

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 Matthew Shepherd, 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: Preliminary Final Report of the Legislative Task Force on Workforce Education Excellence

DATE: September 1, 2018

Pursuant to the provisions of Act 951 of 2017, we are submitting the Preliminary Final 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.

Preliminary Final Report

**LEGISLATIVE TASK FORCE ON
WORKFORCE EDUCATION
EXCELLENCE**



Filed Pursuant to
Act 951 of 2017

September 1, 2018

2018 Preliminary Final 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; and

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
August 22, 2017 Meeting	
Mr. Isaac Linam , Staff Attorney, Bureau of Legislative Research	<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: http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&meetingID=45687 </p>
September 20, 2017 Meeting	
<p>Dr. Michael R. Pakko, Chief Economist and State Economic Forecaster, Arkansas Economic Development Institute, University of Arkansas at Little Rock</p> <p>Ms. Shirley J. Johnson, Research Project Analyst, Labor Market Information Section, Arkansas Department of Workforce Services</p> <p>Mr. Rob Marek, Employment Assistance, Arkansas Department of Workforce Services</p> <p>Mr. Nate Klinck, Vice President, Thomas P. Miller and 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: http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&meetingID=45818 </p>

Presenter/Organization	Topics
October 17, 2017 Meeting	
<p>Ms. Shannon Newton, President, Arkansas Trucking Association</p> <p>Mr. Kenneth Calhoun, Maintenance Data Management, Fleet Optimization Manager, Altec Service Group, and a non-legislative member of the Task Force</p> <p>Ms. Christie Toland, Assistant Superintendent, Gentry School District</p> <p>Mr. George Arrants, Medium/Heavy Truck Alliance Field Manager, National Automotive Technicians Education Foundation</p> <p>Mr. Rick Vassar, Chief Operating Officer Truck Centers of Arkansas</p> <p>Mr. G. E. “Butch” Rice, III, President and CEO, Stallion Transportation Group</p> <p>Dr. Kerry Keith Mix, Provost, Arkansas State University, Beebe</p>	<p>Introduction of the Members of the Arkansas Trucking Association’s Maintenance & 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: http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&meetingID=45864</p>
November 1, 2017 Meeting	
<p>Ms. Terrie Metz, Superintendent, Gentry School District</p> <p>Ms. Christie Toland, 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: http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&meetingID=46932</p>

Presenter/Organization	Topics
November 13, 2017 Meeting	
<p>Ms. Nell Smith, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research</p> <p>Mr. Nate Klinck, Vice President, Thomas P. Miller and Associates, Indianapolis, IN</p> <p>Mr. Daryl Bassett, Director, Arkansas Department of Workforce Services</p> <p>Mr. Steve Guntharp, Deputy Director, Internal Affairs, Arkansas Department of Workforce Services</p> <p>Mr. Ron Snead, Deputy Director, External Affairs, Arkansas Department of Workforce Services</p> <p>Mr. Kristopher Jones, 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: http://www.arkleg.state.ar.us/assembly/2017/2017R/Pages/MeetingDetails.aspx?committeecode=108&meetingID=46919</p>
December 4, 2017 Meeting	
<p>Dr. Charisse Childers, Director, Arkansas Department of Career Education</p> <p>Dr. Shaun Dougherty, Assistant Professor of Education & Public Policy, Neag School of Education, University of Connecticut</p> <p>Ms. Kathi Turner, Deputy Director, Career & Technical Education, Arkansas Department of Career Education</p> <p>Mr. Alan McClain, 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"> 1. Career and Technical Education 2. Arkansas Rehabilitation Services

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

Presenter/Organization	Topics
January 24, 2018 Meeting <i>(continued)</i>	
<p>Mr. Tim Klinedinst, Tech Recruiter, Tyson Foods, Inc.</p> <p>Ms. Stephanie Whitesell, Specialist Recruiter-Operations, Tyson Foods, Inc.</p> <p>Ms. Karen Breashears, Owner and CEO, National Apprenticeship Training Foundation</p> <p>Ms. Laura Howard, Career Coach, Batesville School District</p> <p>Mr. Oratio Martinez, Student, University of Arkansas at Monticello College of Technology, Crossett, and Presenter</p> <p>Ms. Catherine Hillier, Training Manager, Crossett Paper Operations, Georgia-Pacific</p> <p>Mr. Tim Griffin, Student, University of Arkansas at Monticello College of Technology Crossett, and Presenter</p> <p>Mr. Mike Rogers, Task Force Member and Director, Industrial Maintenance and Refrigeration Management, Tyson Foods, Inc.</p>	<p>Discussion of Work-Based Learning Models in Arkansas</p> <p>Discussion of Next Steps</p> <p>Link to Meeting Materials: http://www.arkleg.state.ar.us/assembly/2017/2018F/Pages/MeetingDetailsPopupPage.aspx?meetingId=47213&CalType=ME&List=Meetings&btnok=nook</p>
March 27, 2018 Meeting	
<p>Mr. Johnny Key, Commissioner, Arkansas Department of Education</p> <p>Dr. Maria Markham, Director, Arkansas Department of Higher Education</p> <p>Mr. Bill Stovall, Executive Director, Arkansas Community Colleges</p> <p>Dr. Margaret Ellibee, Chancellor, University of Arkansas Pulaski Technical College</p> <p>Dr. Randy Esters, President, North Arkansas College</p> <p>Dr. James Shemwell, President, Arkansas Northeastern College</p>	<p>Discussion of the Programmatic Responsibilities of the Arkansas Department of Education</p> <p>Discussion of the Programmatic Responsibilities of the Arkansas Department of Higher Education</p> <p>Discussion of the Programmatic Responsibilities of the Arkansas Community Colleges</p>

Presenter/Organization	Topics
March 27, 2018 Meeting <i>(continued)</i>	
Dr. Charisse Childers , Director, Arkansas Department of Career Education	<p>Discussion of the Collaborative Process used by the Arkansas Department of Education, the Arkansas Department of Higher Education, Arkansas Community Colleges, and the Arkansas Department of Career Education in the Development and Implementation of Career and Technical Education Courses</p> <p>Link to Meeting Materials: http://www.arkleg.state.ar.us/assembly/2017/2018F/Pages/MeetingDetails.aspx?committeecode=108&meetingID=47523 </p>
April 25, 2018 Meeting	
<p>Ms. Cindy Gillespie, Director, Arkansas Department of Human Services</p> <p>Mr. Kelley Linck, Chief of Governmental and Legislative Affairs, Arkansas Department of Human Services</p> <p>Mr. Daryl Bassett, Director, Arkansas Department of Workforce Services</p>	<p>Discussion of Implementation Process for the “Work” Requirement for Arkansas Works Recipients</p> <p>Link to Meeting Materials: http://www.arkleg.state.ar.us/assembly/2017/2018F/Pages/MeetingDetails.aspx?committeecode=108&meetingID=47953 </p>
June 21, 2018 Meeting	
<p><u>Energy</u> Mr. Bruce Rew, Vice President for Operations, Southwest Power Pool Mr. J. D. Lowery, Economic Development Manager, Electric Cooperatives of Arkansas</p> <p><u>Manufacturing</u> Mr. Mark DiGirolamo, Controller, Nucor Steel Arkansas Mr. Mike Rogers, Director of Industrial Maintenance and Refrigeration Management, Tyson Foods, Inc., and Member, Legislative Task Force on Workforce Education Excellence</p>	<p>Presentations Regarding the Future Skills Development, Education, and Training Needs of Arkansas’s Energy, Manufacturing, and Medical Industries</p>

Presenter/Organization	Topics
June 21, 2018 Meeting <i>(continued)</i>	
<p>Mr. Greg Taylor, Training and Development Leader, Georgia-Pacific, and Member, Legislative Task Force on Workforce Education Excellence</p> <p>Mr. Steve Saucier, Training and Development Manager, Georgia-Pacific</p> <p><u>Medical</u></p> <p>Ms. Chanda Chacon, Chief Operating Officer and Executive Vice President, Arkansas Children's</p> <p>Dr. Benny L. Gooden, Executive Director of Institutional Relations, Arkansas Colleges of Health Education</p>	<p>Link to Meeting Materials: http://www.arkleg.state.ar.us/assembly/2017/Lists/Meetings/Attachments/48076/508.pdf</p>

APPENDIX A

Act 951 of 2017

State of Arkansas *As Engrossed: S3/16/17 H3/27/17*
91st General Assembly **A Bill**
Regular Session, 2017

SENATE BILL 441

By: Senator J. English
By: Representative Cozart

For An Act To Be Entitled

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

Subtitle

TO CREATE A LEGISLATIVE TASK FORCE TO
REVIEW TECHNICAL AND WORKFORCE EDUCATION
PROGRAMS AND RECOMMEND WAYS TO ALIGN THE
PROGRAMS TO PRODUCE AN EFFICIENT,
TECHNOLOGICALLY ADVANCED TECHNICAL AND
WORKFORCE EDUCATION SYSTEM.

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

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

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

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

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

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

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

31
32
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 Cavanaugh; 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 49th 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:

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

APPENDIX H

Minutes of January 24, 2018 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON
WORKFORCE EDUCATION EXCELLENCE

Wednesday, January 24, 2018

9:00 A.M.

Association of Arkansas Counties Building
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 9:00 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 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 Missy Irvin; Representative Fred Allen; Representative Bob Ballinger; Representative Ken Bragg; Representative Jana Della Rosa; Representative Charlotte V. Douglas; Representative Kenneth B. Ferguson; Representative Vivian Flowers; Representative Roger Lynch; Representative Brandt Smith; Representative James Sorvillo; Representative Nelda Speaks; Representative Jeff Williams; and Representative Carlton Wing.

Morning Session

Minutes:

Without objection, the minutes of December 4, 2017, were approved as written.

Exhibit:

Exhibit C – 12/04/2017 Minutes

Senator English requested members of the Task Force to introduce themselves.

Mr. Nate Klinck, Vice President, Thomas P. Miller and Associates, Indianapolis, IN, was recognized. Mr. Klinck, as meeting facilitator, discussed the importance of work-based learning to the State of Arkansas, and introduced pertinent items on the agenda.

Overview of Work-Based Learning Models

Presenters:

Mr. Cody Waits, Deputy Director, Office of Skills Development, Arkansas Department of Career Education, was recognized. Mr. Waits presented an overview of the responsibilities of the Arkansas State Apprenticeship Office. His discussion highlighted: budget, programs, funding and available grants, certifications and licenses, and partnerships developed to increase awareness of apprenticeship opportunities.

Mr. Mark McManus, Accountability Specialist, Department of Workforce Services (DWS), was recognized. Mr. McManus explained that part of his responsibility is to manage and coordinate competitive discretionary grant awards that come down from the U.S. Department of Labor to the agency. He discussed the 2015 launch of the American Apprenticeship Initiative with related directives to grow the number of apprentices and programs nationwide, and to expand in non-traditional sectors. He updated Task Force members on three currently active registered apprenticeship-focused grants the agency has received. He noted the Arkansas Apprenticeship Pathway Initiative (AAPI) Grant and the Arkansas Expands Apprenticeship (AREA) Grant are workforce training-based grants. He said the third, the Arkansas Apprenticeship Accelerator Grant, is a state planning grant. Mr. McManus mentioned that under the AAPI grant, DWS is in the running to be selected for a research-based demonstration project that will study the impact of reaching out, educating and engaging employers, and marketing registered apprenticeships.

Ms. Kathi Turner, Deputy Director, Career & Technical Education, Arkansas Department of Career Education (ACE), was recognized. Ms. Turner stated that through work-based learning, students can develop critical thinking and problem solving skills, and can make connections between classroom theory and actual job tasks. She detailed work-based learning opportunities in Arkansas's high schools; and said examples include job shadowing, internships, and pre-apprenticeships. Ms. Turner additionally discussed ACE policy pertinent to requirements and recommendations for work-based learning; and referenced credits, the Jobs for Arkansas's Graduates program, the KeyTrain® Curriculum, school-based enterprises, and certifications.

Dr. Trenia Miles, Deputy Director, Adult Education, Arkansas Department of Career Education, was recognized. Dr. Miles stated passage of the Workforce Innovation and Opportunity Act (WIOA) in 2014 initiated the move for adults to achieve a high school diploma while also earning a credential. She said partnerships have supported this effort, including those developed by the Adult Education Program at Black River Technical College and by the Pulaski County Adult Education Center. She commented on Experience Works, which offers employment and training services through the Senior Community Service Employment Program. Dr. Miles added the Fort Smith Adult Education Center offers an apprenticeship program through the Arkansas Construction Education Foundation, enabling students to learn basic academic skills while earning a credential.

Dr. Debbie Faubus, Director, Crawford County Adult Education Center, was recognized. Dr. Faubus discussed career pathways available at the Center. She commented on introduction to craft skills, career development workshop, participation, employers, and partners. She said students come from various spheres, including those qualifying for alternative sentencing, those who are incarcerated, and those from the general population.

Mr. Alan McClain, Commissioner, Arkansas Rehabilitation Services (ARS), 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 ARS has offices throughout the state and within Arkansas Workforce Centers. He said ARS services can be delivered to a student whether in or out of high school. He commented that over the past year ARS has developed work-based learning initiatives within high schools as strategies for pre-employment transition services. Mr. McClain additionally discussed the transition employment program at the Arkansas Career Training Institute in Hot Springs.

Contributors to the Discussion:

Mr. Randy Prather, Program Manager, Apprenticeship and Applied Sciences, Arkansas Department of Career Education

Mr. Jonathan Bibb, Director, Arkansas Career and Training Institute, Arkansas Rehabilitation Services

Dr. Ivy Pfeffer, Deputy Commissioner, Arkansas Department of Education

Issues Included in the Discussion:

- profile of the typical apprentice,
- why hygiene is addressed under “workforce,”
- development of work readiness skills,
- standards for soft skills in K-12 being developed by ADE,
- selection process for work-based learning and internship programs,
- number of graduation requirements impeding student participation in Career and Technical Education (CTE) programs,
- providing students with support and access to practical work experience in the arts and related fields,
- balancing the question of arts vs. science, and
- trade-offs necessary to ensure each student has an opportunity to pursue a career interest.

Handouts:

ACE, Arkansas Apprenticeships
ACE, Industry Certification List
Crawford County Adult Education Center, Career Pathways for Students
Crawford County Adult Education Center, Overview

Discussion of Work-Based Learning Models in Other States

Presenters:

Ms. Ashley Carter, Chief Strategy Officer, CareerWise Colorado, was recognized. In a PowerPoint presentation, *Youth Apprenticeship*, Ms. Carter discussed how CareerWise Colorado, a nonprofit intermediary, connects industry and education to create a modern, statewide youth apprenticeship system. She stated the organization’s vision is to build a system modeled after that of the Swiss. She commented on how the apprentice system works, what follows after apprenticeship, expected impact for businesses and students, and partnerships. She projected over the next 10 years, CareerWise Colorado will evolve from its pilot phase to national leadership in developing talent for the workplace. Ms. Carter ended her presentation with a video.

Issues Included in the Discussion:

- issues employers may have with youth apprentices resulting from legalization of marijuana,
- annual funding from state agencies, from philanthropic funding, from fees,
- nationally recognized certifications available,
- employers’ concerns about specialized licensing credentials,
- requirements of and commitments from employers,
- whether apprenticeship programs are registered with U.S. Department of Labor,
- efforts to get employers on board,
- determining regional focus/development, and
- opportunities for development in rural counties facing lack of partnerships and transportation.

Ms. Claudia Cummings, Vice President, Workforce & Strategic Initiatives, COO, Conexus Indiana, was recognized. Ms. Cummings made her presentation via phone. Initially, a video, “Together, We Make Opportunity,” was shown. Utilizing a PowerPoint presentation, Ms. Cummings explained Conexus Indiana’s involvement with work-based learning programs in the advanced manufacturing and logistics industries. She said statewide partnerships include industries in aerospace and defense; automotive; INVETS, tackling issues faced by veterans; and ICON, connecting suppliers with the world. Her presentation included a discussion of the crisis in the workforce; the need for talent; Hire Tech, a high school program which combines classroom instruction with real-world experiences; the Excel Center® at Goodwill; partnerships; internships; and funding for programs.

Ms. Vicki Thompson, Assistant Director of Workforce, Thomas P. Miller & Associates, was recognized. Utilizing a PowerPoint presentation, Ms. Thompson gave a historical perspective of the Greater OH-PENN Manufacturing Apprenticeship Network. She continued with a discussion that included: American Apprenticeship Initiative (AAI), Goals/Grant Requirements, The AAI Grant Footprint, Grant Funding, AAI Sector Partners, Greater OH-PENN Apprenticeship Partners, Governance Structure, State and National Partnerships, Benefits to Manufacturers, Apprenticeship Innovations, Pre-Apprenticeship Component, 3 Parts of a Registered Apprenticeship Program, Group Sponsored Model and Individual Programs, Apprenticeship Tool Kit, and State Support.

Issues Included in the Discussion:

- ❖ declining numbers over length of program,
- ❖ issue of sustainability,
- ❖ management and distribution of funding, and
- ❖ initiatives in rural areas.

Videos:

CareerWise Colorado, "Tomorrow's Talent Today"
Conexus Indiana, "Together, We Make Opportunity"

PowerPoint Presentations:

CareerWise Colorado, Youth Apprenticeship
Conexus Indiana, Presentation
Thomas P. Miller & Associates, Thoughtful Solutions. Empowered Communities.

Handouts:

CareerWise Colorado, Key Lessons Learned
CareerWise Colorado, Youth Apprenticeship
Conexus Indiana, Presentation
Thomas P. Miller & Associates, Thoughtful Solutions. Empowered Communities.

The Task Force recessed for lunch at 12:03 p.m.

Afternoon Session

Senator English called the afternoon session of the meeting to order.

Discussion of Work-Based Learning Models in Arkansas

Mr. Greg Taylor, Training and Development Manager, Georgia-Pacific, was recognized. Mr. Taylor introduced a PowerPoint presentation on the Federation for Advanced Manufacturing Education (FAME) program, which blends college courses and on-the-job training. Students made the presentation and also showed a video.

Presenters:

Mr. Timothy Griffin, Student
Mr. Oratio Martinez, Student

Mr. Nate Klinck moderated a panel discussion of practitioners involved in work-based learning in Arkansas.

Panel:

- Ms. Karen Breashears**, CEO, National Apprenticeship Training Foundation (NATF) – *discussed pre-apprenticeship and registered apprenticeship programs; providing real-world role-playing*
- Ms. Catherine Hillier**, Training Manager, Georgia-Pacific, Crossett Paper Operations – *discussed industry perspective on apprenticeship programs, aligning programs with college courses, and recruiting partners and students*
- Ms. Laura Howard**, Career Coach, Batesville School District – *discussed pre-apprenticeship program the district has with NATF in the Batesville School District; providing career pathways for students*
- Mr. Tim Klinedinst**, Tech Recruiter, Tyson Foods, Inc. – *discussed building career pipelines and developing apprenticeship/internship programs; providing direction to students*
- Mr. Mike Rogers**, Director, Industrial Maintenance and Refrigeration Management, Tyson Foods, Inc. – *adding value to workers; worker training and pipeline to work; successful apprenticeship programs*
- Ms. Stephanie Whitesell**, Specialist Recruiter-Operations, Tyson Foods, Inc. – *discussed challenges and process for student participation in a work-based apprenticeship program*

Contributor to the Discussion:

Ms. Kathi Turner, Deputy Director, Career & Technical Education, Arkansas Department of Career Education (ACE)

Issues Included in the Discussion:

- ✓ manufacturers involved with the FAME program,
- ✓ FAME as a model for the ACE Career Pathways Program of Study,
- ✓ students needing to be taught to show up on time,
- ✓ legislators making room for industry to have available capital to invest,
- ✓ allowing students to tour plants,
- ✓ certifications from registered apprenticeship programs,
- ✓ union apprenticeship programs,
- ✓ recruitment efforts to fill skills gap; working with Jobs for America's Graduates (JAG), and
- ✓ combining efforts to market resources.

PowerPoint Presentation:

Arkansas FAME

Handouts:

Arkansas FAME, Brochure
Arkansas FAME, PowerPoint Presentation
Arkansas FAME, Presentation

Discussion of Task Force's Next Steps

Following a request by **Mr. Nate Klinck**, Task Force members had a brief discussion about key actions that should be taken as next steps for the Task Force.

Next Scheduled Meeting:

Date, time, and location TBD

Adjournment:

The meeting adjourned at 1:50 p.m.

Approved: 03/27/2018

APPENDIX I

Minutes of March 27, 2018 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON
WORKFORCE EDUCATION EXCELLENCE

Tuesday, March 27, 2018

9:00 A.M.

Room 207, State Capitol
Little Rock, Arkansas

Representative Bruce Cozart, the House Co-Chair of the Legislative Task Force on Workforce Education Excellence, called the meeting to order at 9:00 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; Senator Blake Johnson; 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; Mr. Mike Rogers; and Mr. Greg Taylor.

OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE: Representative Fred Allen; Representative Ken Bragg; Representative Jon S. Eubanks; Representative Kenneth B. Ferguson; Representative David Fielding; Representative Charlene Fite; Representative Vivian Flowers; Representative Jimmy Gazaway; Representative Lane Jean; Representative Austin McCollum; Representative Matthew J. Shepherd; Representative James J. Sorvillo; Representative DeAnn Vaught; and Representative Carlton Wing.

Minutes:

Without objection, the minutes of January 24, 2018, were approved as written.

Exhibit:

Exhibit C – 01/24/2018 Minutes

Remarks by the Chairs

The Honorable Jane English, State Senator, District 34, and Co-Chair of the Task Force, was recognized. Senator English commented on Governor Asa Hutchinson's recent announcement about a new program, the Competitive Communities Initiative. She said the goal of the Initiative is to make Arkansas's communities successful in attracting new industry when competing with other states. Senator English said an essential part of the Initiative is having an educated and skilled workforce available at the local level to achieve a positive economic impact. Senator English stated that in the Task Force's charge to align career and technical education programs and workforce development programs, it has reviewed all the programs in the state. She said the conversation today will include what is being done in K-12 to support students with careers and skills that align with the needs of industry.

Discussion of the Programmatic Responsibilities of the Arkansas Department of Education (ADE)

Presenter:

Mr. Johnny Key, Commissioner, Arkansas Department of Education, was recognized. In a PowerPoint presentation, Commissioner Key discussed how ADE is transforming public education in Arkansas to lead the nation in student-focused education. His presentation included a discussion of ADE's Mission, Goals, Arkansas Education Continuum, Student Success, College and Career Readiness Standards and Assessments, Development of Personal Competencies, and Intentional Planning for Success. In a segment on Enrichment and Real-World Applications, Commissioner Key discussed eliminating barriers; including workforce readiness components in new accountability measures; introducing career possibilities earlier in the K-12 continuum, exposure to STEM (Science, Technology, Engineering, Mathematics), and partnering with Learning Blade. Commissioner Key concluded with an overview College/Career/Civic Engagement 1 year after High School; Stakeholder Engagement Opportunities under the Every Student Succeeds Act; and Continuous Cycle of Inquiry.

Issues Included in the Discussion:

- effect of standards on teachers in the classroom,
- moving away from compliance and coaching educators to be innovative and creative,
- relationship of opening up pathways for students and school size,
- involvement at the local and state level in tracking graduates,
- level of Learning Blade's activity across the State of Arkansas,
- presenting an overview of developing personal competencies to schools,
- importance of partnerships in enrichment and real-world applications, and
- schools as community partners.

PowerPoint Presentation:

ADE Presentation

Senator English commented that, following the previous overview of K-12, it is important to now hear about the next step in the alignment, *i.e.*, higher education.

Discussion of the Programmatic Responsibilities of the Arkansas Department of Higher Education (ADHE)

Presenter:

Dr. Maria Markham, Director, Arkansas Department of Higher Education, was recognized. Utilizing a PowerPoint presentation, Dr. Markham reviewed key workforce preparation programs for which ADHE has programmatic responsibility. She explained four major efforts: Regional Workforce Grants, which provide \$15.2 million biennially in state funding and other nonfederal funds as provided by law, and have served 8,800 students; Workforce Training at Colleges and Universities, which does not receive direct state funding, but is funded through institutional general operating budgets, and serves approximately 65,000 students annually; Carl Perkins, which provides \$2.6 million in federal funds annually, and has 25,536 Perkins-eligible students statewide; and Career Pathways Initiative, which receives \$7.15 million annually in a federal Temporary Assistance for Needy Families (TANF) block grant, and serves 4,000 students annually. Dr. Markham concluded with a discussion of key partners, including Arkansas Career Education, ADE, and the Department of Workforce Services; and of moving forward by giving new initiatives time to work and focusing on messaging to students, parents, educators, and industry.

Issues Included in the Discussion:

- mechanism for "marrying" technical courses in two-year colleges with those of shorter terms in industry,
- lack of communications about programs/grants,
- systemic structural inequities,

- administrative costs eating up funding,
- tracking individuals who go into the same industry, or into a high-demand job, for which they have been certified,
- differences in workforce training at two-year colleges vs. at universities, and
- reconciling skills of grant writer with the awarding of grants.

PowerPoint Presentation:

ADHE Key Workforce Preparation Programs

Handouts:

ADHE Key Workforce Preparation Programs

ADHE Responses

Discussion of the Programmatic Responsibilities of the Arkansas Community Colleges

Presenters:

Mr. Bill Stovall, Executive Director, Arkansas Community Colleges, was recognized. Mr. Stovall discussed his personal experiences and how this shaped his perspective on workforce issues. He said in order to economically empower the state, the obstacles to economic development have to be torn down. He said workforce training has to include the nontraditional population. His discussion included “know your audience,” credit and non-credit workforce programs, employer expectations, critical thinking skills, addressing community needs, reasons for differences in regional programs, and the ArFuture state grant program. Mr. Stovall introduced presenters for further discussion of initiatives and efforts of community colleges.

Dr. Margaret Ellibee, Chancellor, University of Arkansas Pulaski Technical College (UA-PTC), was recognized. Dr. Ellibee presented an overview of one of UA-PTC’s popular and productive workforce training programs. She said outcomes and goals include: 1) training customized to business needs; 2) efficient and just-in-time training rapidly deployed and focused on what the customer wants; 3) training to accommodate the present need and use of continuous quality improvement. Dr. Ellibee discussed the challenges, successes, recognition, and future considerations of high-impact programs developed at UA-PTC.

Dr. Randy Esters, President, North Arkansas College, was recognized. Dr. Esters gave a snapshot of the workforce program at North Arkansas College. His discussion included aligning the major players in the region to pull in the same direction; credit and non-credit programs; industrial alliances; accreditation; associate degrees and certificates; pre K-12 partnerships and outreach; robotics camp; and adult and technical education.

Dr. James Shemwell, President, Arkansas Northeastern College, was recognized. Dr. Shemwell reviewed workforce preparation programs that the college offers to Arkansans. His discussion included references to The Solutions Group; partnerships; non-credit training; paid internship opportunities; clinical experiences; career placement services; the Opportunity Bus; Career Coaches; and the career readiness certificate. He furnished specific examples of partnering with industry for pre-hire and post-hire training services. Dr. Shemwell stated the most vital takeaway is that the development process for the new higher education funding formula needs to remain urgently committed to incorporating the meaningful elements needed for economic development. He elaborated and expanded on this and other points.

Issues Included in the Discussion:

- ✓ completion rate at UA-PTC,
- ✓ types of technical training programs at UA-PTC,
- ✓ mobility of UA-PTC programs, and
- ✓ list of credentials offered at North Arkansas College.

PowerPoint Presentation:

Common Employability Skills

Handouts:

Arkansas Northeastern College
Common Employability Skills
North Arkansas College
UAPTC Dessault Falcon Jet, Letter
UAPTC Responses

Discussion of the Collaborative Process used by the Arkansas Department of Education, the Arkansas Department of Higher Education, Arkansas Community Colleges, and the Arkansas Department of Career Education in the Development and Implementation of Career and Technical Education Courses

Presenter:

Dr. Charisse Childers, Director, Arkansas Department of Career Education (Career Ed), was recognized. Dr. Childers clarified and unified the substance of today's presentations. She noted that Career Ed is developing a list of state- and industry-recognized credentials offered in Arkansas. She said credentials given to students must have value. She reviewed a diagram showing the pathway of a student from middle school up to career, and a chart of Arkansas Career Fields, Clusters, and Pathways. Dr. Childers stated that two things are missing from the overall picture: a database of what all state agencies do that everyone can access, utilize, and understand; and a system that shows where students are in the system, what services and programs they receive, and where they are now on their college and career readiness path. She said Career Ed is working with the Department of Information Services in putting this information together, keeping in mind restrictions on information required by the Family Educational Rights and Privacy Act (FERPA).

Issues Included in the Discussion:

- duplication of services among state agencies,
- need for coordination and communication among state agencies,
- adherence to Governor's request for reorganization of state agencies,
- accountability measures under the Every Student Succeeds Act (ESSA),
- frustration which arises from complexity of the current workforce development system, and
- issue of Amendment 33.

Handouts:

Career Ed Arkansas Career Fields, Clusters, and Pathways
Career Ed School to Work Diagram

Other Handouts:

Subchapter 11 – Council on Postsecondary Education and Career Readiness
Workforce Development Idaho

Next Scheduled Meeting:

Wednesday, April 25, 2018, at 9:00 a.m. in Room 207 of the State Capitol, Little Rock

Adjournment:

The meeting adjourned at 12:54 p.m.

Approved: 04/25/2018

APPENDIX J

Minutes of April 25, 2018 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON
WORKFORCE EDUCATION EXCELLENCE

Wednesday, April 25, 2018

9:00 A.M.

Room 151, 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 9:00 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 Sonia Eubanks Barker; 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. Paul Rivera; and Mr. Mike Rogers.

OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE: Representative Ken Bragg; Representative Vivian Flowers; Representative Kim Hammer; Representative Roger Lynch; Representative Reginald Murdock; Representative DeAnn Vaught; and Representative Carlton Wing.

Minutes:

Without objection, the minutes of March 27, 2018, were approved as written.

Exhibit:

Exhibit C – 03/27/2018 Minutes

Remarks by the Chairs

Senator English introduced the presentation on the implementation of the work and community engagement requirement for persons eligible for the Arkansas Works health insurance program. She stated the participation rate in the workforce system in Arkansas is about 52%; and persons missing from that system need to be engaged to ensure a robust economy.

Discussion of Implementation Process for the “Work” Requirement for Arkansas Works Recipients

Presenters:

Ms. Cindy Gillespie, Director, Arkansas Department of Human Services, was recognized. Ms. Gillespie stated that the Arkansas Works Work and Community Engagement Program is a partnership between the Arkansas Department of Human Services (DHS) and the Arkansas Department of Workforce Services (DWS). She said implementation of the work requirement received federal approval in March 2018. She explained DHS is responsible for implementing the requirement to work on individuals who are in the Arkansas Works Program, and for having the capacity for those individuals to report against that requirement. She noted Medicaid coverage for individuals under Arkansas Works is affected by whether or not the requirement is met. She said the goal of DHS is to transition individuals to DWS and other partners to improve education and work skills and move them into the labor force. Ms. Gillespie related the history of

the implementation process to date. She continued the comprehensive presentation with a discussion that included: phasing in populations; exemptions; mailing notices to enrollees; providing a state website for reporting; availability of computers; providing outreach and education services; monitoring work requirements; and timelines for various aspects of the phase-in. She stated the goal for DHS, the insurance carriers, and other partners, is to help individuals take advantage of services that are available to them in the state. She commented that DHS is using a robust social media campaign to connect with individuals.

Mr. Kelley Linck, Chief Legislative and Intergovernmental Affairs Officer, Arkansas Department of Human Services, was recognized. Mr. Linck said partners participating in outreach efforts have included the Arkansas Hunger Relief Alliance, Arkansas Hospital Association, Goodwill Industries, Arkansas Community Action Agencies Association, and Arkansas Independent Colleges and Universities, among others.

Issues Included in the Discussion:

- concerns about issues facing individuals, such as lack of knowledge about public internet access, waiting lines for computer use in libraries, portals, limited Broadband, etc.,
- ensuring everyone is given the information, and the opportunity to fulfill the requirements for services,
- providing services to those who do not have, and will never have, an email account,
- requirements being placed on those administering primary care responsibilities to help individuals make sure their information is current in the system, and
- reestablishing “navigators” to help fill the gap for those who are not utilizing all that is on the table.

Mr. Daryl Bassett, Director, Arkansas Department of Workforce Services, was recognized. Mr. Bassett expressed his confidence in having sufficient manpower available, and use of Temporary Assistance for Needy Families (TANF) staff in an assessment role, to respond to individuals referred by DHS; he said intermittent staff may have to be added. He said emails will be sent to individuals to schedule attendance in DWS offices to avoid lines; and DWS is looking at community-based organizations to assist with reaching out to individuals. Mr. Bassett remarked that dealing with this demographic includes certain unknowns: who are we going to be dealing with; what is their state of job-readiness; what are their educational qualifications; and do they have transportation or other issues that will prevent them from accessing our services. He said an assessment process will help uncover those issues. Mr. Bassett stated that individuals are going to fall into three areas: low-touch, medium-touch, and high-touch; the low-touch individuals being those who come in basically ready to go to work. He said participation in this new process is requiring DWS to do nothing more than it already should be doing to find ways to put people to work. He said reports will be provided through ARWINS, a platform developed in-house principally for the TANF program. Mr. Bassett said DWS is looking at this as an opportunity to introduce a litany of services to a demographic that has not been looked at before, and provide them with a way to help themselves and their families reach a level they have not been able to attain because they have not known about the services at DWS.

Contributor to the Discussion:

Mr. Ron Snead, Deputy Director, Arkansas Department of Workforce Services

Issues Included in the Discussion:

- making every effort to reach all individuals,
- DHS setting up individuals with emails,
- cut-off point for tolerance of individuals who are non-compliant with the system,
- availability of an appeals process,
- case management system over the long term,
- a state-issued email system as an official means of communication,
- business and industry providing resources and opportunities to support clients,
- helping clients with soft skills training,
- providing partially subsidized employment opportunities,

- furnishing a specifically defined set of criteria that people need for working in a particular business or industry to DWS,
- availability of data following up on employees that have been placed,
- getting workforce ready without jobs available in the area,
- promoting entrepreneurship as well as jobs,
- volunteerism and community engagement,
- looking at job referrals not as an end product, but as a bridge to a better opportunity,
- those who are job-ready being prepared to move to another location in order to find a job opportunity and meet the work requirement, and
- things besides work, including volunteerism, that meet the community engagement requirement.

Handout:

DWS AR Works Reports/Metrics

Next Scheduled Meeting:

Wednesday, May 23, 2018, at 9:00 a.m. in Room 151 of the State Capitol, Little Rock

Adjournment:

The meeting adjourned at 10:47 a.m.

Approved: 06/21/2018

APPENDIX K

Minutes of June 21, 2018 Meeting

MEETING SUMMARY

LEGISLATIVE TASK FORCE ON
WORKFORCE EDUCATION EXCELLENCE

Thursday, June 21, 2018

9:00 A.M.

Association of Arkansas Counties Building
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 9:00 a.m.

LEGISLATIVE MEMBERS OF THE LEGISLATIVE TASK FORCE ON WORKFORCE EDUCATION EXCELLENCE IN ATTENDANCE: Senator Jane English, Senate Co-Chair; 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 David Fielding; Representative Kim Hammer; and Representative Johnny Rye.

Minutes:

Without objection, the minutes of April 25, 2018, were approved as written.

Exhibit:

Exhibit C – 04/25/2018 Minutes

Remarks by the Chair

Senator English said the Task Force has reviewed the status of education and workforce programs in Arkansas in its past meetings. She said panelists in today's meeting would discuss opportunities and training necessitated by changing workforce needs in medical and industrial fields. She stated the objective is to build bridges between K-12, 2-year colleges, 4-year colleges, and partners in industry to ensure alignment of education and workforce training to meet current and future service and production demands.

Presentations Regarding the Future Skills Development, Education, and Training Needs of Arkansas's Energy, Manufacturing, and Medical Industries

Following introductions by Task Force and panel members, presentations ensued.

Presenters - Medical

Dr. Benny L. Gooden, Executive Director of Institutional Relations, Arkansas Colleges of Health Education (ACHE), was recognized. Utilizing a PowerPoint presentation, Dr. Gooden discussed how Arkansas ranks in health care; the growing need for health care professionals; attracting and retaining professionals, especially in underserved regions; building awareness about opportunities in the field; helping students acquire

necessary skills; the results of an Occupational Needs Study; and the mission of ACHE. Dr. Gooden also provided a comprehensive report on the Arkansas College of Osteopathic Medicine in Fort Smith, Arkansas.

Issues Included in the Discussion:

- importance of a needs assessment,
- partnerships with undergraduate programs,
- use of private funding, and
- program admission and retention.

PowerPoint Presentation:

ACHE Needs and Responses

Ms. Chanda Chacon, Chief Operating Officer and Executive Vice President, Arkansas Children's, was recognized. Ms. Chacon commented on Arkansas not doing well in the area of child health and well-being; it ranks 45th in the nation. She discussed the statewide presence of Arkansas Children's; and remarked that it needs to make sure health outcomes are achieved with its recently created network of care. She stated the most profound way to achieve outcomes is through its workforce, and Arkansas Children's puts an emphasis on being a great employer. She said, while there is clearly a shortage of nurses and physicians, opportunities also exist for employment and careers in health care that do not require a 4-year degree, *i.e.*, pharmacy technician, radiology technician, certified medical assistants, as well as other non-clinical administrative and skilled employees. She noted that of the 100 jobs Arkansas Children's currently has open in Little Rock, 64% do not require a 4-year degree: 22% require high school graduation and 42% require an associate's degree.

Issues Included in the Discussion:

- successful programs in other states that are helping to develop a workforce,
- reaching into schools in the Little Rock area,
- differences between certified medical assistants and certified nurse assistants,
- providing clinical training sites throughout the state,
- level of tuition assistance provided by Arkansas Children's,
- employers referring employees to training programs,
- high school counselors referring students to training programs, and
- differences between medical assistants and Licensed Practical Nurses.

Presenters - Energy

Mr. Bruce Rew, Vice President of Operations, Southwest Power Pool, was recognized. Mr. Rew presented an overview of Southwest Power Pool (SPP), which manages the electric transmission grid in the central United States, ensuring that generation is reliably dispatched and economically delivered. He said in order for this to be accomplished, the SPP staffs over 100 engineers, primarily electrical engineers, who constantly study the electrical system. He said SPP also needs a strong computer system to receive data from its members on a real-time basis, and huge databases to collect and analyze the data. Mr. Rew explained that four out of five SPP employees have technical, IT, or professional degrees; one out of five do not, with the majority of the latter operating the grid. He said non-degreed positions are very technical, skilled positions that require a lot of training. He said SPP will hire skilled, non-degreed people, who show technical aptitude to enter its training program. He emphasized the importance of STEM (Science, Technology, Engineering, Mathematics) education in high school.

Issues Included in the Discussion:

- status of the workforce and low turnover rates,
- hiring locally in Arkansas, and
- engagement in the STEM process.

Mr. J. D. Lowery, Economic Development Manager, Electric Cooperatives of Arkansas, was recognized. Mr. Lowery gave an overview of three broad groups which comprise the Electric Cooperatives of Arkansas: Arkansas Electric Cooperative Corporation (AECC), Arkansas Electric Cooperatives, Inc. (AECI), and 17 electric distribution cooperatives around the state. He noted the rapid pace of change going on in the industry. He said 26% of employees in craft and trade jobs at AECI, and 31% of engineers at AECC are poised to retire over the next seven years; and people are needed to fill those jobs. He commented that between AECC and AECI, there are currently 27 vacant positions, 24 of which do not require a college degree or any experience; and the company is having difficulty filling these positions. He said Arkansas has a shallow pool of engineers and AECC has had to recruit from outside the state. He stressed a STEM education is the future and having Arkansans fill the jobs. Mr. Lowery commented that an increase in the workforce is also needed to deal with issues of cyber security, data-heavy systems, and developing renewable energy sources to meet members' power needs.

Issues Included in the Discussion:

- ✓ sources from which to recruit engineers,
- ✓ skillsets needed among the cooperatives,
- ✓ internship and apprenticeship programs at cooperatives,
- ✓ participation in statewide events at high schools,
- ✓ developing programs in K-12 technical centers, and
- ✓ best programs in state from which to recruit non-degreed employees.

Presenters - Manufacturing

Mr. Mark DiGirolamo, Controller, Nucor Steel Arkansas, was recognized. Utilizing a PowerPoint presentation, Mr. DiGirolamo discussed Nucor Steel-Arkansas; Nucor Yamato Steel; End Products; Nucor Coast to Coast; Nucor Today; Nucor Footprint; Steel of Yesterday; Steel of Today; Global Leader in Steelmaking Sustainability; Low Unemployment; Specialty Cold Mill Complex – Entry Level; The STEM Challenge; The Nucor Way; Starting early with education dream; looking for Talent in Arkansas; Searching Outside Arkansas; Developing from within Nucor; The Current State; and The Key to Nucor's Success.

Issues Included in the Discussion:

- ❖ source of contractors for larger projects,
- ❖ employees living outside of Arkansas along border states,
- ❖ tech school work programs in Alabama, and
- ❖ high school students lacking sufficient counseling about available opportunities in non-degreed positions.

PowerPoint Presentation:

Nucor Steel Arkansas

Mr. Greg Taylor, Training and Development Leader, Georgia-Pacific, and Member, Legislative Task Force on Workforce Education Excellence, was recognized. Mr. Taylor stated that every week in this country 350,000 years of experience walks out the door because of the number of people retiring. He raised questions about whether this number matches the ratio of people wanting to enter the workforce; and what companies can do about this issue. He discussed recruitment, benefits, and retention of employees. Mr. Taylor stressed the necessity of creativity and partnering with the legislature to revamp secondary education to get people in the door. He also commented on giving young adults the opportunity to enter the workforce without the burden of debt.

Mr. Steve Saucier, Training and Development Manager, Georgia-Pacific, was recognized. Mr. Saucier shared views about getting people into the system and keeping them there. He said the need is to start talking about *learning* instead of about *training*. He said countries around the world that lead in terms of an educated

society today are steeped in a culture of learning. He said resources and money are wasted training people to fill positions without looking at their capabilities to meet the needs of business. Mr. Saucier's comments on current needs included the following:

- more involvement in education systems from a business standpoint,
- talking more about community college systems emphasizing vocational and technical education,
- start talking at the junior high level about vocational and technical careers,
- put business and leadership people into the classroom to better understand what education looks like today, and differences that can be made with day-to-day involvement in the education of children,
- get away from the idea that we hire people for jobs. He said the people who truly have careers within Georgia-Pacific are those in its mill towns who start at the beginning and work their way up through lines of progression to technically sophisticated jobs,
- bring leadership, principled behavior, and collaborative learning into school systems, and
- start partnerships at the community level.

Following remarks about Georgia-Pacific's involvement with STEM programs in high school and summer internships for teachers and educators, Mr. Saucier concluded with a discussion of disappearing mechanical trades and increasing competition with Europe and Asia. He stated paradigms of the past need to be rethought; and new models for building careers need to be found.

Issues Included in the Discussion:

- importance of having a broad view on this issue,
- importance of having cultural change, and
- whether anything could be added to Arkansas Works to make its work component more effective.

Mr. Mike Rogers, Director of Industrial Maintenance and Refrigeration Management, Tyson Foods, Inc., and Member, Legislative Task Force on Workforce Education Excellence, was recognized. Mr. Rogers described some of the transitions he has seen, especially in the food industry, which require production to be quicker, faster, and better to be more competitive. He said this cannot be done without technology. Mr. Rogers discussed getting the future workforce component and the technology needs that young people must have to do the job today. He discussed the challenges the company faces, including automation, special equipment design, fitting the process to the product, equipment asset management, and other variables heavily related to technology. He said the company has to rely on technology; it is not replacing people, it's replacing skillsets. Mr. Rogers stated it takes ten years to develop a skilled employee, an employee who has ability to innovate, work collaboratively, to think, to reason, to be systematic, and to be hungry to learn the necessary skills.

Contributor to the Discussion:

Dr. Nathan Smith, Director of Economic Policy, Arkansas Development Finance Authority

Issues Included in the Discussion:

- thinking about continuous learning,
- snowballing effect of technology,
- having a multitude of skills coming out of high school to face changing technology,
- facilitating conversations between legislators, industry, and the community,
- coming up with better models, better solutions,
- rethinking the skills to bring to children so they can adapt to changing technology,
- examining stagnant wage growth,
- "career job" is exceptional; gaining transferable knowledge,
- encouraging junior high and high school students to become financially literate, and
- giving entrants a seat at the table from time to time.

Next Scheduled Meeting:

Tuesday, July 10, 2018, at 9:00 a.m. at the Association of Arkansas Counties Building, 1415 West 3rd Street,
Little Rock

Adjournment:

The meeting adjourned at 11:48 a.m.