

North Arkansas College

- **What key workforce preparation programs does your agency/organization oversee or offer to Arkansans?**
 - Credit Programs: Agriculture, Automotive Service, Auto Body, Truck Driving, Accounting, Business, Logistics & Supply Chain Management, Office Management, Accounting, Small Business Management, Heavy Equipment Operation, Construction, HVAC, Industrial Electronics, Manufacturing Technology, Welding, Criminal Justice, Education, CMA, CNA, LPN, RN EMT/Paramedic, MLT, Phlebotomy, Rad. Tech, Surg. Tech, Digital Media, Networking, and Pre-Engineering
 - Tech/Area-Career Center: college credit credentials for high school students (15 area school districts) in the areas of Automotive Service Technology, Collision Repair Technology, Construction Technology, Engineering Technology, Medical Professions Education, & Welding
 - Non-credit programs: turn-key (safety, CPR, forklift, etc.) and custom
 - Non-credit programs—NAPHE
 - Adult education
 - Work based learning—internships, apprenticeships, etc.
 - Paid internship opportunities with local businesses offered in conjunction with the Great Lakes Internship Grant
 - Clinicals for allied health
 - Career Placement Coordinator & annual career fair
 - Career Coach
- **How much State and Federal funding are received for these programs? How many Arkansans are served by the programs?**
 - Customized training:
 - No federal funding, Recent State funding through ADHE Regional Workforce Grant \$76,691
 - 202 Arkansans served
 - Training clients can potentially receive grant funds through Office of Skills Development; costs vary by project and are primarily paid by business and industry (\$9,000 first award March 2018)
 - Cohort college credit programs:
 - Occasional federal funding through temporary USDOL grants; State funding through higher education funding formula – estimate of funds inclusive of all administrative, student services, academic support, and physical plant overhead = \$2.3 million annually for Technical Programs & \$2.4 million for Health Professions programs; State funding through Workforce 2000 funding of approximately \$568,000 annually
 - Approximately 870 students annually
 - Technical/Secondary Center:
 - No federal funding; State funding via Department of Career Education of approximately \$175,000; funding via local school districts pass through funds of approximately \$250,000 per year
 - 152 high school Arkansans served in 2016-17
 - Expanded programmatic offerings into Berryville

- Non-credit workforce training:
 - No federal funding; No State funding through current version of higher education funding formula; formula measures related to non-credit workforce training promised but not yet developed by ADHE
- Adult Education:
 - Approximately \$150,000 federal funds & \$600,000 combined state funds per year via Department of Career Education
 - 3570 sq. mi. serving 500-600 Arkansans per year
- Paid internships:
 - No federal or state funding
 - Funding through two means: business/industry and private grant (\$96,000 for 34 Arkansans served)
- Clinical experiences:
 - No federal funding & state funding included in cohort program estimate
 - 350 Arkansans served per year
- Career placement:
 - No federal funding; No State funding through current version of higher education funding formula; formula measures related to post-completion employment promised but not yet developed by ADHE
 - 241 Arkansans served per year
- Career Coaches:
 - State funding via ACE of approx. \$25,000; NAC & Searcy County School District share the salary 50-50.
 - 331 Arkansans served annually
- **How do these programs address the larger workforce needs of the State?**
 - **How is this determination made? What data/resources do you rely upon to make informed decisions about program offerings and their success?**
 - Quantitative Data: BLS data, ADWS data, AEDC data, Census Bureau, NWAEDD, etc.
 - Qualitative Data: direct communication/partnerships with business and industry, i.e. NAPHE, Industrial Alliance, NWAEDD, etc.
 - **How do you connect with business and industry to understand workforce skill needs, trends, technology, etc.? Are there standing groups that you work with? If so, who, how, and why?**
 - Industrial Alliance
 - NAPHE
 - Advisory Councils—every credit CTE program
 - Regular meetings with strategic partners, including but not limited to PACE Industries, NARMC, area high schools, OUR Coop
 - **What additional help can the State provide to offer greater understanding or clarity around its workforce needs? Is there additional data that you could use?**
 - Historically, Arkansas is reactive instead of proactive in terms of workforce needs, education, training, etc. Data showing anticipated trends would be more helpful than data showing what already happened.
- **What improvements are needed for the State's workforce/education/talent development system? What improvements are needed for the programs you oversee or offer?**

- The higher education funding formula administered by ADHE needs to incorporate a cost element for high-demand/high-wage/high-cost academic programs; otherwise, no incentive is provided to colleges to invest in expensive programs that Arkansas' economy needs when funding points can be earned just as easily with low cost programs for which a surplus of graduates already exists; consideration of a cost element has been promised by ADHE but with no timeline of or commitment to integration
- Currently, OSD grant procedures collect post-training wage data immediately at the end of training. The post-training wage data collection should take place six months after the completion of training because most companies require trainees to demonstrate skills/knowledge acquired before issuing wage increases.
- The OSD grant process should be upgraded to allow for online application submittal & award notification to make the process more efficient/timely
- **What other organizations and/or state agencies do you currently work with to prepare the Arkansas workforce?**
 - **How and why do you work with them?**
 - ADHE, ACE, AEDC, ADWS, ADHS, Dept. of Ed., Educational Cooperatives, WIOA Board
 - See above
 - **Are there other groups or state agencies that you would benefit from working with?**
 - Department of Corrections, Department of Community Corrections—both in the works
- **What is the most important piece of information that this taskforce, for workforce education excellence, should consider as it moves forward with its work?**
 - The new higher education funding formula development process must be urgently committed to incorporating meaningful elements to provide incentive for colleges to be accountable for needed non-credit workforce training and post-completion employment outcomes, as well as timely integration of a cost factor for high-demand/high-wage/high-cost programs; otherwise, the funding model will work in contradiction to the Governor's published master plan for advancing Arkansas' economy
- **In addition to the questions outlined above, please be prepared to cite specific examples of programmatic alignment that address the state's workforce needs.**
 - See above.
 - PACE training for MSSC, CNC, machinists, and QC.
 - NARMC partners with NAC to funnel CNAs into employment.
 - NCCER & MSSC incorporated into curriculum.
 - FANUC training center
 - Work based learning initiatives
 - Pre-apprentice to apprentice
 - Internships
 - Externships
 - Reach down strategies:
 - Best Robotics competition
 - VEX Robotics competition

- CAPS with Harrison School District
- Young Manufacturing Academy
- Manufacturing Day
- Teacher in-service (non-credit professional development) to K12 teachers
- Externships in partnership with OUR Coop, business, and industry