



# Apprenticeship in Arkansas

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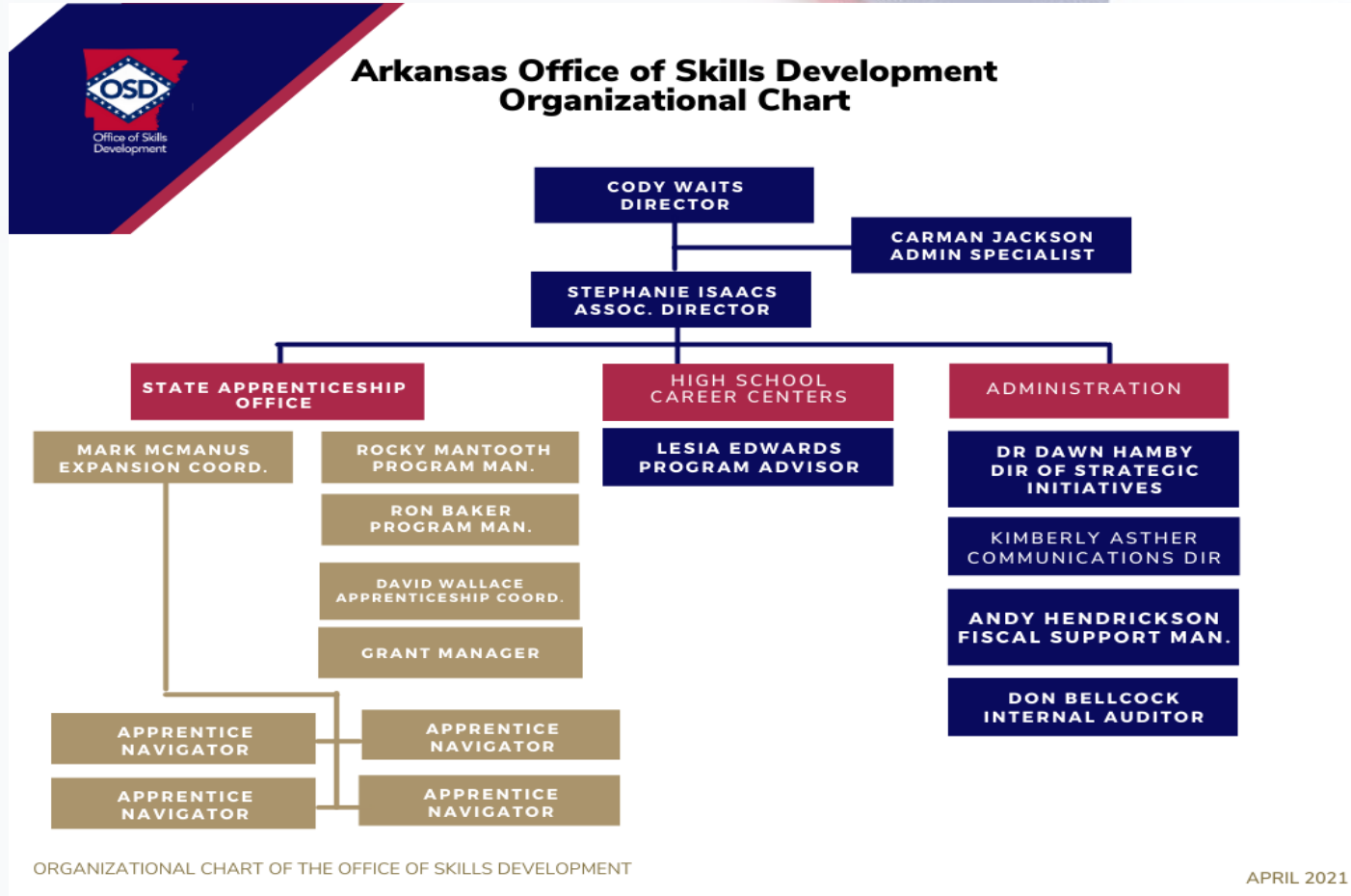
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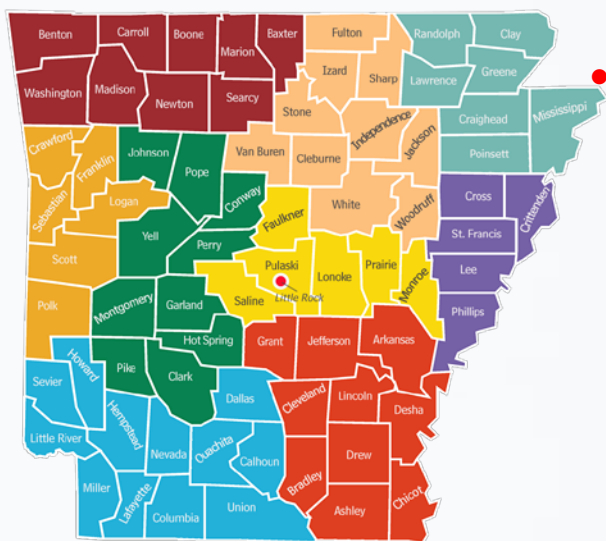
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# Apprenticeship In Arkansas



- **Apprenticeship Laws in Arkansas**
  - Act 1079, 2019 – OSD named Comprehensive Apprenticeship Office
  - Act 1047, 2019 – Expanded Apprenticeship Tax Credit
  - Act 647, 2021 – Revised State Apprenticeship Committee, Required to submit list of employers, ability to use CT Fund for Secondary Education Programs at Career Centers
  - Act 811, 2021 – Earn & Learn Act (R&D from Alabama)
- **Annual Operating Budget = \$2,845,886**
  - Grants and Aid = \$1,611,456
  - Operating Ex = \$ 434,430
  - Construction Industry Craft Training Trust Fund = \$800,000
- **State Apprenticeship Coordination Steering Committee**
  - 8-member council
  - Meet Monthly
  - Hybrid Committee with oversight of rulemaking



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## Arkansas Apprenticeship Coordination Steering Committee

Current Member	Sex	City/County	District	Expires	Qualifications
Andrew Aleshire 1235 Polk 74 Mena, AR 71953 Tele: 479-234-3041	M	Mena (Polk)	4	12/01/22	Aleshire Electric  Representing Employers of Members
Bill Roachell 3119 Windcrest Drive Conway, AR 72034 Tele: 517-7577	M	Conway (Faulkner)	2	12/01/22	Associated Builders & Contractors of Arkansas  Representing Employers of Members
Kathy Fulks 3047 Hwy 60 West Perryville, AR 72126 501-231-5579	F	Perryville (Perry)	2	12/01/24	Arkansas Construction Education Foundation  Representing minority & female workforce
Nanci Caillouet 2612 S I Street Fort Smith, AR 72901 Tele: 479-420-0764	F	Ft. Smith (Sebastian)		12/01/22	Fort Smith Electrical Joint Apprenticeship Training  Representing minority & female workforce
Karen Breashears 325 Melugin Road Arkadelphia, AR 71923 870-403-1614 Office: 870-246-0320	F	Arkadelphia (Clark)	4	12/01/22	National Apprenticeship Training Foundation  Teach or immediately supervise preparatory instruction supplementary or related courses
Kelly Sharp 284 Greenfield Avenue Farmington, AR 72730 Tele:	M	Farmington (Washington)	3	12/01/22	NWA Plumbing School, UA Facility Maintenance Teach or immediately supervise preparatory instruction, supplementary or related courses
David Stephens 209 Wolf Branch Road Greenbrier, AR 72058 Tele: 501-581-7108	M	Greenbrier (Faulkner)	2	12/01/22	International Brotherhood of Electrical Workers  Representing bargaining agents for members

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## Arkansas Apprenticeship Coordination Steering Committee



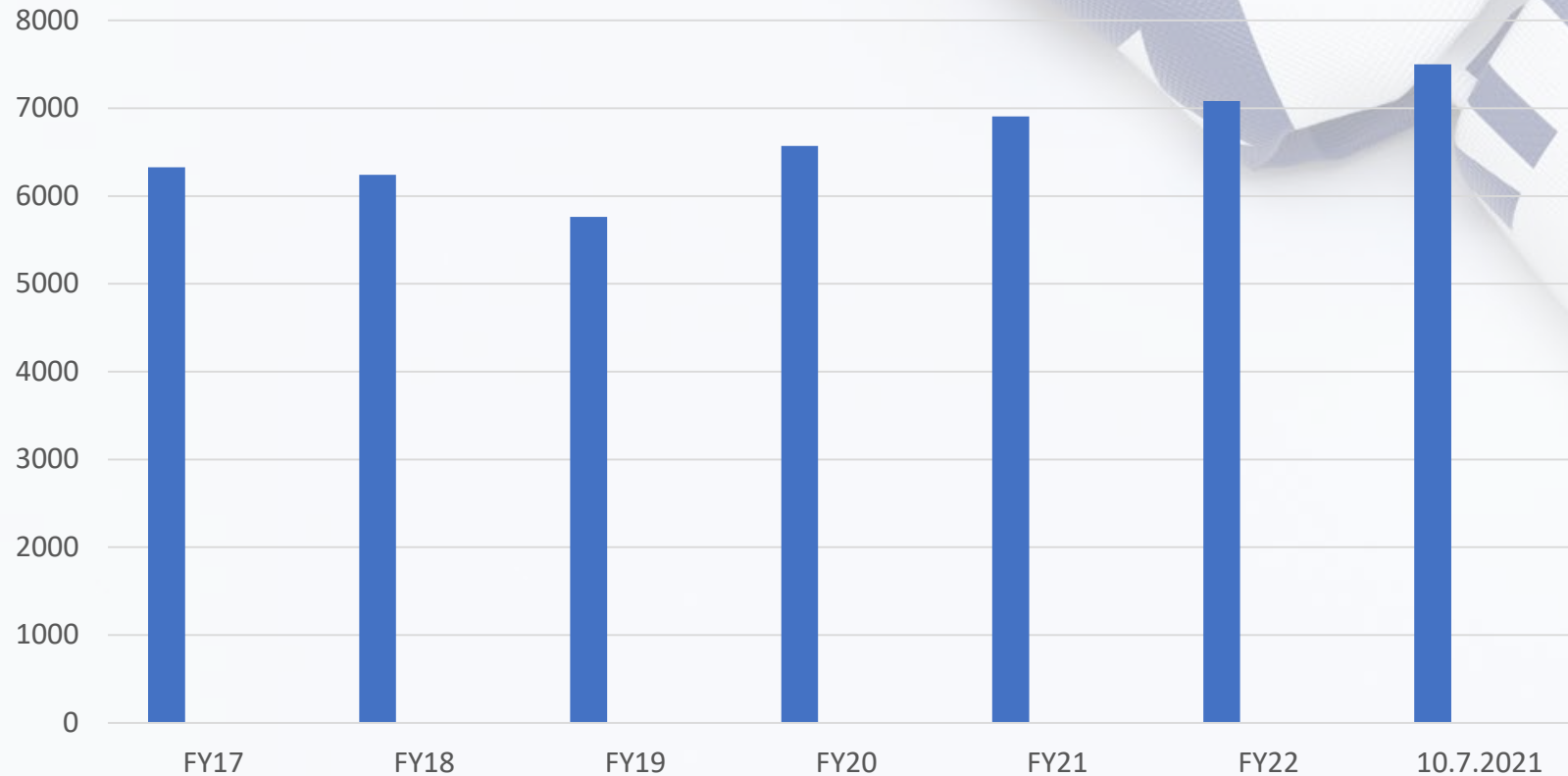
- One Member Representing Employer Organizations
- One Member Representing Unions or Bargaining Agents
- One Member Representing the Minority or Female Workforce
- Two Members Supervising RTI Providers
- Three Members who Represent Employers
- One Member who Represents Career & Technical Education
- One Member Representing Institutions of Higher Education
- One Member Representing the WIOA system
- One Members Representing the OSD-OA



## Apprenticeship Expansion in Arkansas



# of Active Apprentices

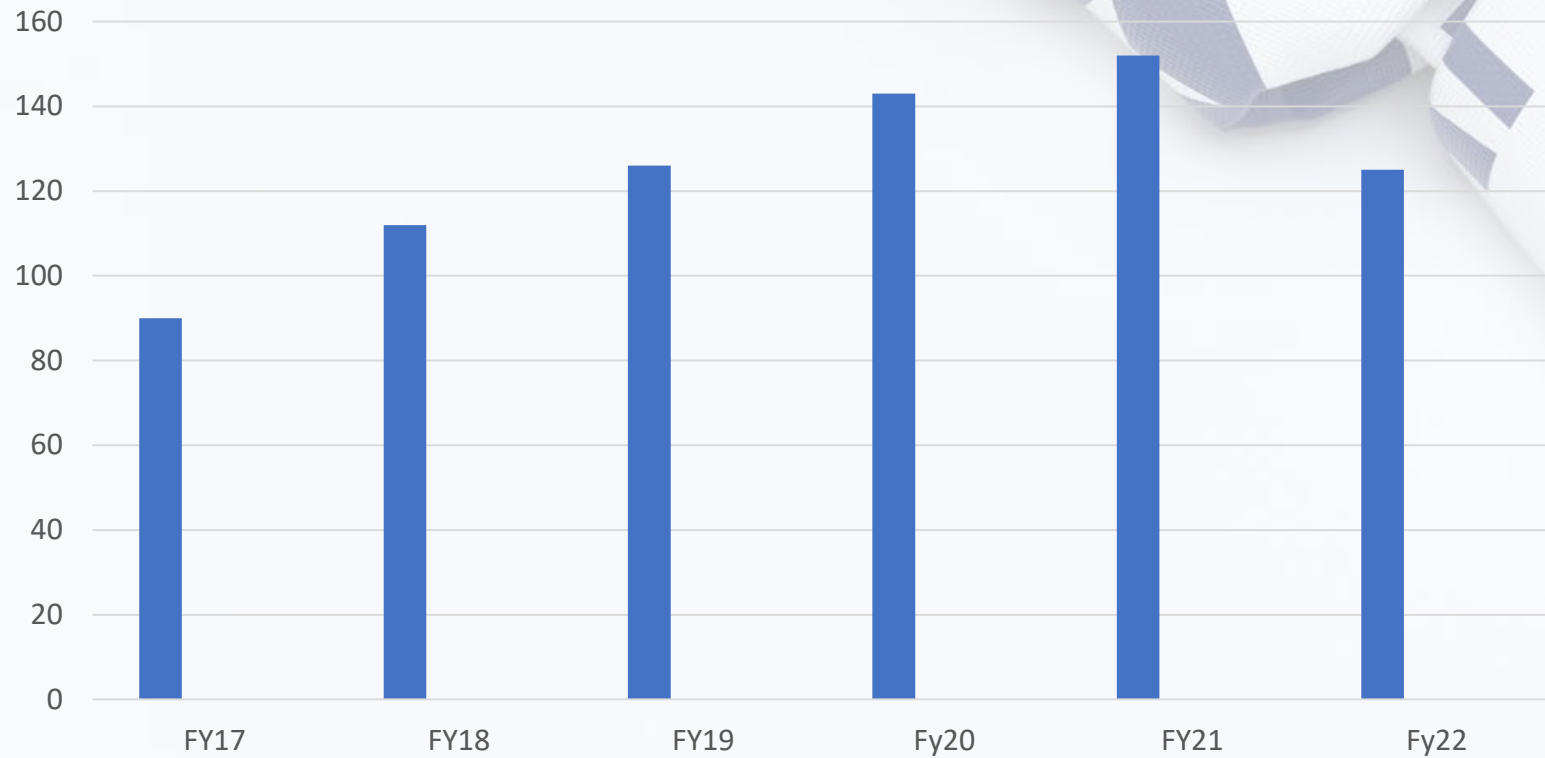


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# Apprenticeship Expansion in Arkansas

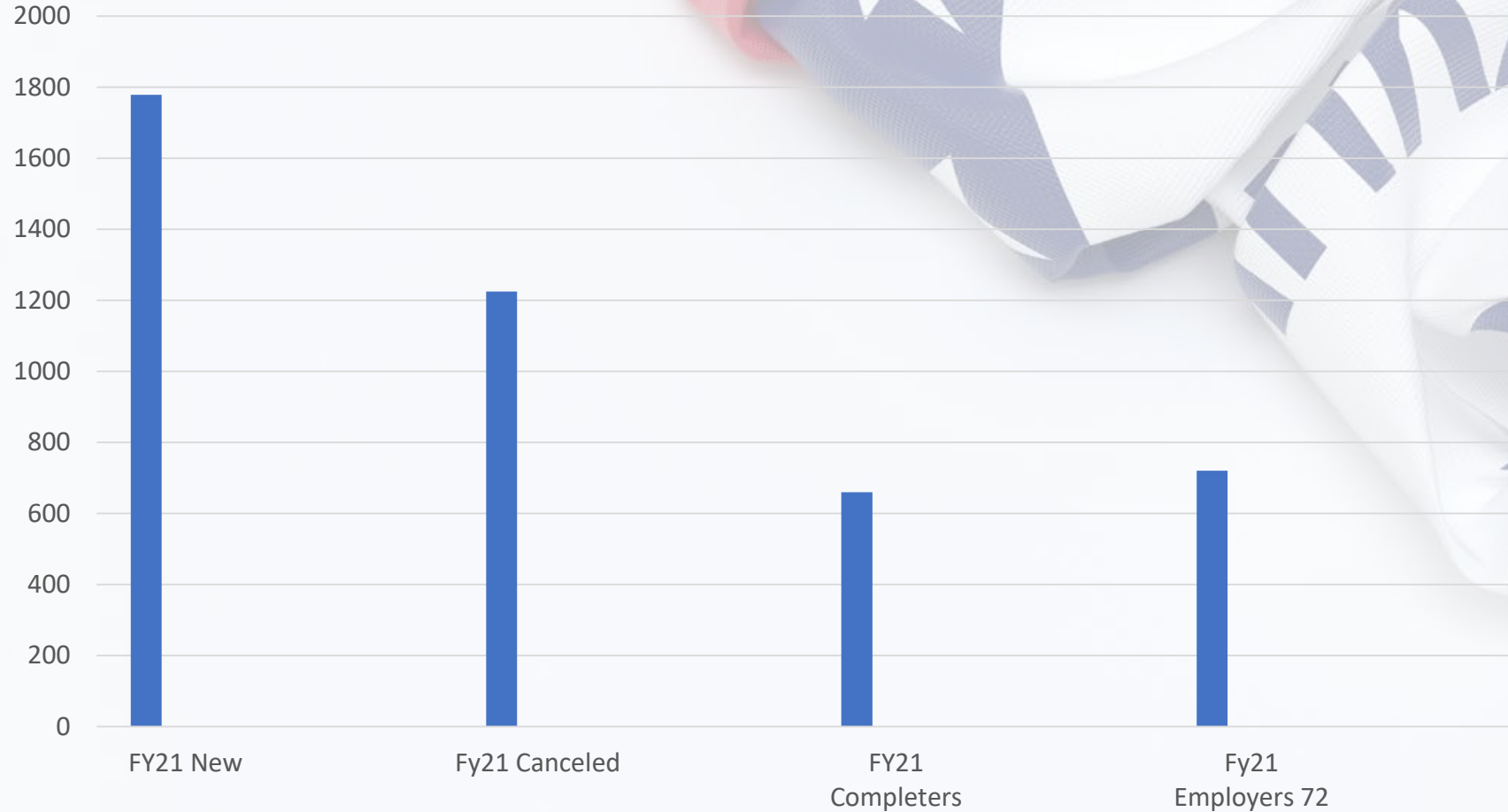
# of Registered Apprenticeship Programs



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## FY21 Apprenticeship #'s in Arkansas



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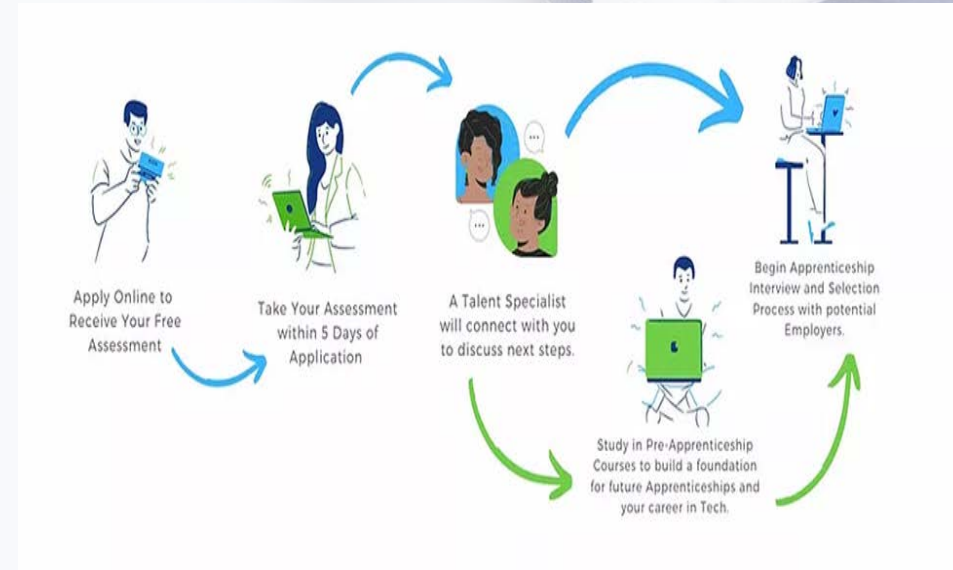




## Certified Pre-Apprenticeships

## ReSkill Arkansas

### Future Fit Schools

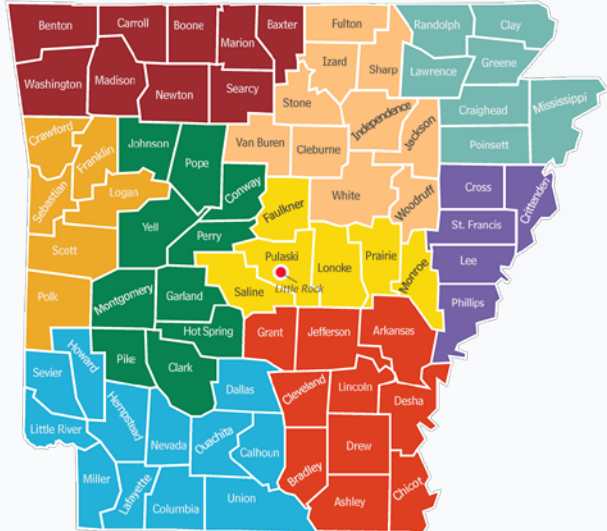


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# Strategic Goals for Arkansas Apprenticeship

- Establish a pre/youth apprenticeship program in 1/3<sup>rd</sup> of the Secondary Career Centers in Arkansas by FY23.
- Draft more specific language around certified pre-apprenticeships
- Hire apprenticeship navigators to assist with expansion of apprenticeship
  - Community Colleges
  - Local Workforce Boards
- Office of Apprenticeship → State Apprenticeship Agency



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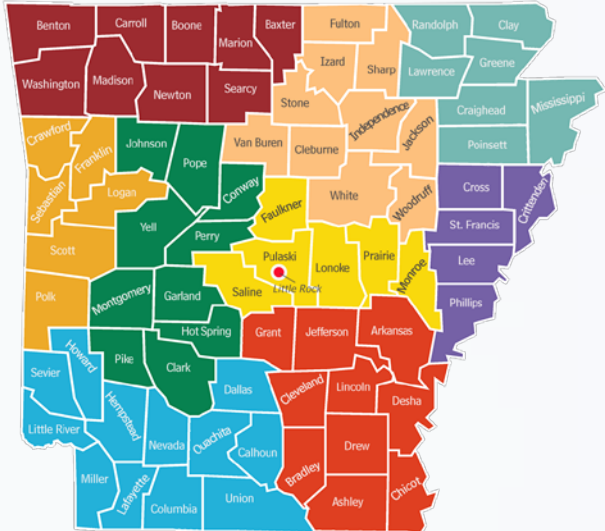
## Arkansas' Secondary Career Centers





# State Apprenticeship Agency Transition

- Data Integrity
  - Accuracy of data in RAPIDS
  - Registration & Deregistration of Programs
    - Program approval w/o comms to state office
    - Inability to cancel programs that are not active
    - Program w/ unknown employer partners
- Monitoring/Reporting/Compliance
  - Wage Progressions Rates
  - EEO & AAP
  - Lack of Info from USDOL to employers



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## Arkansas' Secondary Career Centers

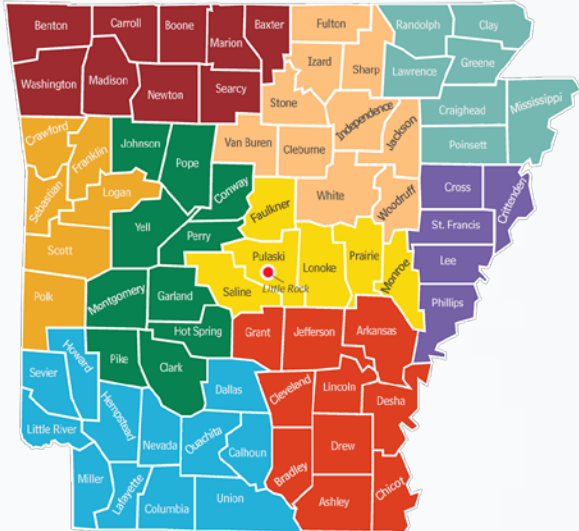




# State Apprenticeship Agency Transition

- Integration of Apprenticeship into Arkansas Workforce System
  - Inefficiencies created w/ USDOL-OA
    - More efficient process w/state staff
  - Lack of communication
    - Programs brought by OSD
    - Programs brought by OA
  - Involvement of IHEs and LWDBs w/ apprenticeship navigators
  - Technical Assistance offerings

- Personnel
  - Current staff would be transitioned into apprenticeship roles
  - Federal Investments in apprenticeship Increasing
  - ARPA funding



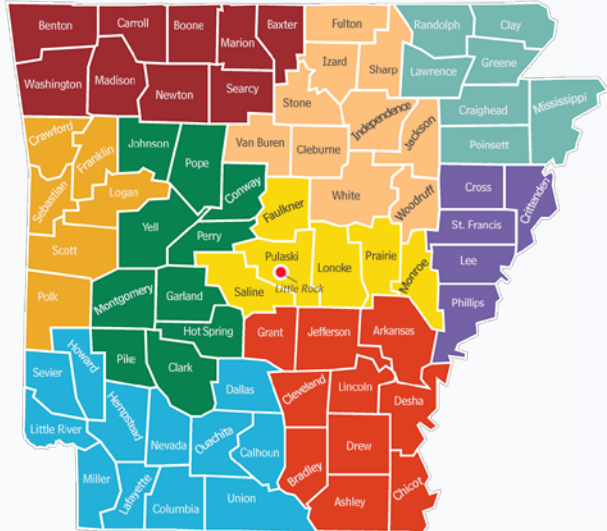
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# State Apprenticeship Agency Transition

- Unknown Information
  - Long-term personnel support from USDOL-OA
  - # of employers engaged in apprenticeship
    - Act 647
  - Access to information
- USDOL-OA
  - Neutral on states decision to run state system vs. OA system
    - Actively working with Tennessee & Colorado



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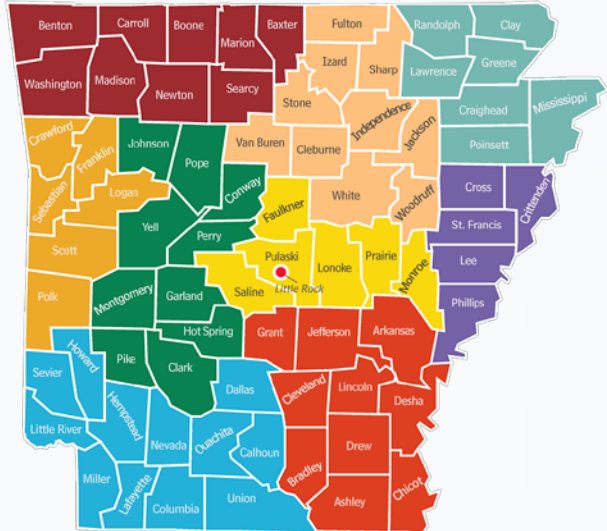
## Arkansas' Secondary Career Centers





# State Apprenticeship Agency Transition

- Myth-Busters
  - State wants to run its own apprentice programs
  - Impacts licensure and reciprocity agreements
  - Disallows work on Davis Bacon Projects
  - National Credential is no longer recognized nationally
  - Cost to programs switching from OA → SAA
  - Move away from Program Sponsors in Construction Trades



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## Arkansas' Secondary Career Centers

