numbering of postsecondary courses, including CTE
  - Articulation/transfer agreements for CTE, including prior learning credit and articulation for industry credentials and technical certificates/degrees
  - Non-credit workforce data collection to inform funding and better measure outcomes
  - Revisiting the higher education funding formula to possibly include non-degree credentials of value
  - Standardization of concurrent enrollment
- Support of external higher ed projects such as the statewide IHE consortia for information technology programs (Cybersecurity and Data Science) w/ stackable credentials & master level instructor training, UARK Semiconductor Research & Fabrication project (MUSiC), Fiber Broadband Academies w/ OSD and Arkansas Community Colleges

# Department of Human Services Workflow

SNAP

TANF

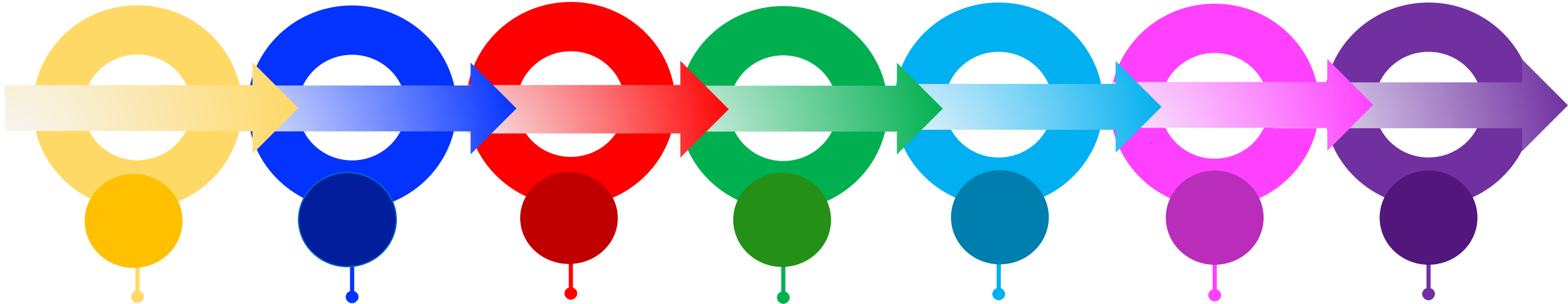
Disaster Relief

Childcare

Transportation

ARHome

Placement



**Supplemental Nutrition Assistance Program**

1. Statewide SNAP Employment & Training program (mandatory for certain populations)
2. Food assistance

**Temporary Assistance for Needy Families**

1. Case management
2. Time-limited assistance, including cash, job readiness, and other support services related to work or education

**Essentials Service**

1. Targeted case management for people who experienced a disaster
2. Supportive services, including housing and food assistance

**Connect with Childcare**

1. Childcare vouchers
2. Childcare assistance through TANF

**Connect with Transportation**

1. Non-emergency transportation for medical appointments
2. Transportation assistance through TANF

**Workforce Training**

1. Medical coverage for Arkansans working their way out of government dependence.
2. Opportunities for Success
3. Vocational programs for youth in DYS custody

**Job Entry**

1. Supportive employment for ID/DD population
2. Working disabled health coverage
3. Free CNA training for HDC & AHC employees



# Department of Labor and Licensing Workflow

OSHA Consult

Code Enforce.

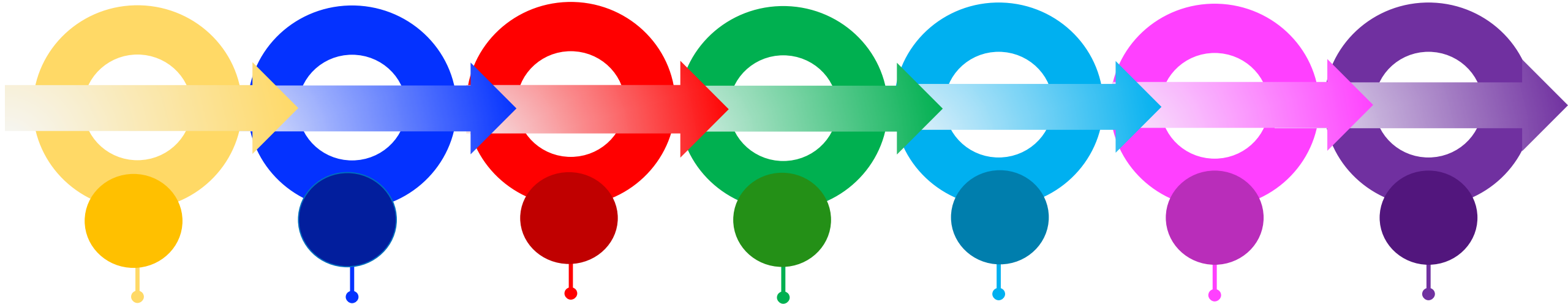
Recruiting

Licensing

Retention

Renewal

Professional



## Workplace Safety

- Labor Standards
- OSHA Consultation
- MSHA
- AOSH
- WCC
- Amusement Rides
- Safety Training
- OSH Statistics
- Blasting Training
- Survey of Occupational Injuries and Illnesses

## Code Enforcement

- Boiler
- HVACR
- Electrical
- Elevator
- Towing & Recovery
- Manufactured Homes
- Amusement Rides
- Fire Protection
- Barber Examiners
- Contractors Licensing Board
- Athletic Commission
- Real Estate Commission

## Licensed Trades

- Marketing
- Partner with OSD and DHS

## Streamline

- Electronic Licensing Platform (ELP)
- Online
- PELS
- REELS
- Cash Voucher System
- Reciprocity

## Enhance

- Career Pathways
- Profession Development

## Streamline

- Portal notifications of expiration and alerts

## Professional Development

- Apprenticeships
- Examinations
- GRIT Leadership Class
- Continuing Education Credits

# Department of Transformation and Shared Services Workflow

Digital Service

Data and AI

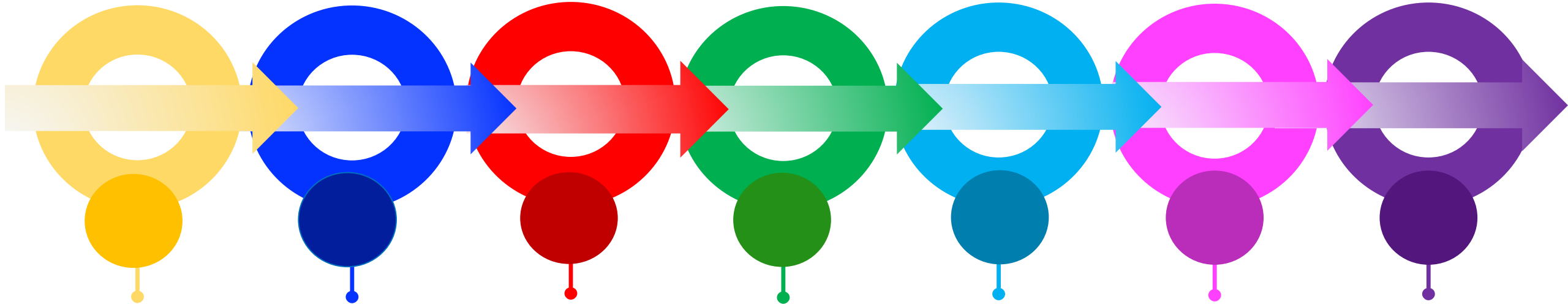
Interoperability

Alignment

Evidence

Integration

Access



## Digital Government Service Delivery

1. User-Centered Design
2. Digital Twins
3. Digital Service Strategy
4. Data-Driven Service Delivery Platforms

## Arkansas Data Hub

1. Data Governance
2. Data Cataloging
3. Data Sharing
4. Data Quality
5. Data Integration
6. Master Data Management
7. AI and Analytics

## Digital Credentials

1. Skills Data Coordinator
2. Credential Registry
3. Identity Management
4. Blockchain Network
5. Wallets

## Data-Driven Continuous Alignment

1. Talent Pipeline Management
2. Jobs and Employment Data Exchange (JEDx)
3. Supply-Demand Modeling

## Longitudinal Data

1. PreK-12 / CTE
2. Higher Education
3. Workforce Development
4. Employment
5. Public Safety
6. Licensure
7. Health and Human Services

## Integrated Service Delivery

1. Discovery / Intake
2. Assessment
3. Success Planning
3. Referral
4. Case / Student Management
5. Attainment
6. Exit
7. Outcomes

## Secure, Governed, Access to Data

1. Metrics / KPIs
2. Open Data
3. Dashboards
4. Asset Maps
5. Data Products
6. Researcher Access
7. Data Literacy and Analytic Capacity Building

# Department of Veteran Affairs Workflow

DD214

Crosswalk MOS

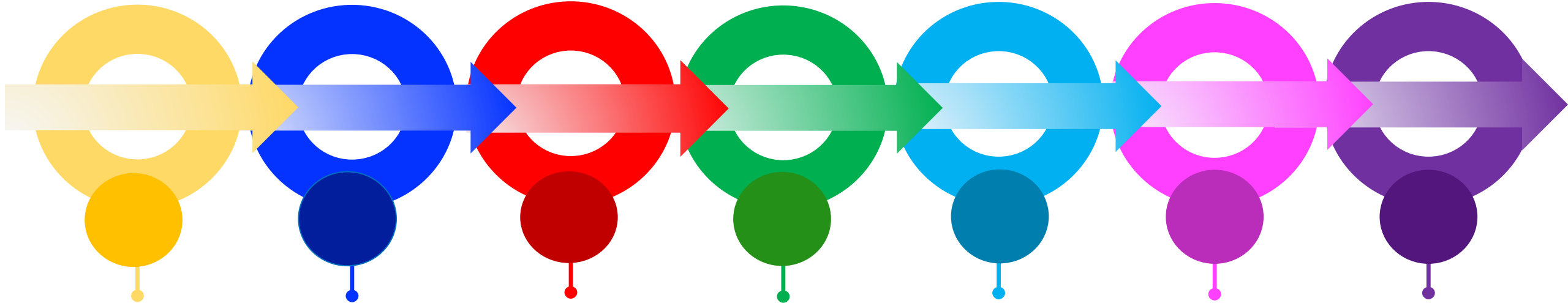
Connect

Short -term

Technical

College

Placement



Identify Returning Veterans

Translate Military Duty to Civilian Job Descrip

Identify and Promote Veteran Friendly Emplo

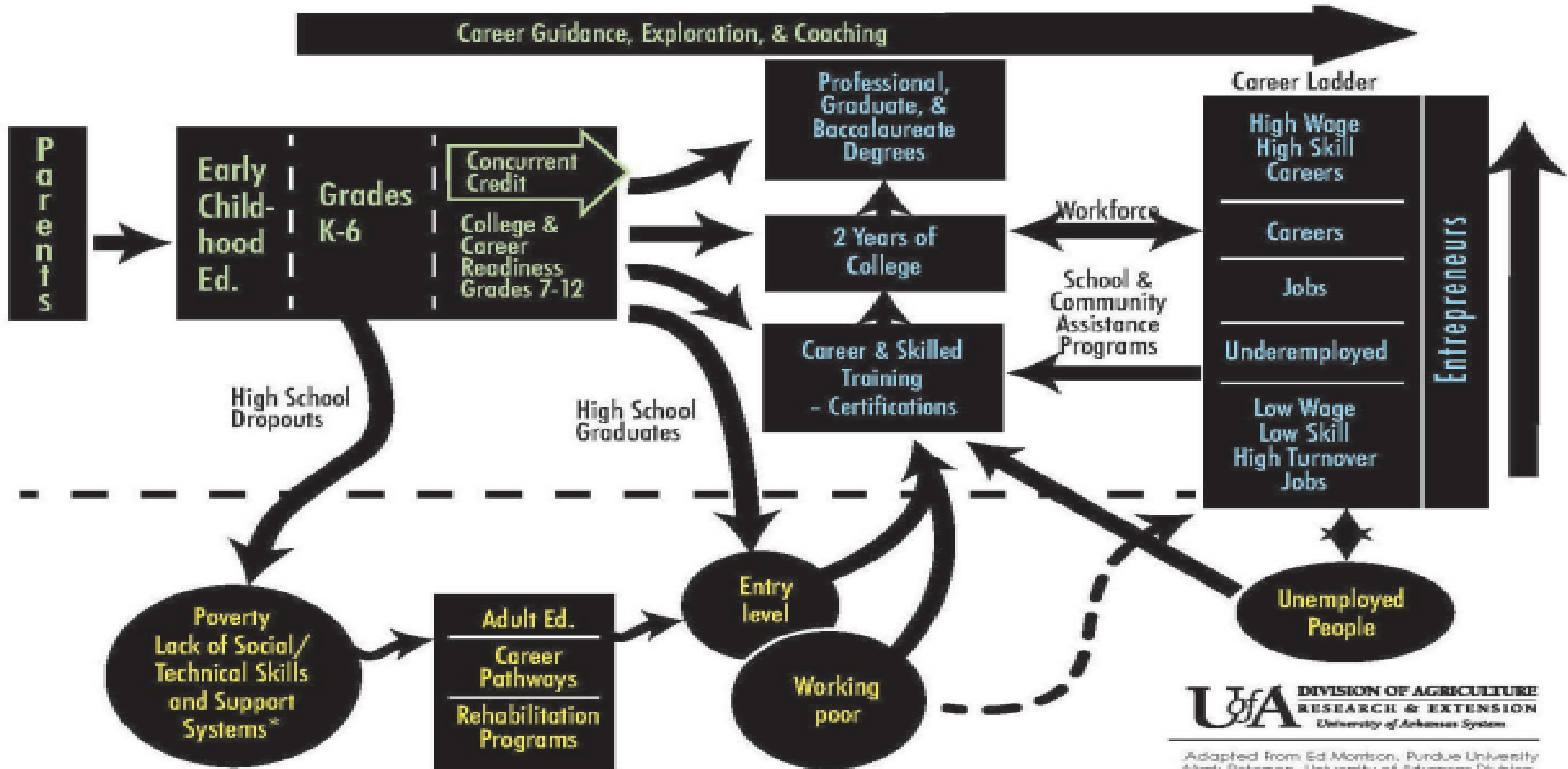
Non-credit Training

Technical Program Diploma

GI Bill

Job Matching and Placement

# Education and Workforce Pipeline

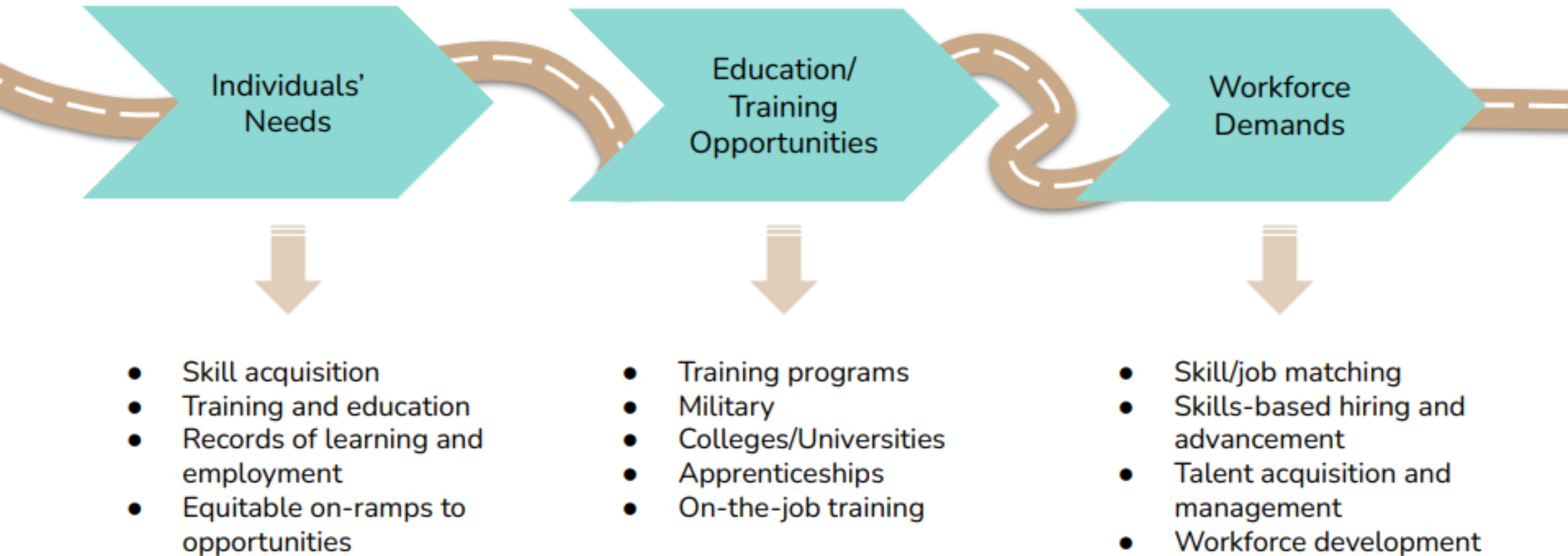


**UofA** DIVISION OF AGRICULTURE  
RESEARCH & EXTENSION  
University of Arkansas System

Adapted from Ed Morrison, Purdue University  
Mark Peterson, University of Arkansas Division  
of Agriculture Cooperative Extension Service

**NOTE:** The Education and Workforce Pipeline was adapted from "Workforce Development in a Nutshell" by Ed Morrison, Purdue University Center for Regional Development, Economic Development Institute, March 2005.

# Career Path




# Arkansas Focus Areas

 **Industrial Maintenance & Refrigeration**


Northwest Technical Institute 

 **Semi-Conductor Economy**

UA-Fayetteville, MUSiC 

 **Manufacturing**

PEAK Innovation Center 


 **Alternative Energy**

South Arkansas University 


 **Defense**

South Arkansas Tech 



 **Robotics**


North Arkansas College 

 **Food**

ASU - Jonesboro 

 **Steel**

Northeastern Arkansas College 

 **Precision Agriculture**

East Arkansas Community College 

 **Aerospace**

Saline County Career Technical Campus 

 **Forestry**

UA - Monticello 

# Advanced Manufacturing Focus Center



Mechanical

Fabrication

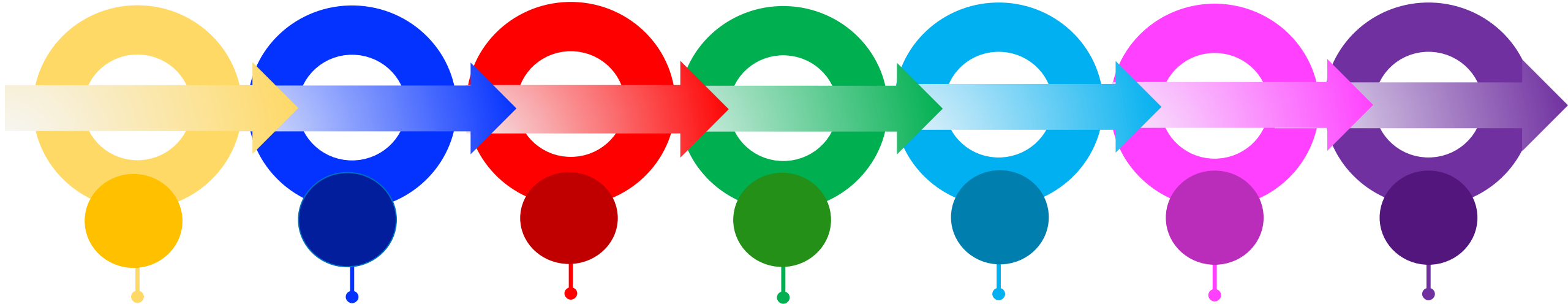
Hydraulic/Pneu

Electrical

Automation

Robotics

Service



Mechanical Tech

Welder and Fabricator

Fluid and Air Power  
Tech

Electrical Tech

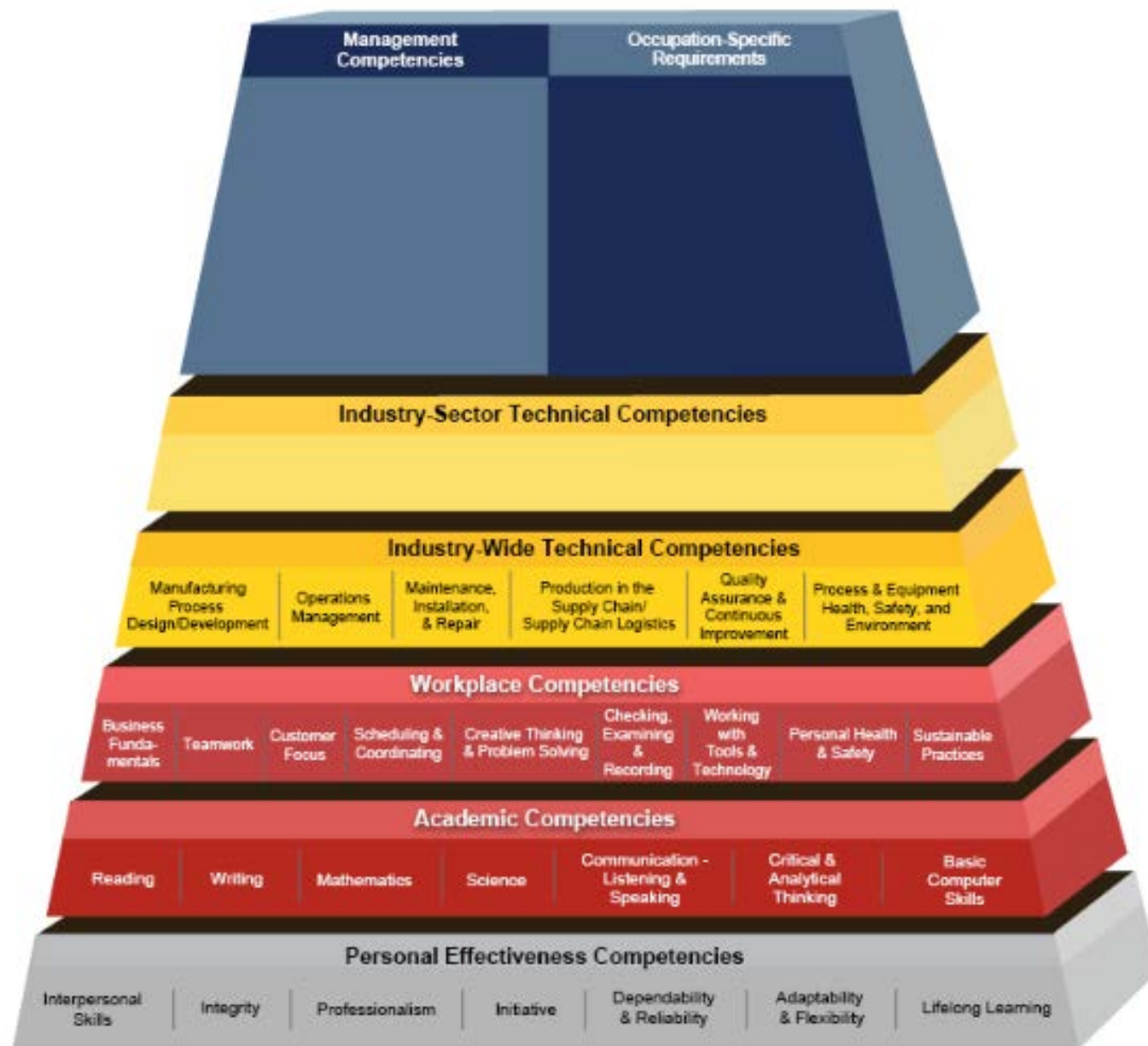
Automation Tech

Robotics Tech

Service Tech



# Advanced Manufacturing Competency Model





# Advanced Manufacturing Mobile Training



Electrical Fund

Motor Control

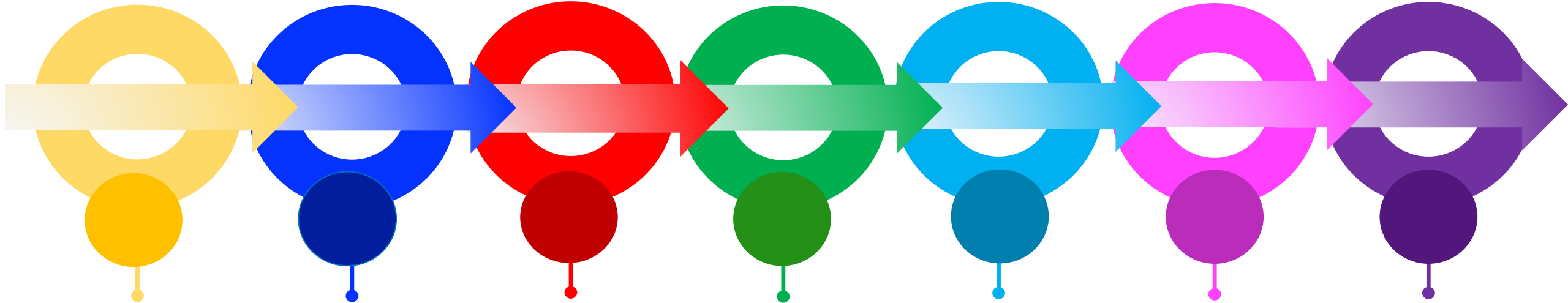
VFD

PLC

Automation

Robotics

Service



Fundamentals

Theory  
Instrumentation

Motor Control

Variable Frequency  
Drives

Programmable  
Logistics Control

Automation Tech

Robotics Tech

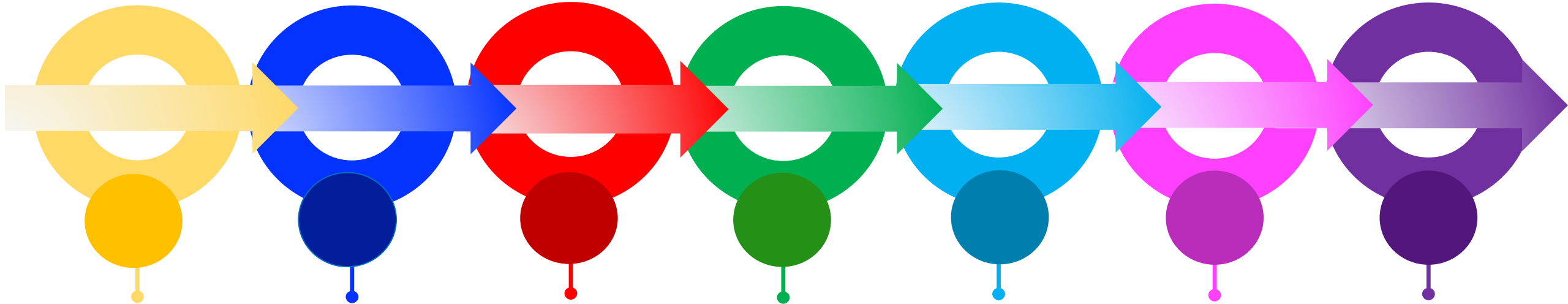
Service Tech



# Aerospace and Defense Focus Center



**Mechanical** **Hydraulic/Pneum** **Fabrication** **Assembly** **Electrical** **Electronics** **Instrumentation**



Mechanical Tech

Fluid and Air Power

Sheetmetal and  
Welding

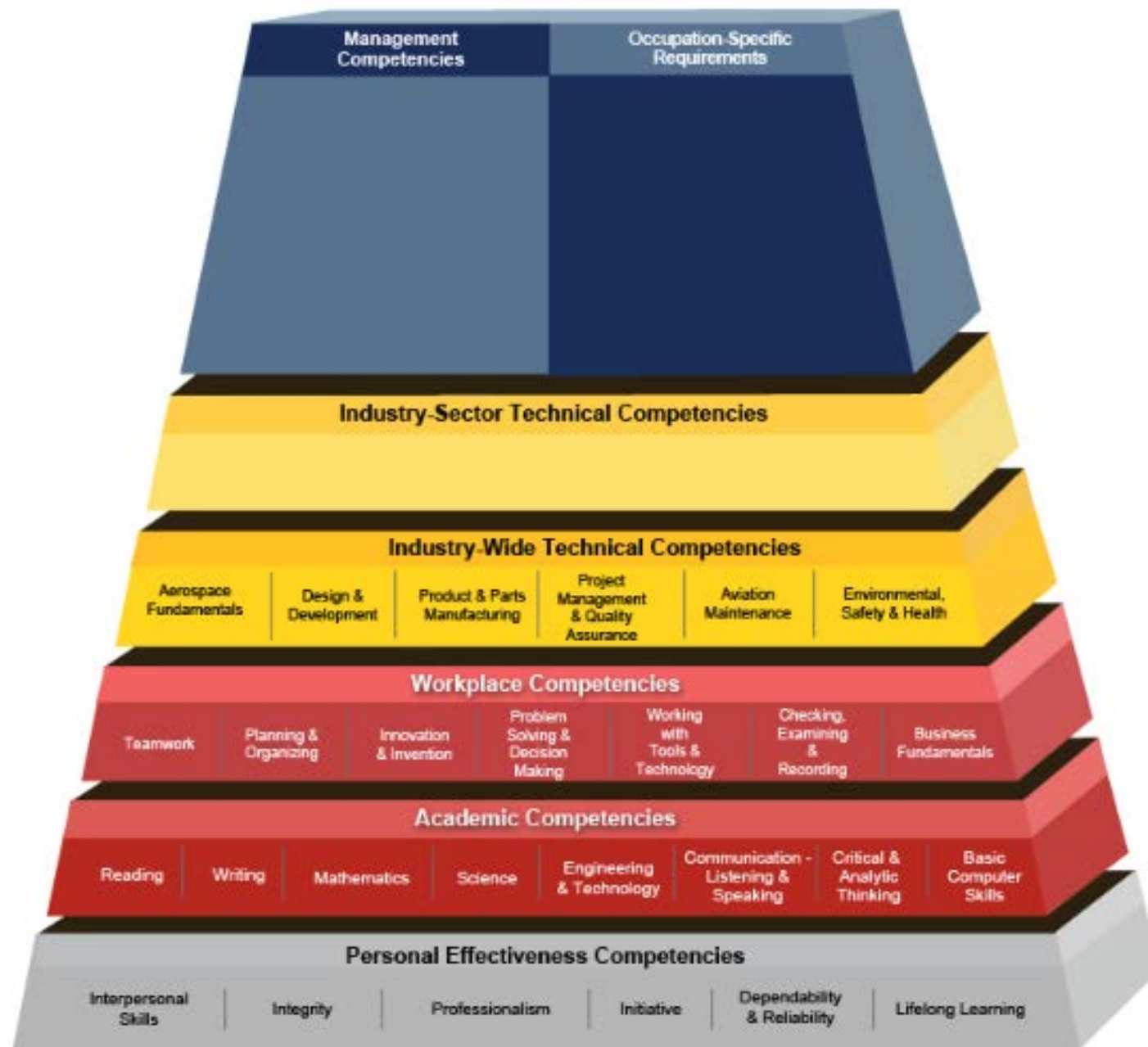
Production

AC Electrical Tech

DC Electronics Tech

Production

# Aerospace Competency Model



# Aerospace and Defense Focus Center(Aircraft)



Mechanical

Hydraulic/Pneum

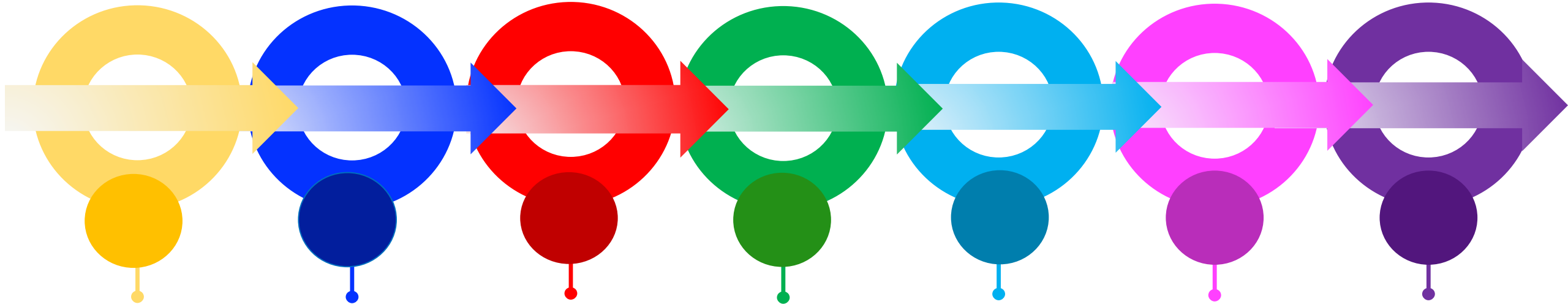
Fabrication

Assembly

Electrical

Electronics

Interiors



Mechanical Tech

Fluid and Air Power

Sheetmetal and  
Welding

Production

AC Electrical Tech

DC Electronics Tech

Production



## Aerospace & Defense Companies in Arkansas



# Alternative Energy Focus Center



Wind

Solar

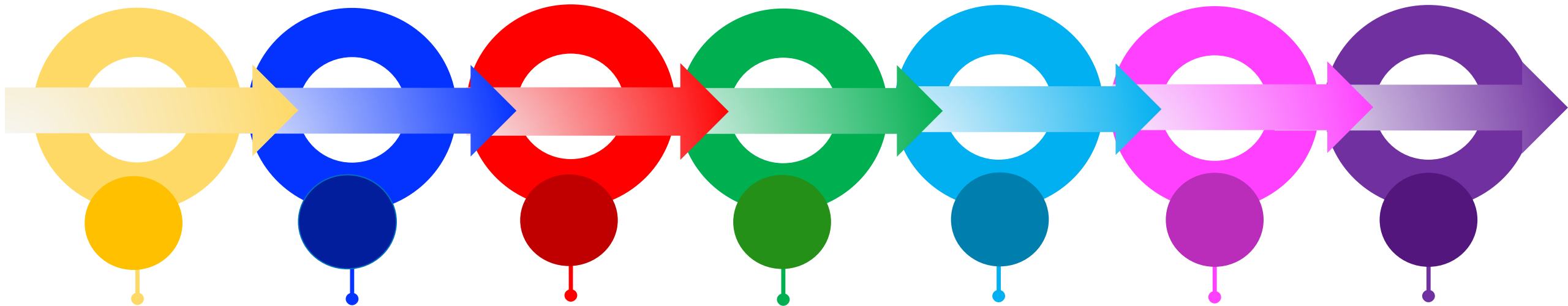
CNG

Hydrogen

Electric Battery

Generator

Bio-Fuel



C

P

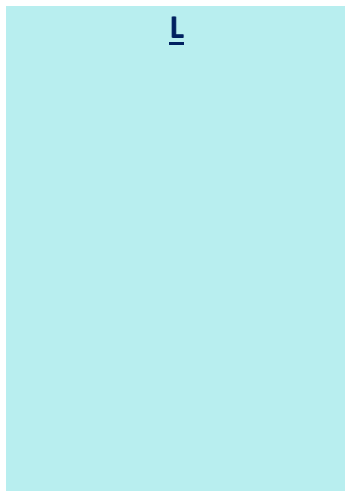
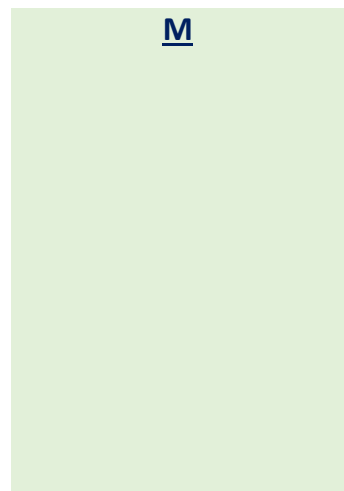
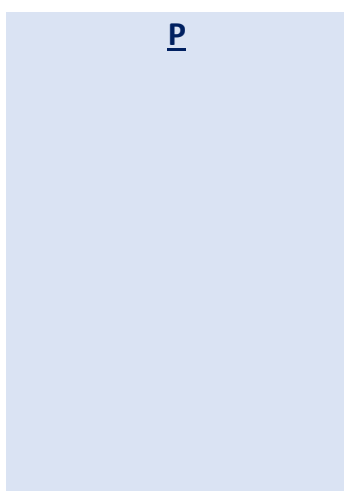
P

M

L

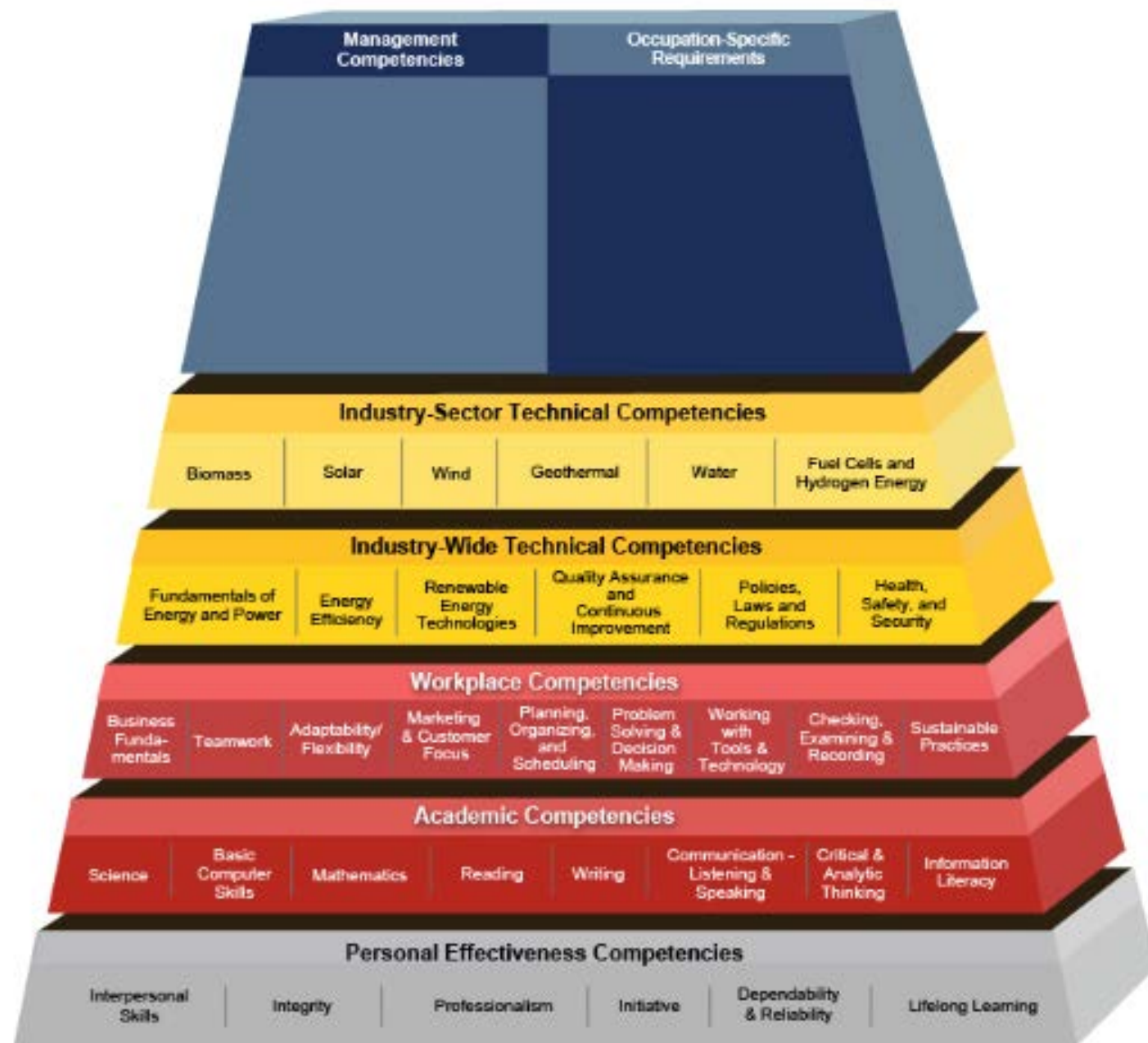
R

B





# Renewable Energy Competency Model

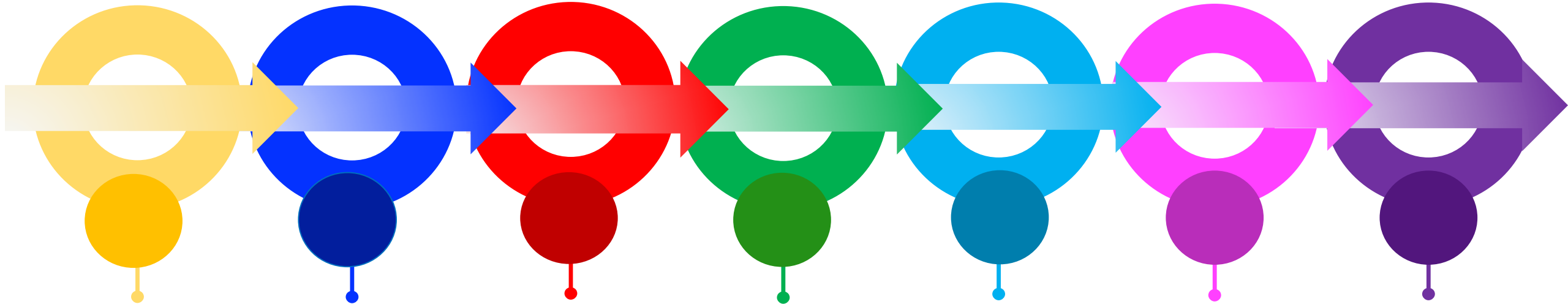




# CHIPS Focus Center - MUSiC



DC Electronics    Semi-Conduct    Integ. Circuits    Components    Printing    Interface    Supply Chain



**DC Electrical**  
 Theory  
 Fundamentals  
 Instrumentation  
 Measurement  
 Schematics  
 Diagnostics

**Semi-Conductors**  
 Materials  
 2D Quantum Devices  
 Wafer Fabrication  
 Silicon  
 Silicaon Carbide  
 III-V Compunds  
 Lithography  
 Deposition  
 Etching

**Integrated Circuits**  
 Analog  
 Digital  
 Photonics  
 Power electronics

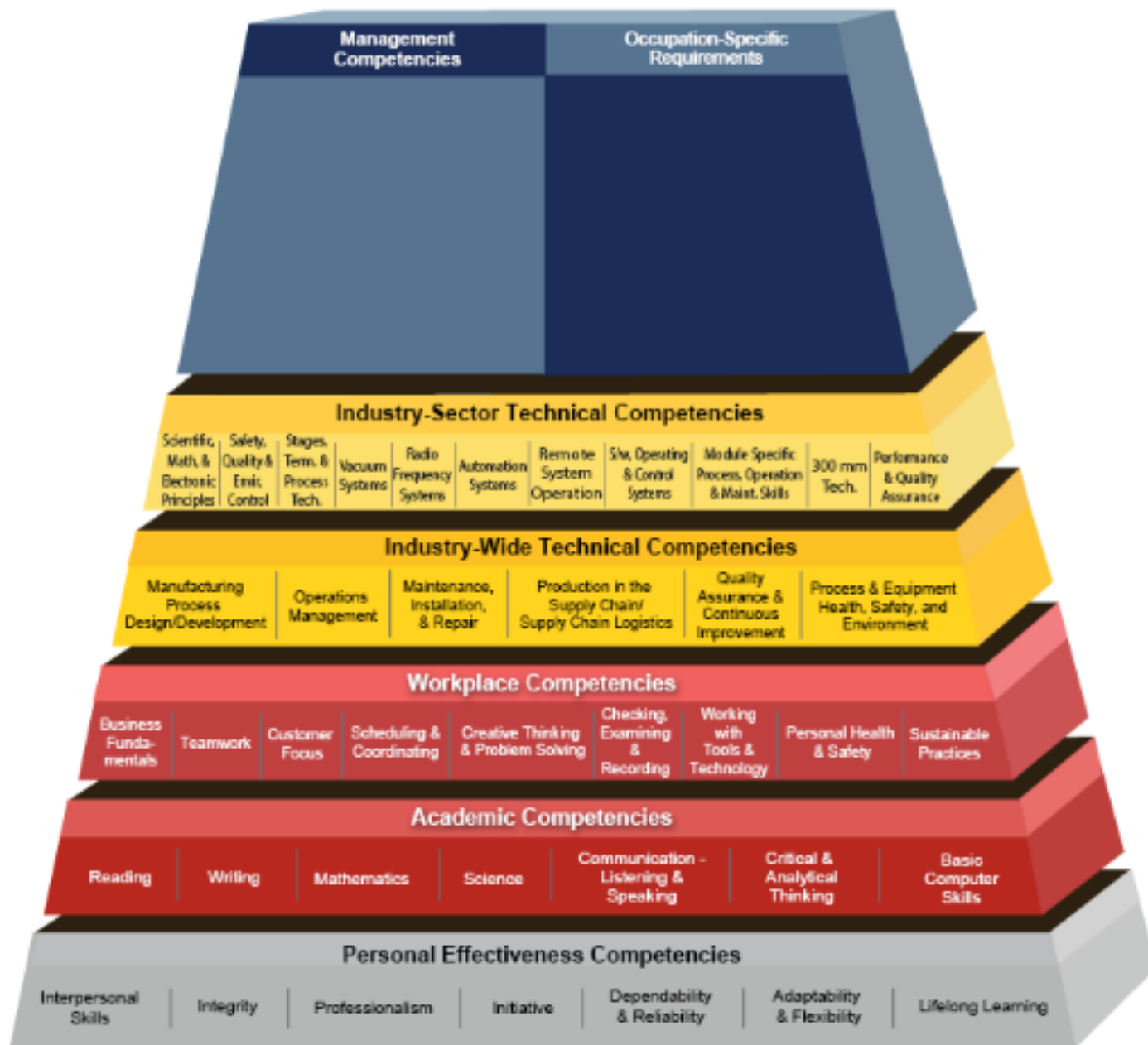
**Electronic Components**  
 CMOS  
 Discrete diodes  
 Transistors  
 Modules  
 Sensors  
 Power devices  
 IR

**Printing Integrated Circuits**

**Operating System Interface**  
 Back end

**Logistics, Supply Chain, and Advancement**  
 Packaging  
 Innovation  
 Research (Lab to Fab)

# Semiconductor-Nanotechnology Manufacturing Competency Model



# Precision Agriculture Focus Center



Mining

Battery Tech

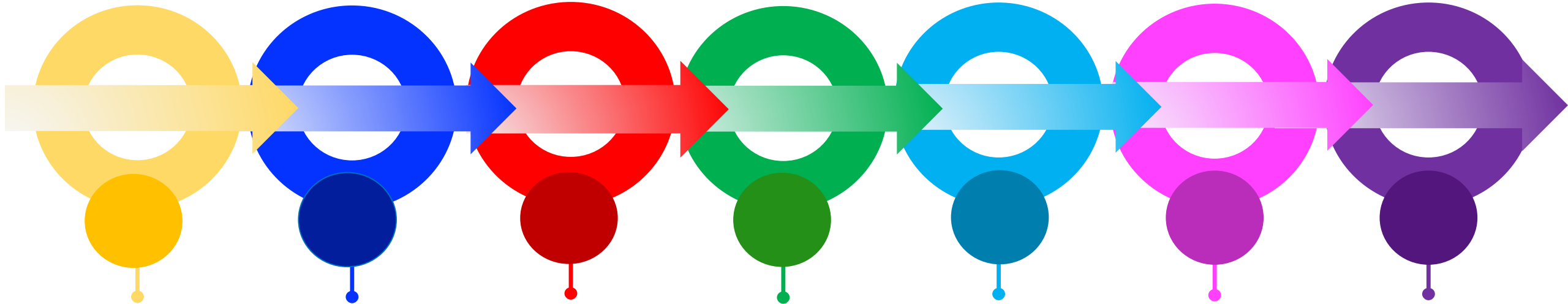
Mobility

Commercial

Small Agri

Tractor

Navigation



Lithium Mining

Battery Technology

Unmanned Drone

Commercial Truck EV

Small Power EV  
Equipment

Agriculture EV  
Equipment

GPS, GIS, and Mobility

# Steel Focus Center



Work Release

Boot Camp

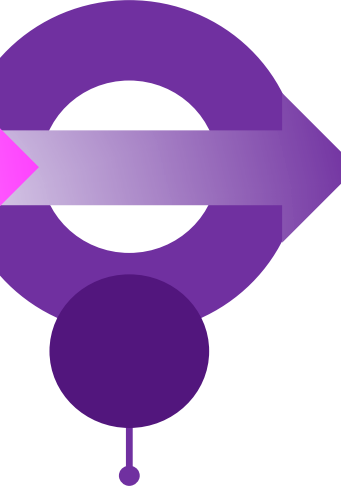
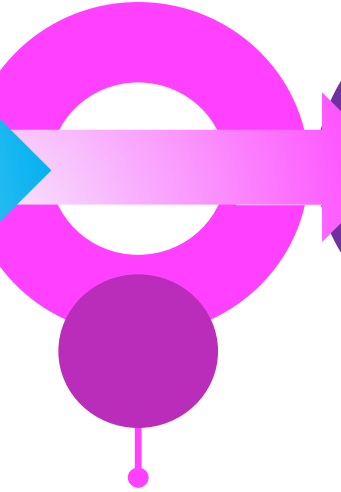
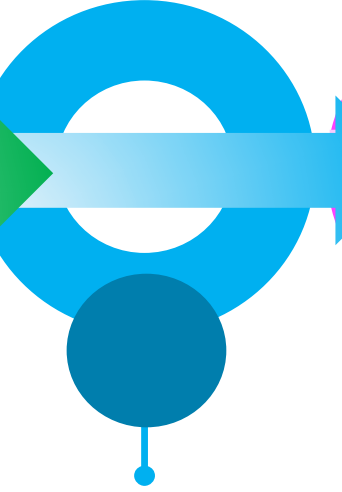
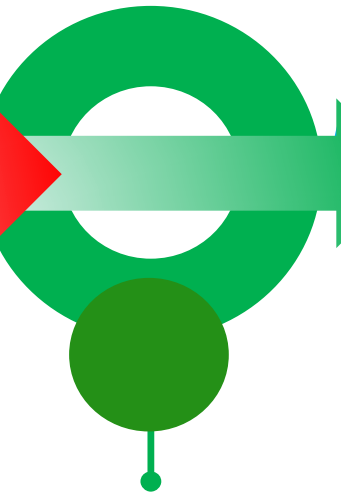
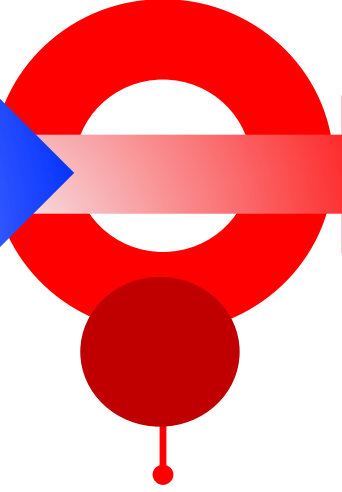
Production

Maintenance

Metallurgy

Engineering

Management



Inmate Population

Entry Level

Entry Level

Advanced Entry Level

College Entry

College Entry

Experienced

# Steel Industry



# State Overview

## Higher Education

11

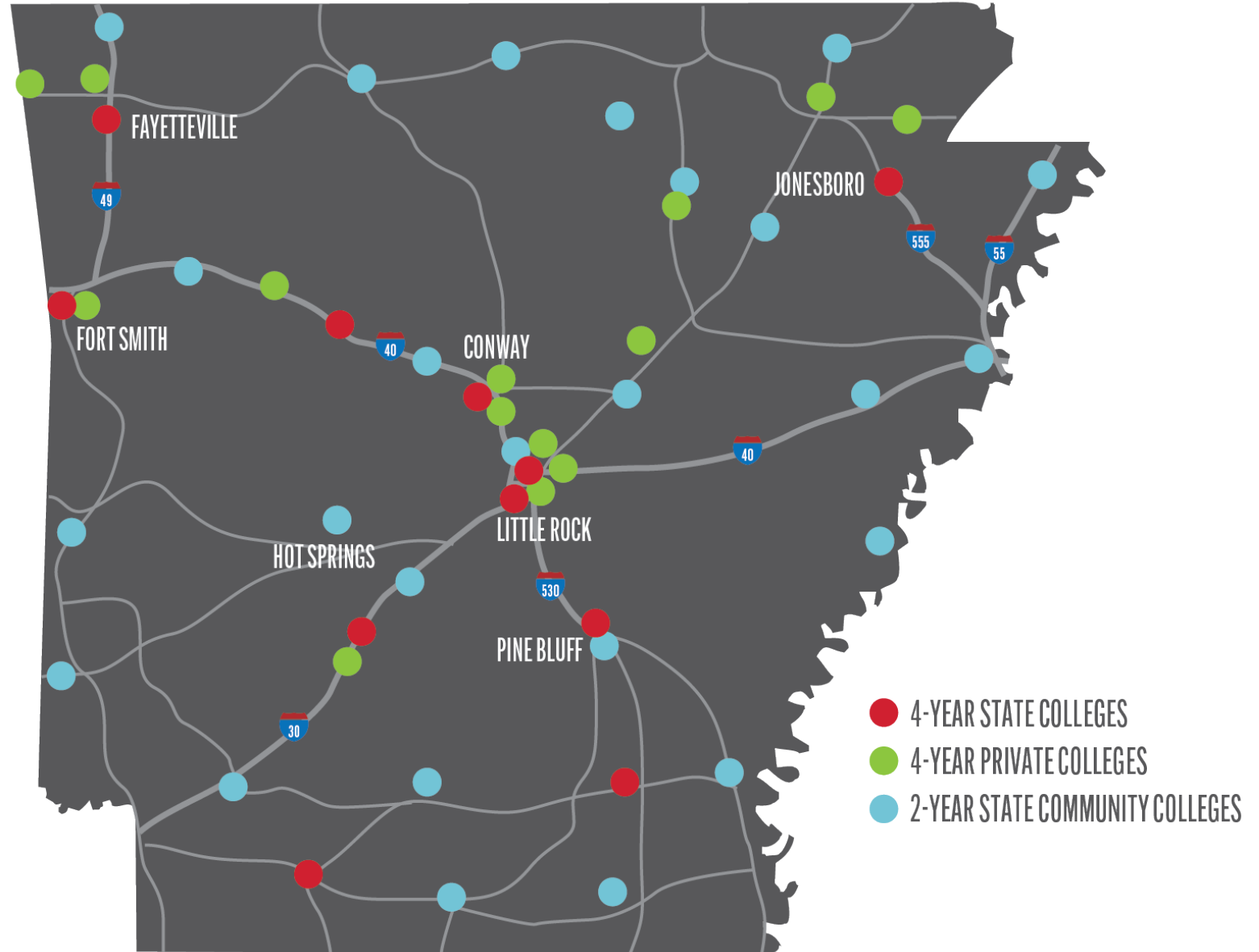
4-YEAR STATE COLLEGES

14

4-YEAR PRIVATE COLLEGES

25

2-YEAR STATE  
COMMUNITY COLLEGES



# Arkansas' Secondary Career Centers



# Agriculture (Advanced) Programs



Forestry

Poultry

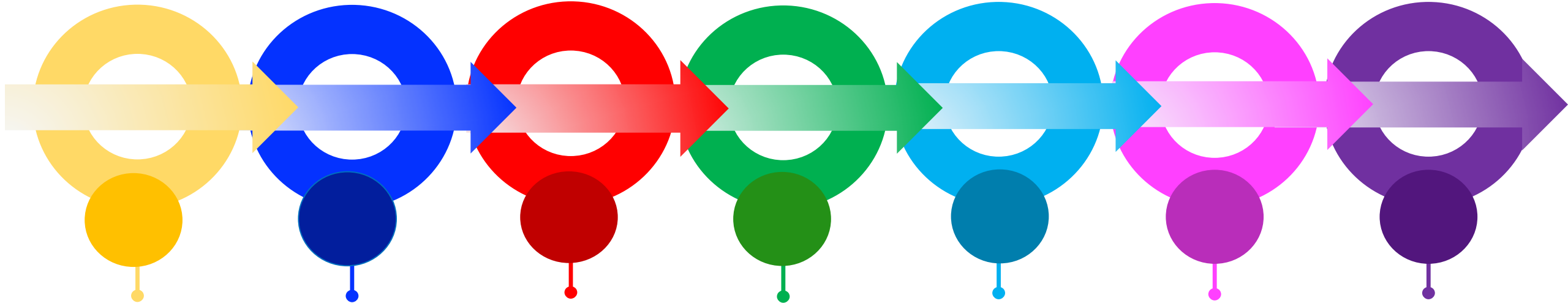
Food Manuf

Row Crops

Power Equip

Fish

Natural Resource



Logging and Sawmill

Live and Processing

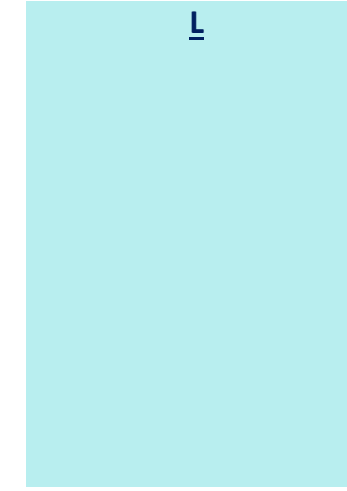
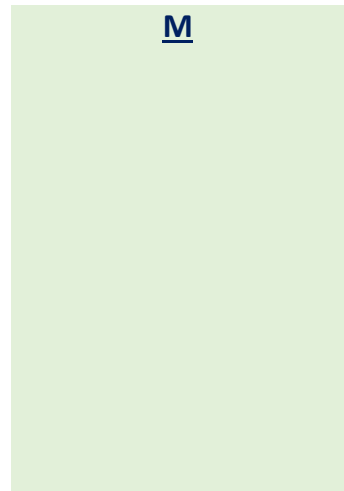
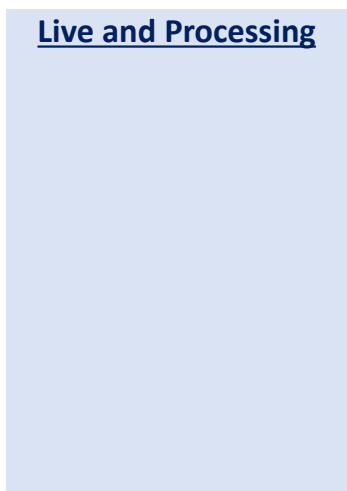
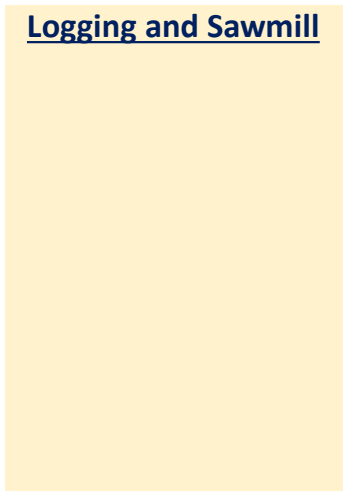
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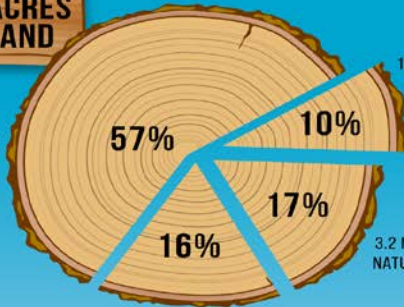
# THE ARKANSAS WOOD BASKET BY THE NUMBERS:

**19 MILLION**  
TOTAL ACRES OF FORESTLAND

**56%**  
OF THE STATE'S  
TOTAL LAND AREA

**19 MILLION ACRES  
OF FORESTLAND**

10.8 MILLION ACRES  
OF HARDWOODS



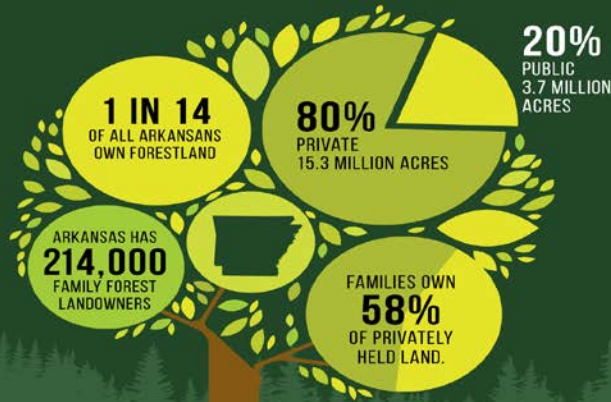
1.9 MILLION ACRES  
OF MIXED PINE/  
HARDWOODS

3.2 MILLION ACRES  
OF NATURAL PINE STANDS

3.0 MILLION ACRES  
OF PLANTED PINE STANDS

## FOREST VOLUME INCREASE

IN MILLIONS OF TONS 1978 2016



## FORESTLAND OWNERSHIP

ARKANSAS  
INC

# Largest Food & Beverage Companies In Arkansas

(Companies with employees of over 200 in the state)



COMPANY	CITY
1 Boar's Head Provisions Co., Inc.	Forrest City
2 Butterball, LLC	Multiple locations
3 Cargill Turkey & Cooked Meats	Springdale
4 Cobb-Vantress, Inc.	Siloam Springs
5 Conagra Brands, Inc.	Russellville
6 De Wafelbakkers, LLC	North Little Rock
7 Flowers Baking Co., Of Batesville, LLC	Batesville
8 Frito-Lay North America, Inc.	Jonesboro
9 George's, Inc.	Springdale
10 Gerber Products Co.	Multiple locations
11 Hiland Dairy	Multiple locations
12 Hiram Walker/Pernod Ricard USA	Fort Smith
13 Kraft Heinz Co., Planters Div.	Fort Smith
14 Land O'Frost, Inc.	Searcy
15 Mars Pet Care U.S., Inc.	Multiple locations
16 McKee Foods Corp.	Gentry
17 Nestle' U.S.A., Inc., Prepared Foods Co.	Jonesboro

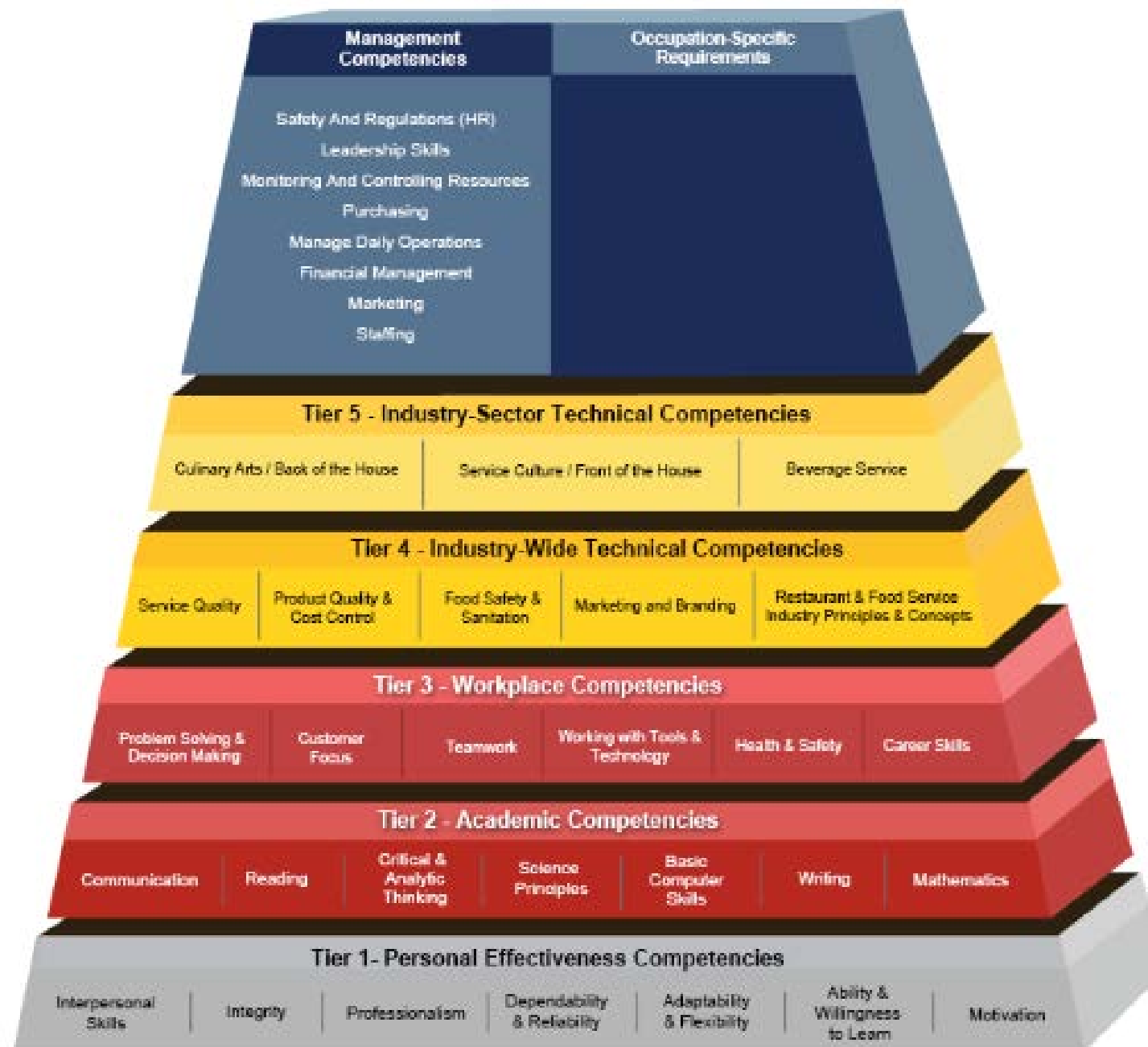
COMPANY	CITY
18 Ozark Mountain Poultry, Inc.	Rogers
19 Peco Foods, Inc.	Multiple locations
20 Pepper Source Ltd.	Multiple locations
21 Pilgrim's Pride Corp.	Multiple locations
22 Pinnacle Foods Group, LLC	Fayetteville
23 Post Foods, LLC	Jonesboro
24 Producers Rice Mill, Inc.	Multiple locations
25 Riceland Foods, Inc.	Multiple locations
26 Shearer's Foods, LLC	Newport
27 Simmons Foods, Inc.	Multiple locations
28 Southern Bakeries, LLC	Hope
29 Tyson Chicken, Inc.	Multiple locations
30 Tyson Foods, Inc.	Multiple locations
31 Tyson Fresh Meats, Inc.	Dardanelle
32 Tyson Mexican Original, Inc.	Fayetteville
33 Wayne Farms, LLC	Danville

Source: Arkansas Economic  
Development Commission  
07.2018



ARKANSAS  
INC

# Food and Beverage Service Competency Model



# Broadband Programs

Fiber Optics

Networking

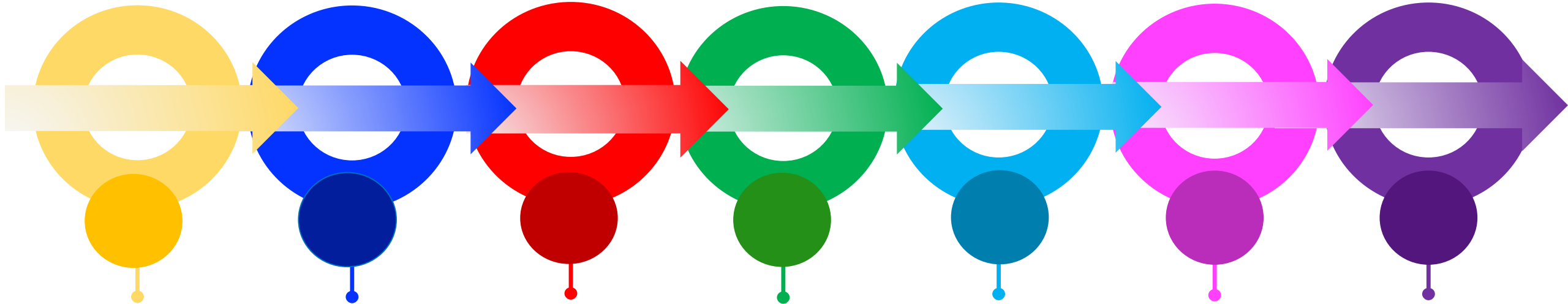
Cabling

Directional

Above Ground

Tower

Infrastructure



Fiber Optics  
Fundamentals

Networking

Cabling and Splicing

3 Rivers

Directional Boring and  
Underground

UACCM

Lines and Poles

UA Cossatot

Aerial Tower

ASU

Infrastructure

# Construction Programs



Safety

Residential

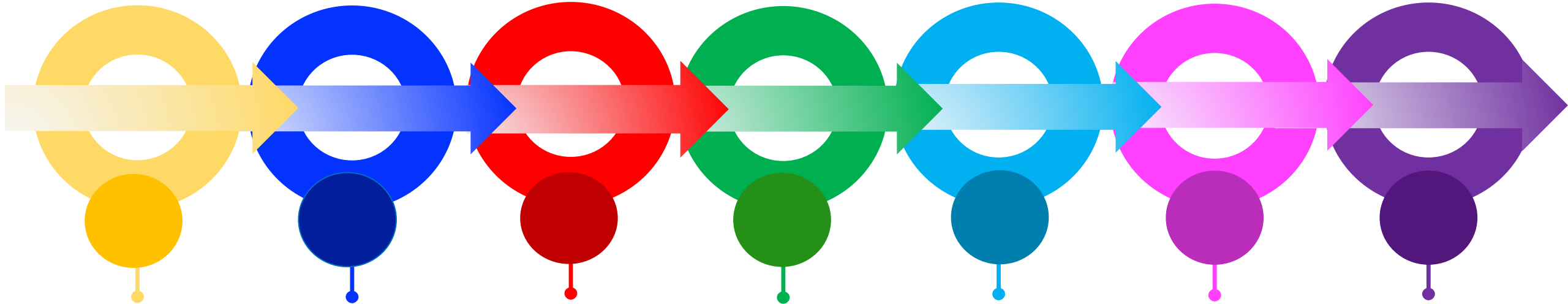
Plumbing

HVAC

Electrical

Commercial

Industrial



Construction Safety

Concrete and  
Carpentry

Plumbing

Heating, Ventilation,  
and Air Conditioning

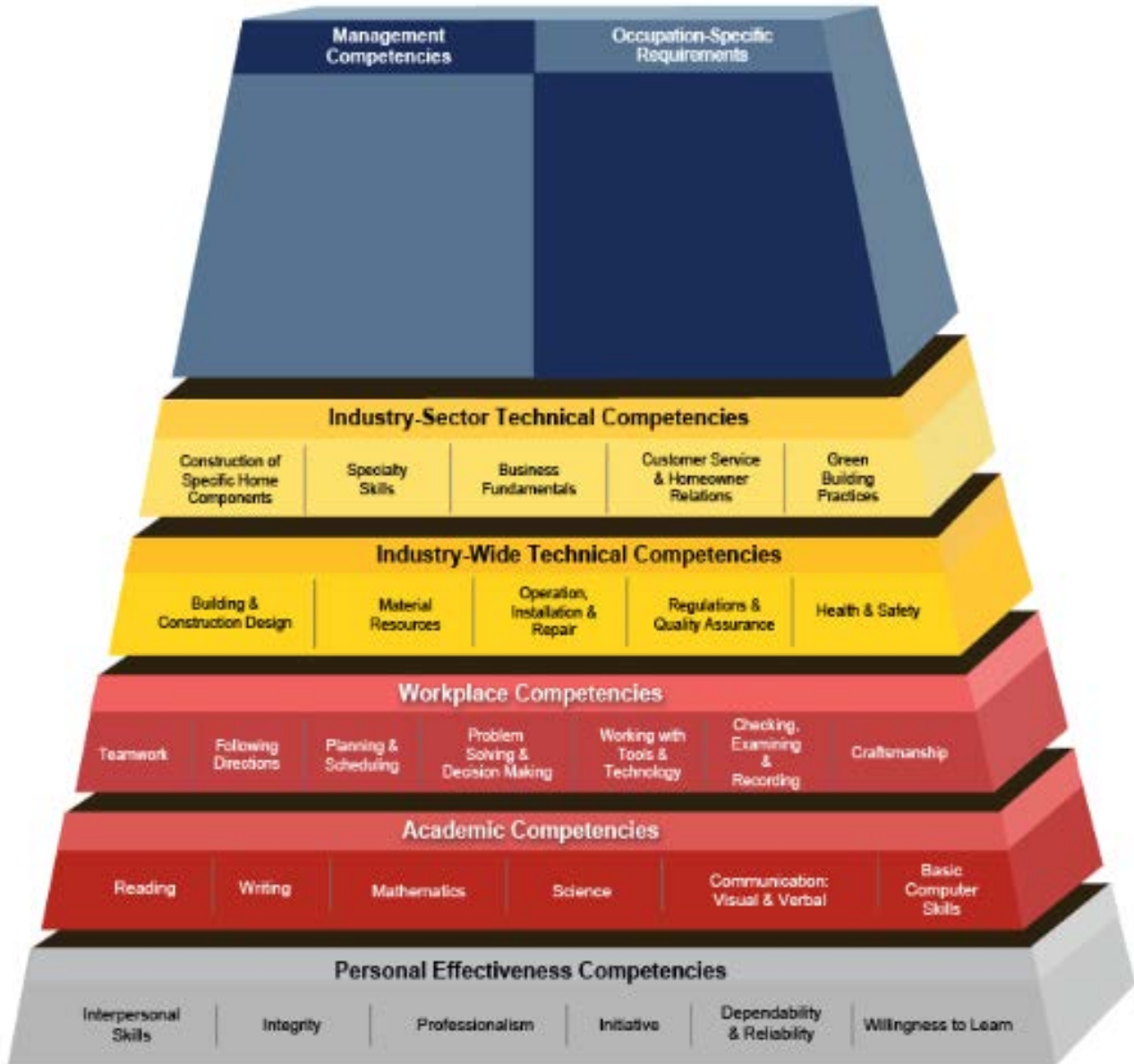
Electrical

Steel Erection

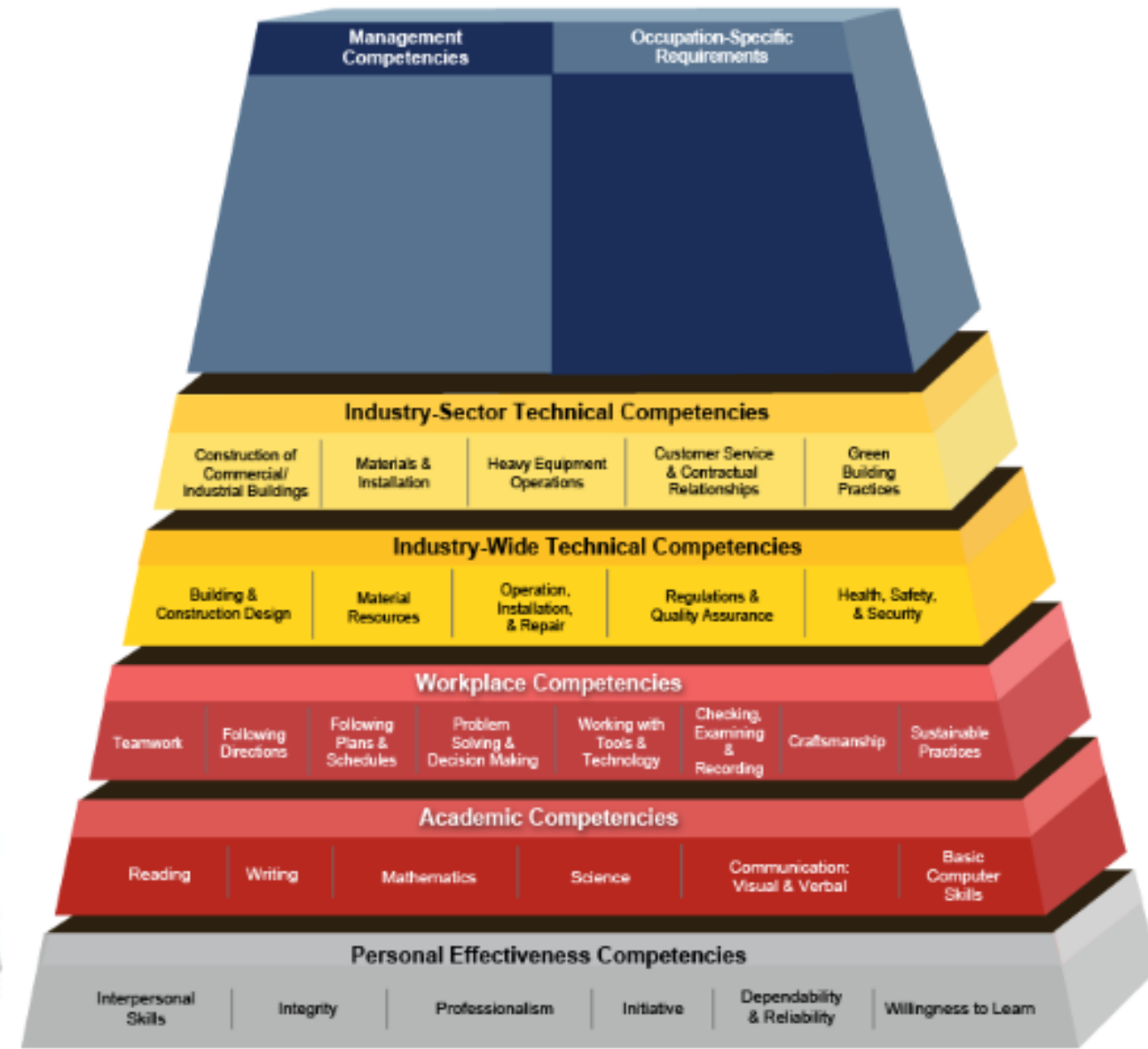
Steel and Modular  
Erection



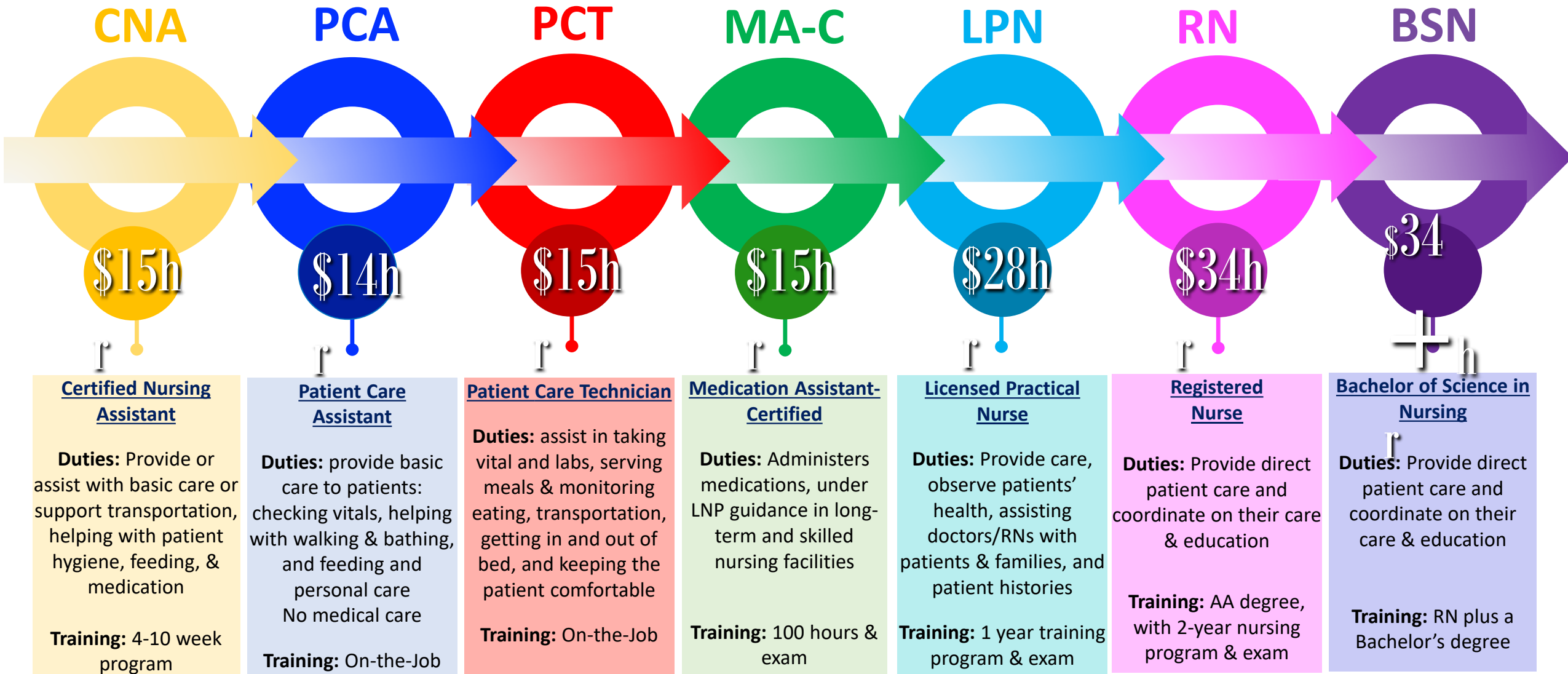
Residential Construction Competency Model



Commercial and Industrial Construction Competency Model



# Healthcare Industry Career Pathways



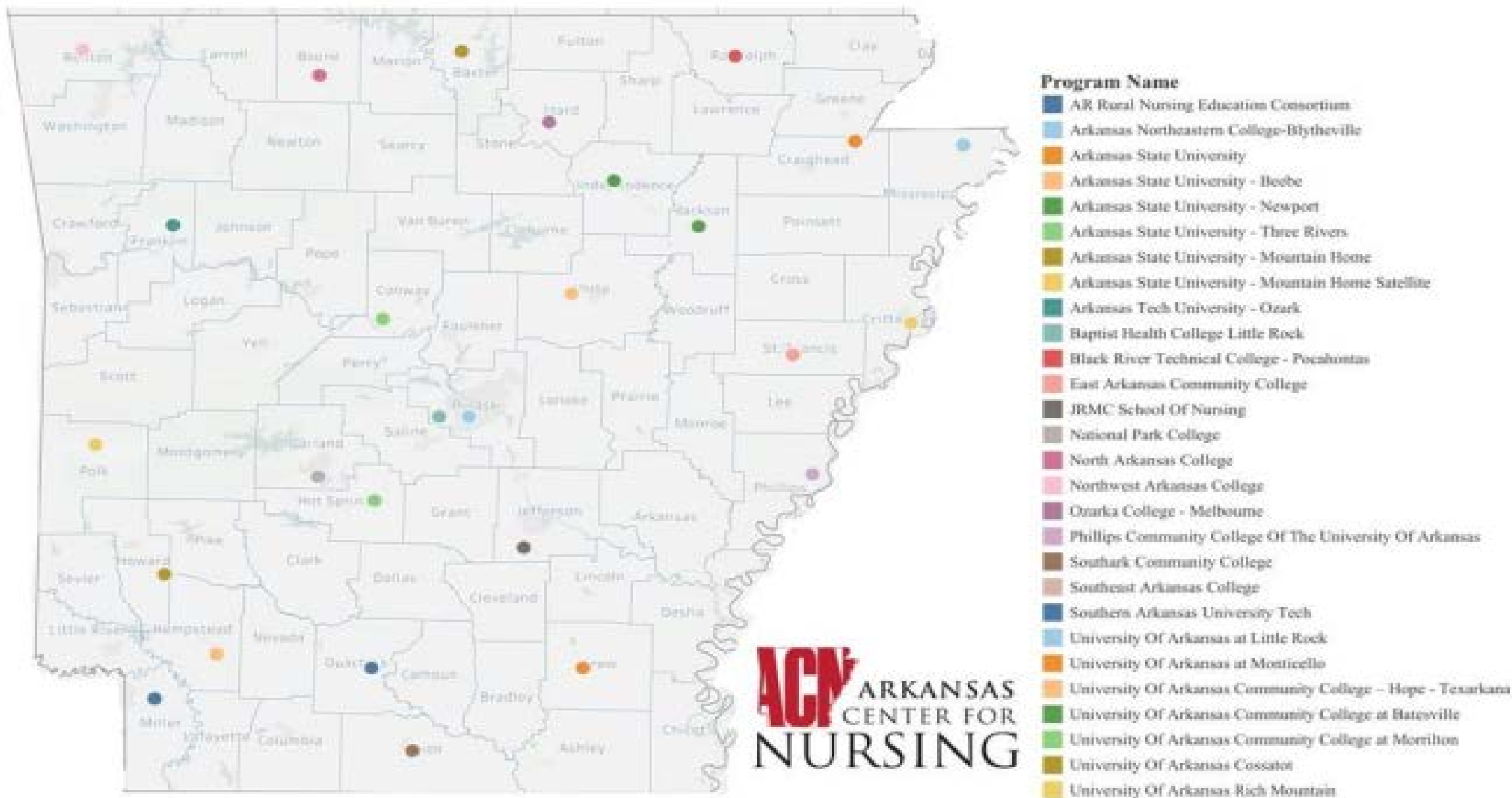
# Practical Nursing (PN) Programs (n=25)

## Figure 1



# Associate Degree (AD) Programs (n=18)

## Figure 2



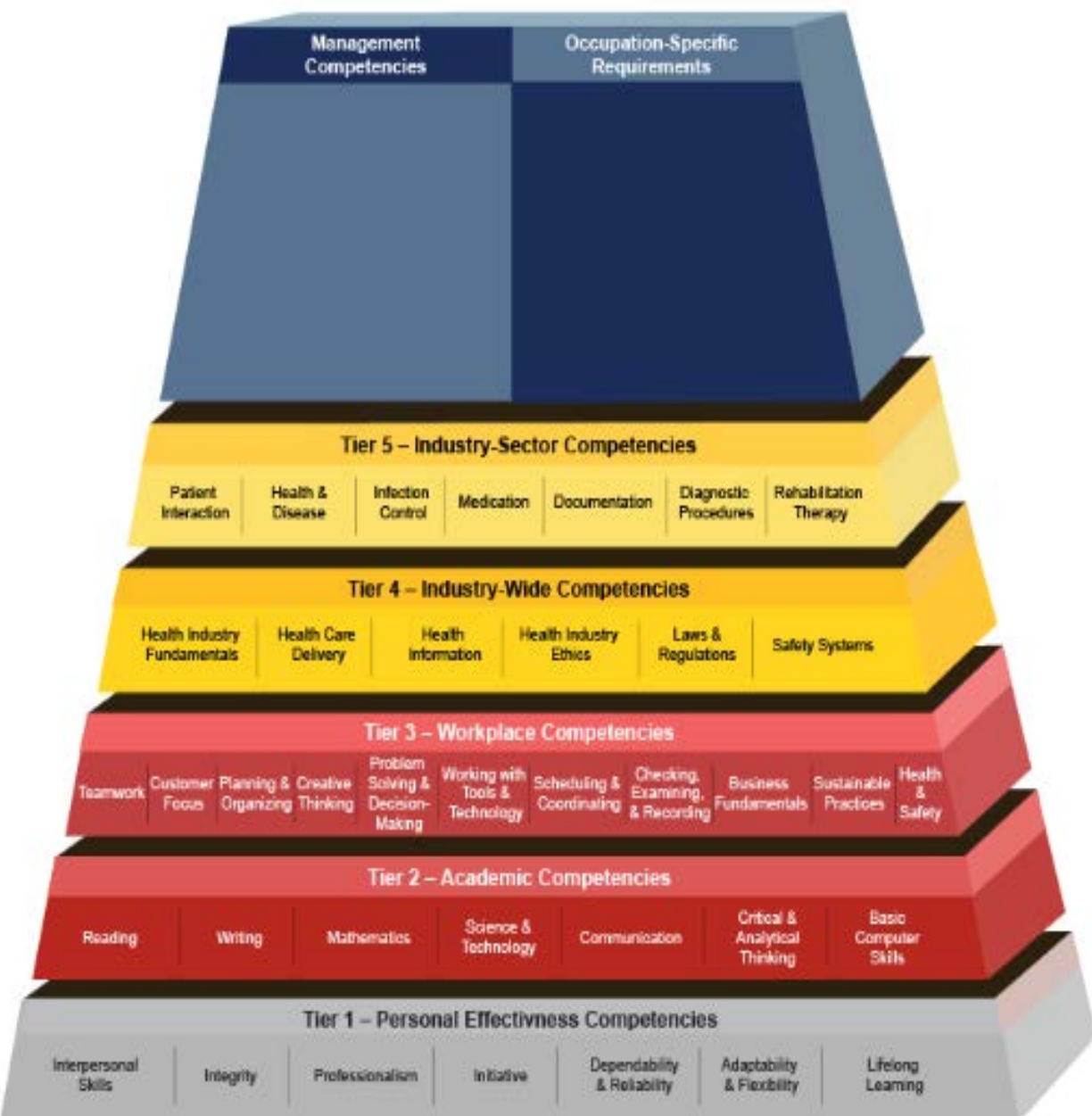


# Baccalaureate Degree (BSN) Programs (n=13)

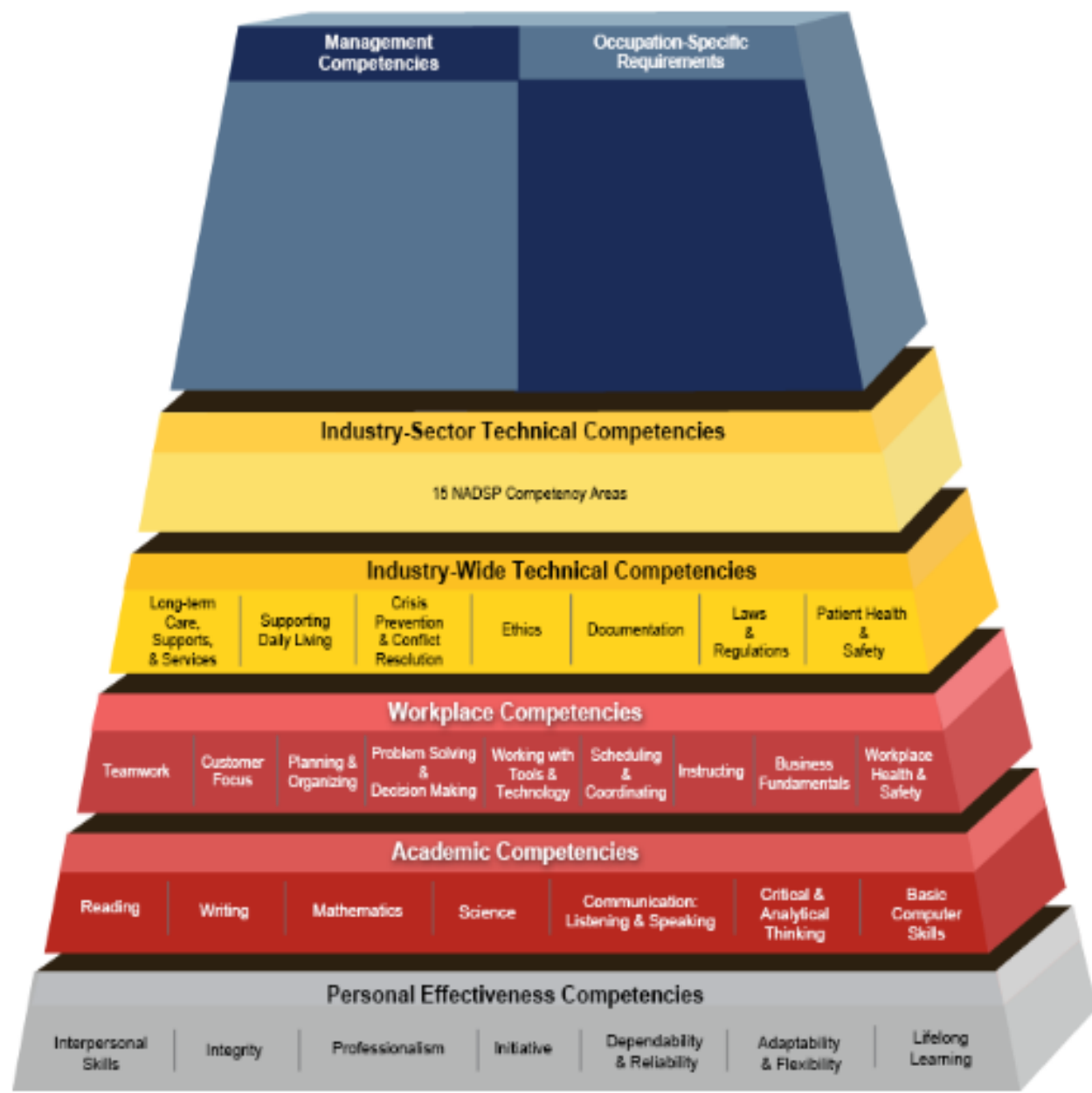
## Figure 3



Fundamentals of Health Care Competency Model



Long-term Care, Supports, and Services Competency Model



# Leadership and IT Programs

IT

Entrepreneurship

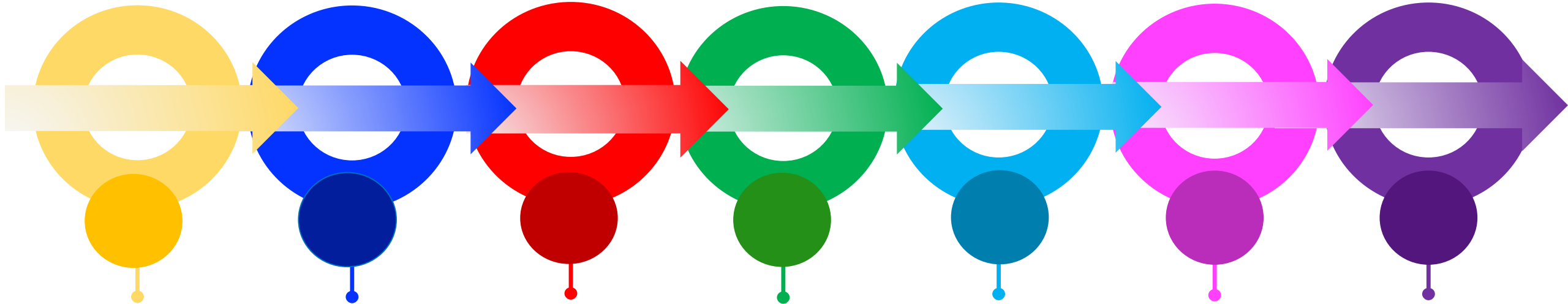
Supervisory

Supply Chain

Finance

Marketing

Cyber Security



I

E

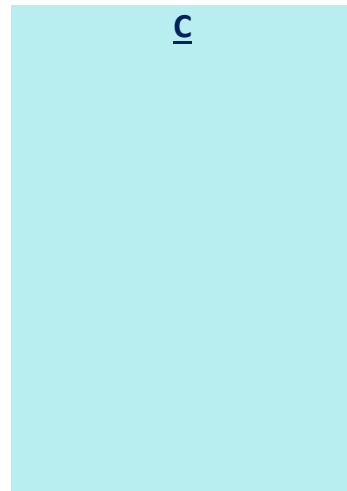
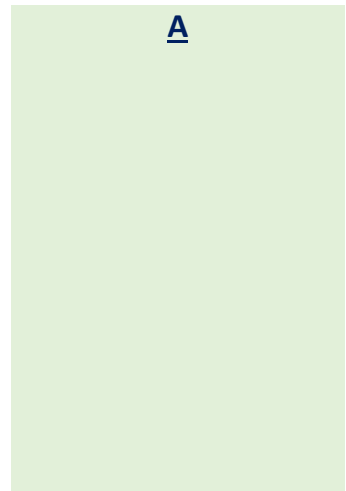
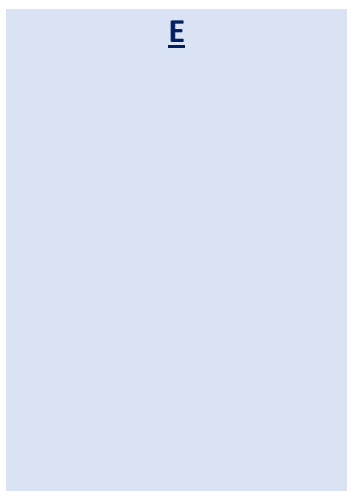
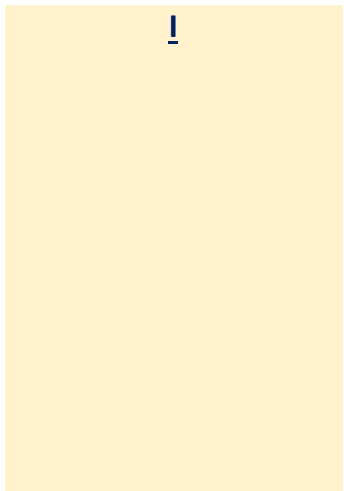
E

A

C

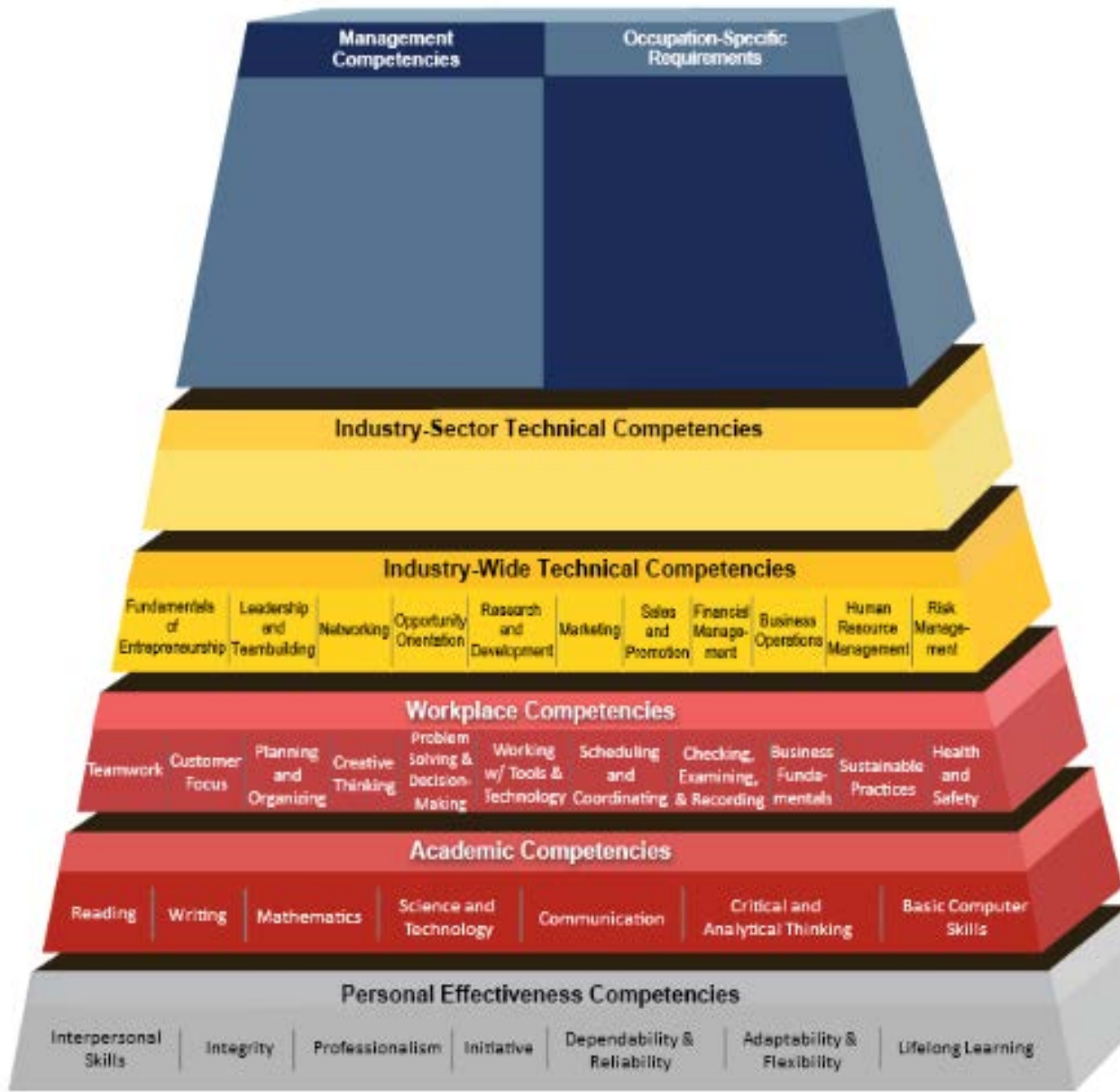
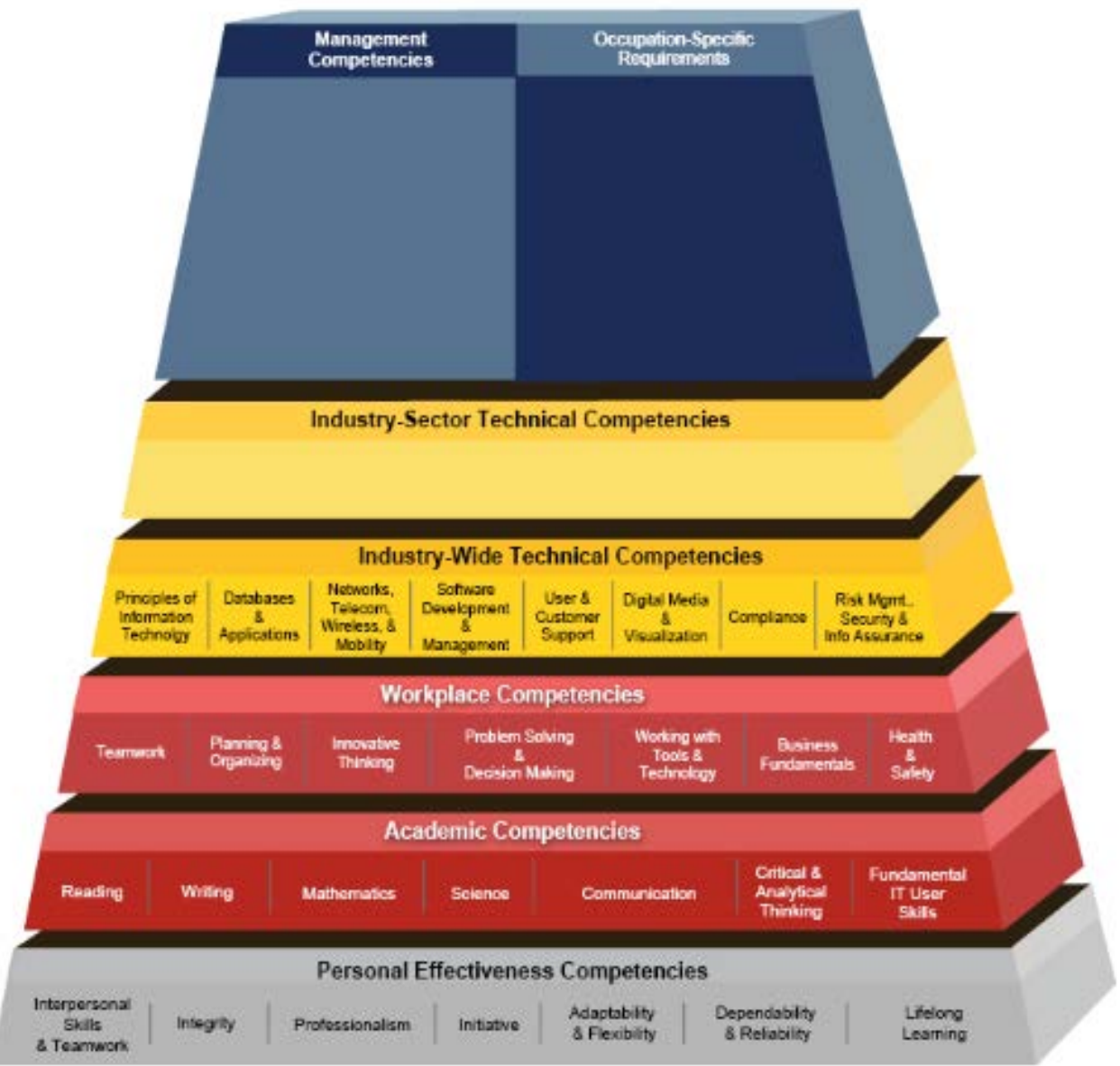
C

E



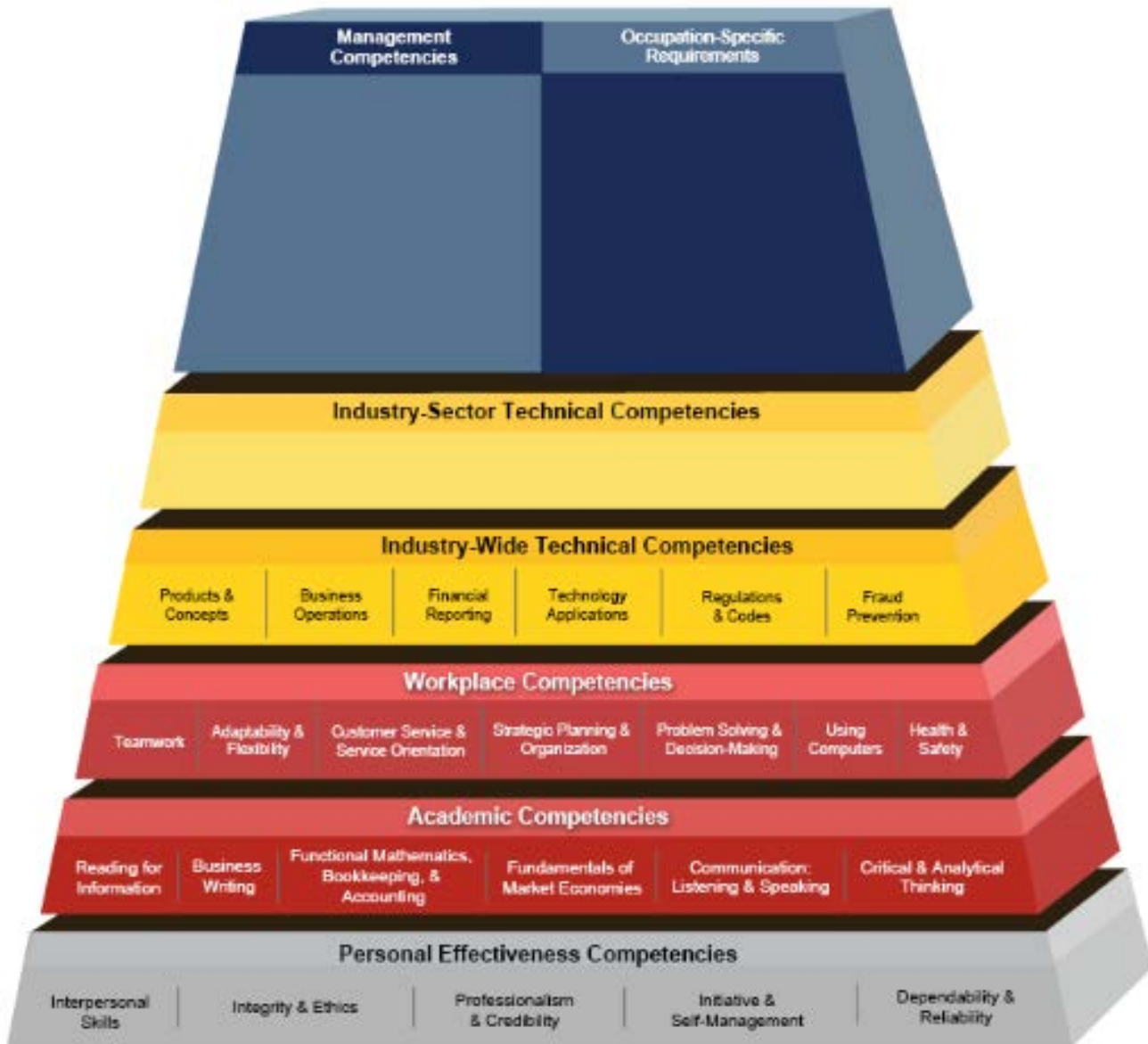
Information Technology Competency Model

Entrepreneurship Competency Model

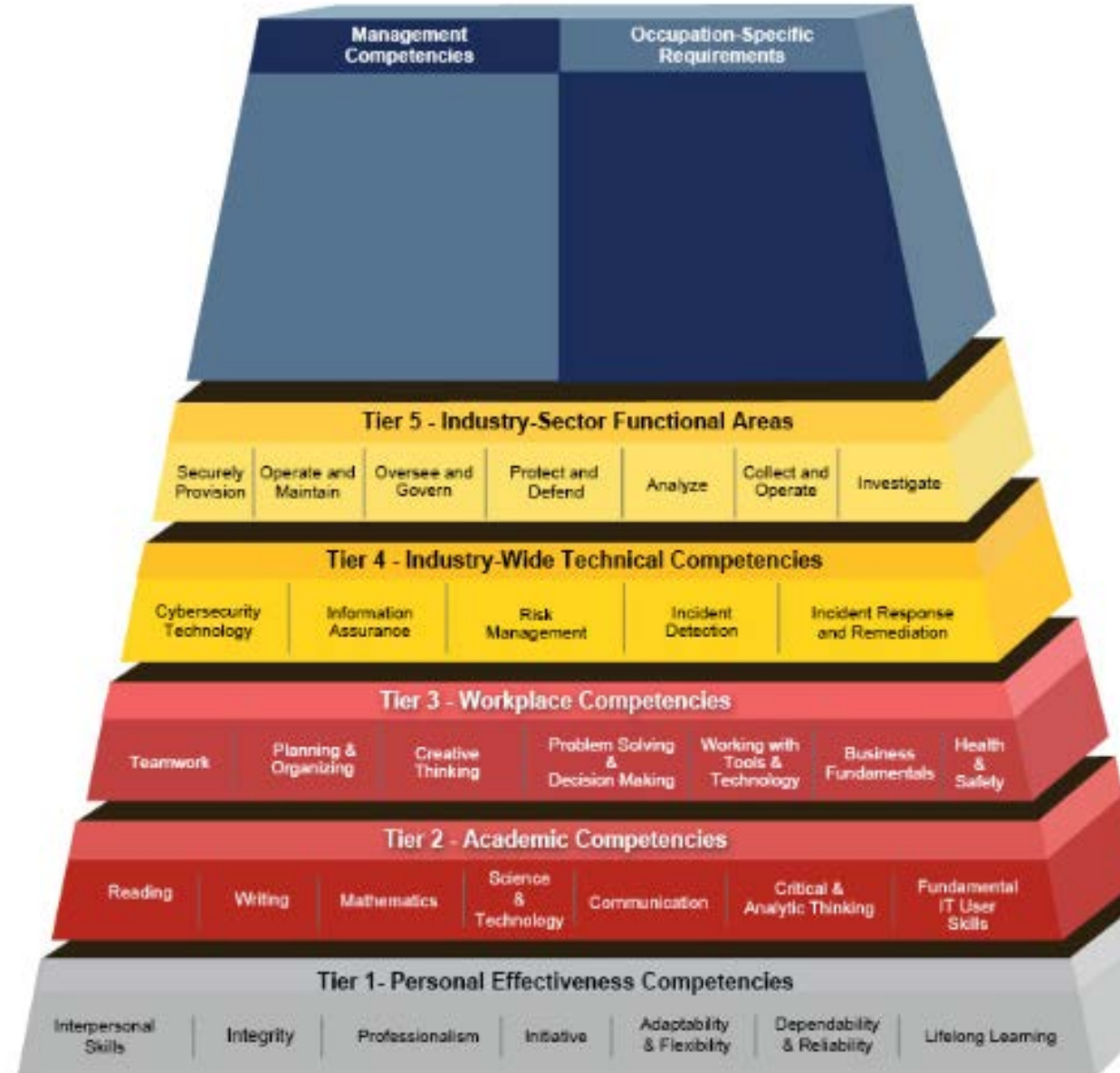




Financial Services Competency Model



Cybersecurity Competency Model



# Parks, Heritage and Tourism Programs

Trails

Outdoor

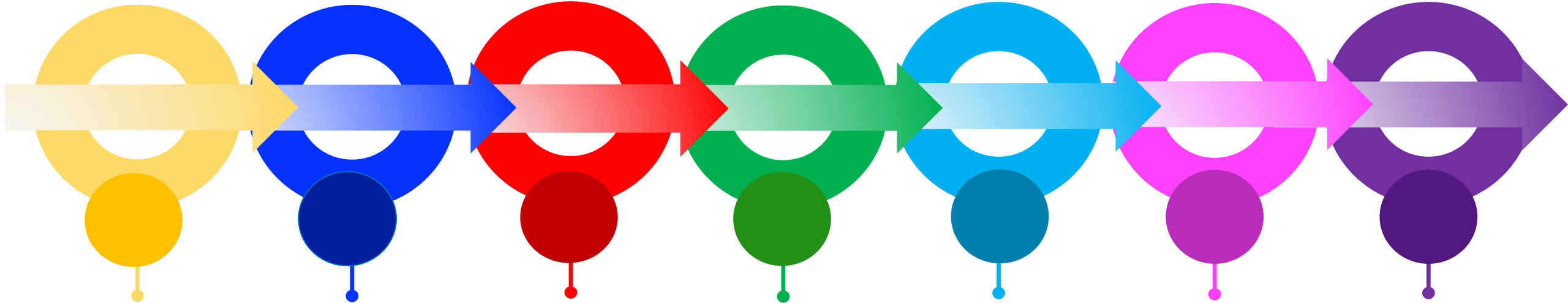
Bike

Hospitality

Culinary

Marine

Management



I

E

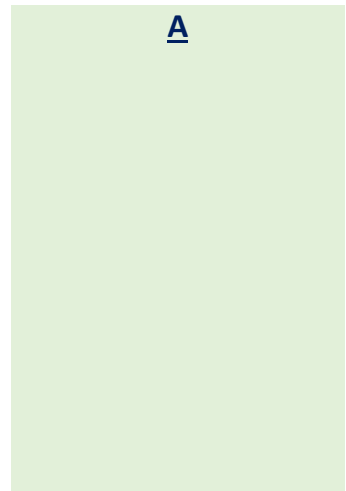
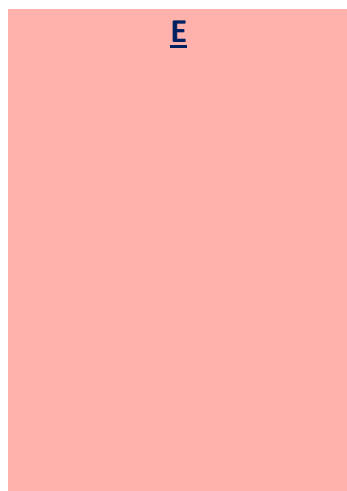
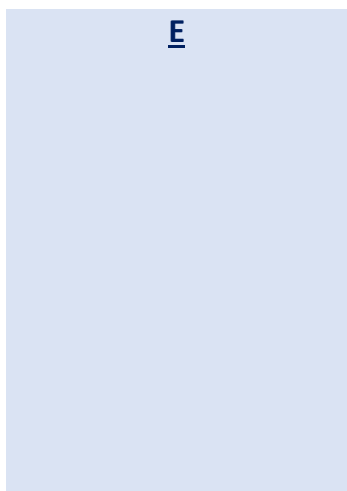
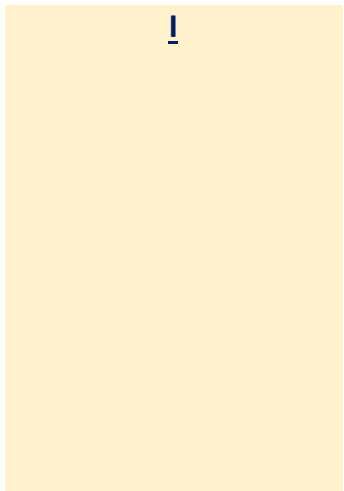
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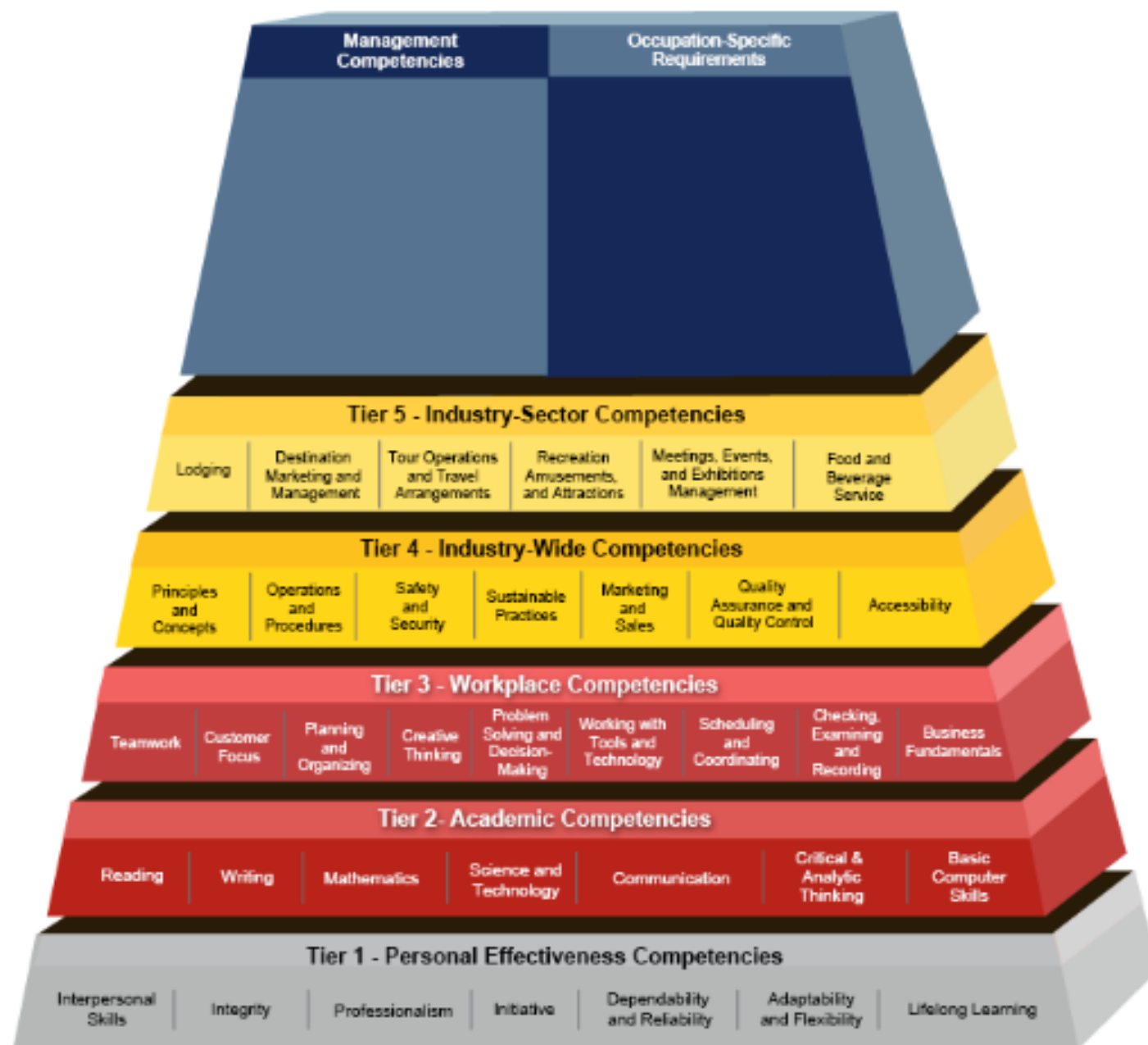
C

C

E



# Hospitality, Tourism, and Events Competency Model



# Transportation Programs



Auto Tech

Diesel Tech

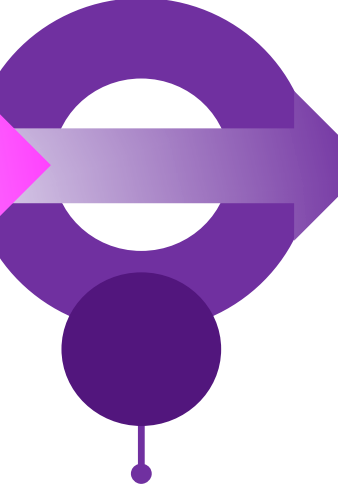
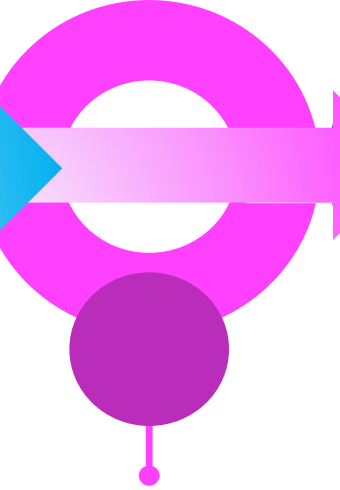
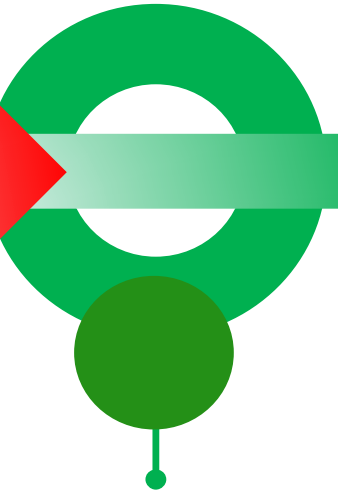
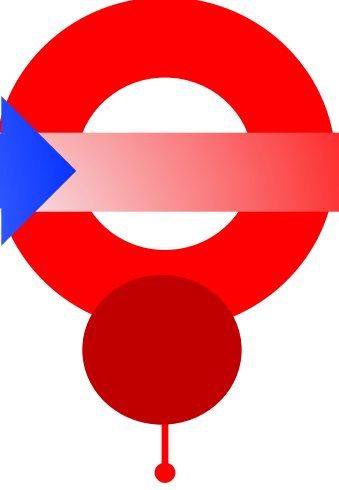
Intra-State CDL

CDL

Rail

Port

Logistics



Automotive Technician

Diesel Technician

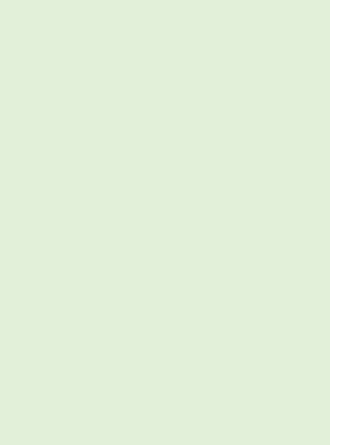
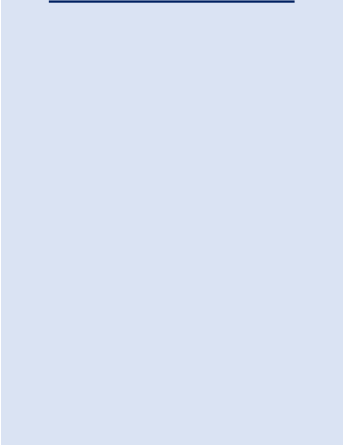
In State CDL

Interstate CDL

Railway

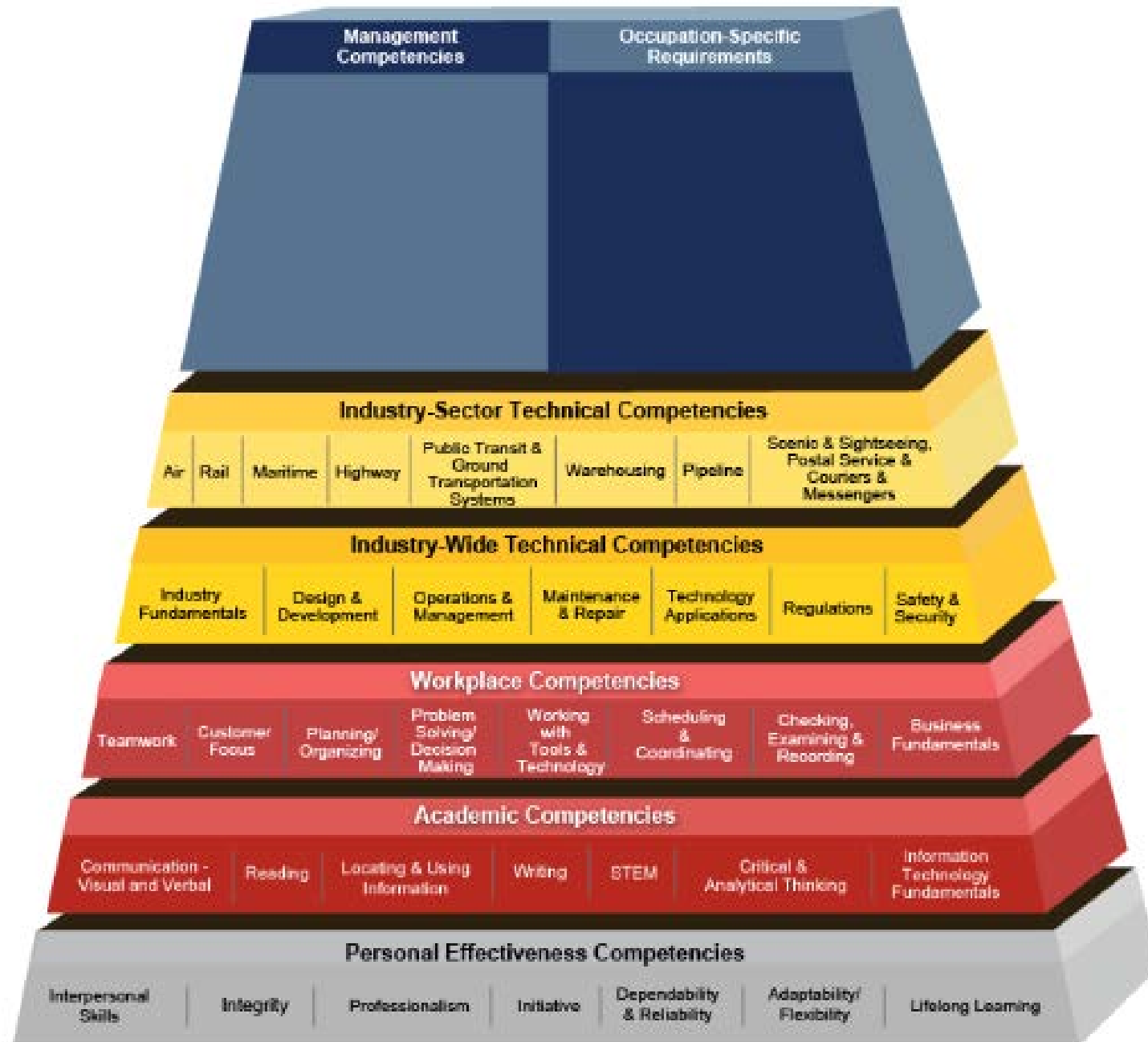
Waterway

Logistics





# Transportation, Distribution, and Logistics Competency Model



# Utility Programs

Hydro-Electric

Nuclear Elect

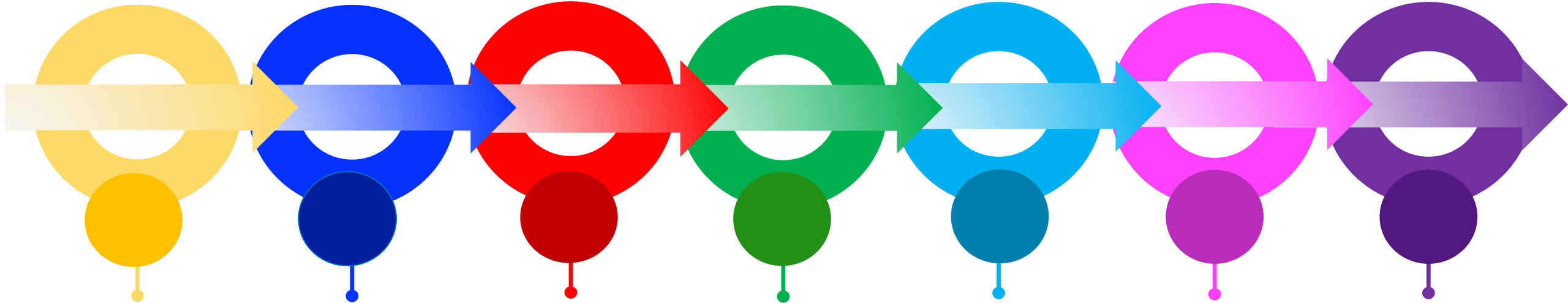
Water

Sewer/Waste

Landfill

Natural Gas

Telephone



A

D

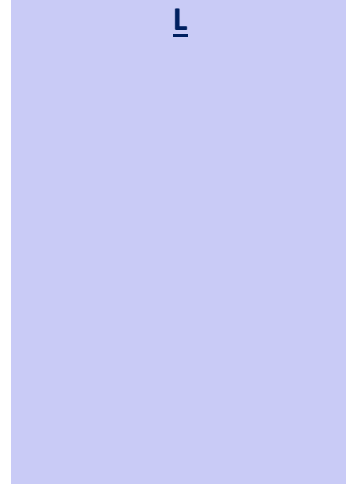
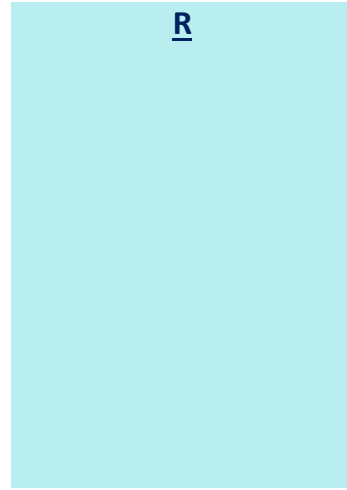
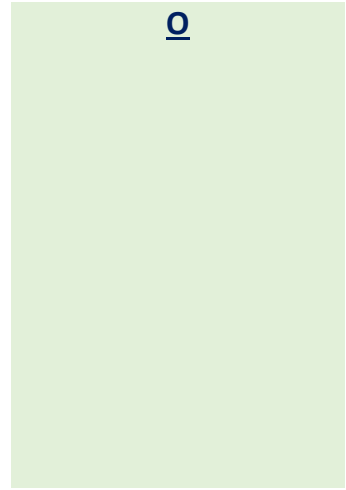
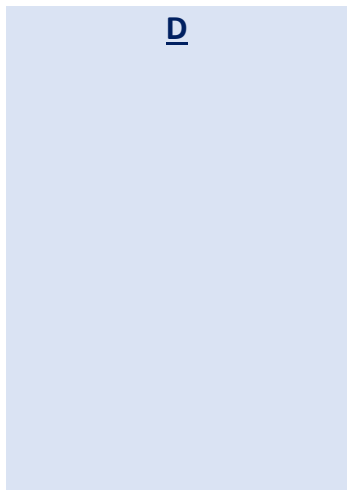
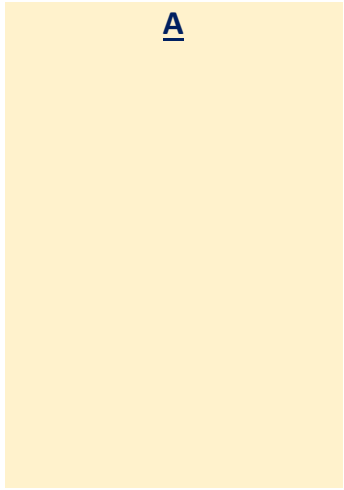
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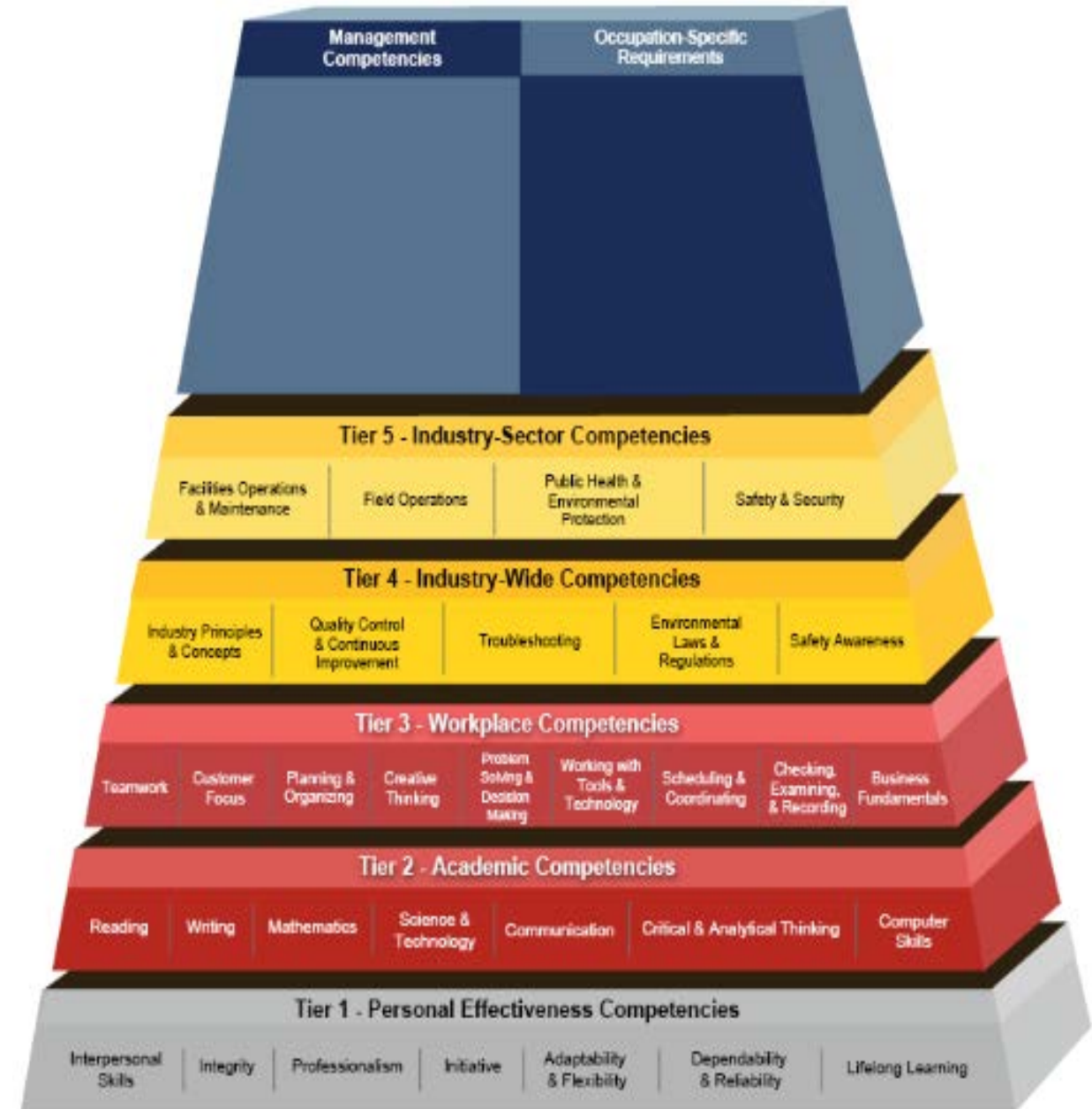
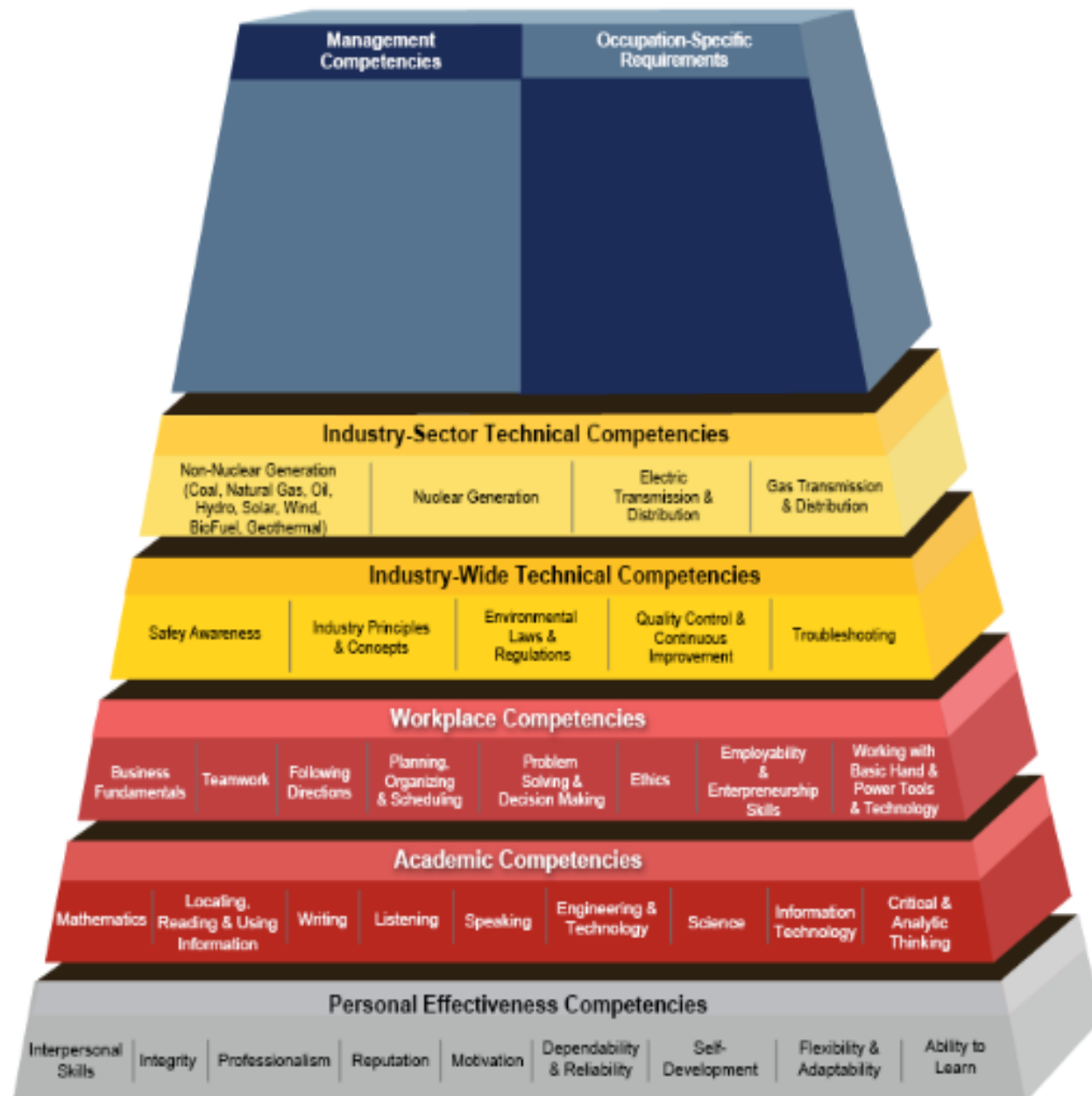
W

L



## Energy Generation, Transmission and Distribution Competency Model

## Water and Wastewater Competency Model



# Key Area Programs



Education

Military

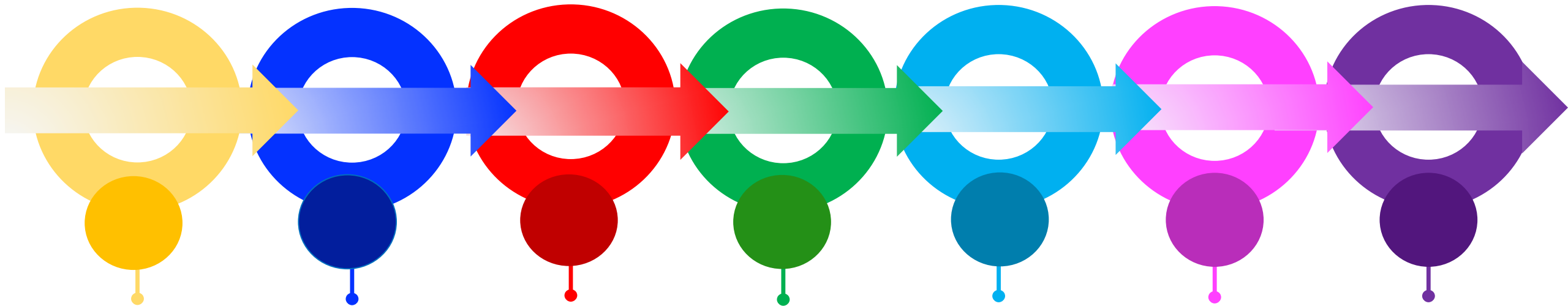
Correctional

Law Enforcement

EMT/Para/Fire

Engineering

Leadership



A

D

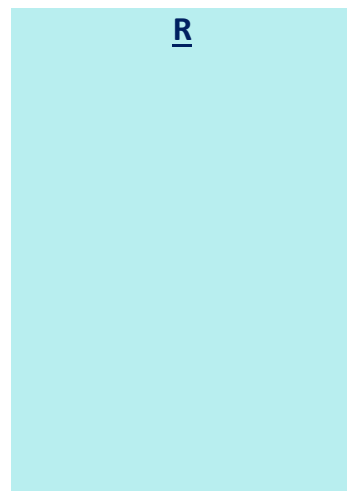
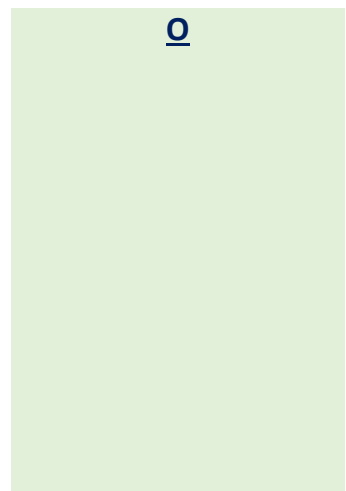
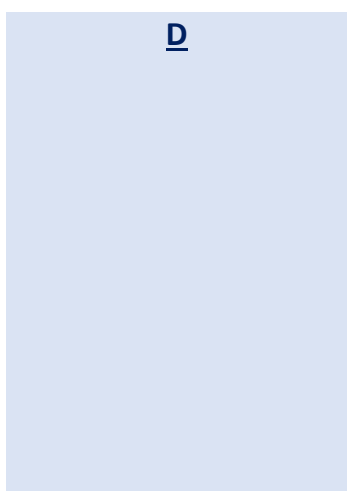
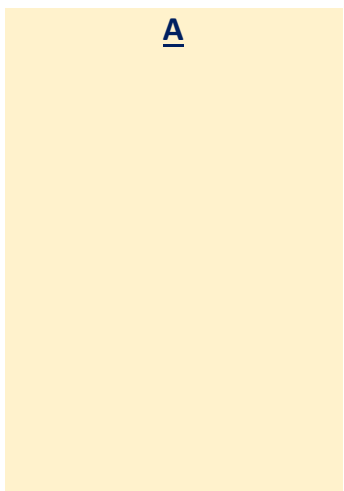
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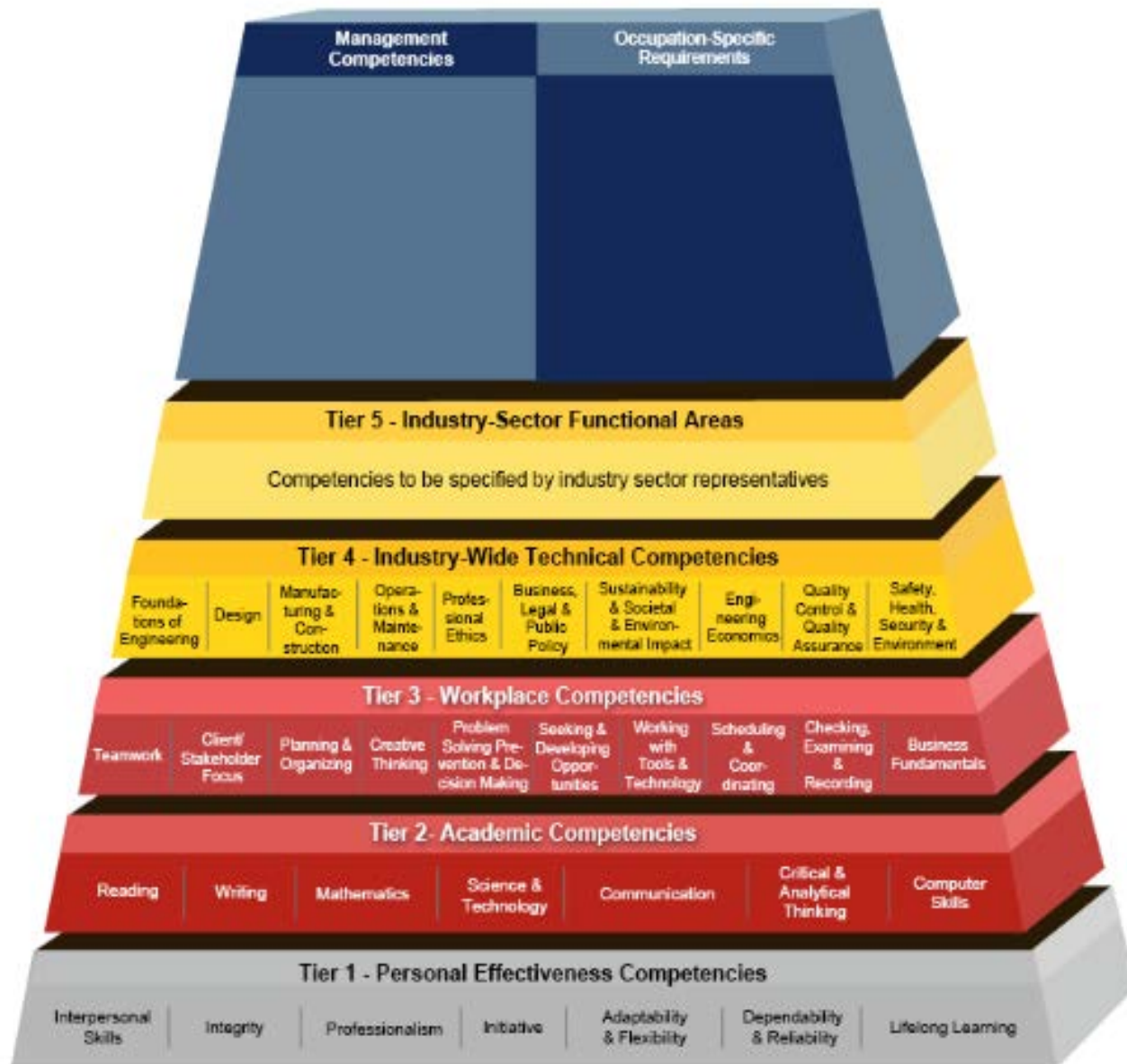
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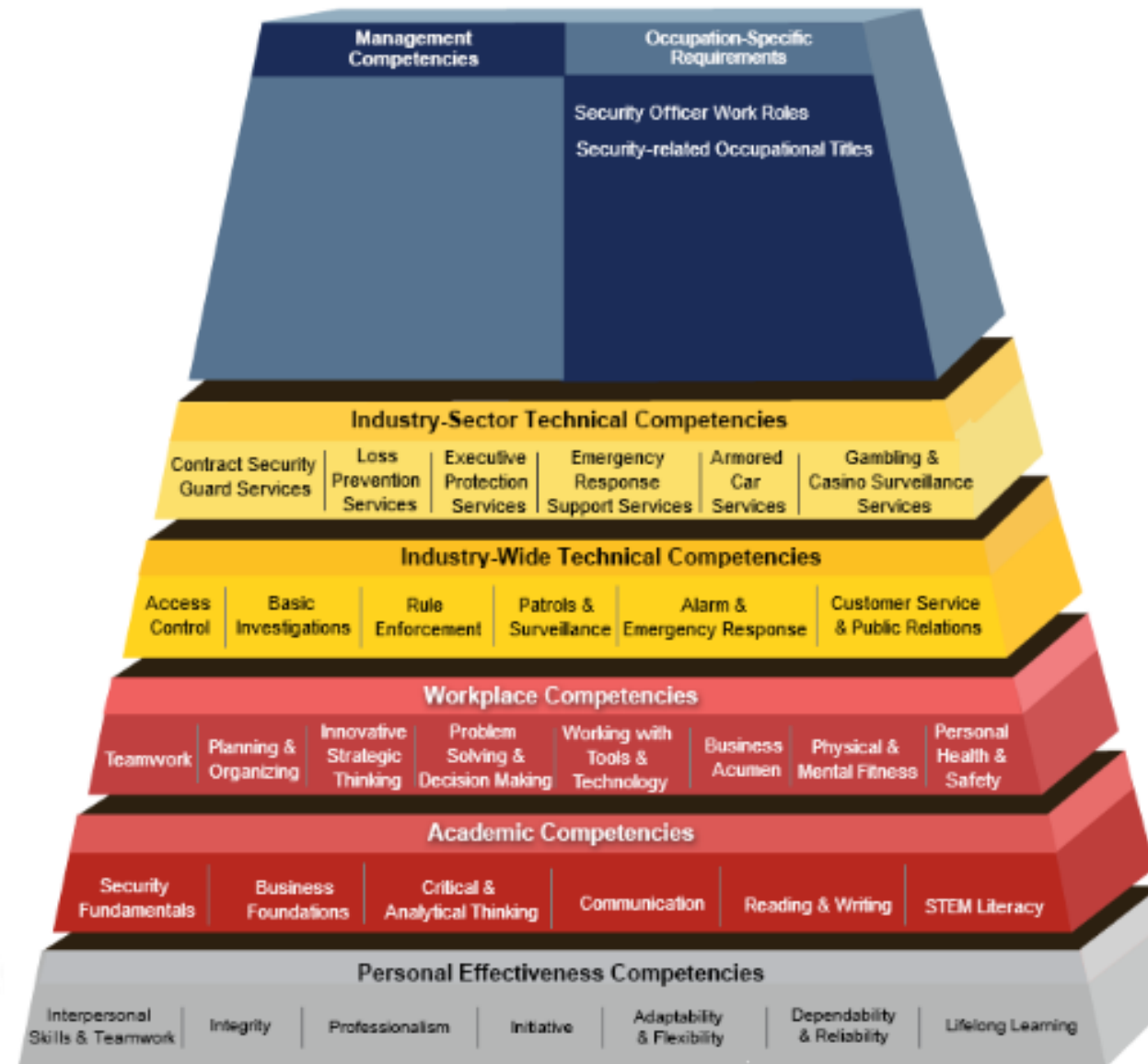
L



### Engineering Competency Model



### Security Officers and Patrol Services Competency Model



# Key Area Programs



Health Info

Bio-Medical

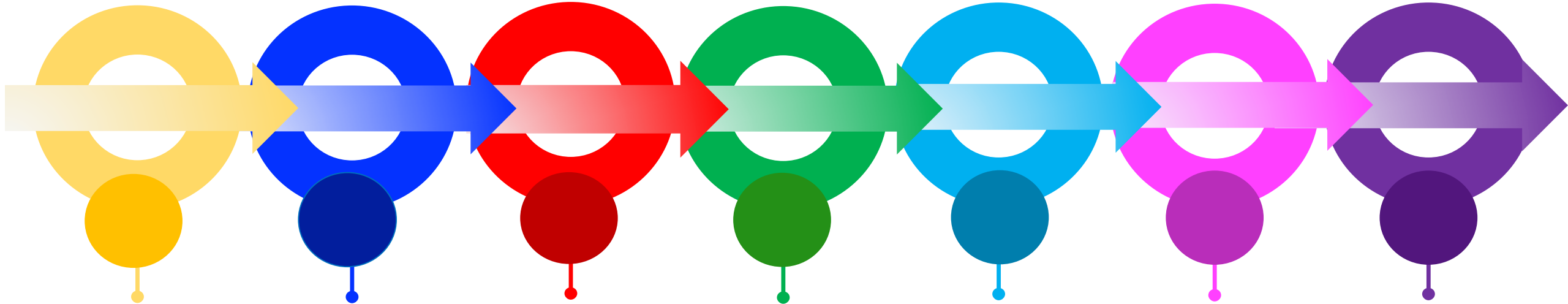
Data Science

Analytics

AI

Project Mngt.

Civil



A

D

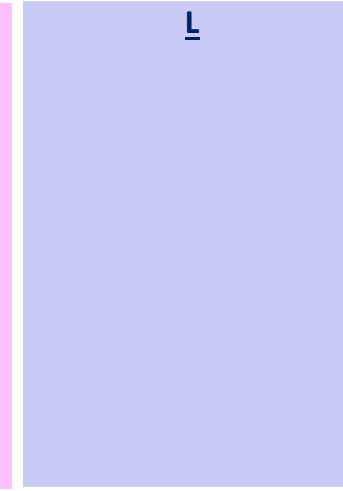
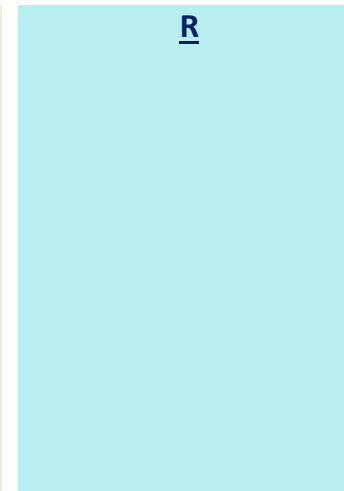
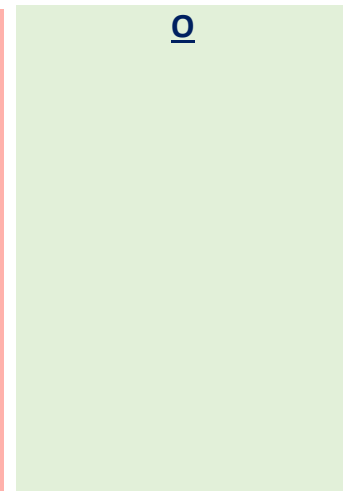
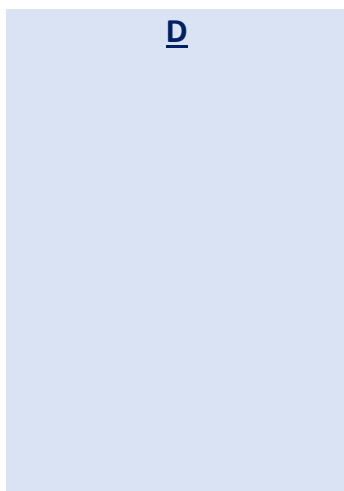
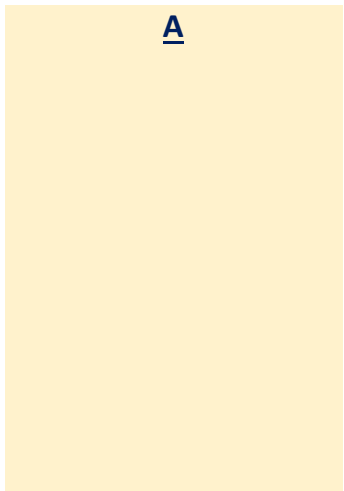
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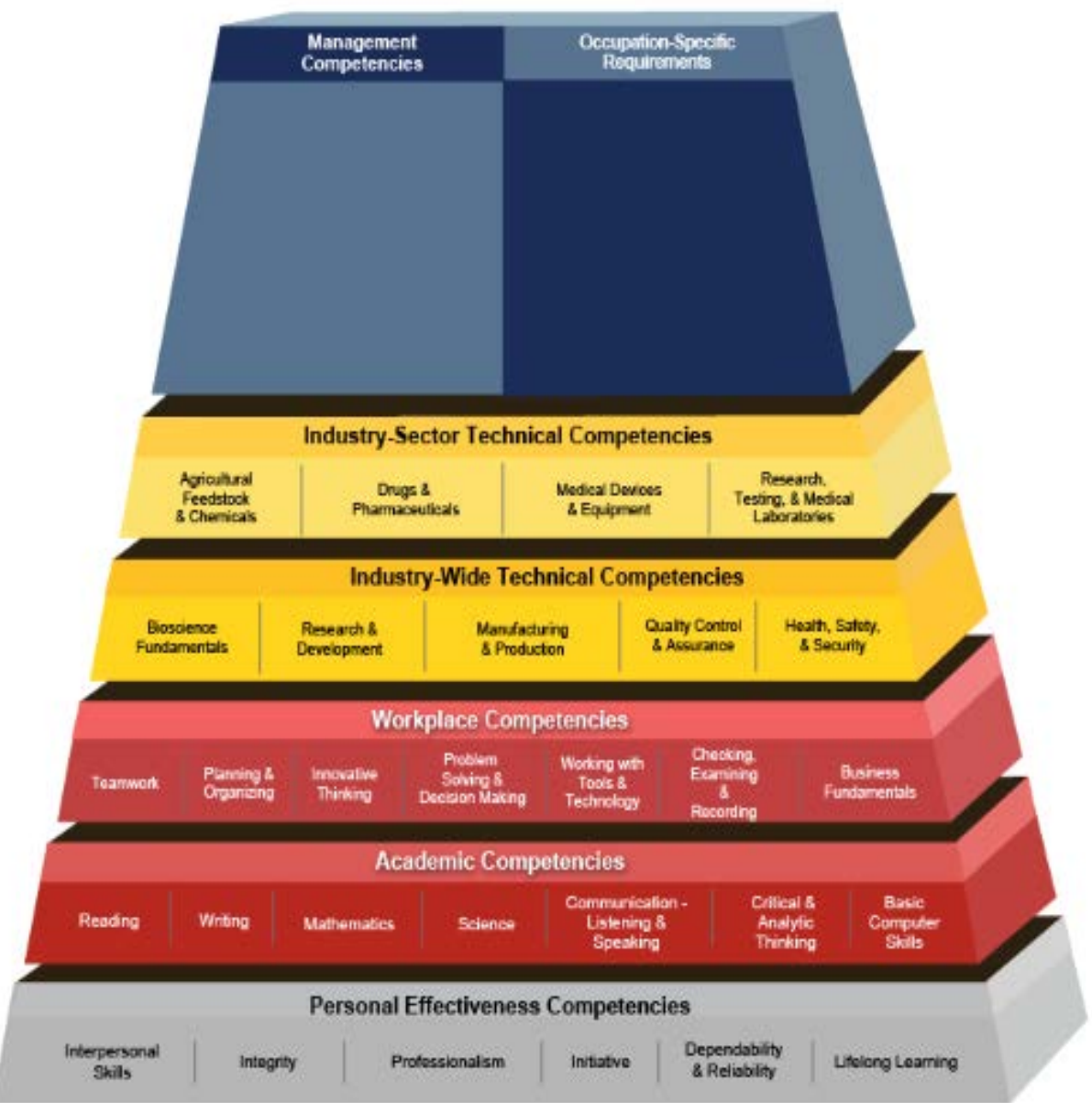
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Bioscience Competency Model



Heavy Highway Civil Construction Competency Model

