

JOINT PERFORMANCE REVIEW COMMITTEE

JULY 23, 2014

MINUTES

The Joint Performance Review Committee met Wednesday, June 23, 2014 at 9:00 a.m. in Room A, MAC Building, Little Rock, Arkansas.

Committee members present were Senators Jane English, Senate Co-Chair, Jimmy Hickey, Larry Teague, and Representatives Terry Rice, House Co-Chair, Harold Copenhaver, Debra Hobbs, Douglas House, Josh Miller, James Ratliff, Brent Talley, and Tommy Wren.

Other members present were Senators Jonathan Dismang, Joyce Elliott, Stephanie Flowers, Missy Irvin, and Representatives Denny Altes, Scott Baltz, Nate Bell, Ann Clemmer, Ken Bragg, Charlene Fite, Karen Hopper, Joe Jett, Homer Lenderman, Walls McCray, Mark McElroy, Jim Nickels, Chris Richey, Sue Scott, Mary Lou Slinkard, David Whitaker, and Butch Wilkins.

Call to Order

Senator English called the meeting to order.

Review of Workforce Training and Education Programs in Arkansas, Including the Arkansas Career Pathways Initiatives and the College and Career Coaches Program – Funding Sources, Students, Employees, Partnerships, Transitioning Efforts, and Oversight and Evaluation Methods

Senator English recognized Bill Stovall, Executive Director, Arkansas Association of Two-Year Colleges (AATYC). Mr. Stovall discussed the services offered by AATYC and said it is comprised of 22 two-year colleges with an infrastructure to deliver workforce development training. He told members that the Arkansas Career Pathways Initiative program illustrates the economic investment the Temporary Assistance for Needy Families (TANF) dollars has brought to Arkansas. The program includes transportation and childcare assistance. He said that AATYC also has a labor grant program that targets a Veterans Assistance Program and the Arkansas Partnership for Nursing's Future and Training Grant.

Dr. Karen Rosa, Arkansas Career Pathways Initiative Director, was recognized. Dr. Rosa gave an overview of the Arkansas Career Pathways Initiative program, a partnership between the Arkansas Department of Workforce Services and the Arkansas Department of Higher Education (ADHE). She said that ADHE is the administrator of the program. Grant awards are distributed to all two-year colleges and three technical centers, which covers the entire state. Dr. Rosa described the students who are served in the program. 90% of the students are females with one year of college credit. She

said the program has been recognized as one of the 10 most promising programs in the nation and one of 30 of the most successful.

Chris Thomason, AATYC President, was recognized. Mr. Thomason said the Association is vitally important to the state. He discussed a job-ready program the University of Arkansas Community College at Hope offers. The program partners with local industry involved in construction. The college has recently entered into a partnership with Southern Refrigerated Transport, the largest refrigerated carrier in Arkansas.

Senator English recognized Dr. Barbara Jones, President, South Arkansas Community College, and Greg Taylor, Industry Representative. Mr. Steve Cousins, Refinery Manager, Lion Oil was unable to attend. Dr. Jones discussed the Southwest Arkansas Community College Consortium (SWACC), which includes:

- Cossatot Community College of the University of Arkansas
- Rich Mountain Community College
- South Arkansas Community College
- Southern Arkansas University Tech
- University of Arkansas Community College at Hope

Dr. Jones said the Consortium has received its first major grant. The mission of the Consortium is to focus on the creation of an educational workforce development vision for the service region with a corresponding action plan to provide enhanced individual opportunities, economic growth, and sustainability. The Consortium is initially concentrating on the manufacturing industry. Dr. Jones said that workforce training in credit and non-credit programs is being provided. Programs are also being developed in Megatronics, which combines mechanical, electronic, and robotics. Dr. Rosa introduced Jamie McConathy, Dean of Continuing Education, South Arkansas Community College (SACC), who described the grant the Consortium received.

Ms. McConathy said that an \$8.4 million 3-year U.S. Department of Labor/Trade Adjustment Assistance Community College and Career Training Grant Program (TAACCCT) was awarded to the Consortium. The purpose of the grant is to advance the competitiveness of southwest Arkansas manufacturers through innovative talent strategies and stronger industry education partnerships, and to identify common workforce challenges across the region and develop collaborative solutions. Technology and innovation are key factors. Ms. McConathy gave the examples of on-line hybrid courses, web portals, robotics, a modular approach, and personalized instruction credit for prior learning and experience. She described specific strategies implemented and target occupations:

- ❖ engage regional manufacturers in sector partnerships
- ❖ integrate in-plant work-based learning opportunities
- ❖ enhance student advisement and career counseling
- ❖ machinists
- ❖ megatronics
- ❖ industrial machinery repair technician
- ❖ welders

- ❖ operations managers
- ❖ truck drivers

Dr. Rosa read a statement from Steve Cousins, Manager, Lion Oil Refinery. In his statement, Mr. Cousins said that Lion Oil and SACC are working together to build a local workforce. The development of training programs will provide new, expanding, and replacement jobs for the refinery. Mr. Cousins' statement expressed the commitment and support of Lion Oil to SACC in its efforts to upgrade the skills of workers and provide future resources necessary to compete in the world marketplace.

Senator English recognized Greg Taylor, Corporate Director of Environmental Health and Safety Training for Martin Resources Management. Mr. Taylor discussed a partnership between Martin Resources Management and SACC in its Process Technology Program. Martin Resources provides curriculum development and teaches non-credit courses at the college.

Senator English recognized Steve Cole, Chancellor, Cossatot Community College of the University of Arkansas (CCCUA). Mr. Cole introduced Steve McJunkins, Division Chair, Skilled Trades and Technical Sciences Programs, and Jimmy Ivers, Training and Organizational Development Manager, Domtar Industries. Mr. Cole spoke about reforms in workforce training programs occurring throughout the U.S. which are connecting businesses to community colleges. He said that SWACC is working on a common curriculum, seeking grant funding with a mission to impact economic development through education.

Senator English recognized Steve McJunkins. He said that the businesses and area industry are driving the programs at CCCUA and the partnerships it has developed with Domtar Industries. Mr. McJunkins said that CCCUA and Domtar agreed to use the National Center for Construction Education and Research (NCCER) curriculum, which is based on apprenticeship programs. He described a new electrical and mechanical program which will provide transferrable credentials and the graduates will be placed on a national registry.

Senator English recognized Jimmy Ivers, Domtar Industries. He described the training programs provided at CCCUA for their employees, which include incumbent worker training, refresher training, and new-hire training. He said that a large number of the industry's workforce is over the age of 62 and close to retirement. The company is working with CCCUA to prepare for the future.

Dr. James Shemwell, President, Arkansas Northeastern College, was recognized. He discussed the Solutions Group, Arkansas Northeastern College's customized training operation. He referenced two booklets that describe the customized training programs (Handouts). He explained that training is provided based on the client's schedule and billed by the hour instead of per person, with no minimum class sizes. The state's only Steel Industry Technology Degree program has now been developed at the college, specifically designed for the steel industry. Training is provided every 8th day because of

the work schedule for steel workers. Currently, 100 people have completed the degree program.

Senator English recognized Dr. Glen Fenter, President, Mid-South Community College (MSCC). He described the workforce training model used at MSCC:

- eighth grade students are introduced to various job skills through a career seminar
- ninth grade students are provided a semester on the College campus
- tenth grade students begin working on an industry driven certification

The training the students receive is included on their college transcript. Dr. Fenter explained that the training and courses offered to students is based on information provided by either regional employers, or strategic economic development plans directed to grow new jobs. Dr. Fenter spoke about the recognition the MSCC program has received. The Southern Business and Development Magazine ranked the school as one of the top ten workforce colleges in the south. The U.S. Department of Labor and The Gates Foundation ranked the school as one of the best workforce training models in the country. He believes the new global economy and the demand for skills is an opportunity for Arkansas to reshape its economic future.

Senator English announced the Joint Performance Review Committee meetings that will be held August 27, 2014 in Fort Smith, Arkansas and August 28, 2014 in Springdale, Arkansas.

There being no further business, the meeting adjourned at 12:45 p.m.