

EXHIBIT C



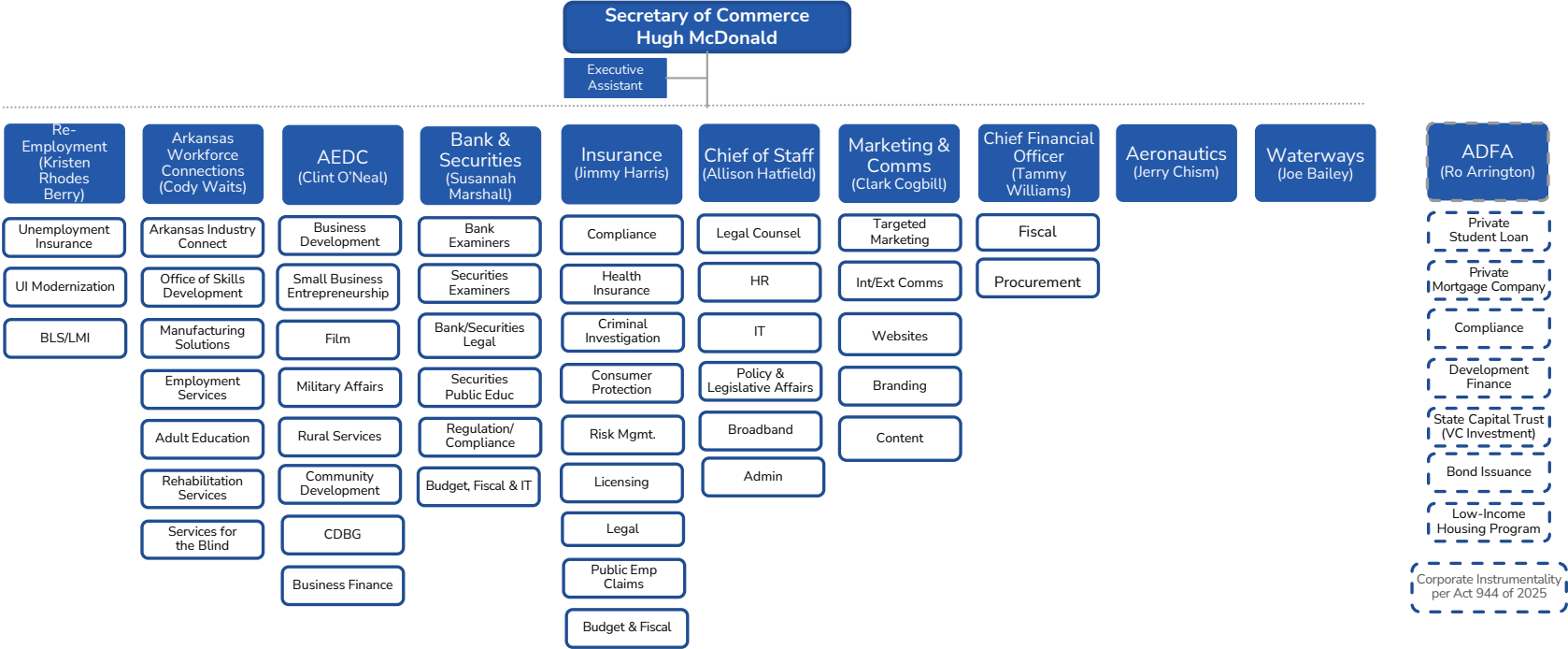
ALC- Hospital, Medicaid, and DDS
June 15, 2026

Department of Commerce

L1

L2

Functions¹



1. Page indicates functions under each Division; does not represent L3-L4 reporting structure.

July 2026





Resolving Agency Issues & Federal Funding Prognosis

- ✓ Fragmented System of Workforce Development Programs
- ✓ Consistent Reporting and Geographical Structure
- ✓ Fiscal Stewardship: Maximizing Investment in People and Employers
- ✓ Technology System Upgrades
- ✓ Employer & Client Awareness

Funding Levels- WIOA Title I & III



	PY 23	PY 24	PY 25	PY 26
WIOA- Adult	\$5,361,433	\$5,096,827	\$6,024,321	\$5,958,432
WIOA- Youth	\$5,543,794	\$5,253,909	\$6,199,664	\$6,212,277
WIOA- DLW	\$4,598,216	\$4,522,192	\$4,069,250	\$4,083,588
Title I Totals	\$15,503,443	\$14,872,928	\$16,293,235	\$16,254,297
Wagner Peyser	\$5,068,542	\$4,999,917	\$4,951,896	\$5,114,831
Title I & III Totals	\$20,571,985	\$19,872,845	\$21,245,131	\$21,369,128



Arkansas WIOA Combined State Plan

The 2026–2027 State Plan outlines a transformative vision for a more unified, efficient, and demand-driven workforce development system that **reduces administrative complexity, maximizes public investment** in direct services, and **strengthens alignment** with employers and career seekers alike.

Grounded in the principles of the **Governor’s Workforce Strategy, America’s Talent Strategy: Building the Workforce for the Golden Age** and its five pillars, and new flexibilities provided through **USDOL TEGL 05-25**, this plan advances a bold restructuring of governance, service delivery, educational alignment, and business engagement to ensure a more responsive and integrated workforce ecosystem.

Waiver Authority



Under the Secretary of Labor's (Secretary) waiver authority outlined in **WIOA sec. 189(i)(3)(A)**, the Secretary may waive certain provisions of WIOA Title I subtitles A, B, and E and provisions found in Sections 8 – 10 of the Wagner-Peyser Act.

§ 679.600 What is the purpose of the general statutory and regulatory waiver authority in the Workforce Innovation and Opportunity Act?

- (a) The purpose of the general statutory and regulatory waiver authority provided at sec. 189(i)(3) of the WIOA is to provide flexibility to States and local areas and enhance their ability to improve the statewide workforce development system to achieve the goals and purposes of WIOA.
- (b) A waiver may be requested to address impediments to the implementation of a Unified or Combined State Plan, including the continuous improvement strategy, consistent with the purposes of title I of WIOA as identified in [§ 675.100 of this chapter](#).

Waiver Requests



1. State Board Functions as Local Board
2. State Plan as Regional Plan
3. State Board Composition Flexibility
4. Reallocation of Funds Across Local Workforce Areas
5. WIOA Training Funds & Supportive Services - Last Dollar Flexibility
6. Network of Affiliate Sites in Lieu of Comprehensive Centers
7. 14 Youth Program Elements Flexibility
8. Renewal: In-School Youth/Out-of-School Youth Funding Flexibility- 50/50 %
9. Renewal: Individual Training Accounts (ITAs) for In-School Youth
10. Title I Block Grant (TBD)



Waiver Package Benefits

Unified governance standards, planning, and performance accountability

- 11 administrative entities to 1
- 10 planning regions to 1 region
- 11 sets of performance accountability to 1 accountability structure
- 11 sets of board policies to 1 statewide policy
- 208 board members to a single board structure

Streamlined service delivery across all Arkansas Workforce Centers

- Creates efficiency in reduction of administration
 - Case Managers, Exec. Staff, Board Director, OSO, other personnel
- Creates path to “No Wrong Door” approach
- Enhanced mobile, virtual, and after-hours service delivery
- Improved customer experience
 - Consistent onboarding and training for staff
 - Streamline and automate eligibility application process

Greater agility to respond to economic and labor market shifts

- Regional flexibility
- Ability to move funds across areas
 - Future request to move funds across programs (Block Grant)

Implementation Plan



Upon approval of the waivers from U.S. Department of Labor:

- Each Local Board Director receives notification at least 90 days in advance of subaward closeout.
- Targeted-scope monitoring review is initiated, including the following:
 - 100% participant case file reviews and work experience site visits
 - Expenditure sample review and financial report reconciliations
- Staffing opportunities are posted and recommendations from local management are given priority consideration for vacancies.
- Staff are trained on updated policies, procedures, and workflows.
- Participants are notified of the service provider transition, including new case manager assignments, if applicable.
- Memorandums of Understanding and Infrastructure Funding Agreements are revised.
- All monitoring findings are resolved and subaward closeout activities are finalized.

Workforce Connections, Business Services, and Economic Development Alignment



Arkansas Industry Connect

A DIVISION OF ARKANSAS WORKFORCE CONNECTIONS



About us

Arkansas Industry Connect (AIC) is a strategic workforce development engine built to serve Arkansas industry through single points of contact. AIC connects employers, educators, & workforce partners through high-impact training, sector partnerships, & economic development solutions tailored to business growth.

Mission

To drive economic prosperity in Arkansas by delivering innovative workforce solutions, customized training, & industry-aligned strategies that help businesses & workers succeed.

Key Partners

Arkansas Employers: New & existing businesses

Education: Institutions of higher education, career & technical education, adult education

Workforce System: Local Workforce Development Boards, Office of Skills Development, Career Centers

Economic Developers: Arkansas Economic Development Commission, state & local economic developers & regional alliances

Services

AIC provides a full suite of workforce & business development solutions:

Industry-Centered Workforce Solutions

Custom training programs aligned with employer needs in advanced manufacturing, logistics, tech, construction, healthcare, & more.

Business Engagement & Support

Hands-on support for Arkansas employers, from workforce assessments to incentive coordination, consultative services, & talent planning.

Economic Development Integration

Serve as a workforce strategy arm for business recruitment & expansion efforts in partnership with state & local economic developers.

Regional Talent Coordination

Alignment of business, education, & workforce assets across regions.

Interagency & Education Alignment

Connect K-12, higher education, adult education, & state partners to build coordinated, responsive training pipelines.

Why it Matters

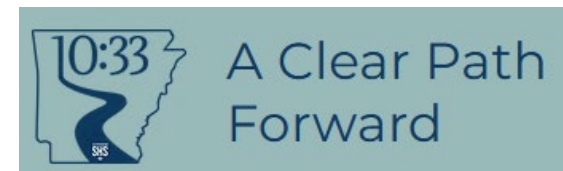
AIC delivers real-time workforce solutions for Arkansas employers. By connecting business, training, & opportunity, AIC helps grow local talent & secure the future of Arkansas industry.

DHS Referrals, Case Management, & 10:33 Initiative



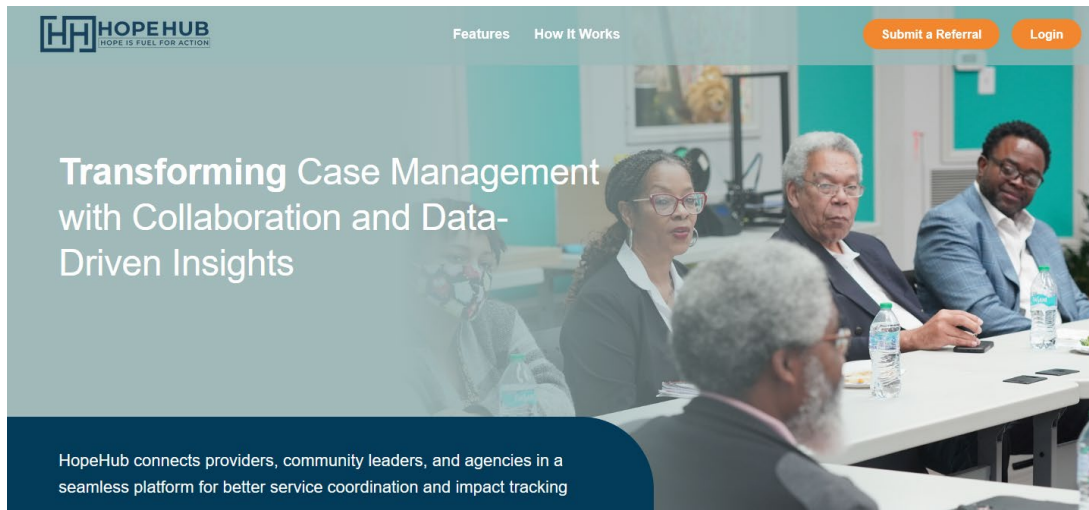
HopeHub:

- Fosters collaboration across agencies
- Connects organizations to create a care team of cross-sector support
- Ensures holistic care for families & individuals



10:33 Initiative:

- Unites state government, local service providers, businesses, and the faith community into one coordinated system of care
- Moves people out of crisis and onto a career pathway



Arkansas LAUNCH Ecosystem



- **Already available for public use:**
 - LAUNCH for JobSeekers
 - LAUNCH for Employers
 - Additional work to be completed for user experience.
 - LAUNCH for Students – expanding to statewide
- **Upcoming implementation:**
 - LAUNCH for Providers – projected October 2026
- **Planned enhancements:**
 - Trusted Navigator role
 - Case management
 - Skills-gap analysis

Regional Business Councils



- Provide employer-driven recommendations of their needs
- Provide real-time insight into employer needs, industry trends, and skill gaps
- Guide the design of training and supportive service strategies tailored to local labor markets
- Ensure that regional perspectives directly shape statewide workforce decisions
- Leverage industry associations and existing workforce councils





Recap: State Plan Objectives

The 2026–2027 WIOA State Plan Modification positions Arkansas to:

- ✓ Deliver consistent, high-quality services statewide
- ✓ Reduce administrative and operational costs
- ✓ Strengthen employer partnerships
- ✓ Expand access through virtual and mobile services
- ✓ Integrate Perkins V and strengthen CTE and youth career pathways
- ✓ Leverage AI and data to drive smarter decisions
- ✓ Align education, workforce, and economic development
- ✓ Build a talent pipeline that meets the needs of today's and tomorrow's economy



The Moment for Bold Workforce Reform