

**ARKANSAS GENERAL ASSEMBLY**  
**LEGISLATIVE TASK FORCE**  
**ON**  
**WORKFORCE EDUCATION EXCELLENCE**

Senator Jane English  
Senate Chair

Representative Bruce Cozart  
House Chair

**MEMORANDUM**

**TO:** Senator Jonathan Dismang, President Pro Tempore, Arkansas Senate  
Representative Jeremy Gillam, Speaker, Arkansas House of Representatives

**CC:** The Honorable Asa Hutchinson, Governor of Arkansas

**FROM:** Senator Jane English, Senate Chair  
Representative Bruce Cozart, House Chair  
Legislative Task Force on Workforce Education Excellence

**SUBJECT:** Interim Report of the Legislative Task Force on Workforce Education Excellence

**DATE:** February 1, 2018

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Pursuant to the provisions of Act 951 of 2017, we are submitting the Interim Report of the Legislative Task Force on Workforce Education Excellence (Task Force). Since its inception, the Task Force has worked diligently towards completion of the responsibilities assigned to it by Act 951. These include:

- (1) Reviewing outcomes of secondary and postsecondary Career and Technical Education (CTE) and workforce programs;
- (2) Reviewing the current and future workforce needs of the state;
- (3) Recommending strategies to meet the state's workforce needs;
- (4) Researching methods to create an inter-agency data sharing plan; and
- (5) Reviewing ways to reduce duplication and to align CTE and workforce development programs.

We hope you will find this information useful. Please do not hesitate to contact either of us or the staff person assigned to the Task Force, Mr. Mark Hudson, if you have any questions or need additional information. Mark's telephone number is 501-537-9173.

2018 Interim Report

**LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION  
EXCELLENCE**



Filed Pursuant to  
Act 951 of 2017

February 1, 2018

2018 Interim Report

**LEGISLATIVE TASK FORCE  
ON  
WORKFORCE EDUCATION EXCELLENCE**

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## Members of the Task Force

The Chair of the Senate Committee on Education

**Senator Jane English**, Senate Chair

The Chair of the House Committee on Education

**Representative Bruce Cozart**, House Chair

One (1) member of the Senate from the First Congressional District, appointed by the President Pro Tempore of the Senate

**Senator Blake Johnson**

One (1) member of the Senate from the Second Congressional District, appointed by the President Pro Tempore of the Senate

**Senator David Sanders**

One (1) member of the Senate from the Third Congressional District, appointed by the President Pro Tempore of the Senate

**Senator Lance Eads**

One (1) member of the Senate from the Fourth Congressional District, appointed by the President Pro Tempore of the Senate

**Senator Eddie Cheatham**

One (1) member of the House of Representatives from the First Congressional District, appointed by the Speaker of the House of Representatives

**Representative Dan Sullivan**

One (1) member of the House of Representatives from the Second Congressional District, appointed by the Speaker of the House of Representatives

**Representative Rick Beck**

One (1) member of the House of Representatives from the Third Congressional District, appointed by the Speaker of the House of Representatives

**Representative Dan Douglas**

One (1) member of the House of Representatives from the Fourth Congressional District, appointed by the Speaker of the House of Representatives

**Representative Sonia Eubanks Barker**

Six (6) members who represent industry in Arkansas to be appointed as follows:

Three (3) members to be appointed by the President Pro Tempore of the Senate

**Mr. Kenneth Calhoun**, Altec Service Group [Truck Centers of Arkansas]

**Mr. Mike Rogers**, Tyson Foods, Inc.

**Mr. Greg Taylor**, Georgia-Pacific

Three (3) members to be appointed by the Speaker of the House of Representatives

**Mr. Randy Henderson**, Nucor Castrip Arkansas

**Mr. Stephen Horton**, Industry Representative

**Mr. Paul Rivera**, Caterpillar

## Charge to the Task Force

The Legislative Task Force on Workforce Education Excellence was established pursuant to Act 951 of 2017. The General Assembly directed the Task Force to “*review and research ways to improve career and technical education programs and workforce development programs and to align career and technical education programs and workforce development programs to achieve a positive economic impact on the State of Arkansas.*” The Task Force was explicitly charged with:

- (A) Review the current structure, fiscal performance, compliance, and outcomes of the career and technical education programs and workforce development programs offered through:
  - (i) High schools;
  - (ii) Secondary vocational area centers, as defined in § 6-20-2303;
  - (iii) Two-year institutions of higher education;
  - (iv) Four-year institutions of higher education;
  - (v) The Department of Career Education;
  - (vi) The Department of Workforce Services;
  - (vii) Apprenticeship schools, offices, and programs, including at the Department of Labor, Department of Career Education, Department of Workforce Services, Department of Human Services, and other apprenticeship schools receiving public funds; and
  - (viii) Other agencies or organizations that offer career and technical education programs or workforce development programs;
- (B) Review the workforce needs of the state now and in the future;
- (C) Recommend strategies to meet the workforce needs of the state;
- (D) Research and recommend ways to improve the delivery of career and technical education programs and workforce development programs;
- (E) Research and recommend strategies to align the career and technical education programs and workforce development programs;
- (F) Research and recommend strategies that:
  - (i) Reduce skill shortages;
  - (ii) Enhance the state's economic growth;
  - (iii) Meet industry demands;
  - (iv) Improve fiscal and operational consistency and efficiency as it relates to career and technical education among statewide high schools, secondary vocational area centers, apprenticeship programs, and two-year state-supported institutions of higher education;
  - (v) Create alignment among educational and career pathways, concurrent credit opportunities, apprenticeship credits for relevant secondary and college courses, and work-based learning opportunities for students transitioning among high schools, secondary vocational area centers, apprenticeship programs, two-year state-supported institutions of higher education, and employment;
  - (vi) Identify and overcome barriers to improve career and technical education programs and workforce development programs and to align career and technical education programs and workforce development programs to achieve a positive economic impact on the State of Arkansas, including without limitation:

- (a) Any limitations on work-based learning opportunities for high school and college students;
- (b) A lack of career-centric, outcome-based incentives at all levels of education;
- (c) The gap between education requirements and employer and labor market needs; and
- (d) The lack of strategic alignment and collaboration among the similarly motivated workforce and education programs of agencies, school districts, and institutions of higher education; and
- (vii) Provide access to high-quality, globally competitive career and technical education programs and workforce development programs;

(G) Review best practices among other states;

(H) Review regional, prioritized occupations and skills needed by using the priorities and regions defined by each local workforce development board under the Arkansas Workforce Innovation and Opportunity Act, § 15-4-3701 et seq., as a starting point, which shall drive program and funding priorities for the entities, pathways, curricula, training, and credit opportunities;

(I) Review methods to create and implement a statewide plan for promotion and recruitment of talent to opportunities in the highest priority occupations;

(J) Review ways to reduce duplication of effort and achieve alignment and collaboration in improving career and technical education programs and workforce development programs and aligning career and technical education programs and workforce development programs to achieve a positive economic impact on the State of Arkansas;

(K) Engage the following:

- (i) Local workforce development committees under the Arkansas Workforce Innovation and Opportunity Act, § 15-4-3701 et seq.;
- (ii) Arkansas Economic Development Commission;
- (iii) Department of Workforce Services;
- (iv) Department of Higher Education;
- (v) Department of Education;
- (vi) Department of Career Education;
- (vii) Administrators of two-year state-supported institutions of higher education;
- (viii) Arkansas Community Colleges;
- (ix) Association of Arkansas Development Organizations;
- (x) Arkansas Association of Education Administrators;
- (xi) Secondary vocational area center directors; and
- (xii) Public school district superintendents; and

(L) Review methods to create and adopt an inter-agency data and information sharing plan that includes accounting for necessary information technology infrastructure that records and makes available to all agencies the funding provided and obligated, whether federal or state funds, to support education, training, workforce development, and related equipment and infrastructure.

## Presentations to the Task Force

Presenter/Organization	Topics
<b>August 22, 2017 Meeting</b>	
<p><b>Mr. Isaac Linam</b>, Staff Attorney, Bureau of Legislative Research</p>	<p>Review of the Provisions of Act 951 of 2017</p> <p>Discussion of Future Activities of the Task Force</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=45687">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=45687</a></p>
<b>September 20, 2017 Meeting</b>	
<p><b>Dr. Michael R. Pakko</b>, Chief Economist and State Economic Forecaster, Arkansas Economic Development Institute, University of Arkansas at Little Rock</p> <p><b>Ms. Shirley J. Johnson</b>, Research Project Analyst, Labor Market Information Section, Arkansas Department of Workforce Services</p> <p><b>Mr. Rob Marek</b>, Employment Assistance, Arkansas Department of Workforce Services</p> <p><b>Mr. Nate Klinck</b>, Vice President, Thomas P. Miller &amp; Associates, Indianapolis, IN</p>	<p>Overview of Workforce Dynamics in Arkansas</p> <p>Initial Discussion of Significant Systemic Challenges and Opportunities</p> <p>Discussion of Next Steps</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=45818">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=45818</a></p>

Presenter/Organization	Topics
<b>October 17, 2017 Meeting</b>	
<p><b>Ms. Shannon Newton</b>, President, Arkansas Trucking Association</p> <p><b>Mr. Kenneth Calhoun</b>, Maintenance Data Management, Fleet Optimization Manager, Altec Service Group, and a non-legislative member of the Task Force</p> <p><b>Ms. Christie Toland</b>, Assistant Superintendent, Gentry School District</p> <p><b>Mr. George Arrants</b>, Medium/Heavy Truck Alliance Field Manager, National Automotive Technicians Education Foundation</p> <p><b>Mr. Rick Vassar</b>, Chief Operating Officer, Truck Centers of Arkansas</p> <p><b>Mr. G. E. “Butch” Rice, III</b>, President and CEO, Stallion Transportation Group</p> <p><b>Dr. Kerry Keith Mix</b>, Provost, Arkansas State University Beebe</p>	<p>Introduction of the Members of the Arkansas Trucking Association’s Maintenance &amp; Technology Council</p> <p>Overview of the Current Workforce Needs of the Trucking Industry in Arkansas, with a Focus on the Recruitment, Training, and Retention of Technicians</p> <p>Initial Discussion of the Structure of a Revised System of Technician Training in Arkansas</p> <p>Tour of the Maverick Transportation Facilities</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=45864">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=45864</a></p>
<b>November 1, 2017 Meeting</b>	
<p><b>Ms. Terrie Metz</b>, Superintendent, Gentry School District</p> <p><b>Ms. Christie Toland</b>, Assistant Superintendent, Gentry School District</p>	<p>Welcome and Introductions</p> <p>Overview of the Programs and Activities Available at the Gentry School District Career and Technical Education Center</p> <p>Tour of the Gentry School District Career and Technical Education Center</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=46932">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=46932</a></p>

Presenter/Organization	Topics
<b>November 13, 2017 Meeting</b>	
<p><b>Ms. Nell Smith</b>, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research</p> <p><b>Mr. Nate Klinck</b>, Vice President, Thomas P. Miller &amp; Associates, Indianapolis, IN</p> <p><b>Mr. Daryl Bassett</b>, Director, Arkansas Department of Workforce Services</p> <p><b>Mr. Steve Guntharp</b>, Deputy Director, Internal Affairs, Arkansas Department of Workforce Services</p> <p><b>Mr. Ron Snead</b>, Deputy Director, External Affairs, Arkansas Department of Workforce Services</p> <p><b>Mr. Kristopher Jones</b>, Assistant Director, Workforce Innovation and Opportunity Act, Arkansas Department of Workforce Services</p>	<p>Preliminary Overview of Workforce Program Survey</p> <p>Review of Previous Task Force Meetings</p> <p>Arkansas Department of Workforce Services Program Performance Overview</p> <p>Discussion of Next Steps</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=46919">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&amp;meetingID=46919</a></p>
<b>December 4, 2017 Meeting</b>	
<p><b>Dr. Charisse Childers</b>, Director, Arkansas Department of Career Education</p> <p><b>Dr. Shaun Dougherty</b>, Assistant Professor of Education &amp; Public Policy, Neag School of Education, University of Connecticut</p> <p><b>Ms. Kathi Turner</b>, Deputy Director, Career &amp; Technical Education, Arkansas Department of Career Education</p> <p><b>Mr. Alan McClain</b>, Commissioner, Arkansas Rehabilitation Services</p>	<p>Overview of the Arkansas Department of Career Education</p> <p>Review of the Findings of the Thomas B. Fordham Institute Report, <i>Career and Technical Education in High School: Does It Improve Student Outcomes?</i></p> <p>Discussion of the Programmatic Responsibilities of the Divisions of the Arkansas Department of Career Education</p> <ol style="list-style-type: none"> <li>1. Career and Technical Education</li> <li>2. Arkansas Rehabilitation Services</li> </ol>

Presenter/Organization	Topics
<b>December 4, 2017 Meeting</b> <i>(continued)</i>	
<p><b>Dr. Trenia Miles</b>, Deputy Director, Adult Education, Arkansas Department of Career Education</p> <p><b>Mr. Cody Waits</b>, Deputy Director, Office of Skills Development, Arkansas Department of Career Education</p>	<p>3. Adult Education</p> <p>4. Office of Skills Development</p> <p>Link to Meeting Materials:  <a href="http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=47134">http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committee=108&amp;meetingID=47134</a></p>
<b>January 24, 2018 Meeting</b>	
<p><b>Mr. Nate Klinck</b>, Vice President, Thomas P. Miller &amp; Associates, Indianapolis, IN</p> <p><b>Mr. Cody Waits</b>, Deputy Director, Office of Skills Development, Arkansas Department of Career Education</p> <p><b>Mr. Mark McManus</b>, Accountability Specialist, Department of Workforce Services</p> <p><b>Ms. Kathi Turner</b>, Deputy Director, Career &amp; Technical Education, Arkansas Department of Career Education</p> <p><b>Dr. Trenia Miles</b>, Deputy Director, Adult Education, Arkansas Department of Career Education</p> <p><b>Dr. Debbie Faubus</b>, Director, Crawford County Adult Education Center</p> <p><b>Mr. Alan McClain</b>, Commissioner, Arkansas Rehabilitation Services</p> <p><b>Ms. Ashley Carter</b>, Chief Strategy Officer, CareerWise Colorado</p> <p><b>Ms. Claudia Cummings</b>, Vice President, Workforce &amp; Strategic Initiatives, COO, Conexus Indiana</p> <p><b>Ms. Vicki Thompson</b>, Assistant Director of Workforce, Thomas P. Miller &amp; Associates, Indianapolis, IN</p>	<p>Meeting Overview</p> <p>Overview of Work-Based Learning Models</p> <p>Discussion of Work-Based Learning Models in Other States</p>



# APPENDIX A

Act 951 of 2017

1 State of Arkansas *As Engrossed: S3/16/17 H3/27/17*

2 91st General Assembly

# A Bill

3 Regular Session, 2017

SENATE BILL 441

4

5 By: Senator J. English

6 *By: Representative Cozart*

7

8

## For An Act To Be Entitled

9 AN ACT TO CREATE A LEGISLATIVE TASK FORCE TO REVIEW  
10 TECHNICAL AND WORKFORCE EDUCATION PROGRAMS AND  
11 RECOMMEND WAYS TO ALIGN TECHNICAL AND WORKFORCE  
12 EDUCATION PROGRAMS TO PRODUCE AN EFFICIENT,  
13 TECHNOLOGICALLY ADVANCED TECHNICAL AND WORKFORCE  
14 EDUCATION SYSTEM; AND FOR OTHER PURPOSES.

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## Subtitle

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BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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SECTION 1. TEMPORARY LANGUAGE. DO NOT CODIFY. Legislative Task Force  
on Workforce Education Excellence – Creation – Membership – Duties.

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(a) There is created the Legislative Task Force on Workforce Education  
Excellence.

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(b) The task force shall consist of *sixteen (16)* members as follows:

33

(1) The Chair of the Senate Committee on Education;

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(2) The Chair of the House Committee on Education;

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(3) *One (1) member of the Senate from the First Congressional*

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*District, appointed by the President Pro Tempore of the Senate;*

1           (4) One (1) member of the House of Representatives from the  
2 First Congressional District, appointed by the Speaker of the House of  
3 Representatives;

4           (5) One (1) member of the Senate from the Second Congressional  
5 District, appointed by the President Pro Tempore of the Senate;

6           (6) One (1) member of the House of Representatives from the  
7 Second Congressional District, appointed by the Speaker of the House of  
8 Representatives;

9           (7) One (1) member of the Senate from the Third Congressional  
10 District, appointed by the President Pro Tempore of the Senate;

11           (8) One (1) member of the House of Representatives from the  
12 Third Congressional District, appointed by the Speaker of the House of  
13 Representatives;

14           (9) One (1) member of the Senate from the Fourth Congressional  
15 District, appointed by the President Pro Tempore of the Senate;

16           (10) One (1) member of the House of Representatives from the  
17 Fourth Congressional District, appointed by the Speaker of the House of  
18 Representatives; and

19           (11)(A) Six (6) members who represent industry in Arkansas to be  
20 appointed as follows:

21                   (i) Three (3) members to be appointed by the  
22 President Pro Tempore of the Senate; and

23                   (ii) Three (3) members to be appointed by the  
24 Speaker of the House of Representatives.

25                   (B) The members appointed under subdivision (11)(A) of  
26 this section shall be chosen from a list of names submitted by the Arkansas  
27 State Chamber of Commerce that shall include without limitation:

28                           (i) Industry executives;

29                           (ii) Human resources personnel;

30                           (iii) Licensed professionals; and

31                           (iv) Other representatives of industry.

32           (c)(1) The Chair of the Senate Committee on Education and the Chair of  
33 the House Committee on Education shall call the first meeting of the task  
34 force within sixty (60) days of the effective date of this act and shall  
35 serve as cochairs of the task force.

36           (2) At the first meeting of task force, the members of the task

1 force shall elect from its membership other officers as needed for the  
2 transaction of business.

3 (3)(A) The task force shall conduct its meetings at the State  
4 Capitol Building or another site selected by the chair.

5 (B) Meetings of the task force shall be held at least one  
6 (1) time every three (3) months but may occur more often at the call of the  
7 chair.

8 (4) The task force shall establish rules and procedures for  
9 conducting business.

10 (5) If a vacancy occurs on the task force, the vacancy shall be  
11 filled in the same manner as the original appointment.

12 (6)(A) Legislative members of the task force shall be paid per  
13 diem and mileage as authorized by law for attendance at meetings of interim  
14 committees of the General Assembly.

15 (B) Non-legislative members of the task force shall serve  
16 without compensation but may receive reimbursement under § 25-16-902.

17 (7)(A) A majority of the members of the task force shall  
18 constitute a quorum for transacting business.

19 (B) No action may be taken by the task force except by a  
20 majority vote at a meeting at which a quorum is present.

21 (8) The task force may expend funds and resources in carrying  
22 out its purpose and responsibilities that are appropriated or funded by the  
23 General Assembly or a third party.

24 (9) The Bureau of Legislative Research shall provide staff for  
25 the task force.

26 (d)(1) The task force shall review and research ways to improve career  
27 and technical education programs and workforce development programs and to  
28 align career and technical education programs and workforce development  
29 programs to achieve a positive economic impact on the State of Arkansas.

30 (2) The task force shall:

31 (A) Review the current structure, fiscal performance,  
32 compliance, and outcomes of the career and technical education programs and  
33 workforce development programs offered through:

34 (i) High schools;

35 (ii) Secondary vocational area centers, as defined  
36 in § 6-20-2303;

1                   (iii) Two-year institutions of higher education;  
2                   (iv) Four-year institutions of higher education;  
3                   (v) The Department of Career Education;  
4                   (vi) The Department of Workforce Services;  
5                   (vii) Apprenticeship schools, offices, and programs,  
6 including at the Department of Labor, Department of Career Education,  
7 Department of Workforce Services, Department of Human Services, and other  
8 apprenticeship schools receiving public funds; and  
9                   (viii) Other agencies or organizations that offer  
10 career and technical education programs or workforce development programs;  
11                   (B) Review the workforce needs of the state now and in the  
12 future;  
13                   (C) Recommend strategies to meet the workforce needs of  
14 the state;  
15                   (D) Research and recommend ways to improve the delivery of  
16 career and technical education programs and workforce development programs;  
17                   (E) Research and recommend strategies to align the career  
18 and technical education programs and workforce development programs;  
19                   (F) Research and recommend strategies that:  
20                   (i) Reduce skill shortages;  
21                   (ii) Enhance the state's economic growth;  
22                   (iii) Meet industry demands;  
23                   (iv) Improve fiscal and operational consistency and  
24 efficiency as it relates to career and technical education among statewide  
25 high schools, secondary vocational area centers, apprenticeship programs, and  
26 two-year state-supported institutions of higher education;  
27                   (v) Create alignment among educational and career  
28 pathways, concurrent credit opportunities, apprenticeship credits for  
29 relevant secondary and college courses, and work-based learning opportunities  
30 for students transitioning among high schools, secondary vocational area  
31 centers, apprenticeship programs, two-year state-supported institutions of  
32 higher education, and employment;  
33                   (vi) Identify and overcome barriers to improve  
34 career and technical education programs and workforce development programs  
35 and to align career and technical education programs and workforce  
36 development programs to achieve a positive economic impact on the State of

1 Arkansas, including without limitation:

2 (a) Any limitations on work-based learning  
3 opportunities for high school and college students;

4 (b) A lack of career-centric, outcome-based  
5 incentives at all levels of education;

6 (c) The gap between education requirements and  
7 employer and labor market needs; and

8 (d) The lack of strategic alignment and  
9 collaboration among the similarly motivated workforce and education programs  
10 of agencies, school districts, and institutions of higher education; and

11 (vii) Provide access to high-quality, globally  
12 competitive career and technical education programs and workforce development  
13 programs;

14 (G) Review best practices among other states;

15 (H) Review regional, prioritized occupations and skills  
16 needed by using the priorities and regions defined by each local workforce  
17 development board under the Arkansas Workforce Innovation and Opportunity  
18 Act, § 15-4-3701 et seq., as a starting point, which shall drive program and  
19 funding priorities for the entities, pathways, curricula, training, and  
20 credit opportunities;

21 (I) Review methods to create and implement a statewide  
22 plan for promotion and recruitment of talent to opportunities in the highest  
23 priority occupations;

24 (J) Review ways to reduce duplication of effort and  
25 achieve alignment and collaboration in improving career and technical  
26 education programs and workforce development programs and aligning career and  
27 technical education programs and workforce development programs to achieve a  
28 positive economic impact on the State of Arkansas;

29 (K) Engage the following:

30 (i) Local workforce development committees under the  
31 Arkansas Workforce Innovation and Opportunity Act, § 15-4-3701 et seq.;

32 (ii) Arkansas Economic Development Commission;

33 (iii) Department of Workforce Services;

34 (iv) Department of Higher Education;

35 (v) Department of Education;

36 (vi) Department of Career Education;

1 (vii) Administrators of two-year state-supported  
2 institutions of higher education;

3 (viii) Arkansas Community Colleges;

4 (ix) Association of Arkansas Development  
5 Organizations;

6 (x) Arkansas Association of Education  
7 Administrators;

8 (xi) Secondary vocational area center directors; and

9 (xii) Public school district superintendents; and

10 (L) Review methods to create and adopt an inter-agency  
11 data and information sharing plan that includes accounting for necessary  
12 information technology infrastructure that records and makes available to all  
13 agencies the funding provided and obligated, whether federal or state funds,  
14 to support education, training, workforce development, and related equipment  
15 and infrastructure.

16 (e)(1) On or before February 1, 2018, the task force shall file with  
17 the Governor, the Speaker of the House of Representatives, the President Pro  
18 Tempore of the Senate, and the chairs of the House Committee on Education and  
19 the Senate Committee on Education a written preliminary report of the  
20 activities, findings, and recommendations of the task force.

21 (2)(A) On or before September 1, 2018, the task force shall file  
22 with the Governor, the Speaker of the House of Representatives, the President  
23 Pro Tempore of the Senate, and the chairs of the House Committee on Education  
24 and the Senate Committee on Education a written, final report of the  
25 activities, findings, and recommendations of the task force.

26 (B) The task force may file an updated final report on or  
27 before July 1, 2019.

28 (f) The task force expires on July 1, 2019.

29  
30 /s/J. English

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33 **APPROVED: 04/05/2017**

# APPENDIX B

Minutes of August 22, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Tuesday, August 22, 2017  
1:30 P.M.  
Room 171, State Capitol  
Little Rock, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 1:30 p.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Representative Bruce Cozart, House Co-Chair; Senator Eddie Cheatham; Senator Lance Eads; Senator Blake Johnson; Representative Sonia Eubanks Barker; Representative Rick Beck; Representative Dan M. Douglas; and Representative Dan Sullivan.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Kenneth Calhoun; Mr. Randy Henderson; Mr. Stephen Horton; Ms. Sarah Zigler for Mr. Paul Rivera; Mr. Mike Rogers; and Mr. Greg Taylor.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Senator Joyce Elliott; Representative Ken Bragg; Representative Frances Cavenaugh; Representative Charlene Fite; and Representative Danny Watson.

Senator English recognized **Mr. Nate Klinck**, Vice President, Thomas P. Miller & Associates, who attended the meeting via conference call. Senator English stated that Mr. Klinck would attend the next meeting and act as facilitator at that meeting.

Remarks by the Chairs

Senator English and the **Honorable Bruce Cozart**, State Representative, District 24, and House Co-Chair of the Legislative Task Force on Workforce Education Excellence, welcomed members to the organizational meeting of the Task Force.

Introduction of Members of the Task Force

Senator English requested that Task Force members introduce themselves. Legislative members introduced themselves and described the industry most prevalent in their respective districts; and non-legislative members introduced themselves and the industries they represent. Members also discussed the need for technical education and the availability of workforce development programs in each area.

Adoption of Task Force Rules

*Relevant Action:*

**The Honorable Dan Douglas**, State Representative, District 91, was recognized, and made a motion to adopt the Task Force Rules of Procedure. The motion was seconded by Representative Rick Beck.

*Pursuant to the motion by Representative Douglas, the motion was carried on a voice vote.*

Exhibit:

Exhibit E – Task Force Rules of Procedure

Review of the Provisions of Act 951 of 2017

Presenter:

**Mr. Isaac Linam**, Staff Attorney, Bureau of Legislative Research, was recognized. Mr. Linam reviewed Act 951 of 2017, sponsored by Senator J. English, which created the Task Force. He explained what is set out in the Act as duties of the Task Force and what Senator English envisioned as its purpose. His discussion included its organization, conduct of its meetings, and definition of its quorum. He stated the overarching duty is to review and research ways to improve career and technical education programs and workforce development programs to achieve a positive economic impact on the State of Arkansas. Mr. Linam stated that a written preliminary report of the activities, findings, and recommendations of the Task Force is due on or before February 1, 2018; and a written final report of the activities, findings, and recommendations of the Task Force is due on or before September 1, 2018. He noted the written reports shall be filed with the Governor, the Speaker of the House of Representatives, the President Pro Tempore of the Senate, and the Chairs of the House Committee on Education and the Senate Committee on Education. He said the Task Force expires on July 1, 2019.

Senator English commented on the increased interest of business and industry in making a workforce development system happen across the United States. She said industry has to be the driver in determining the skills and the systemic structure needed. She briefly discussed a business profile of companies across the nation, put together by the national Business Roundtable, and things those companies are doing in cooperation with the education system to push middle skills forward. She stated there are many examples of industry in Arkansas working with the K-12 system, two-year colleges, and 4-year colleges; but, it is necessary to ascertain the effectiveness of these programs. Senator English noted that Arkansas spends about \$5 billion on K-12, and another \$245 million on workforce training. She said new data is available to help determine the success of current workforce training. Senator English said Arkansas is 49<sup>th</sup> in the nation in income and that number needs to be improved. She said approximately 60% of Arkansans participate in the workforce. She stated the underemployed, those who have never worked before, those without a high school diploma, veterans, and others have to be incorporated into the workforce development system. Senator English stated the Task Force would be engaging in more conversations and meetings in different parts of the state; and will provide an opportunity for industry to come to the table.

Contributor to the Discussion:

**Ms. Nell Smith**, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research

Issues Included in the Discussion:

- clarifying Arkansas's cost-of-living rank in the nation,
- clarifying the workforce participation, underemployment, and unemployment rates,
- achieving success by focusing on a solution and not the problem,
- breakdown between public education and the workforce,
- enticing students to participate in workforce development programs to fill supply chain needs,
- appropriate grade level to begin discussing different career paths with young people,
- enabling a student to experience the culture of a company,
- making a vocational career “cool” again,
- providing students with more “success stories” about vocational careers,
- having a better broadcast network to deliver industry's message,
- inviting representatives of industry to visit classrooms,
- encouraging students to think about a “future story,”
- transforming students' perception of industry,
- helping students understand the cost of living,
- changing economic incentives that keep people out of the workforce,

- taking another look at simple solutions that are “inside the box,”
- training to provide support for technology-enabled autonomous vehicles and other heavy equipment,
- redefining job expectations,
- expanding involvement of industry in finding a solution to workforce development systems, and
- coordinating state activities to create workforce development programs.

Exhibit:

Exhibit F – Act 951

Handouts:

Packets of information, each containing 22 documents relevant to workforce education

Representative Cozart recognized the **Honorable Ken Bragg**, State Representative, District 15, and thanked him for his interest and involvement with the Task Force.

Next Scheduled Meetings:

Wednesday, September 20, 2017, at 10:00 a.m. in Room 207 of the State Capitol, Little Rock

Wednesday, November 1, 2017, in Bentonville

Adjournment:

The meeting adjourned at 3:22 p.m.

*Approved: 09/20/17*

# APPENDIX C

Minutes of September 20, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Wednesday, September 20, 2017

10:00 A.M.

Room 207, State Capitol  
Little Rock, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 10:00 a.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Senator Eddie Cheatham; Senator Lance Eads; Representative Sonia Eubanks Barker; Representative Rick Beck; Representative Dan M. Douglas; and Representative Dan Sullivan.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Randy Henderson; Mr. Stephen Horton; Mr. Paul Rivera; Mr. Mike Rogers; and Mr. Greg Taylor.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Senator Alan Clark; Representative Ken Bragg; Representative Kim Hammer; and Representative Carlton Wing.

Minutes:

Without objection, the minutes of August 22, 2017, were approved as written.

Exhibit:

Exhibit C – 08/22/17 Minutes

Senator English introduced **Mr. Nate Klinck**, who will serve as facilitator for the meeting.

**Mr. Nate Klinck**, Vice President, Thomas P. Miller and Associates, Indianapolis, Indiana, was recognized. Mr. Klinck discussed his prior experience working with a task force convened by the governor of the State of Indiana to look at major systemic revisions that state needed to consider in order to better prepare students for future employment. He noted that the discussions of the Indiana task force focused on a talent development system, which would leverage partnerships, leverage work already being done, and further adopt models to cultivate talent needed to meet employers' present and future demands. He commented that outcomes in workforce development and talent development may not be seen for six months, a year, or more. He stressed the importance of looking at needs over short, medium, and long terms; and of developing a strategic planning process to work through the myriad of issues pertinent to Arkansas's workforce needs.

Issues Included in the Discussion:

- clarification of variables in the unemployment rate,
- percentage of highly-skilled individuals who are working full-time vs. part-time, and
- transformation of the labor market.

## Overview of Workforce Dynamics in Arkansas

### Presenter:

**Dr. Michael R. Pakko**, Chief Economist and State Economic Forecaster, Arkansas Economic Development Institute (AEDI), University of Arkansas at Little Rock, was recognized. Dr. Pakko prepared four (4) reports for Committee members: 1) *Educational Attainment: Arkansas and its Neighbors*, 2) *Arkansas Post-Secondary Educational Programs*, 3) *Unemployment by Occupation--All Occupations in Arkansas*, and 4) *Arkansas-Statewide Long-Term Industry and Occupational Projections, 2014-2024*. Dr. Pakko, utilizing a PowerPoint presentation, *Educational Attainment and Occupational Growth in Arkansas*, summarized the major points of each of the four reports.

### Contributors to the Discussion:

**Mr. Rob Marek**, Employment Assistance, Arkansas Department of Workforce Services

**Ms. Shirley J. Johnson**, Research Project Analyst, Labor Market Information Section, Arkansas Department of Workforce Services

### Issues Included in the Discussion:

- ❖ basis for changing trends in job growth,
- ❖ correlation between goods producing jobs and service sector jobs,
- ❖ figuring attrition and retirement into projections,
- ❖ necessity for having some on-the-job training,
- ❖ necessity for employees to have basic jobs skills,
- ❖ training to monitor the machines that create materials,
- ❖ front-ending the necessary skills,
- ❖ gaps that exist between skills and education needed for key jobs,
- ❖ job sourcing,
- ❖ starting level at which to develop skills/talent,
- ❖ necessary critical skills, other than soft skills, for employees to have,
- ❖ technical skills around which there are significant gaps,
- ❖ understanding how to put things together with precision in the working process,
- ❖ building partnerships,
- ❖ people with skills who are not in the workforce,
- ❖ who has the responsibility for addressing the gaps in educating employees for the workforce,
- ❖ ten attributes important for skilled employees to have,
- ❖ exposing students to real workplaces,
- ❖ key industries on which to focus resources and efforts,
- ❖ “accelerated operator course,” and
- ❖ preparing students to make the best decisions, and concept of “career pathways.”

### PowerPoint Presentation:

AEDI Educational Attainment and Occupational Growth in Arkansas

### Handouts:

AEDI Arkansas Post-Secondary Educational Programs

AEDI Arkansas Statewide Long-Term Industry and Occupational Projections, 2014-2024

AEDI Educational Attainment and Occupational Growth in Arkansas

AEDI Educational Attainment: Arkansas and its Neighbors

AEDI Unemployment by Occupation – All Occupations in Arkansas

## Initial Discussion of Significant Systemic Challenges and Opportunities

### Presenter:

**Mr. Nate Klinck**, Vice President, Thomas P. Miller and Associates, Indianapolis, Indiana, was recognized.

Following up on his introductory remarks on developing a strategic planning process, Mr. Klinck posed key questions and ideas for consideration in moving forward:

- What is the system in Arkansas that is really responsible for addressing these gaps and ensuring that the gaps are filled?
- How does legislative action get directed?
- Engagement of partners; importance of employers in manufacturing and industry being at the table to provide navigation through the system.
- Kind of data and information required to measure the relative effectiveness of the system.

Other Handouts:

Arkansas Labor Market and Economic Report, 2016  
Arkansas Workforce Statistics, Bureau Brief  
Hot 45 Demand Occupations  
*Job Ready*, September 2017  
Key Questions for 9/20/2017 Meeting  
Projected Employment Opportunities List, 2017-2018  
Survey of Financial Programs, Bureau of Legislative Research  
Workforce Development Task Force Survey, Memorandum

Next Scheduled Meetings:

Tuesday, October 17, 2017, at 10:00 a.m. at Maverick Transportation, North Little Rock  
Wednesday, November 1, 2017, at 2:00 p.m. at Gentry School District Career and Technical Education Center, Gentry, AR  
Monday, November 13, 2017, at 1:30 p.m. in the Old Supreme Court, State Capitol, Little Rock

Adjournment:

The meeting adjourned at 12:04 p.m.

*Approved: 11/13/2017*

# APPENDIX D

Minutes of October 17, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Tuesday, October 17, 2017  
10:00 A.M.

Maverick Transportation, 13301 East Valentine Road  
North Little Rock, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 10:00 a.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Representative Bruce Cozart, House Co-Chair; Senator Eddie Cheatham; Senator Lance Eads; Representative Rick Beck; Representative Dan M. Douglas; and Representative Dan Sullivan.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Kenneth Calhoun; Mr. Stephen Horton; Mr. Paul Rivera; and Mr. Mike Rogers.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Senator Stephanie Flowers; and Representative Carlton Wing.

Remarks by the Chairs

Senator English, and **Representative Bruce Cozart**, House Co-Chair, Legislative Task Force on Workforce Education Excellence (Task Force), welcomed members and thanked Maverick Transportation for hosting the meeting on growing training and workforce needs in the trucking industry.

Introduction of the Members of the Arkansas Trucking Association (ATA)'s Maintenance & Technology Council

**Ms. Shannon Newton**, President, Arkansas Trucking Association, was recognized. Ms. Newton welcomed the Task Force; and, on behalf of ATA, said she appreciated the work being done by the Task Force on workforce issues that are important to the trucking industry. At the request of Ms. Newton, ATA members, other meeting attendees, and members of the Task Force introduced themselves.

Overview of the Current Workforce Needs of the Trucking Industry in Arkansas, with a Focus on the Recruitment, Training, and Retention of Technicians

**Mr. Kenneth Calhoun**, Maintenance Data Management, Fleet Optimization Manager, Altec Service Group, and a non-legislative member of the Task Force, was recognized, and served as Moderator for the meeting. At Senator English's request, Mr. Calhoun, detailed the issues to be reviewed:

- What are your largest needs from the education and workforce system?
- Do our issues come from lack of interested students, career information, training options, job applicants, etc.?

- What programs and initiatives are you part of that are achieving the greatest success and how are those programs funded?
- How might these programs be replicated throughout Arkansas and within other industries?
- How do you define and measure education and workforce development success as an industry?
- Are there any legislative recommendations that you can make to us?

As additional background for the discussion, Mr. Calhoun reported on findings made by the ATA's Technician Curriculum Advisory Committee (Committee) during site visits to postsecondary schools in the state that have some form of medium to heavy truck or diesel technician program. He stated the Committee had difficulty in getting a vetted and accurate list of the number of these institutions, posing a significant challenge to the research and development of curriculum guidelines to suit workforce needs of the industry. He noted the Committee had visited four (4) schools so far. He elaborated on issues the Committee found, including those regarding safety, health, and the working environment; old and dated equipment; schools' lack of awareness of the effects brought about by the complexity of federal mandates; and the explosion of technology. Mr. Calhoun asked fellow members of the Task Force to give consideration to industry representatives at the meeting in terms of two things: existing and future employment within the borders of the state, and tax base represented. He said they are willing partners in addressing issues and finding solutions to industry workforce needs.

After Mr. Calhoun's introductory remarks, brief presentations were made, followed by a lengthy discussion.

Presenters:

**Ms. Christie Toland**, Assistant Superintendent, Gentry Public Schools, discussed the successful partnering of community, industry, and education to bring about change and opportunity in the Gentry School District.

**Mr. George Arrants**, Medium/Heavy Truck Alliance Field Manager, National Automotive Technicians Education Foundation (NATEF), discussed the importance of NATEF accreditation of auto, collision, and medium/heavy truck programs at the secondary and postsecondary level.

**Mr. Rick Vassar**, C.O.O., Truck Centers of Arkansas, discussed the "Get Ahead" program, the partnership program between Daimler Trucks North America (DTNA) and the North Little Rock Center of Excellence (COE), the status of the COE as one of two pilot schools in the nation where the manufacturer provides some of the equipment, and the model for the equipment at Arkansas State University (ASU) Newport.

**Mr. G.E. "Butch" Rice, III**, President and CEO, Stallion Transportation Group, discussed compensation for drivers and taking responsibility for the industry.

**Dr. Kerry Keith Mix**, Provost, Arkansas State University (ASU) Beebe, explained the apprentice-like John Deere program at ASU.

Issues Included in the Discussion:

- the best time to start training programs,
- opening a charter school focused on the trucking industry,
- school choice and workforce programs,
- bringing mechanics from agriculture and trucking who have similar skill sets into the same program,
- seamless transition between secondary and postsecondary school,
- the need for industry to "drive the train,"
- best training programs in the nation,
- "onboarding" – integrating new employees into an organization by offering teaching and guidance through the culture of the industry,
- moving toward standardization,
- changing the perception of the industry,
- communicating knowledge about the industry,
- changing the focus of teachers and career counselors to encompass workforce programs,
- funding for the maintenance of training programs,

- creating a significant block of time in schools for Career and Technical Education (CTE) programs,
- understanding the needs of business and industry, and communicating the relevance of courses to students,
- funding and support for CTE teachers, and
- need for better funding to attract knowledgeable technical teachers.

Handouts:

Report on Mechanics and Technicians Shortage, Arkansas Trucking Association (ATA), Maintenance & Technology Council

Connecting Your Student's Education with Future Careers, Automotive Youth Educational Systems (AYES) Brochure

Review of The Diesel Technician Shortage in Northwest Arkansas and Proposed Solutions, Research Report  
The AYES Advantage, Brochure

Next Scheduled Meetings:

Wednesday, November 1, 2017, at 2:00 p.m. at Gentry School District Career and Technical Education Center, Gentry, AR

Monday, November 13, 2017, at 1:30 p.m. in the Old Supreme Court, State Capitol, Little Rock

Adjournment:

The meeting recessed at 11:53 a.m. for members to tour the Maverick Transportation facilities.

*Approved : 11/13/2017*

# APPENDIX E

Minutes of November 1, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Wednesday, November 1, 2017  
2:00 P.M.

Gentry School District Career and Technical Education Center, 1121 Swepeco Road  
Gentry, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 2:00 p.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Representative Bruce Cozart, House Co-Chair; Senator Lance Eads; Senator Blake Johnson; and Representative Dan Douglas.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Kenneth Calhoun; Mr. Randy Henderson; Mr. Stephen Horton; and Mr. David Rook for Mr. Mike Rogers.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Senator Jim Hendren; Senator Eddie Joe Williams; and Representative Austin McCollum.

Remarks by the Chairs

Senator English, and **Representative Bruce Cozart**, House Co-Chair, Legislative Task Force on Workforce Education Excellence (Task Force), welcomed attendees to the meeting at the Gentry School District Career and Technical Education Center (GCTEC), a conversion charter school with training programs in medium/heavy duty trucks and health care. Each legislator commented on the outstanding new facilities in which the meeting was being held, and thanked the hosts for having the meeting pertaining to the growing need for quality secondary vocational training programs.

Welcome and Introductions

Members of the Task Force and the audience, which included representatives from business, industry, local government, state government agencies, school districts, and postsecondary institutions, introduced themselves.

**The Honorable Dan Douglas**, State Representative, District 91, was recognized. Representative Douglas stated he takes pride in what the Gentry School District has done with GCTEC to prepare young people for life and for good jobs in the future. He commented that the partnership with McKee Foods to establish the diesel program at GCTEC sets an example that can be replicated across the state.

**Ms. Terrie Metz**, Superintendent, Gentry School District, was recognized. Ms. Metz welcomed the members of the Task Force, and recognized Mr. Randall Bolinger, member of the Gentry School Board, and Mayor Kevin Johnston of Gentry.

## Overview of the Programs and Activities Available at the Gentry School District Career and Technical Education Center

### Presenter:

**Ms. Christie Toland**, Assistant Superintendent, Gentry School District, was recognized. Ms. Toland stated she had worked on career and technical program development at the North Little Rock School District (NLRSD) Center of Excellence, before coming to the Gentry School District, where there was an opportunity to build a strong career education program. She said school administrators are excited about what the GCTEC facilities and programs have to offer to students, to the community, and to the workforce in general. From her experience, she stated there are five (5) key ingredients that must be in place for programs such as this to launch and to flourish: visionary leadership, true partnerships, community support, a quality instructor, and a spirit of innovation with responsible implementation. She said all five of these ingredients are incorporated in the career education programs at Gentry Public Schools. She described the GCTEC facility as containing 13, 300 square feet of heated and cooled space with a state of the art laboratory used by the Certified Nursing Assistant (CNA) and Personal Care Aide (PCA) programs. She said GCTEC partners with Northwest Arkansas Community College (NWACC) to provide certifications for these programs.

A lengthy discussion among Task Force members and attendees followed Ms. Toland's presentation.

### Issues Included in the Discussion:

- source of funding for Mr. Tyson Sontag, instructor of Diesel Technology at GCTEC,
- source of funding for equipment, upkeep, and maintenance,
- sunset date for a school millage,
- student enrollment in the school,
- total cost for the facilities and what was included in that cost,
- need and ability to expand programs,
- creating a student pipeline to McKee Foods and other regional industries,
- advantage of aligning a school's instructional schedule to a company's work schedule,
- expanding programs of study to include small business operations, aquaponics, family and consumer sciences, health professions, and other areas,
- partnerships with hospitals in the region,
- benefits provided by waivers to charter schools,
- advantages of being a conversion charter school,
- conversations with parents about a student pursuing a technical education vs. a college education,
- industries within the region,
- need for workforce development in manufacturing,
- importance of having business partnerships to establish workforce programs,
- advantages gained by Simmons Foods from GCTEC training programs,
- use of waivers by non-charter schools,
- lack of available funds to recruit technicians from the field to teach in apprentice programs,
- change driven by legislators at the State Capitol,
- red tape and other stumbling blocks hindering the filling of positions, including those in healthcare, in the State of Arkansas, and
- technical permitting process for licensing instructions in CTE as opposed to seeking waivers from the Arkansas Department of Education (ADE) or applying for charter school status.

### Handout:

Gentry Career and Technical Education Center, *Building the Workforce of the Future*

### Next Scheduled Meetings:

Monday, November 13, 2017, at 1:30 p.m. in the Old Supreme Court, State Capitol, Little Rock  
Monday, December 4, 2017, at 1:00 p.m. in Room 207 of the State Capitol, Little Rock

Adjournment:

The meeting recessed at 3:07 p.m. for members to tour the Gentry Career and Technical Education Center.

*Approved: 11/13/2017*

# APPENDIX F

Minutes of November 13, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Monday, November 13, 2017

1:30 P.M.

OSC, State Capitol  
Little Rock, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 1:30 p.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Senator Alan Clark; Senator Lance Eads; Senator Blake Johnson; Representative Rick Beck; Representative Dan Douglas; and Representative Dan Sullivan.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Randy Henderson; Mr. Stephen Horton; Mr. Mike Rogers; and Mr. Greg Taylor.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Senator Jonathan Dismang; Senator Eddie Joe Williams; Representative Frances Cavanaugh; Representative Jana Della Rosa; Representative Kenneth B. Ferguson; Representative David Fielding; Representative Vivian Flowers; Representative Kim Hammer; Representative Ken Henderson; Representative Monte Hodges; Representative Bob Johnson; Representative Aaron Pilkington; and Representative Johnny Rye.

Minutes:

Without objection, the minutes of September 20, 2017, October 17, 2017, and November 1, 2017, were approved as written.

Exhibits:

Exhibit C1 – 09/20/17 Minutes  
Exhibit C2 – 10/17/17 Minutes  
Exhibit C3 – 11/01/17 Minutes

Senator English announced that Item D, Consideration of a Motion to Authorize Chairs to Approve Special Expenses Incurred by the Task Force, would be taken up later in the meeting.

Preliminary Overview of Workforce Program Survey

Presenter:

**Ms. Nell Smith**, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research, was recognized. Ms. Smith presented an overview of responses to a survey, pertinent to funding for workforce development programs, sent to eleven (11) Arkansas state agencies in July, 2017:

- Department of Career Education
- Department of Veterans Affairs
- Department of Education
- Economic Development Commission

- Department of Workforce Services
- Department of Human Services
- Department of Higher Education
- Department of Labor
- Community Correction
- Department of Correction
- Riverside Vocational Technical School

Ms. Smith stated that according to responses received, the state agencies received a total of about \$248 million in state, federal, and other funding to support programs that include workforce development activities. She said four (4) agencies, the Department of Education, the Department of Veterans Affairs, the Department of Correction, and the Department of Community Correction, reported they did not receive any direct funding for workforce development activities. Ms. Smith noted the Riverside Vocational Technical School, to which a survey had also been emailed, handles workforce training for the Department of Correction and is appropriated funding directly for that purpose. She commented that according to survey results, most funding is dedicated to three (3) areas: K-12 education, job training, and career development. Ms. Smith also discussed data, including program descriptions, target population, total population served, results/outcomes, and total received/spent for each agency, contained in a handout.

Handouts:

2017 Legislative Task Force on Workforce Education Excellence Survey  
Workforce Development Task Force Survey, Memorandum

Senator English discussed the best way to go about creating a workforce system, including developing a vision, setting goals, and making recommendations for future legislation.

Review of Previous Task Force Meetings

Presenter:

**Mr. Nate Klinck**, Vice President, Thomas P. Miller and Associates, Indianapolis, IN, was recognized. Mr. Klinck, in his role as facilitator, requested that Task Force members consider past meetings, including those at Maverick Transportation and the Gentry School District; reflect on where the Task Force began its discussion and how it has progressed; and share key learnings and any key takeaways. Mr. Klinck noted members' comments on a flip chart.

Issues Included in the Discussion:

- gap in training needed and training provided,
- earlier exposure to career opportunity; career awareness,
- lack of systemic approach to training needs,
- engagement with students; letting industry into the classroom,
- potential focus more on business attraction than retention,
- providing educators with more exposure to business and industry,
- lack of accreditation and/or certification opportunities coming out of postsecondary education,
- the "waiver process" and its impact on innovation,
- no easy pathways between secondary and postsecondary schools,
- public/private partnerships,
- Career and Technical Education (CTE) advisory boards,
- educational co-ops partnering with industry,
- plugging into resources in community groups; maximizing resources currently available,
- greater openness and engagement between business/industry and educators,
- changing the "script" for teachers,
- ability to scale successful programs,
- continuing education to further postsecondary education or to change careers,

- using military recruiting model in schools,
- scholarship recognition; “signing bonuses,” and
- maximizing usage of schools/labs/centers.

#### Arkansas Department of Workforce Services Program Performance Overview

##### Presenter:

**Mr. Daryl Bassett**, Director, Arkansas Department of Workforce Services, was recognized. Mr. Bassett discussed the interrelationship among various state agencies, state boards and commissions, state educational institutions, local entities, and public schools that come together to deliver talent. He presented a handout containing a visualization of that network. He said the Arkansas Workforce Development Board, staffed by the Department of Workforce Services, brings the network into focus by coordinating programs funded under the Workforce Innovation and Opportunity Act (WIOA). He discussed WIOA performance July 1, 2016 to June 30, 2017, DWS Workforce Funding, and AOC districts.

##### Contributors to the Discussion:

**Mr. Steve Guntharp**, Deputy Director, Internal Affairs, Arkansas Department of Workforce Services  
**Mr. Kristopher Jones**, Assistant Director, Workforce Innovation and Opportunity Act (WIOA), Arkansas Department of Workforce Services  
**Mr. Ron Snead**, Deputy Director, External Affairs, Arkansas Department of Workforce Services

##### Issues Included in the Discussion:

- longitudinal data system to track individuals through two (2) years of employment to determine success of programs,
- comprehensive service centers around state,
- The American Job Center Network,
- success stories with apprentice programs, and
- need for a manageable, saleable solution for industry.

##### PowerPoint:

DWS Innovate Workforce Development

##### Handouts:

Arkansas Workforce Training & Education Entities  
DWS AOC Districts  
DWS Business Services and Best Practice Examples  
DWS Innovate Workforce Development, PowerPoint Handout  
DWS One-Stop Center Partner List  
DWS One-Stop Center Program Listing  
DWS Partner Programs  
DWS WIOA Performance 070116 to 063017  
DWS Workforce Development Funding  
The American Job Center Network in Arkansas

Senator English announced that Item D would be taken up at this time.

Relevant Action:

**The Honorable Dan Douglas**, State Representative, District 91, was recognized, and made a motion to authorize the Chairs to approve special expenses incurred by the Task Force.

The motion was seconded by Representative Rick Beck.

Pursuant to the motion by Representative Dan Douglas, the motion was carried on a voice vote.

Exhibit E:

Exhibit E - Motion to Authorize Special Expenses

Next Scheduled Meeting:

Monday, December 4, 2017, at 1:00 p.m. in Room 207 of the State Capitol, Little Rock

Adjournment:

The meeting adjourned at 3:40 p.m.

*Approved: 12/04/2017*

# APPENDIX G

Minutes of December 4, 2017 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON  
WORKFORCE EDUCATION EXCELLENCE

Monday, December 4, 2017  
1:00 P.M.  
Room 207, State Capitol  
Little Rock, Arkansas

Senator Jane English, the Senate Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 1:00 p.m.

**LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Senator Jane English, Senate Co-Chair; Senator Lance Eads; Senator Blake Johnson; Representative Rick Beck; and Representative Dan M. Douglas.

**NON-LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE:** Mr. Kenneth Calhoun; Mr. Randy Henderson; Mr. Stephen Horton; Mr. Mike Rogers; and Mr. Greg Taylor.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** Representative Jana Della Rosa; Representative Johnny Rye; and Representative Nelda Speaks.

Minutes:

Without objection, the minutes of November 13, 2017, were approved as written.

Exhibits:

Exhibit C – 11/13/2017 Minutes

Remarks by the Chairs

Senator English made comments on building a system to produce an educated and skilled workforce; and reiterated the objectives of the Task Force.

Handout:

*State chamber chief says educators must “step on the gas” with career, workforce development*, Article by Aric Mitchell, Businessstalk Politics, December 3, 2017

**Mr. Nate Klinck**, Vice President, Thomas P. Miller and Associates, Indianapolis, IN, was recognized. Mr. Klinck, in his role as meeting facilitator, briefly reviewed the meeting of November 13, 2017, the focus of which was the Arkansas Department of Workforce Services (ADWS) and its programs. He stated the focus of this meeting would be the Arkansas Department of Career Education (ACE) and its programs.

## Overview of the Arkansas Department of Career Education

### Presenter:

**Dr. Charisse Childers**, Director, Arkansas Department of Career Education, was recognized. Dr. Childers stated that ACE is comprised of four Divisions, and is responsible for overseeing Career and Technical Education (CTE) programs in secondary schools, Secondary Area Technical Centers, Adult Education, workforce training grants, the state Apprenticeship Office, and Arkansas Rehabilitation Services (ARS). She said ACE is also the agency which approves state educational programs for veterans for the Arkansas Department of Veterans Affairs (ADVA), and has oversight authority for the Law Enforcement Support Office (LESO) 1033 and Department of Defense (DoD) 122 programs. Dr. Childers noted that the passage of Act 892 of 2015 established the Career Education and Workforce Development Board to create and administer a coordinated approach to workforce development in Arkansas. She said the Office of Skills Development (OSD) was also created under this legislation to enhance the state's workforce development efforts. Dr. Childers commented that, among other things, ACE is purposed with administrating funds targeting workforce needs as informed by employers, and working to improve coordination among various state agencies and resources that are working to address similar needs. She said the mission of ACE is to prepare a job-ready, career-bound workforce to meet the needs of Arkansas's employers. Dr. Childers additionally discussed the strategic plan, partnerships, and program funding.

### Handouts:

CTE Funding Chart

Career and Technical Education in Arkansas's K-12 Schools, BLR Report

Review of the Findings of the Thomas B. Fordham Institute Report, *Career and Technical Education in High School: Does It Improve Student Outcomes?* and of a follow-up report, *The Condition of Participation, Outcomes, Expenditures and Funding of Secondary Area Career Centers in Arkansas*

### Presenter:

**Dr. Shaun Dougherty**, Assistant Professor of Education & Public Policy, Neag School of Education, University of Connecticut, was recognized. Dr. Dougherty said he had been engaged in research in Arkansas for upwards of four years. He said it began by having conversations with Dr. Jake Walker, Projects Director, and others, at the Arkansas Research Center (ARC), noting that, at that time, Arkansas was one of the relatively few states that had an integrated longitudinal data system that would allow one to understand how participating in career and technical education or workforce training in high school or in college articulates, in terms of impacts, throughout the life cycle. Utilizing a PowerPoint presentation, Dr. Dougherty discussed two reports. He said that, for the first report, he had been enlisted by the Fordham Institute to study whether students who participated in CTE were achieving better outcomes than their peers. Pertinent to that report, he discussed research questions, data sources, key findings, most popular courses, concentrators, and outcomes. He transitioned to the report on Secondary Centers in Arkansas. His discussion included trends in participation, student outcomes, program of study offerings, funding structure, and findings and recommendations. Dr. Dougherty summarized that CTE participation has had positive effects for students in Arkansas.

### Issues Included in the Discussion:

- expansion of the longitudinal study,
- differences in scale of costs per student for participation in CTE programs in traditional high schools vs. in Secondary Centers,
- student demand for programs offered,
- funding for CTE programs in traditional high schools vs. in Secondary Centers,
- training on dated equipment, and
- decision-makers for CTE programs offered at Secondary Centers.

PowerPoint Presentation:

Participation, Outcomes, Expenditures, & Funding for CTE in Arkansas

Handouts:

2017-18 Secondary Technical Centers

Career and Technical Education in High School: Does It Improve Student Outcomes?

Participation, Outcomes, Expenditures, & Funding for CTE in Arkansas

The Condition of Participation, Outcomes, Expenditures and Funding of Secondary Area Career Centers in Arkansas, Report

Discussion of the Programmatic Responsibilities of the Divisions of the Arkansas Department of Career Education

A representative from each of the four Divisions of ACE presented an overview of the Division's programmatic responsibilities. Dr. Childers moderated the presentations.

**1. Career and Technical Education (CTE)**

**Ms. Kathi Turner**, Deputy Director for Career & Technical Education, was recognized. Ms. Turner stated the mission of CTE is to prepare a job-ready, career-bound workforce to meet the needs of Arkansas's employers. She stated that CTE serves 106,000 students in grades 7-12; and that approximately 75% of all students are CTE students. She discussed the Keyboarding, or KeyCode, requirement for students in grades 7 and 8, and the Career Development class in grade 8. Ms. Turner continued with a discussion of programs of study in high school: Agriculture, Business and Marketing, Career Planning, Family & Consumer Sciences, STEM (Science, Technology, Engineering, and Mathematics), Trade and Industry, and several other career preparation programs. Additionally, Ms. Turner presented information on how CTE programs serve teachers, awarding of grants, federal and state funding, responses to outcomes of Advisory Committee Meetings, partnerships, the Nepris online system, and Special Projects funds.

Handouts:

Arkansas Career Coach Program

Work Based Learning, Diagram

**2. Arkansas Rehabilitation Services (ARS)**

**Mr. Alan McClain**, Commissioner, Arkansas Rehabilitation Services, was recognized. Mr. McClain stated that ARS is the designated state agency for administration of the federal Vocational Rehabilitation Act which provides services and coordinated activities to prepare persons with physical or mental impairments to achieve gainful employment. He said the mission of ARS is competitive integrated employment, meaning employment outcomes with competitive wages and in a setting that is integrated among peers, both with and without disabilities. He said the Workforce Innovation and Opportunity Act (WIOA) of 2014 included reauthorization of the Vocational Rehabilitation Act, and requires ARS to coordinate services with other workforce partners. Mr. McClain explained that ARS provides services within the context of a counseling relationship to help ensure a successful vocational outcome. He said the ARS has 19 offices throughout the state where staff vocational counselors meet with individuals and form individualized plans for employment. He commented that vocational counseling is a highly interactive process that includes the requirement to give informed choice to individuals with accurate labor market information so a course of study can be chosen. Mr. McClain also discussed partnerships with business and industry, and relationships with other state agencies.

**Mr. Joe Baxter**, Deputy Commissioner, Arkansas Rehabilitation Services, was recognized, and presented a brief overview of federal and state funding for ARS.

Issues Included in the Discussion:

- number of individuals served by ARS, and
- regional level of demand for cosmetology programs.

Handout:

ARS Field Services Map

**3. Adult Education (AE)**

**Dr. Trenia Miles**, Deputy Director, Adult Education, was recognized. Dr. Miles discussed services provided by AE to unemployed or underemployed adults for transitioning into postsecondary for training or into the workplace. She said individuals served by AE must be at least 16 years of age, not be enrolled in secondary schools, not have a high school diploma, or are those who need training in English as a Second Language (ESL). She said the Division serves about 25,000 students a year in 51 locations in 75 counties across the State of Arkansas. Dr. Miles briefly discussed programs offered, including preparing students for GED<sup>®</sup> testing; WAGE<sup>™</sup>, a work readiness program; the ESL program; working with employers in the Workplace Education program; and re-entry education for those who have been incarcerated. Additionally, Dr. Miles discussed partnerships with other state agencies, businesses, and industry, and grants and funding.

Issues Included in the Discussion:

- efforts among the Divisions to collaborate as a team with business and industry,
- measuring the success rate of students, and
- tracking of students; employment outcomes.

Handout:

Adult Education Districts Map

**4. Office of Skills Development (OSD)**

**Mr. Cody Waits**, Deputy Director, Office of Skills Development, was recognized. Mr. Waits stated the Division is responsible for aligning career and technical education programs with skills needed by business and industry throughout the State of Arkansas. He explained OSD provides grants to business to invest in training to maintain the increased competitiveness, efficiency, and economic status of the Arkansas workforce. He said OSD also oversees 100 programs which provide education, instruction, and on-the-job training to cover 5,000 apprentices, primarily professionals, requiring certifications and licenses; also, Secondary Centers overseen by OSD are designed to provide career and technical education programs to classes for local high school students. He noted the Secondary Centers are typically sponsored by high schools, postsecondary institutions, technical institutions, or education service cooperatives. He said there are currently 26 Secondary Centers and 22 related satellite locations designed to serve high school students within a defined region. Mr. Waits said, additionally, two pilot programs were established in 2016-2017. Mr. Waits continued with a comprehensive discussion of three programs which OSD oversees: Apprenticeship Programs, Workforce Training, and Secondary Centers. He included information on grants and funding.

Contributor to the Discussion:

**Ms. Stephanie Isaacs**, Associate Director, Office of Skills Development

Issues Included in the Discussion:

- ❖ providing approval for apprenticeship programs,

- ❖ initiative for apprenticeship programs,
- ❖ better outcome to measure funding than enrollment at Secondary Centers,
- ❖ incentivizing school districts and Secondary Centers to fund programs pertinent to industry and business,
- ❖ strategies for getting apprenticeship/internship initiatives rolled out,
- ❖ replicating national models for apprenticeship/internship programs,
- ❖ structure of funding for Secondary Centers,
- ❖ availability of tools and data for developing a curriculum geared to high-demand occupations in the state, and
- ❖ limitations, if any, placed on programs offered.

Next Scheduled Meeting:

Wednesday, January 24, 2018, *time and location TBD*

Adjournment:

The meeting adjourned at 3:30 p.m.

*Approved: 01/24/2018*