



Air Conditioning, Heating & Refrigeration
Technology Lab



Industrial Mechanics & Maintenance Lab



South Arkansas Community College Workforce Programs



Manufacturing Credit Programs



(Chemical) Process Technology (> \$50,000+ entry)

- Goal to fill the emerging operator vacancies in the regional chemical and petrochemical industries
- 1 year Technical certificate; 2 year associate degree
- Strong industry partnership

Industrial Technology-Mechatronics (> \$50,000+ entry)

- Goal to provide multi-skilled technicians (mechanical, electrical, and robotic) for regional manufacturers
- Short term certificate; 1 year technical certificate; 2 year associate degree
- Program available to high school students through the Secondary Technical Center





Non-Credit Workforce Programs

- Certified Production Technician
- WAGE and CRC
- Contractor Safety Training
- Basic Operator Orientation training (BOOT Camp) - ~ 700 trained in past 4 years
- Apprenticeships- Electrical, Plumbing, Welding, and Machinist (under development)
- Safety, Efficiency, and Supervisory Training for incumbent workers
 - OSHA
 - Personnel Management
 - Computer Skills
 - Vibration Analysis
 - Forklift Operations



Employer/ College Partnerships



- Buildings, Equipment, and Fundraising
- Recruitment/ K-12 Education Activities
- Advisory Committees
- Training Development
- Regional Workforce Taskforces
- Internships and Apprenticeships
- 180 healthcare partnerships through clinical sites and advisory committees



Talent Identification and Acquisition:
UAPTC's "Almost Qualified" Program



UNIVERSITY OF ARKANSAS
PULASKI TECHNICAL COLLEGE

March 27, 2018

The Challenge:

- Never enough graduates from certificate and degree programs
- Improving economy
- Unemployment rate
- Low retention rates
- High cost of "churn"

“Almost Qualified” Training Model

- Proving ground program
- No cost to participant
- No guarantee of employment
- Two phases
 - Phase I = Employability Skills (6 weeks)
 - Phase II = Technical Skills (10 weeks)

[Almost Qualified Video](#)



UAPTC's Role:

- Contract Negotiation
- Creative Services / PR & Marketing
- Advertising
- Instructor Mentoring
- Call Center Management
- Facilities Management
- React to Employer Changes



EXCITING TRAINING OPPORTUNITIES

ESSICKAIR



University of Arkansas – Pulaski Technical College will offer training, free of charge, that may qualify participants for jobs at Essick Air Products production facility in Little Rock. For more than 50 years, Essick Air Products has built a reputation of uncompromising commitment to superior products ranging from convenient tabletop humidifiers to an extensive array of whole-house evaporative humidifiers and coolers. Essick Air is proud to design, engineer and build their products in the U.S.A.

CLASS DESCRIPTION

This training program is split into two phases. Phase I topics include high school level math, English reading and writing, locating and understanding information, problem solving, and team interaction skills. Punctuality, attitude, eagerness to learn, and attention to detail will also be evaluated.

Phase II training will be offered to select graduates from Phase I, and will be taught both in a classroom and hands-on labs. Topics will include company-specific safety, production techniques, packaging and distribution, and basic equipment maintenance.

CLASS LENGTH

Training will consist of two phases:
Phase I • 6 weeks • two nights per week (Mon / Wed) for 1 ½ hours • 6 to 7:30 p.m.
Phase II • 6 weeks • two nights per week (Mon / Wed) for 3 hours • 6 to 9 p.m.

ENTRY LEVEL REQUIREMENTS

High school diploma or GED preferred. Participants must exhibit strong and consistent lifestyle management skills, be highly motivated to learn, innovate, and able to work in teams. Essick Air conducts pre-employment hair-follicle drug tests and random drug tests for all employees. Upon successful completion, top scoring participants will be considered for open positions at Essick Air Products.

Deadline to register is March 20, 2018 by noon.

REGISTRATION OR FOR MORE INFORMATION
Contact the UA-Pulaski Tech Business and Industry Center at 501-907-6670.



UNIVERSITY OF ARKANSAS
PULASKI TECH



UNIVERSITY OF ARKANSAS
PULASKI TECHNICAL COLLEGE

Other Sectors / Employers:



CDI CONTRACTORS



TY Garments USA, LLC



UNIVERSITY OF ARKANSAS
PULASKI TECHNICAL COLLEGE

Challenges:

- Time Commitment
 - Employers
 - Participants
- Business Realities
- Participants Who Don't Complete



Successes:

- Excellent Employment Opportunities
- Level of Participant Engagement
- Falcon Jet Layoff
- Retention Rates
- Value Proposition for Employers
\$3000-\$4000.00 to \$1500-\$1000.00



Recognition



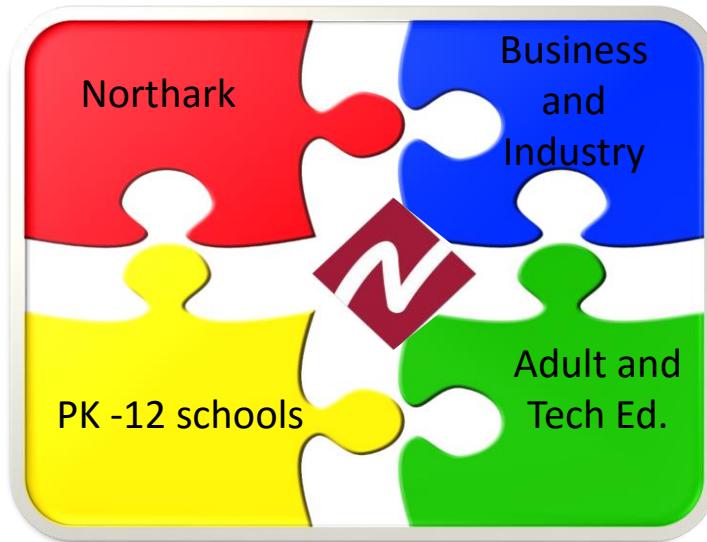
Future Considerations:

1. Open Pell Grants to Short-T Certifications
2. Apprenticeships and Work-Study
3. ARFutures

Questions?



Interdependent partnerships



Workforce Preparation:

Northark snapshot

1. Traditional credit bearing programs

- 17 associate degrees
- 28 certificate

2. Non-credit training and programs

- Just-in-time specialized training
 - Examples: OSHA, Forklift, overhead crane etc.
- Industry driven specialized training
 - Examples: Excel, Programmable logic controls (PLC), Computer Numerical controls (CNC) etc.



Determining Content and Delivery

- Each program has an advisory committee that meets twice a year to review curriculum
- Northark developed and facilitates the North Arkansas Industrial Alliance



Industrial Alliance & Northark Partners



Etc...

National/State Business and Industry Standards

- We know that industry driven training and industry- based certifications are essential along with legitimate credentials such as degrees
- Quality assurance is guaranteed by national accreditations and certifications



2016-2017 Degrees & Certificates

- 17 Workforce Related Associate Degrees
 - Ex.: Agriculture, Accounting, Nursing, Industrial Electronics etc.
- 28 Workforce Related Certificates
 - Ex.: Manufacturing , Automotive, Construction, HVAC, Welding, Truck Driving, Heavy Equipment Operation etc.
- Northark students received 701 degrees and certificates

Pk-12 School Partnerships & Outreach



Manufacturing Day – over 600 students toured local industries and Northark



Summer camps include robotics and coding for teachers and students.



Vex IQ and BEST robotics competitions included 21 school districts, 61 teams and hundreds of students

(Alpena 4th grades going to Louisville KY for world competition!!)



Adult and Tech Ed.



Area Career H.S. Centers:
2-year colleges operate 14 of the state's 25



Students are ready for entry positions upon graduation



2-year colleges operate 67 of the 76 adult education centers and served nearly 9000 students last year.



Skills training provides work-ready credentials!

Workforce Preparation



- **The Solutions Group**, providing **customized training** primarily to industry
- **Cohort programs** for college credit in Steel Industry Technology, Advanced Manufacturing, Welding, HVACR, Aviation Maintenance, Industrial Electricity, Construction Technology, Computer Information Systems, Office Management, Criminal Justice, Registered Nursing, Practical Nursing, Paramedic/EMT, Dental Assisting, Certified Nursing Assistant, & Phlebotomy
- **Technical/Secondary Center**, providing college credentials for high school students (8 districts) in Advanced Manufacturing, Welding, Aviation Maintenance, Construction Technology, Criminal Justice, & Medical Professions
- Non-credit **workforce orientation training**, specifically geared toward underserved populations
- **Adult Education** offerings geared toward workforce readiness

Workforce Preparation



- **Paid internship opportunities** for most cohort programs in allied technologies
- **Clinical experiences** for all allied health programs
- **Career placement services** for all programs via full-time coordinator
- Free transportation to training & educational programs at ANC via the **Opportunity Bus** serving impoverished neighborhoods
- **Career Pathways Initiative** providing intrusive advising and assistance with transportation & childcare for qualifying participants
- **Career Coaches** provided to local high school districts to begin career exploration and preparation in junior high school
- Opportunities in high school, college, and adult education to earn the **Career Readiness Certificate** (Mississippi County is Arkansas' first ACT-Certified Work Ready Community)

Specific Examples

- Big River Steel pre-hire & post-hire training & services
- Workforce Orientation & Retraining Keys (WORK) & Mississippi County Jobs Council
- Arkansas Steelmaking Academy



Most Vital Takeaways



- New Higher Education funding formula development process must remain **urgently committed** to incorporating meaningful elements to provide incentive for colleges to be accountable for needed **non-credit workforce training** & post-completion **employment** outcomes, as well as timely integration of **cost factor for high-demand/high-wage** programs
- **More incentive** for high-wage, high-demand programs that Arkansas' economy needs & **less incentive** for programs that increase unemployment, out-migration, & student loan debt