



Apprenticeship in Arkansas

EXHIBIT B

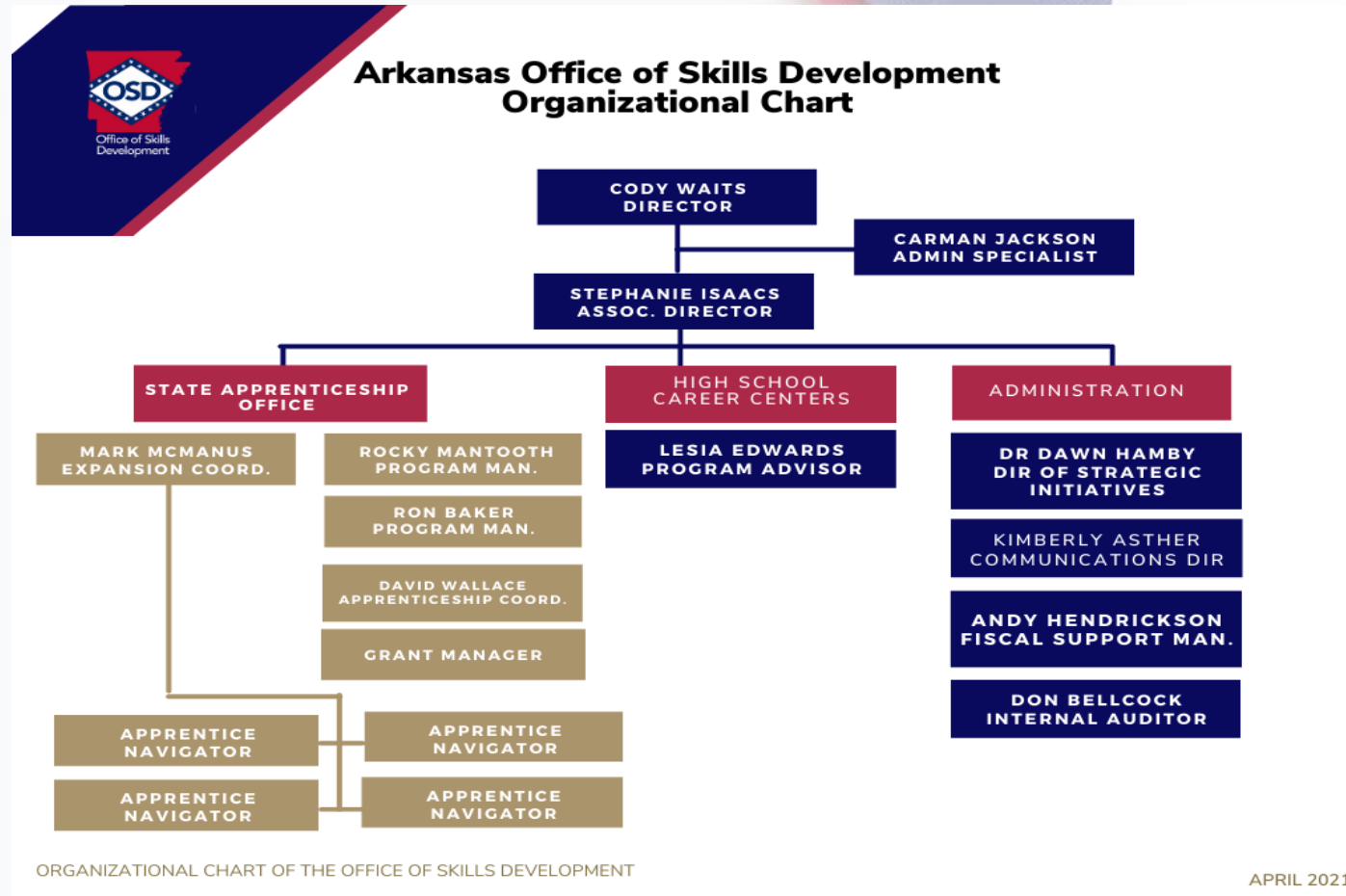


Cody Waits, Director
Office of Skills Development &
Office of Apprenticeship (OSD-OA)
Arkansas Department of Commerce
Cody.Waits@arkansas.gov
501.529.2124



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Office of Skills Development
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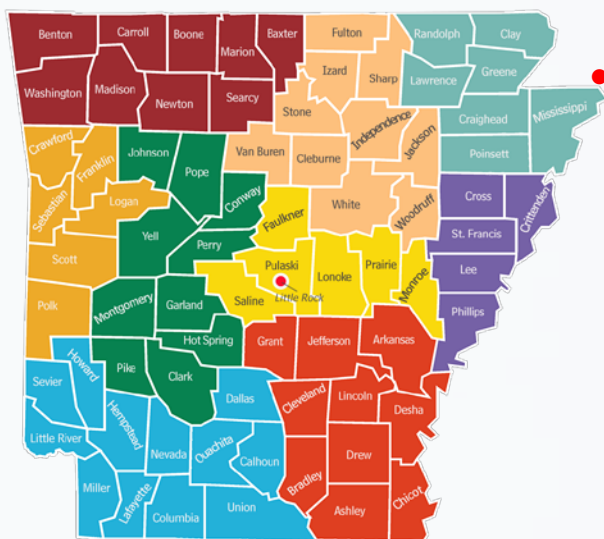




Apprenticeship In Arkansas

- **Apprenticeship Laws in Arkansas**
 - Act 1079, 2019 – OSD named Comprehensive Apprenticeship Office
 - Act 1047, 2019 – Expanded Apprenticeship Tax Credit
 - Act 647, 2021 – Revised State Apprenticeship Committee, Required to submit list of employers, ability to use CT Fund for Secondary Education Programs at Career Centers
 - Act 811, 2021 – Earn & Learn Act (R&D from Alabama)
- **Annual Operating Budget = \$2,845,886**
 - Grants and Aid = \$1,611,456
 - Operating Ex = \$ 434,430
 - Construction Industry Craft Training Trust Fund = \$800,000

- **State Apprenticeship Coordination Steering Committee**
 - 8-member council
 - Meet Monthly
 - Hybrid Committee with oversight of rulemaking



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Arkansas Apprenticeship Coordination Steering Committee

| Current Member | Sex | City/County | District | Expires | Qualifications |
|---|-----|-------------------------|----------|----------|--|
| Andrew Aleshire 1235 Polk 74 Mena, AR 71953 Tele: 479-234-3041 | M | Mena (Polk) | 4 | 12/01/22 | Aleshire Electric Representing Employers of Members |
| Bill Roachell 3119 Windcrest Drive Conway, AR 72034 Tele: 517-7577 | M | Conway (Faulkner) | 2 | 12/01/22 | Associated Builders & Contractors of Arkansas Representing Employers of Members |
| Kathy Fulks 3047 Hwy 60 West Perryville, AR 72126 501-231-5579 | F | Perryville (Perry) | 2 | 12/01/24 | Arkansas Construction Education Foundation Representing minority & female workforce |
| Nanci Caillouet 2612 S I Street Fort Smith, AR 72901 Tele: 479-420-0764 | F | Ft. Smith (Sebastian) | | 12/01/22 | Fort Smith Electrical Joint Apprenticeship Training Representing minority & female workforce |
| Karen Breashears 325 Melugin Road Arkadelphia, AR 71923 870-403-1614 Office: 870-246-0320 | F | Arkadelphia (Clark) | 4 | 12/01/22 | National Apprenticeship Training Foundation Teach or immediately supervise preparatory instruction supplementary or related courses |
| Kelly Sharp 284 Greenfield Avenue Farmington, AR 72730 Tele: | M | Farmington (Washington) | 3 | 12/01/22 | NWA Plumbing School, UA Facility Maintenance Teach or immediately supervise preparatory instruction, supplementary or related courses |
| David Stephens 209 Wolf Branch Road Greenbrier, AR 72058 Tele: 501-581-7108 | M | Greenbrier (Faulkner) | 2 | 12/01/22 | International Brotherhood of Electrical Workers Representing bargaining agents for members |

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Arkansas Apprenticeship Coordination Steering Committee

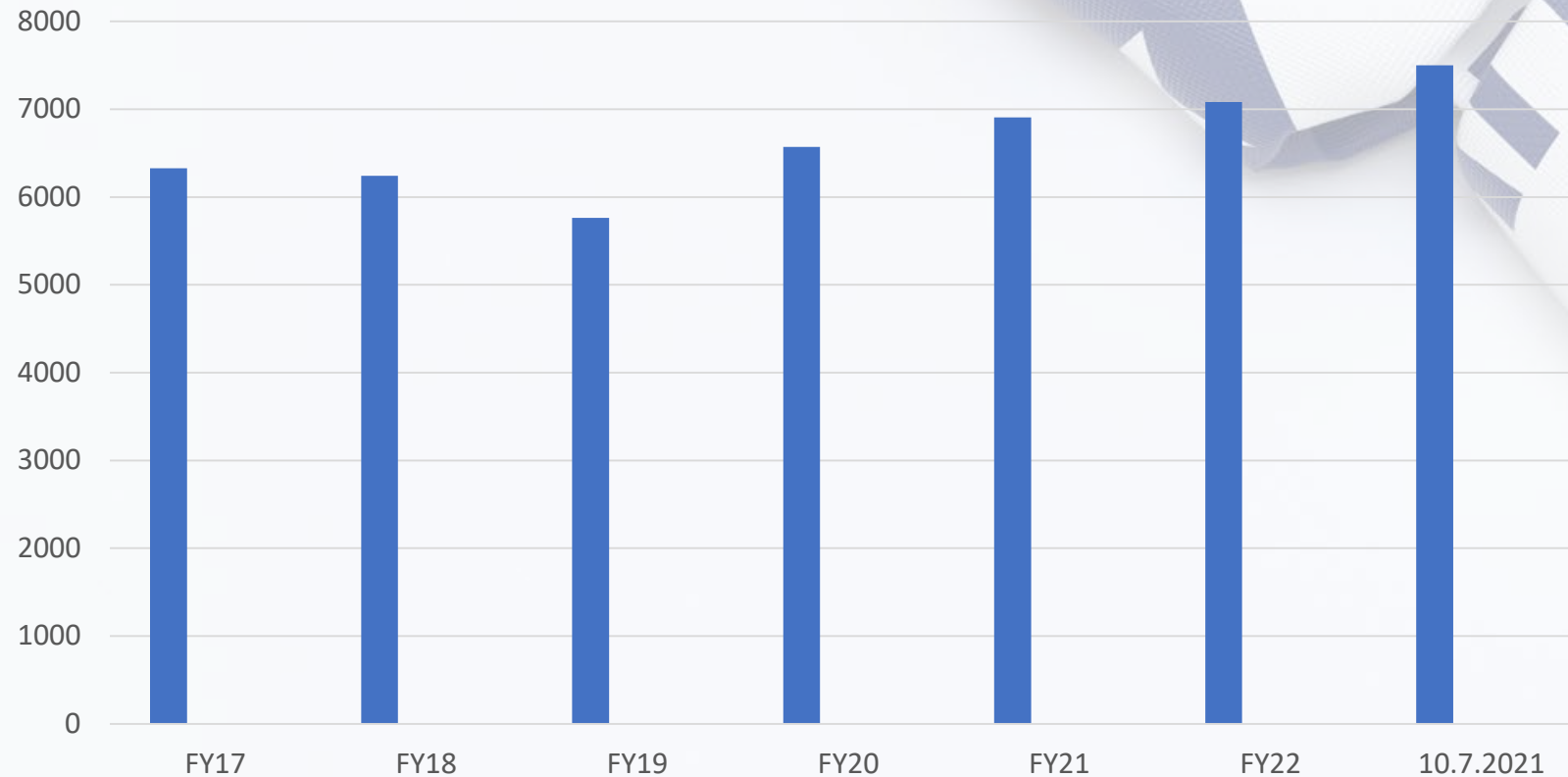
- One Member Representing Employer Organizations
- One Member Representing Unions or Bargaining Agents
- One Member Representing the Minority or Female Workforce
- Two Members Supervising RTI Providers
- Three Members who Represent Employers
- One Member who Represents Career & Technical Education
- One Member Representing Institutions of Higher Education
- One Member Representing the WIOA system
- One Members Representing the OSD-OA



Apprenticeship Expansion in Arkansas



of Active Apprentices

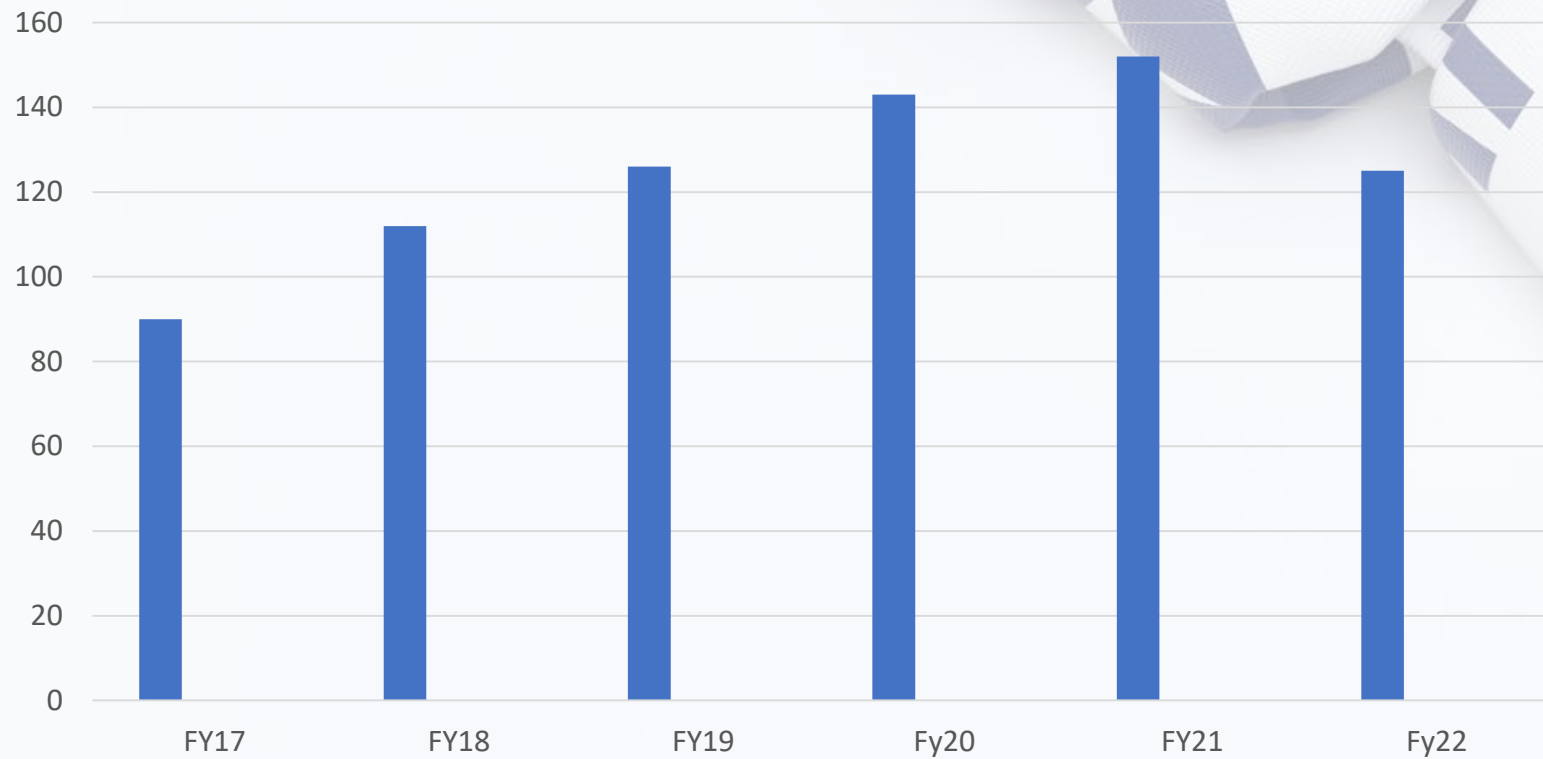


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Apprenticeship Expansion in Arkansas

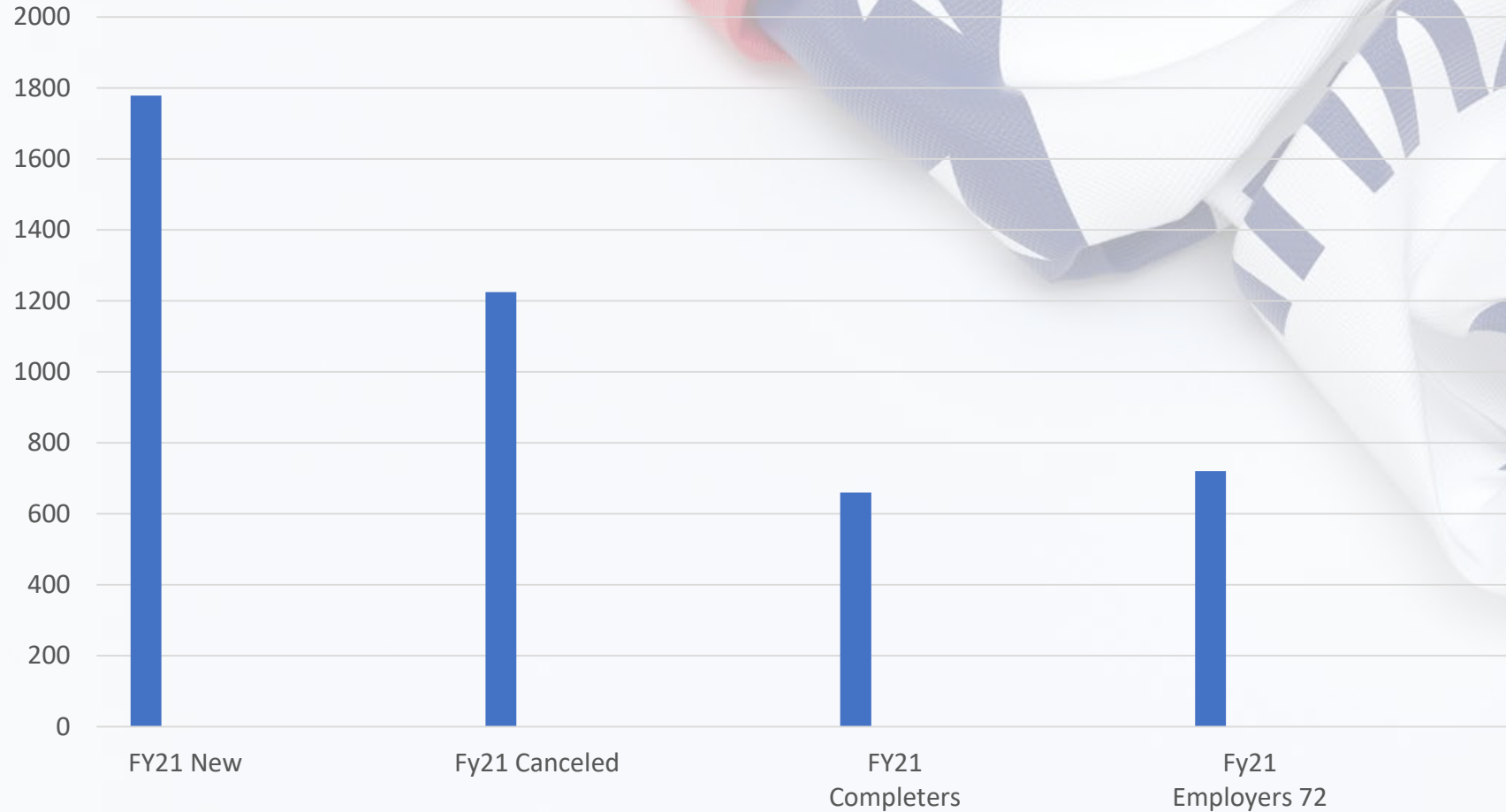
of Registered Apprenticeship Programs



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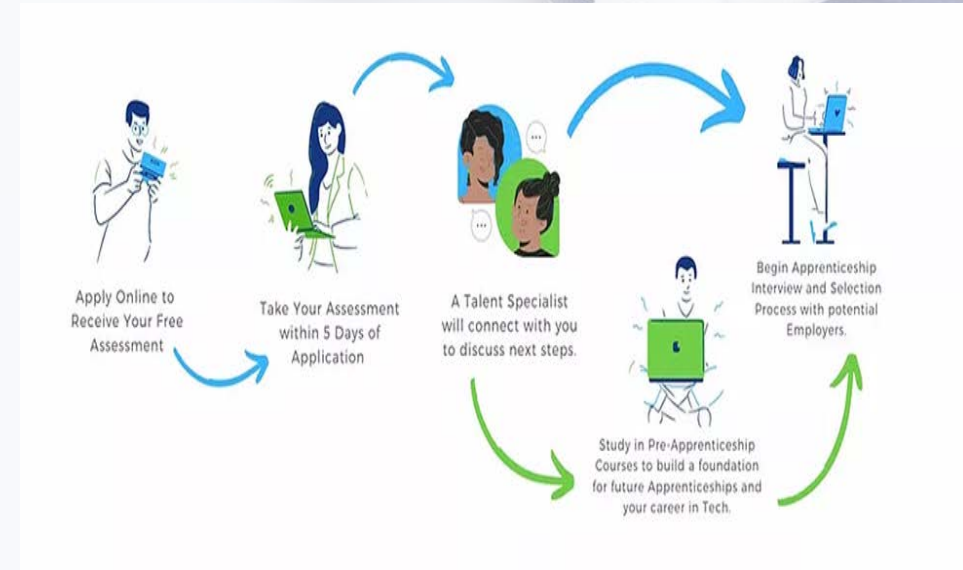
FY21 Apprenticeship #'s in Arkansas



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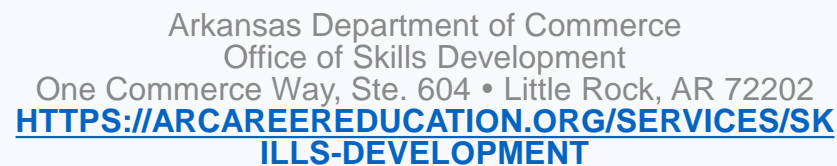
Certified Pre-Apprenticeships

ReSkill Arkansas





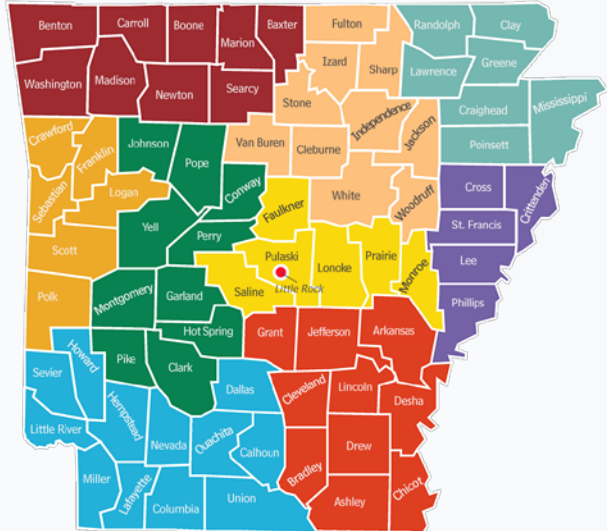
- Establish a pre/youth apprenticeship program in 1/3rd of the Secondary Career Centers in Arkansas by FY23.
- Draft more specific language around certified pre-apprenticeships
- Hire apprenticeship navigators to assist with expansion of apprenticeship
 - Community Colleges
 - Local Workforce Boards
- Office of Apprenticeship → State Apprenticeship Agency





State Apprenticeship Agency Transition

- Data Integrity
 - Accuracy of data in RAPIDS
 - Registration & Deregistration of Programs
 - Program approval w/o comms to state office
 - Inability to cancel programs that are not active
 - Program w/ unknown employer partners
- Monitoring/Reporting/Compliance
 - Wage Progressions Rates
 - EEO & AAP
 - Lack of Info from USDOL to employers



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Arkansas' Secondary Career Centers

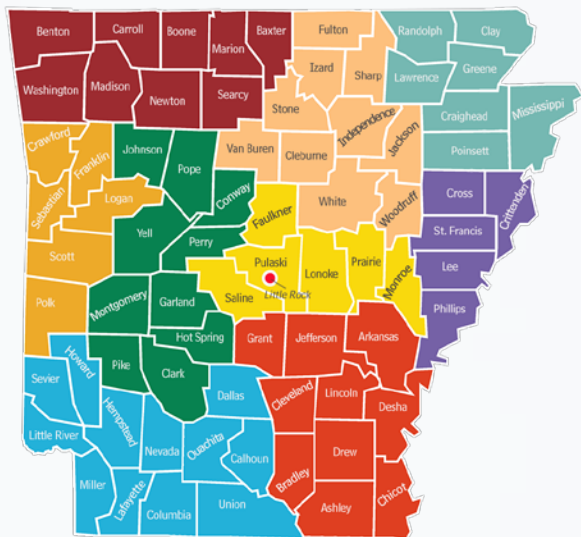




State Apprenticeship Agency Transition

- Integration of Apprenticeship into Arkansas Workforce System
 - Inefficiencies created w/ USDOL-OA
 - More efficient process w/state staff
 - Lack of communication
 - Programs brought by OSD
 - Programs brought by OA
 - Involvement of IHEs and LWDBs w/ apprenticeship navigators
 - Technical Assistance offerings

- Personnel
 - Current staff would be transitioned into apprenticeship roles
 - Federal Investments in apprenticeship Increasing
 - ARPA funding



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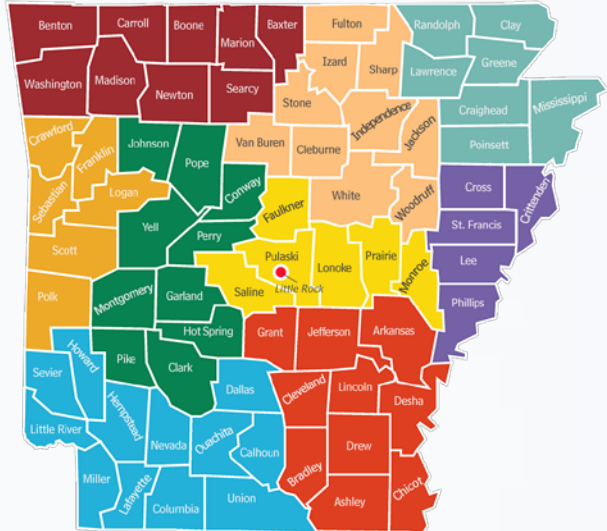
Arkansas' Secondary Career Centers





State Apprenticeship Agency Transition

- Unknown Information
 - Long-term personnel support from USDOL-OA
 - # of employers engaged in apprenticeship
 - Act 647
 - Access to information
- USDOL-OA
 - Neutral on states decision to run state system vs. OA system
 - Actively working with Tennessee & Colorado



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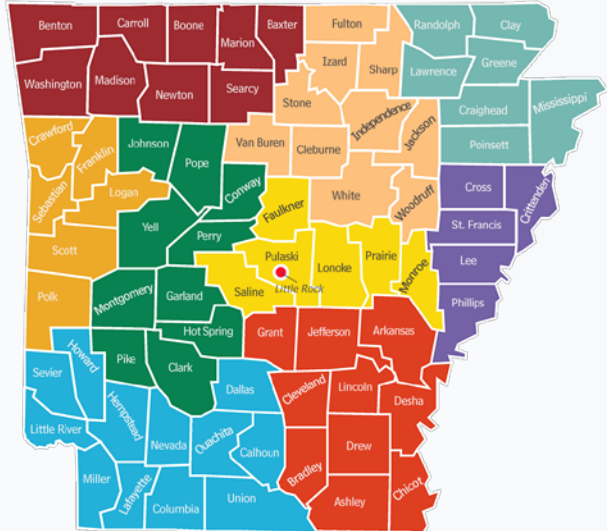
Arkansas' Secondary Career Centers





State Apprenticeship Agency Transition

- Myth-Busters
 - State wants to run its own apprentice programs
 - Impacts licensure and reciprocity agreements
 - Disallows work on Davis Bacon Projects
 - National Credential is no longer recognized nationally
 - Cost to programs switching from OA → SAA
 - Move away from Program Sponsors in Construction Trades



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Arkansas' Secondary Career Centers

