

DRAFT



Central Arkansas Workforce Development Area

Transitional Regional and Local Plan

PY 2022—PY 2023

A proud partner of the
AmericanJobCenter®
network



Appendix A:

PY 2022 - PY 2023 Transitional Regional Plan



APPENDIX A:

Central Arkansas and Little Rock PY 2022 – PY 2023 Transitional Regional Plan

The Workforce Innovation and Opportunity Act (WIOA) requires regional planning– a broad strategic approach to planning focused on the overarching vision, goals, alignment and shared responsibilities within the region. Arkansas intends to implement a two-tiered regional approach to meeting this requirement by allowing a two-year transitional plan. This approach provides latitude for regions that may not yet be able to fully address all of the outlined elements required in a four-year regional plan.

In addressing the elements outlined below, if the planning region is not fully prepared to provide a complete response to the specified element at the time of plan submission, the region must provide an indication of how the region plans to address the respective element requirement in the forthcoming regional plan.

1.1. Provide a labor market and economic analysis of the workforce development planning region.
This regional analysis must include:

A. The economic conditions;

Central Arkansas, also known as the **Little Rock metro**, designated by the US Office of Management and Budget, the **Little Rock-North Little Rock-Conway Metropolitan Statistical Area** is the most populous metro area in the Arkansas. With an estimated 2020 population of 748,031, it is the most populated area in Arkansas. Located at the convergence of Arkansas's other geographic regions, the region's central location make Central Arkansas an important population, economic, education, and political center in Arkansas and the south. Little Rock is the state's capital and largest city, and the city is also home to two Fortune 500 companies, Arkansas Children's Hospital, and the University of Arkansas for Medical Sciences (UAMS)

Central Arkansas includes both the Little Rock-North Little Rock-Conway MSA, though the broader Little Rock CSA is also considered Central Arkansas. It is the core of the broader **Little Rock-North Little Rock Combined Statistical Area (CSA)**. Its economic, cultural, and demographic center is Little Rock, Arkansas's capital and largest city. The Little Rock Combined Statistical area spans ten counties and had an estimated population of 905,847 in 2016.

Year	Metropolitan Statistical Area	Combined Statistical Area
2020 Census	748,031	912,604
2014 est.	729,135	902,443
2005 est.	645,706	820,846
2000 Census	610,518	785,024

Geographic Area	April 1, 2020 Population Estimates Base	Population Estimate		Ranking of Metropolitan Statistical Areas		
		(as of July 1)		April 1, 2020 Population Estimates Base	Population Estimate	
					(as of July 1)	
		2020	2021		2020	2021
Little Rock-North Little Rock- Conway, AR Metro Area	748,031	748,434	750,936	80	80	81

Annual Estimates of the Resident Population for Metropolitan Statistical Areas in the United States and Puerto Rico: April 1, 2020 to July 1, 2021

Geographic Area	April 1, 2020 Estimates Base	Population Estimate (as of July 1)	
		2020	2021
Little Rock-North Little Rock-Conway, AR Metro Area	748,031	748,434	750,936

Geographic Area	Annual Change, July 1, 2020 to July 1, 2021						
	Total Population Change ¹	Natural Change	Vital Events		Net Migration		
			Births	Deaths	Total	International ²	Domestic
Little Rock-North Little Rock-Conway, AR Metro Area	2,502	270	8,865	8,595	2,161	207	1,954

Cumulative Change, April 1, 2020 to July 1, 2021

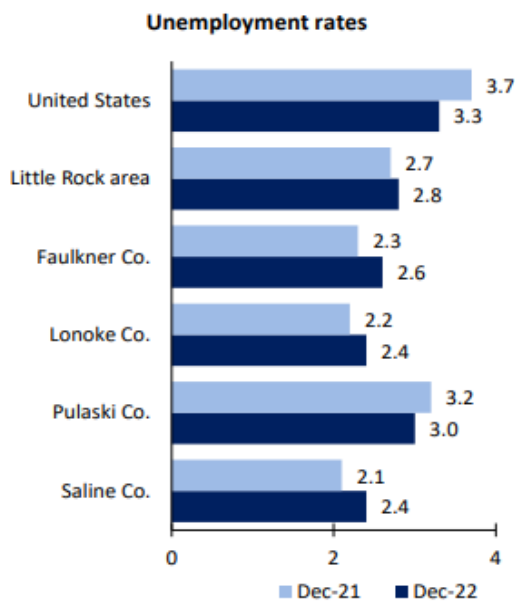
Total Population Change ¹	Natural Change	Vital Events		Net Migration		
		Births	Deaths	Total	International ²	Domestic
2,905	281	11,044	10,763	2,550	217	2,333

Annual Change, July 1, 2020 to July 1, 2021		Cumulative Change, April 1, 2020 to July 1, 2021		Ranking of Metropolitan Statistical Areas			
				Annual Change, July 1, 2020 to July 1, 2021		Cumulative Change, April 1, 2020 to July 1, 2021	
Number	Percent	Number	Percent	Number	Percent	Number	Percent
2,502	0.3	2,905	0.4	108	174	109	170

Source: Arkansas Economic Development Institute and The United States Census Bureau

This summary presents a sampling of economic information for the area; supplemental data are provided for regions and the nation. Subjects include **unemployment, employment, wages, prices, spending, and benefits**. All data are not seasonally adjusted and some may be subject to revision. Area definitions may differ by subject. For more area summaries and geographic definitions, see www.bls.gov/regions/economic-summaries.htm.

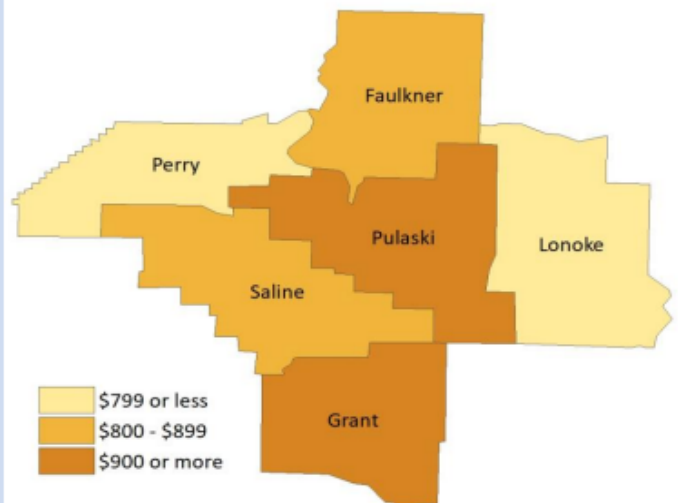
Unemployment rates for the nation and selected areas



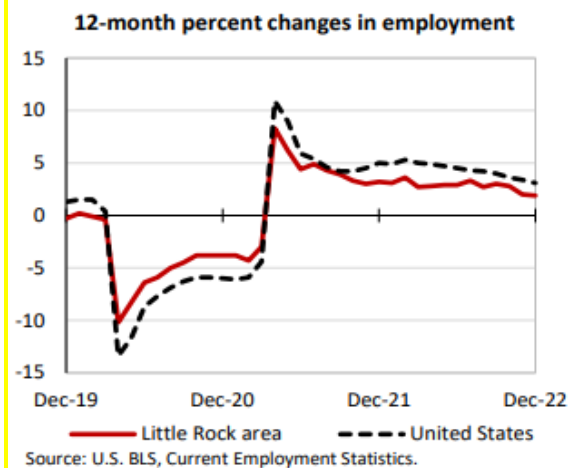
Average weekly wages for all industries by county

Little Rock area, third quarter 2022

(U.S. = \$1,334; Area = \$1,083)



Over-the-year changes in employment on nonfarm payrolls and employment by major industry sector

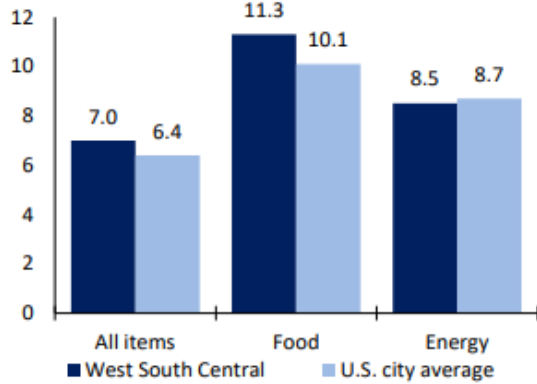


Little Rock area employment (number in thousands)	Dec. 2022	Change from Dec. 2021 to Dec. 2022	
		Number	Percent
Total nonfarm	373.4	7.0	1.9
Mining, logging, and construction	18.4	0.1	0.5
Manufacturing	19.8	0.5	2.6
Trade, transportation, and utilities	77.8	1.8	2.4
Information	5.6	0.1	1.8
Financial activities	23.5	0.8	3.5
Professional and business services	45.5	-2.2	-4.6
Education and health services	60.2	2.0	3.4
Leisure and hospitality	36.6	4.2	13.0
Other services	18.3	0.3	1.7
Government	67.7	-0.6	-0.9

Source: U.S. BLS, Current Employment Statistics.

Over-the-year change in the prices paid by urban consumers for selected categories

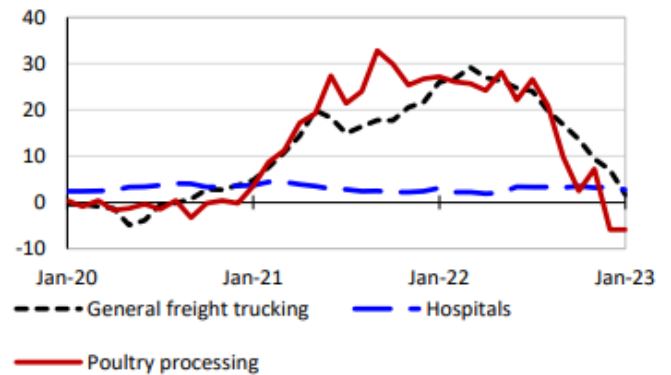
12-month percent change in CPI-U, January 2023



Source: U.S. BLS, Consumer Price Index.

Over-the-year changes in the selling prices received by producers for selected industries nationwide

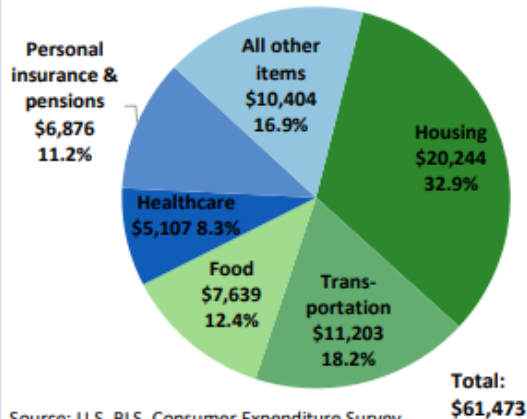
12-month percent changes in PPI



Source: U.S. BLS, Producer Price Index.

Average annual spending and percent distribution for selected categories

South average annual expenditures, 2021



Source: U.S. BLS, Consumer Expenditure Survey.

Average hourly wages for selected occupations

Occupation	Little Rock area	United States
All occupations	\$23.78	\$28.01
Human resources managers	45.78	65.67
Accountants and auditors	34.12	40.37
Registered nurses	33.49	39.78
Construction laborers	16.05	21.22
Retail salespersons	13.88	15.35
Cooks, fast food	11.73	12.25

Source: U.S. BLS, Occupational Employment and Wage Statistics, May 2021.

Employer costs per hour worked for wages and selected employee benefits by geographic division

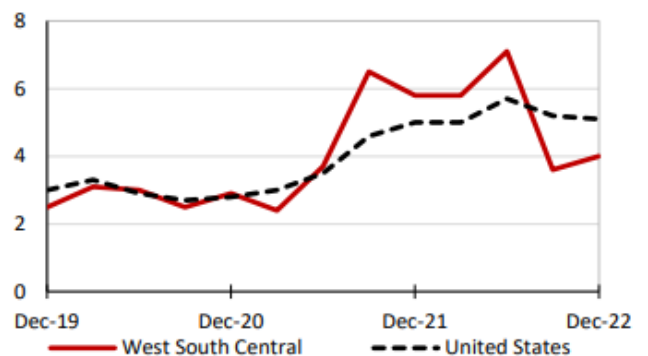
Private industry, September 2022	West South Central (1)	United States
Total compensation	\$35.15	\$39.61
Wages and salaries	25.61	27.93
Total benefits	9.54	11.68
Paid leave	2.45	2.94
Vacation	1.25	1.51
Supplemental pay	1.37	1.41
Insurance	2.22	3.00
Retirement and savings	0.99	1.35
Legally required benefits	2.52	2.98

(1) The states that compose the West South Central census division are: AR, LA, OK, and TX.

Source: U.S. BLS, Employer Costs for Employee Compensation.

Over-the-year changes in wages and salaries

12-month percent changes in ECI



Source: U.S. BLS, Employment Cost Index.

Occupational Employment and Wages in Little Rock-North Little Rock-Conway-May 2021

Workers in the Little Rock-North Little Rock-Conway, AR Metropolitan Statistical Area had an average (mean) hourly wage of \$23.78 in May 2021, 15 percent below the nationwide average of \$28.01, the U.S. Bureau of Labor Statistics reported today. After testing for statistical significance, wages in the local area were lower than their respective national averages in 21 of the 22 major occupational groups, including legal; arts, design, entertainment, sports, and media; and computer and mathematical.

When compared to the nationwide distribution, Little Rock area employment was more highly concentrated in 7 of the 22 occupational groups, including healthcare practitioners and technical, sales and related, and food preparation and serving related. Fourteen groups had employment shares significantly below their national representation, including production, computer and mathematical, and architecture and engineering. (See [table A.](#))

Table A. Occupational employment and wages by major occupational group, United States and the Little Rock metropolitan area, and measures of statistical significance, May 2021

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Little Rock	United States	Little Rock	Percent difference (1)
Total, all occupations	100.0	100.0	\$28.01	\$23.78*	-15
Management	6.3	6.9*	59.31	44.97*	-24
Business and financial operations	6.4	6.2*	39.72	31.02*	-22
Computer and mathematical	3.3	2.3*	48.01	34.74*	-28
Architecture and engineering	1.7	1.1*	44.10	36.41*	-17
Life, physical, and social science	0.9	0.8*	38.81	29.10*	-25
Community and social service	1.6	1.2*	25.94	22.78*	-12
Legal	0.8	1.0*	54.38	33.80*	-38
Educational instruction and library	5.8	5.4*	29.88	29.07*	-3
Arts, design, entertainment, sports, and media	1.3	1.0*	31.78	22.59*	-29
Healthcare practitioners and technical	6.2	8.7*	43.80	39.31*	-10
Healthcare support	4.7	4.6	16.02	14.39*	-10
Protective service	2.4	2.2*	25.68	19.95*	-22
Food preparation and serving related	8.0	8.7*	14.16	12.52*	-12
Building and grounds cleaning and maintenance	2.9	2.7*	16.23	13.83*	-15
Personal care and service	1.8	1.5*	16.17	13.84*	-14
Sales and related	9.4	10.6*	22.15	18.88*	-15
Office and administrative support	13.0	13.4*	20.88	18.59*	-11
Farming, fishing, and forestry	0.3	0.1*	16.70	19.67*	18
Construction and extraction	4.2	3.8*	26.87	20.53*	-24
Installation, maintenance, and repair	4.0	4.2*	25.66	22.32*	-13
Production	6.0	4.8*	20.71	18.60*	-10
Transportation and material moving	9.0	8.8*	19.88	18.16*	-9

(1) A positive percent difference measures how much the mean wage in the Little Rock-North Little Rock-Conway, AR Metropolitan Statistical Area is above the national mean wage, while a negative difference reflects a lower wage.

* The mean hourly wage or percent share of employment is significantly different from the national average of all areas at the 90-percent confidence level.

One occupational group—healthcare practitioners and technical—was chosen to illustrate the diversity of data available for any of the 22 major occupational categories. Little Rock had 28,110 jobs in healthcare practitioners and technical, accounting for 8.7 percent of local area employment, significantly

higher than the 6.2-percent share nationally. The average hourly wage for this occupational group locally was \$39.31, significantly below the national wage of \$43.80.

Some of the larger detailed occupations within the healthcare practitioners and technical group included registered nurses (10,400), licensed practical and licensed vocational nurses (2,640), and pharmacy technicians (1,290). Among the higher-paying jobs in this group were family medicine physicians and pharmacists, with mean hourly wages of \$87.27 and \$56.46, respectively. At the lower end of the wage scale were psychiatric technicians (\$14.77) and pharmacy technicians (\$16.08). (Detailed data for the healthcare practitioners and technical occupations are presented in [table 1](#);

Location quotients allow us to explore the occupational make-up of a metropolitan area by comparing the composition of jobs in an area relative to the national average. (See [table 1](#).) For example, a location quotient of 2.0 indicates that an occupation accounts for twice the share of employment in the area than it does nationally. In the Little Rock area, above-average concentrations of employment were found in many of the occupations within the healthcare practitioners and technical group. For instance, surgical technologists were employed at 2.3 times the national rate in Little Rock, and respiratory therapists, at 2.0 times the U.S. average. Family medicine physicians had a location quotient of 1.1 in Little Rock, indicating that this particular occupation's local and national employment shares were similar.

These statistics are from the Occupational Employment and Wage Statistics (OEWS) survey, a federal-state cooperative program between BLS and State Workforce Agencies, in this case, the Arkansas Division of Workforce Services.

Table 1. Employment and wage data for healthcare practitioners and technical occupations, Little Rock metropolitan area, May 2021

Occupation (1)	Employment		Mean wages	
	Level (2)	Location quotient (3)	Hourly	Annual (4)
Healthcare practitioners and technical occupations	28,110	1.4	\$39.31	\$81,760
Chiropractors	70	0.8	33.48	69,630
Dentists, general	140	0.6	98.36	204,590
Dietitians and nutritionists	290	1.9	27.76	57,750
Optometrists	80	0.9	56.36	117,230
Pharmacists	980	1.4	56.46	117,430
Physician assistants	350	1.1	31.87	66,290
Occupational therapists	490	1.7	37.13	77,240
Physical therapists	720	1.4	41.21	85,730
Radiation therapists	(5)	(5)	37.48	77,960
Respiratory therapists	610	2.0	29.08	60,480
Speech-language pathologists	550	1.6	38.01	79,060
Veterinarians	130	0.7	43.56	90,600
Registered nurses	10,400	1.5	33.49	69,660
Nurse anesthetists	130	1.3	68.09	141,630
Nurse practitioners	750	1.4	51.93	108,000
Audiologists	100	3.2	(5)	(5)
Family medicine physicians	260	1.1	87.27	181,510
Pediatricians, general	(5)	(5)	96.35	200,400
Physicians, pathologists	40	1.5	164.12	341,360

Table 1. Employment and wage data for healthcare practitioners and technical occupations, Little Rock metropolitan area, May 2021

Occupation (1)	Employment		Mean wages	
	Level (2)	Location quotient (3)	Hourly	Annual (4)
Psychiatrists	40	0.7	96.42	200,560
Radiologists	(5)	(5)	169.26	352,050
Physicians, all other	1,500	2.5	74.47	154,900
Dental hygienists	270	0.6	33.85	70,400
Clinical laboratory technologists and technicians	940	1.3	22.58	46,970
Cardiovascular technologists and technicians	140	1.1	25.14	52,300
Diagnostic medical sonographers	170	1.0	31.75	66,030
Nuclear medicine technologists	80	1.9	31.30	65,100
Radiologic technologists and technicians	660	1.3	26.65	55,430
Magnetic resonance imaging technologists	160	1.9	29.69	61,760
Emergency medical technicians	70	0.2	17.31	35,990
Paramedics	70	0.3	21.61	44,950
Dietetic technicians	40	0.7	12.85	26,740
Pharmacy technicians	1,290	1.3	16.08	33,440
Psychiatric technicians	330	1.5	14.77	30,720
Surgical technologists	570	2.3	21.40	44,510
Veterinary technologists and technicians	110	0.4	14.74	30,650
Ophthalmic medical technicians	180	1.2	17.62	36,640
Licensed practical and licensed vocational nurses	2,640	1.8	21.85	45,440
Medical records specialists	650	1.6	21.04	43,760
Opticians, dispensing	130	0.8	20.26	42,140
Orthotists and prosthetists	50	2.3	34.79	72,360
Health technologists and technicians, all other	410	1.3	23.40	48,660
Health information technologists and medical registrars	60	0.7	29.28	60,910
Athletic trainers	60	1.0	(6)	48,580
Healthcare practitioners and technical workers, all other	100	1.0	16.85	35,060

For a complete listing of all detailed occupations in the Little Rock-North Little Rock-Conway, AR Metropolitan Statistical Area, see www.bls.gov/oes/current/oes_30780.htm.

Estimates for detailed occupations may not sum to the totals due to rounding, and because the totals may include occupations that are not shown separately. Estimates do not include self-employed workers.

The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

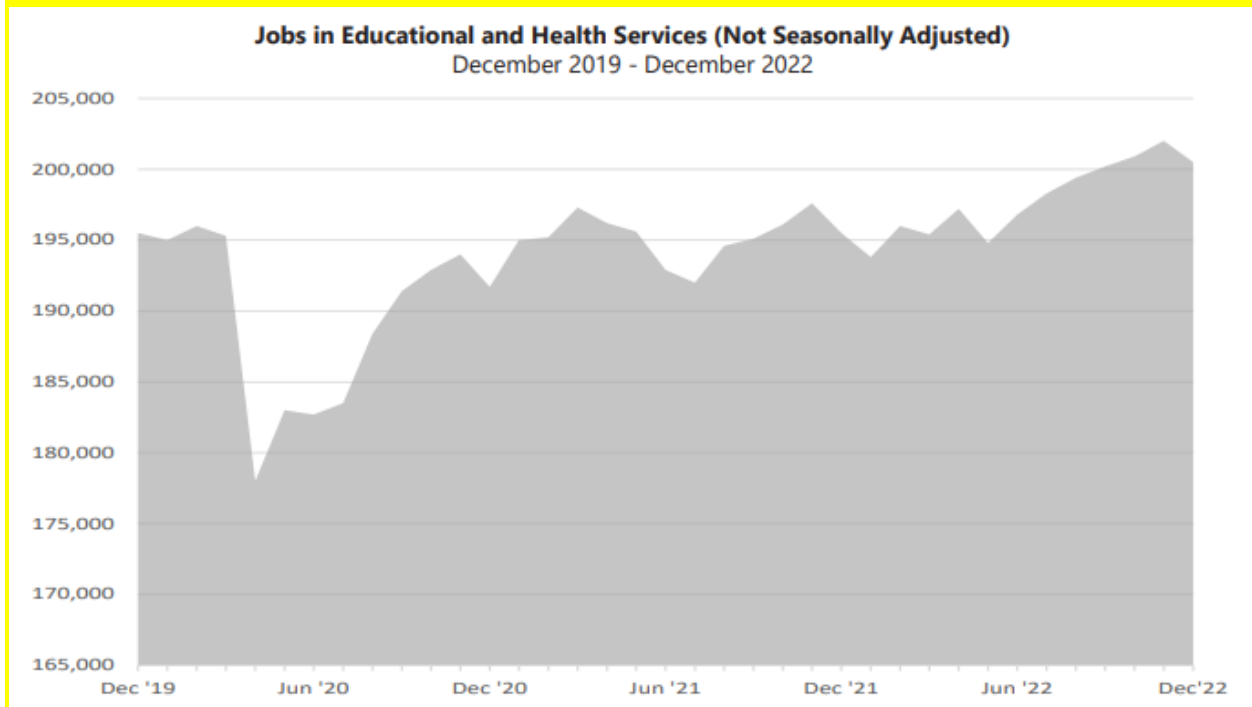
Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

Estimate not released.

Table 1. Employment and wage data for healthcare practitioners and technical occupations, Little Rock metropolitan area, May 2021

Occupation (1)	Employment		Mean wages	
	Level (2)	Location quotient (3)	Hourly	Annual (4)

Wages for some occupations that do not generally work year-round, full time, are reported either as hourly wages or annual salaries depending on how they are typically paid.



Pulaski County/ Little Rock





















Labor force employment and unemployment data;

B.





2. Little Rock-North Little Rock-Conway, AR

Data Series	Back Data	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022
Labor Force Data							
Civilian Labor Force(1)		361.7	355.1	354.1	354.4	353.4	(P)353.6
Employment(1)		347.2	342.8	341.6	344.3	343.2	(P)343.8

2. Little Rock-North Little Rock-Conway, AR

Data Series	Back Data	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022
Unemployment(1)		14.5	12.3	12.5	10.1	10.2	(P)9.8
Unemployment Rate(2)		4.0	3.5	3.5	2.8	2.9	(P)2.8
Nonfarm Wage and Salary Employment							
Total Nonfarm(3)		367.0	369.0	371.5	374.2	373.5	(P)373.4
12-month % change		3.3	2.7	3.0	2.8	2.0	(P)1.9
Mining, Logging, and Construction(3)		18.4	18.5	18.6	18.6	18.4	(P)18.4
12-month % change		-2.1	-1.1	0.0	1.1	1.1	(P)0.5
Manufacturing(3)		19.9	20.2	19.9	20.2	20.0	(P)19.8
12-month % change		4.2	5.8	4.7	4.1	3.1	(P)2.6
Trade, Transportation, and Utilities(3)		76.1	75.9	75.4	76.2	77.0	(P)77.8
12-month % change		9.3	5.9	3.3	4.1	2.8	(P)2.4
Information(3)		5.7	5.7	5.7	5.7	5.6	(P)5.6
12-month % change		5.6	5.6	7.5	5.6	1.8	(P)1.8
Financial Activities(3)		23.4	23.5	23.5	23.7	23.5	(P)23.5
12-month % change		3.5	4.4	5.4	6.3	3.5	(P)3.5
Professional and Business Services(3)		45.3	45.7	46.4	46.5	45.7	(P)45.5
12-month % change		-1.1	-0.9	0.9	-2.9	-3.6	(P)-4.6
Education and Health Services(3)		58.5	59.6	59.9	60.4	60.8	(P)60.2
12-month % change		2.6	2.4	3.6	4.0	2.7	(P)3.4
Leisure and Hospitality(3)		37.1	36.6	36.8	37.1	36.5	(P)36.6
12-month % change		11.1	9.3	12.5	11.4	12.7	(P)13.0

2. Little Rock-North Little Rock-Conway, AR

Data Series	Back Data	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022
Other Services ⁽³⁾		18.2	18.2	18.1	18.3	18.3	(P)18.3
12-month % change		-1.1	-0.5	0.6	1.1	1.7	(P)1.7
Government ⁽³⁾		64.4	65.1	67.2	67.5	67.7	(P)67.7
12-month % change		-1.2	-1.1	-1.0	-0.7	-0.9	(P)-0.9

Footnotes

(1) Number of persons, in thousands, not seasonally adjusted.

(2) In percent, not seasonally adjusted.

(3) Number of jobs, in thousands, not seasonally adjusted. See [About the data](#).

(P) Preliminary

Data extracted on: March 10, 2023

Source: U.S. Bureau of Labor Statistics

Employment by Selected Industries

Arkansas December 2022

Not Seasonally Adjusted

Industry Code	Industry	Area	Month Employed	Previous Month Employed	Previous Year Employed	Net Change Month	% Change Month	Net Change Year	% Change Year
00000000	Total nonfarm	Little Rock-North Little Rock-Conway, AR MSA	373,400	373,500	366,400	-100	-0.03%	7,000	1.91%
05000000	Total private	Little Rock-North Little Rock-Conway, AR MSA	305,700	305,800	298,100	-100	-0.03%	7,600	2.55%
06000000	Goods-producing	Little Rock-North Little Rock-Conway, AR MSA	38,200	38,400	37,600	-200	-0.52%	600	1.60%
07000000	Service-providing	Little Rock-North Little Rock-Conway, AR MSA	335,200	335,100	328,800	100	0.03%	6,400	1.95%
15000000	Mining, Logging, & Construction	Little Rock-North Little Rock-Conway, AR MSA	18,400	18,400	18,300	0	0.00%	100	0.55%
30000000	Manufacturing	Little Rock-North Little Rock-Conway, AR MSA	19,800	20,000	19,300	-200	-1.00%	500	2.59%
40000000	Trade, transportation, and utilities	Little Rock-North Little Rock-Conway, AR MSA	77,800	77,000	76,000	800	1.04%	1,800	2.37%
41000000	Wholesale Trade	Little Rock-North Little Rock-Conway, AR MSA	16,900	16,900	16,300	0	0.00%	600	3.68%
42000000	Retail trade	Little Rock-North Little Rock-Conway, AR MSA	39,300	38,800	39,100	500	1.29%	200	0.51%
43000000	Transportation, warehousing, and utili...	Little Rock-North Little Rock-Conway, AR MSA	21,600	21,300	20,600	300	1.41%	1,000	4.85%
50000000	Information	Little Rock-North Little Rock-Conway, AR MSA	5,600	5,600	5,500	0	0.00%	100	1.82%
55000000	Financial activities	Little Rock-North Little Rock-Conway, AR MSA	23,500	23,500	22,700	0	0.00%	800	3.52%
60000000	Professional and business services	Little Rock-North Little Rock-Conway, AR MSA	45,500	45,700	47,700	-200	-0.44%	-2,200	-4.61%
65000000	Education and health services	Little Rock-North Little Rock-Conway, AR MSA	60,200	60,800	58,200	-600	-0.99%	2,000	3.44%
70000000	Leisure and hospitality	Little Rock-North Little Rock-Conway, AR MSA	36,600	36,500	32,400	100	0.27%	4,200	12.96%

80000000	Other services	Little Rock-North Little Rock-Conway, AR MSA	18,300	18,300	18,000	0	0.00%	300	1.67%
90000000	Government	Little Rock-North Little Rock-Conway, AR MSA	67,700	67,700	68,300	0	0.00%	-600	-0.88%
90910000	Federal government	Little Rock-North Little Rock-Conway, AR MSA	10,300	10,200	10,100	100	0.98%	200	1.98%
90920000	State government	Little Rock-North Little Rock-Conway, AR MSA	34,600	34,700	34,400	-100	-0.29%	200	0.58%
90930000	Local government	Little Rock-North Little Rock-Conway, AR MSA	22,800	22,800	23,800	0	0.00%	-1,000	-4.20%

Employment and Unemployment Statistics - LAUS

State	Region	Area Type	Area	Year	Period Type	Period	Adjustment				
Arkansas	AR	Metropolitan Stati..	Little Rock-North ..	Multiple values	All	Annual	All				
Region	Area	Year	Period	Adjustment	Preliminary	Employed	Labor Force	Unemplo..	Unemploy ment Rate		
AR	Little Rock-North Little Rock-Conway, AR MSA	2021	Annual	Not Adj	No	334,641	349,207	14,566	4.2%		
AR	Little Rock-North Little Rock-Conway, AR MSA	2020	Annual	Not Adj	No	333,062	356,019	22,957	6.4%		
AR	Little Rock-North Little Rock-Conway, AR MSA	2019	Annual	Not Adj	No	347,937	359,249	11,312	3.1%		
AR	Little Rock-North Little Rock-Conway, AR MSA	2018	Annual	Not Adj	No	344,095	355,784	11,689	3.3%		
AR	Little Rock-North Little Rock-Conway, AR MSA	2017	Annual	Not Adj	No	341,833	353,658	11,825	3.3%		

Unemployment Rates and Labor Force Statistics

LWDA/County	Civilian Labor Force	Number of Employed	Number of Unemployed	Unemployment Rate
Central Arkansas	251,213	244,446	6,767	2.70%
Faulkner County	62,105	60,479	1,626	2.60%
Lonoke County	33,513	32,718	795	2.40%
Monroe County	2,448	2,343	105	4.30%
Prairie County	3,443	3,361	82	2.40%
Pulaski County	186,548	180,899	5,649	3.00%
Saline County	59,085	57,689	1,396	2.40%

Unemployment Rate Ranking

Area	Month	adjusted	Rate	Rank
Lonoke County	December	Not Seasonally Adjusted, Preliminary Estimates	2.4	6
Prairie County	December	Not Seasonally Adjusted, Preliminary Estimates	2.4	6
Saline County	December	Not Seasonally Adjusted, Preliminary Estimates	2.4	6
Faulkner County	December	Not Seasonally Adjusted, Preliminary Estimates	2.6	10
Pulaski County	December	Not Seasonally Adjusted, Preliminary Estimates	3.0	26
Monroe County	December	Not Seasonally Adjusted, Preliminary Estimates	4.3	61













Source: Arkansas Division of Workforce Services, Local Area Unemployment Statistics

Unemployment Rates and Labor Force Statistics: December 2022

LWDA/County	Civilian Labor Force	Number of Employed	Number of Unemployed	Unemployment Rate
Central Arkansas (Except City of Little Rock)	251,213	244,446	6,767	2.70%
Faulkner County	62,105	60,479	1,626	2.60%
Lonoke County	33,513	32,718	795	2.40%
Monroe County	2,448	2,343	105	4.30%
Prairie County	3,443	3,361	82	2.40%
Pulaski County	186,548	180,899	5,649	3.00%
Saline County	59,085	57,689	1,396	2.40%

LWDA/County	Civilian Labor Force	Number of Employed	Number of Unemployed	Unemployment Rate
City of Little Rock	95,929	93,043	2,886	3.00%

The Little Rock-North Little Rock-Conway, AR Economy at a Glance

Data Series	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022
Labor Force Data						
Civilian Labor Force(1)	 361.7	355.1	354.1	354.4	353.4	(P)353.6
Employment(1)	 347.2	342.8	341.6	344.3	343.2	(P)343.8
Unemployment(1)	 14.5	12.3	12.5	10.1	10.2	(P)9.8
Unemployment Rate(2)	 4	3.5	3.5	2.8	2.9	(P)2.8
Nonfarm Wage and Salary Employment						
Total Nonfarm(3)	 367	369	371.5	374.2	373.5	(P)373.4
12-month % change	 3.3	2.7	3	2.8	2	(P)1.9
Mining, Logging, and Construction(3)	 18.4	18.5	18.6	18.6	18.4	(P)18.4
12-month % change	 -2.1	-1.1	0	1.1	1.1	(P)0.5
Manufacturing(3)	 19.9	20.2	19.9	20.2	20	(P)19.8
12-month % change	 4.2	5.8	4.7	4.1	3.1	(P)2.6
Trade, Transportation, and Utilities(3)	 76.1	75.9	75.4	76.2	77	(P)77.8
12-month % change	 5.9	5.9	3.3	4.1	2.8	(P)2.4

	9.3					
Information(3)	5.7	5.7	5.7	5.7	5.6	(P)5.6
12-month % change	5.6	5.6	7.5	5.6	1.8	(P)1.8
Financial Activities(3)	23.4	23.5	23.5	23.7	23.5	(P)23.5
12-month % change	3.5	4.4	5.4	6.3	3.5	(P)3.5
Professional and Business Services(3)	45.3	45.7	46.4	46.5	45.7	(P)45.5
12-month % change	-1.1	-0.9	0.9	-2.9	-3.6	(P)-4.6
Education and Health Services(3)	58.5	59.6	59.9	60.4	60.8	(P)60.2
12-month % change	2.6	2.4	3.6	4	2.7	(P)3.4
Leisure and Hospitality(3)	37.1	36.6	36.8	37.1	36.5	(P)36.6
12-month % change	11.1	9.3	12.5	11.4	12.7	(P)13.0
Other Services(3)	18.2	18.2	18.1	18.3	18.3	(P)18.3
12-month % change	-1.1	-0.5	0.6	1.1	1.7	(P)1.7
Government(3)	64.4	65.1	67.2	67.5	67.7	(P)67.7
12-month % change	-1.2	-1.1	-1	-0.7	-0.9	(P)-0.9

Footnotes

(1) Number of persons, in thousands, not seasonally adjusted.

(2) In percent, not seasonally adjusted.

(3) Number of jobs, in thousands, not seasonally adjusted. See [About the data](#).

(P) Preliminary

See respective Regional Plans for the Little Rock Workforce Development Board and the Central Arkansas Workforce Development Area for more information on labor force and unemployment data (Section 1.1-1.4).

C. Information on labor market trends;

Series All Employees in Total Covered Total, all industries for All establishment
Title: sizes

Faulkner County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	40522	40735	41217	41399	41447	41021	38918	39527	41107	41050	41260	41351	40796
2013	40015	40377	40916	41124	41095	40498	38954	38751	40608	40481	40463	40447	40311
2014	39562	39748	40091	40235	40322	40213	38777	39357	40693	40504	40823	40962	40107
2015	40368	40571	40615	40913	40959	40810	39037	39442	40655	40703	40873	40972	40493
2016	39959	40261	40636	40805	40686	40499	38641	39072	40735	40645	40632	40601	40264
2017	39740	40206	40306	40544	40685	40477	38566	38975	40771	40578	40772	40695	40193
2018	39671	40180	40473	40890	40852	40584	39016	39715	41419	41115	41304	41250	40539
2019	40664	40903	40979	41414	41304	41115	39534	40303	41734	41853	42080	42011	41158
2020	41276	41572	41668	36965	38397	39377	37917	38935	40372	40501	41041	40972	39916
2021	40393	40165	40910	41236	41484	41326	39762	40322	41617	41892	42252	42348	41142
2022	41635(P)	42025(P)	42304(P)	42752(P)	42654(P)	42490(P)	41251(P)	41945(P)	43631(P)				

P : Preliminary.

Lonoke County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	12845	12970	13082	13291	13262	13129	12696	13117	13050	13384	13358	13316	13125
2013	13005	13219	13329	13479	13523	13372	13013	13340	13352	13510	13546	13491	13348
2014	13117	13219	13300	13631	13690	13768	13349	13761	13909	13867	13615	13747	13581
2015	13472	13466	13501	13802	13930	14039	13562	13988	14016	14045	14017	13954	13816
2016	13696	13727	13751	14189	14295	14354	13957	14283	14152	14060	13938	13967	14031
2017	13763	13790	13886	13985	14120	14212	13806	14156	14042	13950	13841	13716	13939
2018	13523	13611	13767	13945	14069	14142	13914	14444	14298	14174	14132	14133	14013
2019	13893	14006	14066	14214	14188	14319	13304	14254	13696	14059	14031	13671	13975
2020	13823	13838	13598	12979	13522	13452	13004	13568	13955	13680	13667	13782	13572
2021	13648	13667	14049	14235	14395	14483	14203	14551	14476	14669	14592	14696	14305
2022	14447(P)	14643(P)	14755(P)	14966(P)	15073(P)	15075(P)	14525(P)	14958(P)	15042(P)				

P : Preliminary.

Monroe County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	2257	2283	2356	2373	2379	2390	2204	2354	2351	2294	2253	2274	2314
2013	2260	2268	2308	2275	2328	2302	2164	2266	2282	2229	2188	2203	2256
2014	2250	2277	2312	2376	2372	2385	2177	2261	2264	2224	2210	2199	2276
2015	2180	2181	2204	2309	2262	2261	2067	2195	2179	2106	2040	2063	2171
2016	2130	2173	2200	2197	2189	2174	2057	2118	2132	2129	2089	2090	2140
2017	2066	2079	2090	2171	2155	2176	1980	2085	2091	2066	2017	2031	2084
2018	2044	2064	2052	2029	2041	2084	1986	2062	2074	2037	2018	2048	2045
2019	2058	2070	2067	2050	2047	2047	1970	2037	2055	1982	1991	1978	2029
2020	1970	1969	1986	1899	1939	1974	1843	1939	1938	1932	1895	1930	1935
2021	1885	1868	1877	1932	1927	2005	1802	1910	1895	1877	1867	1889	1895
2022	1830(P)	1840(P)	1852(P)	1844(P)	1851(P)	1846(P)	1791(P)	1900(P)	1900(P)				

P : Preliminary.

Prairie County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	1438	1431	1443	1436	1456	1428	1287	1402	1447	1417	1432	1454	1423
2013	1439	1472	1469	1498	1532	1520	1375	1506	1572	1587	1587	1541	1508
2014	1506	1505	1554	1618	1579	1587	1461	1562	1603	1584	1560	1607	1561
2015	1518	1575	1524	1577	1615	1591	1398	1481	1519	1488	1471	1475	1519
2016	1492	1451	1453	1490	1499	1503	1380	1463	1523	1520	1511	1527	1484
2017	1499	1542	1540	1620	1628	1602	1430	1546	1546	1523	1520	1516	1543
2018	1469	1440	1472	1467	1499	1491	1352	1485	1487	1483	1506	1469	1468
2019	1428	1412	1440	1473	1492	1461	1330	1482	1491	1499	1564	1502	1465
2020	1485	1509	1501	1439	1499	1462	1359	1492	1521	1547	1536	1540	1491
2021	1460	1419	1475	1483	1495	1507	1394	1482	1508	1550	1558	1559	1491
2022	1457(P)	1443(P)	1461(P)	1490(P)	1525(P)	1510(P)	1365(P)	1470(P)	1547(P)				

P : Preliminary.

Pulaski County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	238849	240301	242113	243278	244648	244176	236804	239662	243659	244864	245545	246508	242534
2013	240602	242342	243349	243925	244874	243017	237014	240681	243973	244196	245795	245520	242941
2014	239505	240729	242007	242832	244189	242816	236339	240080	243093	243881	245114	245986	242214
2015	241455	242010	242182	245112	246305	244860	240488	243993	247061	247657	249126	250410	245055
2016	244480	245326	246367	248003	248620	247782	242787	246451	249132	249693	250400	250876	247493
2017	247215	248164	248467	249554	250748	250370	244591	248463	251351	252357	253377	253470	249844
2018	248240	248504	249093	250346	251978	252064	246639	250343	252402	253835	254723	255127	251108
2019	251141	251981	252003	252620	253036	254050	247500	250895	249506	251412	253286	253488	251743
2020	249463	249249	247788	224619	229803	233758	230339	235917	236517	240130	241872	242060	238460
2021	238499	237631	240233	240894	241705	242529	238876	243267	243356	248470	249808	251228	243041
2022	246543(P)	249071(P)	248822(P)	250399(P)	250504(P)	250325(P)	247350(P)	251001(P)	251568(P)				

P : Preliminary.

Saline County

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2012	21099	20989	21228	21449	21752	21613	20369	21185	21418	21598	21788	21889	21365
2013	21430	21495	21539	21723	21830	21926	20844	21536	21602	21607	21790	21813	21595
2014	21463	21512	21714	21865	22053	22583	21181	21812	22024	22349	22946	22825	22027
2015	22351	22293	22420	22658	23017	23213	22111	23072	23092	23097	23269	23427	22835
2016	23337	23360	23822	23629	23760	23874	22177	23394	23664	23484	23536	23863	23492
2017	23401	23468	23687	23813	24014	24256	22842	24252	24578	24420	24509	24530	23981
2018	24426	24550	24757	24652	24877	25184	23314	24781	24869	24842	25119	24995	24697
2019	24510	24449	24559	24787	24936	25040	23441	24783	24885	24968	25181	25238	24731
2020	24991	25163	25121	22892	23700	24359	23157	24914	25073	25324	25279	25559	24628
2021	24862	24875	25180	25328	25346	25386	23681	25276	25097	25103	25172	25376	25057
2022	25385(P)	25648(P)	25828(P)	26036(P)	26364(P)	26575(P)	25002(P)	26497(P)	26462(P)				

P : Preliminary.

2020 Census Population

Area: Central	Period Type	Population
Faulkner County	5 Year Estimates	124,800
Lonoke County	5 Year Estimates	73,163
Monroe County	5 Year Estimates	6,879
Prairie County	5 Year Estimates	8,138
Pulaski County	5 Year Estimates	393,078
Saline County	5 Year Estimates	120,990

Area: Little Rock	Period Type	Population
City of Little Rock	Annual	197,992

National, state and local population growth slowed in the 2010-2020 decade. • Little Rock MSA growth rate dropped from a very fast 14.6 percent 2000-2010 to **6.9 percent** 2010-2020. • The region grew a little more slowly than the U.S. average, but well above the state average.

Chart and table of population level and growth rate for the Little Rock metro area from 1950 to 2023. United Nations population projections are also included through the year 2035.

- The current metro area population of Little Rock in 2023 is **533,000**, a **1.14% increase** from 2022.
- The metro area population of Little Rock in 2022 was **527,000**, a **1.15% increase** from 2021.
- The metro area population of Little Rock in 2021 was **521,000**, a **1.36% increase** from 2020.
- The metro area population of Little Rock in 2020 was **514,000**, a **1.38% increase** from 2019.

Metropolitan Statistical Areas Little Rock-North Little Rock-Conway MSA

The Little Rock-North Little Rock-Conway MSA = Faulkner, Grant, Lonoke, Perry, Pulaski, & Saline counties.

Civilian Labor Force Estimates (Not Seasonally Adjusted)

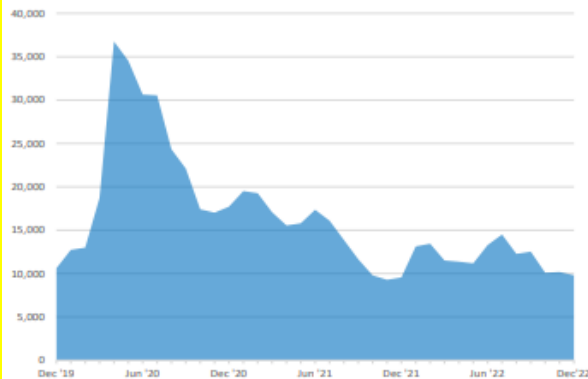
	<u>Dec 22</u>	<u>Nov 22</u>	<u>Dec 21</u>	<u>OTM</u>	<u>OTY</u>
Civilian Labor Force	353,640	353,381	350,674	259	2,966
Employment	343,843	343,203	341,122	640	2,721
Unemployment	9,797	10,178	9,552	-381	245
Unemployment Rate	2.8	2.9	2.7	-0.1	0.1

Nonfarm Payroll Jobs (Not Seasonally Adjusted)

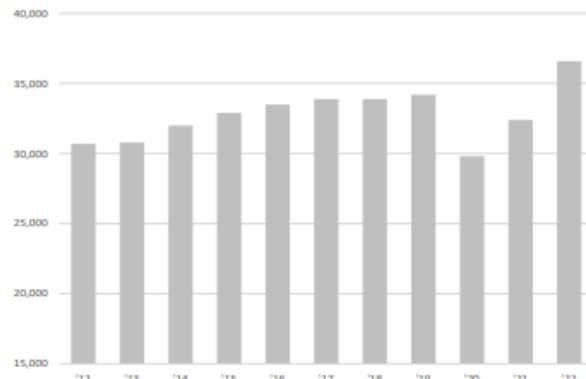
(In Thousands)

<u>NAICS</u>	<u>Dec 22</u>	<u>Nov 22</u>	<u>Dec 21</u>	<u>OTM</u>	<u>OTY</u>
Total Nonfarm	373.4	373.5	366.4	-0.1	7.0
Goods Producing	38.2	38.4	37.6	-0.2	0.6
Mining, Logging & Construction	18.4	18.4	18.3	0.0	0.1
Manufacturing	19.8	20.0	19.3	-0.2	0.5
Service Providing	335.2	335.1	328.8	0.1	6.4
Trade, Transportation & Utilities	77.8	77.0	76.0	0.8	1.8
Wholesale Trade	16.9	16.9	16.3	0.0	0.6
Retail Trade	39.3	38.8	39.1	0.5	0.2
Trans., Warehousing & Utilities	21.6	21.3	20.6	0.3	1.0
Information	5.6	5.6	5.5	0.0	0.1
Financial Activities	23.5	23.5	22.7	0.0	0.8
Professional & Business Services	45.5	45.7	47.7	-0.2	-2.2
Educational & Health Services	60.2	60.8	58.2	-0.6	2.0
Leisure & Hospitality	36.6	36.5	32.4	0.1	4.2
Other Services	18.3	18.3	18.0	0.0	0.3
Government	67.7	67.7	68.3	0.0	-0.6
Federal Government	10.3	10.2	10.1	0.1	0.2
State Government	34.6	34.7	34.4	-0.1	0.2
Local Government	22.8	22.8	23.8	0.0	-1.0

Unemployment
December 2019 - December 2022



Jobs in Leisure and Hospitality
December: 2012 - 2022



Source December 2022 Arkansas Labor Market Report, LMI of ADWS

Compared to December 2021, Arkansas' nonfarm payroll jobs are up 19,300. Nine major industry sectors reported annual growth, with five sectors adding 2,700 or more jobs each. Manufacturing jobs rose by 5,000 with expansions in both subsectors. Jobs in educational and health services increase 5,000. Most of the hiring occurred in health care and social assistance (+3,700). Leisure and hospitality added 4,00 jobs largely in accommodation and food services (+3,900) jobs in trade, transportation and utilities rose by 3,900. Expansions in transportation-warehousing-utilities (+2,900) and by 2,700 jobs with hiring in both subsectors. Jobs in professional and business services declined over 3,600 over the year. Losses in administrative and support services (-9,100) were offset by gains in management of companies (+5,800)

The Central LWDA saw a decrease in the labor force of 3,585 to 247,793 from 2020 to 2021, and the labor force increased by 3,050 over the 2017 to 2021 period. Employment increased by 2,136 between 2020 and 2021, but decreased by 4,198 over the five year period. Central has seen a fluctuation in unemployment over the same time periods. From 2020 to 2021, unemployment increased by 1,148. The unemployment rate rose by 0.5% over the five year period. In 2022, the unemployment rate rose by three-tenths of a percent from January to 3.8% in July 2022.

Central Arkansas LWDA 2017-2021 Labor Force/Employment

	2017	2018	2019	2020	2021
Labor Force	250,843	251,133	254,750	251,378	247,793
Employment	242,485	242,775	246,611	236,151	238,287
Unemployment	8,358	8,358	8,139	15,227	9,506
Unemployment Rate	3.3%	3.3%	3.2%	6.1%	3.8%

Source: Arkansas Division of Workforce Services



Central Arkansas and State Unemployment Rate*

Year	Month	Central Arkansas Unemployment Rate	AR Unemployment Rate
2022	January	3.5%	3.2%
2022	February	3.7%	3.1%
2022	March	3.1%	3.1%
2022	April	3.0%	3.2%
2022	May	3.0%	3.2%
2022	June	3.5%	3.2%
2022	July	3.8%†	3.3%**

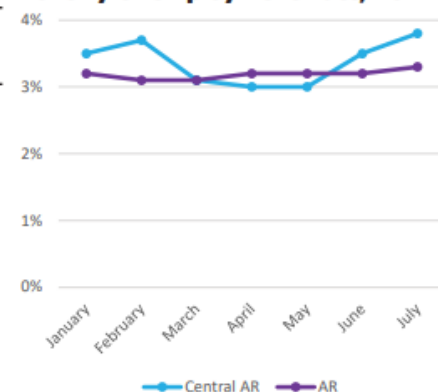
Source: Arkansas Division of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

**Seasonally Adjusted, Preliminary

†Not Seasonally Adjusted, Preliminary

Monthly Unemployment Rate, 2022



The labor force decreased in the Little Rock LWDA by 1,967 from 2020 to 2021 and saw a decrease of 1,725 between 2017 and 2021. Employment increased by 482 from 2017 to 2021, but decreased by 3,391 from 2017 to 2021. Unemployment and the unemployment rate decreased from between 2020 to 2021, with unemployment decreasing by 2,449 and the unemployment rate decreasing by 2.5 % to 5.1% in 2021. The unemployment rate increased by 1.8% from 2017 to 2021. The area unemployment rate fluctuated from January 2022 through July 2022, settling to 4.5% in July 2022. In order to understand labor market trends in the Little Rock/ North Little Rock MSA Workforce Development Area, it is imperative to identify projected growth industries so that both Boards can be proactive in the development of a pipeline of skilled talent.

Top Ten Projected Growth Occupations (2012-2022)

Ranked by Net Growth (City of Little Rock)		
<u>Occupation</u>	<u>Net Growth</u>	<u>% Growth</u>
Personal Care Aides	910	53.0%
Registered Nurses	826	11.9%
Combined Food Prep & Serving, Including Fast Food	820	28.0%
Retail Salespersons	545	9.9%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	412	10.3%
Customer Service Representatives	410	8.0%
Waiters and Waitresses	393	16.9%
Nursing Assistants	335	12.4%
Cooks, Restaurants	325	28.4%
Sales Representative, Wholesale and Manufacturing, Except Technical and Scientific Products	287	13.6%

Top Ten Projected Growth Occupations (2012-2022)

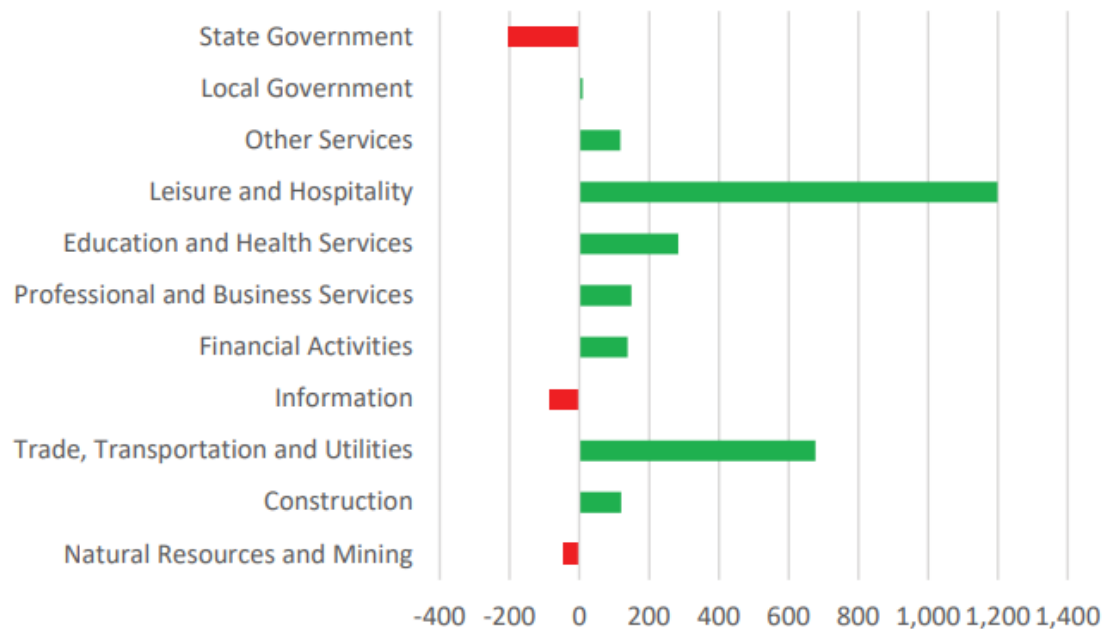
Ranked by Net Growth

<u>Occupation</u>	<u>Net Growth</u>	<u>% Growth</u>
Personal Care Aides	1,250	59.2%
Combined Food Prep & Serving, Including Fast Food	960	30.7%
Home Health Aides	849	35.0%
Nursing Assistants	659	30.4%
Waiters and Waitresses	646	19.2%
Retail Salespersons	584	9.1%
Customer Service Representatives	544	17.7%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	499	16.0%
Licensed Practical and Licensed Vocational Nurses	498	32.0%
Heavy and Tractor-Trailer Truck Drivers	479	12.7%

Pulaski, Faulkner, Monroe, Lonoke, Saline, Prairie Counties

By comparing the two sets of data we can identify correlations in the data. The Little Rock/North Little Rock MSA Workforce Development Area is projecting growth in the Health Care Industry, Retail Sector, Construction and General Trades, and the Hospitality Industry. This data supports the Tier I and Tier II sectors referenced later in this plan. Furthermore, the table provided above highlights the top occupations based on growth by 2022, which also supports Tier I and Tier II sectors.

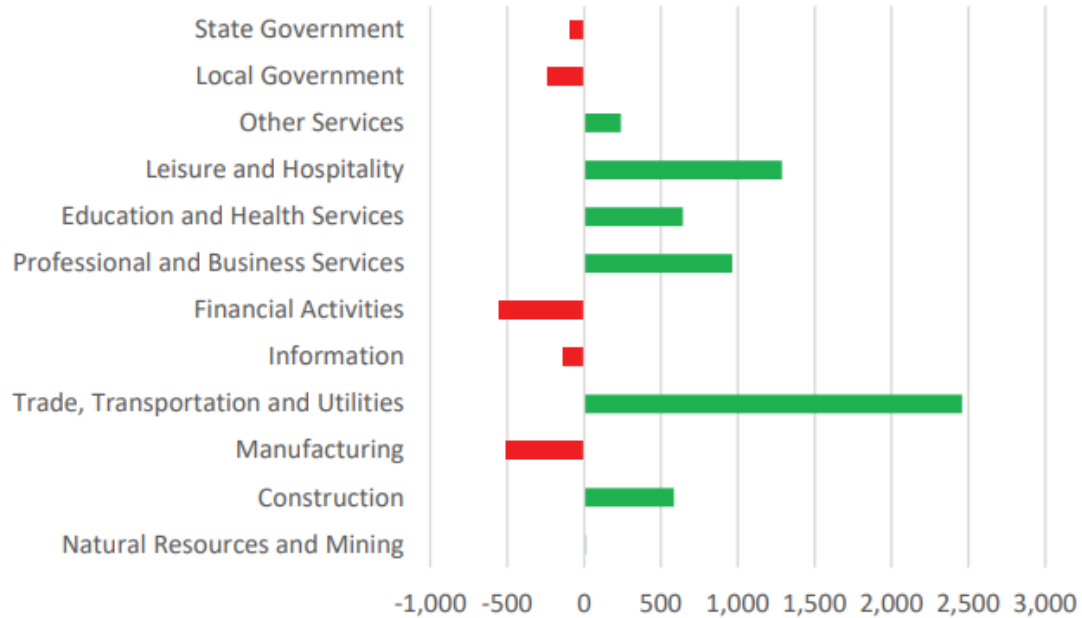
Central Covered Employment and Earnings



NAICS Industry	2020 Annual Average Covered Employment	2021 Annual Average Covered Employment	2020-2021 Numeric Change	2020-2021 Percent Change	2021 Average Weekly Earnings
Total	81,020	83,375	2,355	2.9%	\$813.24
Natural Resources and Mining	1,095	1,047	-48	-4.4%	\$941.59
Construction	6,213	6,333	120	1.9%	\$972.56
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	16,924	17,601	677	4.0%	\$727.38
Information	1,863	1,776	-87	-4.7%	\$1,801.65
Financial Activities	3,167	3,305	138	4.4%	\$1,095.13
Professional and Business Services	6,005	6,154	149	2.5%	\$955.89
Education and Health Services	14,449	14,732	283	2.0%	\$841.85
Leisure and Hospitality	10,135	11,334	1,199	11.8%	\$366.48
Other Services	7,745	7,863	118	1.5%	\$922.61
Local Government	9,272	9,281	9	0.1%	\$857.65
State Government	4,152	3,949	-203	4.9%	\$857.00

Source: Arkansas Division of Workforce Services, Quarterly Census of Employment and Wages
Note: Central Arkansas LWDA does not include Pulaski County for this data set.

Little Rock Covered Employment and Earnings



NAICS Industry	2020 Annual Average Covered Employment	2021 Annual Average Covered Employment	2020-2021 Numeric Change	2020-2021 Percent Change	2021 Average Weekly Earnings
Total	229,161	233,803	4,642	2.0%	\$1,084.08
Natural Resources and Mining	624	634	10	1.6%	\$1,417.96
Construction	9,037	9,620	583	6.5%	\$1,164.39
Manufacturing	12,343	11,828	-515	-4.2%	\$1,160.97
Trade, Transportation and Utilities	47,514	49,973	2,459	5.2%	\$998.64
Information	2,810	2,672	-138	-4.9%	\$1,413.57
Financial Activities	17,596	17,038	-558	-3.2%	\$1,633.56
Professional and Business Services	33,126	34,090	964	2.9%	\$1,163.19
Education and Health Services	40,470	41,113	643	1.6%	\$1,104.42
Leisure and Hospitality	19,173	20,460	1,287	6.7%	\$422.78
Other Services	6,169	6,407	238	3.9%	\$880.31
Local Government	14,037	13,800	-237	-1.7%	\$994.89
State Government	26,262	26,168	-94	-0.4%	\$1,262.39

Source: Arkansas Division of Workforce Services, Quarterly Census of Employment and Wages
Note: City of Little Rock LWDA includes all of Pulaski County for this data set.

D. Workforce development activities;

Regional Central Arkansas Workforce Centers

The Little Rock/ North Little Rock MSA Workforce Development Area is at the forefront of workforce development activities, and represent Arkansas's version of "the American Job

Centers”. There are six workforce centers spread through the six county region to ensure access to all Arkansans residing in the region. The Little Rock and Conway Workforce Centers are the region’s comprehensive centers. The workforce centers are managed locally by the Central Arkansas Workforce Development Board and the Little Rock Workforce Development Board, which are both composed of members from both the public and a majority private sector.

Central Arkansas Workforce System Services-Unemployed and Underemployed

The Little Rock/ North Little Rock MSA Workforce Development Area’s Workforce Centers offer a full array of career services which are outlined in WIOA 134(c)(2) for unemployed and underemployed. The workforce centers have computers, printers, copiers, and resources along with staff to help jobseekers. However, digital services are offered as well such as Arkansas Job Link and Discover Arkansas’s Labor Market Information portal. These two tools allow for jobseekers to search for jobs 24/7 and make data informed decisions about which path is best for them.

Jobseeker Services

Career services, found through the Little Rock/ North Little Rock MSA Workforce Development Area’s Workforce Centers, offer a full line of services to prepare jobseekers for the regional workforce. Soft skills and technical training are two examples of these services which are provided and which employers look for in a good candidate for a position.

Labor Market Information which is updated regularly to ensure accuracy is provided to individuals seeking services. This data includes information pertaining to job vacancies, skills needed to obtain said jobs, in-demand occupations and related earning potential, along with career ladders which exist within those occupations.

Other career services provided through our one-stop centers are outreach, intake, and orientation. Upon the completion of the initial assessment, eligibility will be determined and our career coaches will begin to provide recommendations for various programs along with financial aid information. Services are also provided to individuals to assist them in obtaining and retaining employment. Some of these services include:

- Career Planning and Counseling
- Occupational Skills Assessment
- Short-term prevocational services
- Internships and work experience
- English language acquisition
- Financial literacy

Individualized career services within the Arkansas Workforce Centers vary across the region, but all the offices offer a full line of activities to prepare jobseekers for the modern workforce. They address many of the soft skills and technical skills training Arkansas employers require such as:

1. Workforce Centers provide the following career services including outreach, intake and orientation; initial assessment; labor exchange services; eligibility determination; referrals to programs; performance and cost information; information on unemployment insurance; financial aid information and follow-up services.

2. Labor exchange services must also provide labor market information to the individuals seeking services. The information must be accurate and include information on local, regional and national labor markets, such as job vacancies; skills necessary to obtain the jobs. In-demand occupations and related earning potential and opportunities for advancement in those occupations
3. Workforce Centers and partners must provide appropriate services for individuals to obtain or retain employment. These services include, but are not limited to Individual Employment Plan (IEP); career planning and counseling; comprehensive assessment; occupational skills assessment; short-term prevocational services; internship and work experience, including transitional jobs and industry partnerships; workforce preparation; out-of-area job search; English language acquisition and financial literacy

Training Services

Career services help equip a jobseeker with the skills they need to find sustainable employment, however such skills may not be enough to obtain sustainable employment. In those circumstances formal training may be required. Copious amounts of training opportunities exist through the Little Rock/ North Little Rock MSA Workforce Development Area's Workforce Centers, such as occupational skills training which can be obtained from numerous educational opportunities. Registered Apprenticeships are also available in a wide variety of traditional sectors, and are in the process of being expanded into non-traditional sectors such as information technology and nursing.

These training services are provided through numerous local and state partners. The Central Arkansas Workforce Development Area and the Little Rock Workforce Development Board have individually established policies for the determination of eligibility, Individual Training Account Limits (ITAs) and targeted training aimed at in-demand industry sectors throughout the region such as transportation logistics and healthcare. Sector strategies have taken on a new role in the region, with the Central Arkansas Workforce Development Board and the Little Rock Workforce Development Board both using data-driven decision making to enhance the likelihood of employment of participants.

Supportive Services

In order to assist jobseekers in obtaining or retaining employment through career or training services, Arkansas Workforce Centers offer a variety of supportive services. The Central Arkansas Workforce Development Area and the Little Rock Workforce Development Board are both responsible for establishing a supportive service policy that outlines types, eligibility, limits, etc. Examples of supportive services include child care; transportation; needs-related payments; housing; tools and equipment; uniforms; and other clothing. In addition to WIOA-funded supportive services, Central Arkansas Workforce Development Area has developed relationships with community partners that assist with utility payments, food, shelter, and other basic needs.

The Little Rock/ North Little Rock MSA Workforce Development Area shall establish a communication platform to ensure coordination of supportive services and prevent duplication. This platform will enhance collaboration between the two Boards, and will be "web-based".

Business Services

The focal point of all workforce system activities is business and industry. These activities are taking place statewide and include a broad array of services to employers. Business Services assistance is broad, however they are tailored to meet the individual needs of each employer. Services provided to businesses can be categorized into three broad categories:

A. Assessments and Information:

Through the Arkansas Workforce Centers, businesses can utilize assessments and test to measure the skills, interests, or personality traits of job seekers or current employees. Businesses can also receive a variety of information pertaining to incentive programs such as the Work Opportunity Tax Credit. Labor Market Information is available to businesses on market conditions, industries, occupations, and workforce characteristics as well. Also short and long term industry trends and occupational projections are available.

B. Direct Assistance:

Businesses have access to any of the Workforce Center locations for the purposes of meetings, trainings, orientations, and interviews. The Central Arkansas and Little Rock Workforce Areas can also host hiring events which are customized to the specific needs of businesses. Job orders which have been approved by staff can also be placed through the workforce areas, along with job placement assistance and information on unemployment benefits. Businesses can also receive assistance with applicant screening, which involves the initial evaluation of applicants.

C. Response and Training:

The Workforce Areas provide rapid response measures in the event of a business downsizing or restructuring. These include a variety of workshops to assist employees who are in transition. The Little Rock/ North Little Rock MSA Workforce Development Area will also coordinate with the Governor's Dislocated Worker Task Force to assist individuals impacted by layoffs within the region. Training and retraining services are also available for both current and future employees. Customized Training Programs are also available in the Little Rock/ North Little Rock MSA Workforce Development Area. The development of "Customized Training" may be considered when available training programs and/or curricula do not meet the specific training requirements of an employer(s) which are identified as "in demand" occupations within identified industry clusters. The training provider must be competitively procured and such training must be designed to meet the specific needs of a participating employer.

Employers eligible to participate in Customized training shall be:

- Current in unemployment insurance and workers' compensation taxes, penalties, and/or interest or related payment plan;
- Located within the State of Arkansas;
- Currently liable for Arkansas State Business and Occupation tax;
- In need of assistance in training future and current employees;
- Able to contract for customized, short-term, training services (typically less than 6-9 months);
- Have not laid-off workers within 120 days to relocate.
- Committed to employ all individuals upon successful completion of the training; and

- Identified as “In-demand” as defined by WIOA Section 3(23) and determined by LEVERAGE; or
- Declining, but there is a compelling reason justifying investment in customized training.
- Paid for, in part, by participating employer, who must pay a “significant cost” of the training.

(Customized training will not supersede the individual’s rights for consumer choice.) The Little Rock/North Little Rock MSA Workforce Development Area’s partners also offer incumbent worker training programs for existing businesses. For example, the Arkansas Department of Career Education’s Office of Skills Development offers several grant programs which provide training to existing businesses throughout the region.

As a region, the two Central Arkansas and City of Little Rock’s Business Services team will begin exploring avenues to share data, collaborate on business assistance, and coordinate outreach efforts in order to avoid duplication of services and provide first class service. The two Business Service teams met for the first time in April of 2017 to explore web-based platforms for coordination and collaboration. These meeting will continue each quarter (or on an as-needed basis).

Services to Individuals with Disabilities

The Arkansas Department of Career Education, Arkansas Rehabilitation Services (ACE/ARS), and Division of Services for the Blind provide vocational rehabilitation services to individuals with disabilities. Currently, there are significant barriers for people with disabilities in relation to attaining employment. Historically, there are significant barriers to the inclusion of people with disabilities into the overall strategy for economic development in Arkansas. ARS, in partnership with the Arkansas Department of Human Services, Division of Services for the Blind (DSB) are leading the charge for providing targeted training and education for people with disabilities to enable them to develop the skills and abilities needed to attain competitive integrated employment in Arkansas.

All of the Workforce Centers in the Little Rock/North Little Rock MSA Workforce Development Area are compliant with the Americans with Disability Act. Each Workforce Center in the region is equipped with the following assistive technology:

- An accessible computer work station equipped with a CPU, Monitor, Keyboard, Mouse, and software.
- Assistive Devices, including amplifiers, magnifiers, tapes, videos, and calculators.
- Arkansas Relay Service TDD Telephone.
- Access to Sign Interpreters.
- Alternative Format Forms and Information.

Through the Governor’s Executive Order 10-17, the Department of DSB coordinates with other state agencies to increase employment of Arkansans with disabilities. The order also aims to focus consumer services first toward the goal of self-sufficiency through employment.

E. The educational and skill levels of the workforce, including individuals with barriers; and

Educational Attainment by Level - Faulkner County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	2,904	3,002	4%	7%	7%
9th Grade to 12th Grade	5,033	5,094	6%	9%	7%
High School Diploma	24,782	25,197	32%	35%	28%
Some College	18,220	18,290	23%	22%	21%
Associate's Degree	5,099	5,083	7%	6%	8%
Bachelor's Degree	14,310	14,492	18%	14%	19%
Graduate Degree and Higher	7,700	7,800	10%	7%	11%
	78,048	78,957	100%	100%	100%

Educational Attainment by Level - Lonoke County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	2,210	2,285	5%	7%	7%
9th Grade to 12th Grade	3,647	3,596	7%	9%	7%
High School Diploma	16,785	16,949	34%	35%	28%
Some College	12,994	13,086	27%	22%	21%
Associate's Degree	3,926	3,980	8%	6%	8%
Bachelor's Degree	6,425	6,490	13%	14%	19%
Graduate Degree and Higher	2,924	2,976	6%	7%	11%
	48,912	49,363	100%	100%	100%

Educational Attainment by Level - Monroe County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	539	540	11%	7%	7%
9th Grade to 12th Grade	564	545	12%	9%	7%
High School Diploma	1,980	1,926	41%	35%	28%
Some College	1,029	1,009	21%	22%	21%
Associate's Degree	221	217	5%	6%	8%
Bachelor's Degree	359	354	7%	14%	19%
Graduate Degree and Higher	167	174	3%	7%	11%
	4,859	4,767	100%	100%	100%

Educational Attainment by Level - Prairie County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	303	306	5%	7%	7%
9th Grade to 12th Grade	800	800	14%	9%	7%
High School Diploma	2,675	2,691	45%	35%	28%
Some College	1,065	1,027	18%	22%	21%
Associate's Degree	241	233	4%	6%	8%
Bachelor's Degree	596	600	10%	14%	19%
Graduate Degree and Higher	234	238	4%	7%	11%
	5,914	5,897	100%	100%	100%

Educational Attainment by Level - Pulaski County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	10,474	10,619	4%	7%	7%
9th Grade to 12th Grade	17,248	17,213	6%	9%	7%
High School Diploma	73,489	73,886	27%	35%	28%
Some College	64,599	64,877	24%	22%	21%
Associate's Degree	17,469	17,674	6%	6%	8%
Bachelor's Degree	54,489	54,383	20%	14%	19%
Graduate Degree and Higher	31,843	31,706	12%	7%	11%
	269,613	270,358	100%	100%	100%

Educational Attainment by Level - Saline County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	3,029	3,110	4%	7%	7%
9th Grade to 12th Grade	5,604	5,551	7%	9%	7%
High School Diploma	29,402	29,763	35%	35%	28%
Some College	19,797	20,038	23%	22%	21%
Associate's Degree	5,961	5,995	7%	6%	8%
Bachelor's Degree	14,366	14,603	17%	14%	19%
Graduate Degree and Higher	6,748	6,840	8%	7%	11%
	84,907	85,900	100%	100%	100%

Source: Emsi Q2 2019 Data Set and the American Community Survey

Data cover only the population aged 25 years or more and indicate the highest level achieved.

The Little Rock/North Little Rock MSA Workforce Development Area recognizes individuals with barriers to employment include those individuals in one or more of the following categories as stated by WIOA Sec 3(24): §680.320(b)(1-14):

1. Displaced homemakers;
2. Low-income individuals;
3. Indians, Alaska Natives , and Native Hawaiians;
4. Individuals with disabilities;
5. Older individuals, i.e./ those aged 55 or over;
6. Ex-Offenders;
7. Homeless individuals;
8. Youth who are in or have aged out of the foster care system;
9. Individuals who are English language learners; individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
10. Eligible migrant and seasonal farmworkers, defined in WIOA Sec.167(i);
11. Individuals within 2 years of exhausting lifetime eligibility under TANF (part A of title IV of the Social Security Act);
12. Single-parents (including single pregnant women);
13. Long-term unemployed individuals; or
14. Other groups determined by the Governor to have barriers to employment.

F. The development and implementation of sector initiatives for existing and emerging in-demand industry sectors or occupations for the region.

Little Rock Workforce Development Board Tier I Sectors

Healthcare
Advanced Manufacturing
Construction

Little Rock Workforce Development Board Tier II Sectors

Transportation and Logistics
Education/ Administrative Support
Information Technology
Tourism/Hospitality

Central Arkansas Workforce Development Board Tier I Sectors

Healthcare
Advanced Manufacturing
Transportation and Logistics
Business Services/Administrative Support

Central Arkansas Workforce Development Board Tier II Sectors

Construction/General Trade
Retail and Service
Education.

Sectors were identified based on data from the United States Census Bureau, EMSI, and stake holder input. The “tiers” represent the level of demand within the region as it pertains to the labor force needs of employers. The Little Rock/North Little Rock MSA Workforce Development Area will explore the development of a sector strategy for the Tourism/Hospitality sector first. This decision was based on the grounds that there are currently no active sector strategies for this sector within the region.

*For more information see respective Regional Plans for the City of Little Rock and The Central Arkansas Workforce Development Area.

Indicate the sources of regional labor market and economic data. [WIOA Sec. 106(c)(1)(C)]

U.S. Census Bureau
Bureau of Economic Analysis
Bureau of Labor Statistics
EMSI, ADWS
Arkansas Research Center

1.2. Based upon the regional labor market and economic conditions analysis and Arkansas’s Workforce Development Plan (PY 2020 –PY 2023) describe the planning region’s economic and workforce development oriented vision and strategic goals. [WIOA Sec. 106(c) and Sec. 107(d)]

The Little Rock/North Little Rock MSA Regional Workforce Development Area has adopted the State’s vision and goals and adapted them to the local area.

VISION

The Little Rock/ North Little Rock MSA Regional Workforce Development Area will have a world-class workforce that is well educated, skilled, and working in order to keep Arkansas’s economy competitive in the global marketplace.

GOALS:

Strategic Goal 1: To develop efficient partnerships with employers, the educational system, workforce development partners, and community based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers in Central Arkansas and the City of Little Rock.

Goal 1 Objectives:

1. Develop tailored sector strategies through joint industry engagement and coordinated business service efforts.
2. Coordinate outreach efforts between the two Boards in the realm of economic development organizations and educational training providers to enhance service delivery
3. Develop a data-sharing platform for enhanced communication and collaboration between the Central Arkansas Workforce Development Area and the City of Little Rock’s Workforce Development Board.

Strategic Goal 2: To enhance service delivery to both employers and jobseekers in Central Arkansas and the City of Little Rock.

Goal 2 Objectives:

1. Promote coordination between the City of Little Rock and the Central Arkansas Workforce Development Area's Business Service Team in order to enhance service delivery to employers.
2. Promote jointly, in-demand industry sectors throughout the region as part of sector strategy development.
3. Foster communication and collaboration between the two Boards by meeting quarterly.

Strategic Goal 3: To increase awareness of the Central Arkansas Region's and City of Little Rock's Talent Delivery System.

Goal 3 Objectives:

1. Explore joint outreach efforts to conduct joint outreach initiatives to increase awareness and perception of the services available to both employers and job seekers.
2. Promote regional sector strategies on each Boards website in dedicated sections.
3. Conduct joint employer engagement sessions and sector strategy events for in-demand sectors common to both regions.

Strategic Goal 4: To address Skills Gaps specific to Central Arkansas and the City of Little Rock's in-demand industry needs.

Goal 4 Objectives:

1. Identify and bolster career pathways in regional in-demand industry sectors, which can be used by both Boards to fill skills gaps.
2. Conduct joint strategic planning sessions focused on the development of regional sector strategies.
3. Promote collaboration between the Boards Business Services Team in order to identify skills gaps within in-demand industry sectors in the region.

1.3. Describe how the planning region will establish an agreement concerning how the planning region will collectively negotiate and reach agreement with the State on local levels of performance for, and report on, the performance accountability measures described in WIOA Section 116(c), for local areas and the planning region. [WIOA Sec. 106(c)(H)] [proposed 20 CFR 677.210(b) and (c)] and [proposed 20 CFR 679.510(a)(2)]

The Little Rock/North Little Rock MSA Workforce Development Area currently operates under the same performance accountability measures. The Little Rock Workforce Development Board and the Central Arkansas Workforce Development Board are individually responsible for their own performance.



Appendix B:

PY 2022 - PY 2023 Transitional Local Plan

APPENDIX B

Central Arkansas PY 2022 – PY 2023 Transitional Local Plan

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce area to develop a local plan that supports workforce development and which is submitted as a component of its regional plan. The narratives framed in the local plan will include more detailed, actionable plans and objectives, consistent with the local plan's respective regional plan strategic visions and goals.

In addressing the elements outlined below, if the local board is not prepared to provide a complete response to a specific element at the time of plan submission, a response must be provided that indicates how the local board plans to fully address that particular element in the multi-year plan.

Section 1: Workforce and Economic Analysis

1.1 Provide an analysis of the economic conditions, including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. [WIOA Sec. 108(b)(1)(A)] and [20 CFR 679.560(a)]

Analysis of Economic Conditions

The Central Arkansas Workforce Development Area houses a diverse economy, due in part by the strength of the economic base of the region. From an expanding infrastructure network, copious institutions of higher and secondary education, it's understandable why so many Fortune 500 companies operate within the region.

The Central Arkansas region has vast employment opportunities for citizens across several strong industry clusters, which will be explored in the subsequent section. This high concentration of companies across the six county region further amplifies the importance of workforce development solutions at the regional and local level. These companies are the backbone of the economy and therefore our communities. When a company is making the crucial decision on where to locate their operations, workforce is one the foremost deciding factors. Knowing this, the Central Arkansas Workforce Development Board understands the importance of the task at hand, and remains committed to providing the training needs for Arkansas residents to obtain a good paying job in those sectors, no matter what barrier they may face. Plus, this sector identified training will help ensure these companies have the quality of workforce they need to continue to operate and expand in the Central Arkansas region.

While the State of Arkansas and the Central Arkansas region collectively has numerous assets including both natural amenities and a competitive tax structure. However, the most important resource is the human capital which call Arkansas and the Central Arkansas region their home. Most of the clusters for service industries are located in the major metropolitan areas such as Little Rock and Conway. However this presents numerous challenges when three of the six counties within the region are nearly, completely rural. These challenges present a great opportunity to foster economic growth, and workforce development within the rural areas of the Central Arkansas region.

2020 Census Population



County	Period Type	Population
Faulkner County	5 Year Estimates	124,800
Lonoke County	5 Year Estimates	73,163
Monroe County	5 Year Estimates	6,879
Prairie County	5 Year Estimates	8,138
Pulaski County	5 Year Estimates	393,078
Saline County	5 Year Estimates	120,990

2020 Total Personal Income - BEA

County	Income
Faulkner County	\$5,323,401,000
Lonoke County	\$3,218,286,000
Monroe County	\$266,487,000
Prairie County	\$341,284,000
Pulaski County	\$21,835,328,000
Saline County	\$5,664,323,000

2020 Per Capita Income - BEA



County	Income
Faulkner County	\$41,943
Lonoke County	\$43,537
Monroe County	\$40,475
Prairie County	\$42,843
Pulaski County	\$55,563
Saline County	\$45,692

2019 Median Household Income - Census

5-year estimates



County	Income
Faulkner County	\$52,827
Lonoke County	\$59,094
Monroe County	\$38,468
Prairie County	\$42,660
Pulaski County	\$51,749
Saline County	\$64,412

Employment needs for in-demand Industry Sectors

The Central Arkansas Workforce Development Board has identified seven in-demand industry sectors in the Central Arkansas region. These industry sectors include; Manufacturing, Health Care, Transportation and Logistics, Business Services, Education, Construction and General Trade, and Retail. While the specific occupational skill sets needed for each sector vary, there are several commonalities among the seven in-demand sectors.

A WIOA participant will need to possess soft skills in order to succeed within any of the in-demand industry sectors. Soft skills are defined as “personal attributes that enable someone to interact effectively and harmoniously with other people”. Examples of soft skills include being on time, being a team player, respect for others, problem solving, commitment, flexibility, time management, leadership, and personal responsibility. While various training programs touch on these components, the Central Arkansas Workforce Development Area will work towards the development of a soft skills training program for WIOA participants.

Financial literacy is another skill set that can benefit WIOA participants, regardless of their chosen educational path. Financial literacy encompasses the ability to manage and earn money. This includes the importance of subjects such as budgeting, giving, saving, and investing. Employees who possess these skills may be less stressed at work, have an enhanced quality of life, and an increased chance at long term employment. The Central Arkansas Workforce Development Area is actively seeking a program to incorporate financial literacy throughout all of our Workforce Centers.

The Central Arkansas Workforce Development Board has adopted a report titled “LEVERAGE” to align job placement with job creation. The report is designed to align all training programs available through WIOA with the Central Arkansas region to the seven identified in-demand industry sectors. This decision ensures that participants are obtaining the skills needed to support in-demand industry sectors.

Covered Employment and Earnings (QCEW)

Employment and Earnings, By Industry

3rd Quarter, 2022

Note: Central Arkansas WDA QCEW data does not include Pulaski County.



Industry	Ownership	Average Employing Units	Average Covered Employment	Total Earnings	Average Weekly Earnings
Total, All Industries	Private	7,036	73,922	\$829,243,830	\$863
Natural Resources and Mining	Private	197	1,074	\$15,572,569	\$1,115
Construction	Private	878	6,595	\$93,905,135	\$1,095
Manufacturing	Private	226	6,280	\$88,039,036	\$1,078
Trade, Transportation and Utilities	Private	1,543	18,508	\$188,397,511	\$783
Information	Private	80	1,834	\$39,359,457	\$1,651
Financial Activities	Private	829	3,366	\$47,345,189	\$1,082
Professional and Business Services	Private	1,005	6,701	\$89,765,030	\$1,030
Education and Health Services	Private	1,125	15,490	\$184,572,357	\$917
Leisure and Hospitality	Private	676	11,927	\$61,134,577	\$394
Other Services	Private	477	2,147	\$21,152,969	\$758
Total, All Industries	Local Government	152	8,295	\$85,403,823	\$792
Construction	Local Government	8	189	\$2,044,370	\$832
Trade, Transportation and Utilities	Local Government	13	151	\$2,038,094	\$1,036
Information	Local Government	5	104	\$789,617	\$582
Professional and Business Services	Local Government	10	183	\$1,890,010	\$793
Education and Health Services	Local Government	26	5,134	\$51,938,588	\$778
Leisure and Hospitality	Local Government	2	139	\$1,023,067	\$568
Other Services	Local Government	1	8	\$72,968	\$702
Public Administration	Local Government	87	2,386	\$25,607,109	\$825
Total, All Industries	State Government	60	3,869	\$49,382,266	\$982
Information	State Government	1	92	\$1,379,781	\$1,149
Professional and Business Services	State Government	1	12	\$137,383	\$881
Education and Health Services	State Government	15	3,209	\$40,733,144	\$977
Leisure and Hospitality	State Government	4	27	\$215,082	\$613
Public Administration	State	39	529	\$6,916,876	\$1,006

2020-2030 Long-Term Employment Projections

Projected Industry Growth



Industry	Estimated Employment	Projected Employment	Numeric Change	Percent Change
Total All Industries	178,746	198,017	19,271	10.8%
Natural Resources and Mining	2,024	2,447	423	20.9%
Construction	10,647	11,280	633	6.0%
Manufacturing	11,185	11,035	-150	-1.3%
Trade, Transportation, and Utilities	38,192	40,850	2,658	7.0%
Information	2,308	2,364	56	2.4%
Financial Activities	7,482	8,865	1,383	18.5%
Professional and Business Services	14,381	16,618	2,237	15.6%
Education and Health Services	35,751	41,691	5,940	16.6%
Leisure and Hospitality	17,051	20,946	3,895	22.8%
Other Services (except Government)	13,248	14,782	1,534	11.6%
Government	15,351	16,317	966	6.3%

Top 10 Growth Industries, Ranked by Net Growth



Industry	Base Year Employment	Projected Employment	Net Growth	Percent Change
Food Services and Drinking Places	15,026	18,384	3,358	22.4%
Educational Services	13,081	14,691	1,610	12.3%
Ambulatory Health Care Services	7,182	8,527	1,345	18.7%
Social Assistance	5,225	6,525	1,300	24.9%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	8,979	10,192	1,213	13.5%
Insurance Carriers and Related Activities	3,027	4,233	1,206	39.8%
Hospitals	6,067	7,266	1,199	19.8%
Administrative and Support Services	7,611	8,720	1,109	14.6%
Local Government, Excluding Education and Hospitals	5,668	6,601	933	16.5%
Professional, Scientific, and Technical Services	4,952	5,837	885	17.9%

Projected Occupational Growth



Occupation	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Annual Openings Change
Total, All Occupations	178,746	198,017	19,271	10.8%	23,007
Management Occupations	12,798	14,073	1,275	10.0%	1,240
Business and Financial Operations Occupations	7,155	8,156	1,001	14.0%	740
Computer and Mathematical Occupations	3,237	3,730	493	15.2%	293
Architecture and Engineering Occupations	1,300	1,389	89	6.8%	109
Life, Physical, and Social Science Occupations	825	894	69	8.4%	81
Community and Social Service Occupations	5,486	6,185	699	12.7%	669
Legal Occupations	900	1,018	118	13.1%	82
Education, Training, and Library Occupations	9,916	11,314	1,398	14.1%	1,048
Arts, Design, Entertainment, Sports, and Media Occupations	1,855	2,105	250	13.5%	235
Healthcare Practitioners and Technical Occupations	11,702	13,524	1,822	15.6%	891
Healthcare Support Occupations	7,663	9,229	1,566	20.4%	1,175
Protective Service Occupations	3,770	4,422	652	17.3%	504
Food Preparation and Serving Related Occupations	17,804	21,404	3,600	20.2%	3,943
Building and Grounds Cleaning and Maintenance Occupations	6,089	6,628	539	8.8%	875
Personal Care and Service Occupations	3,374	3,850	476	14.1%	547
Sales and Related Occupations	17,816	18,670	854	4.8%	2,500
Office and Administrative Support Occupations	20,789	21,481	692	3.3%	2,372
Farming, Fishing, and Forestry Occupations	1,249	1,523	274	21.9%	242
Construction and Extraction Occupations	8,464	9,052	588	7.0%	918
Installation, Maintenance, and Repair Occupations	8,951	9,787	836	9.3%	976
Production Occupations	8,694	8,645	-49	-0.6%	928
Transportation and Material Moving Occupations	18,909	20,938	2,029	10.7%	2,641

Top 10 Growth Occupations, Ranked by Net Growth



Industry	Base Year Employment	Projected Employment	Net Growth	Percent Change
Fast Food and Counter Workers	8,953	10,640	1,687	18.8%
Home Health and Personal Care Aides	3,180	4,041	861	27.1%
Waiters and Waitresses	2,109	2,589	480	22.8%
Stockers and Order Fillers	3,618	4,085	467	12.9%
Cooks, Restaurant	852	1,309	457	53.6%
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	1,718	2,139	421	24.5%
Registered Nurses	3,145	3,530	385	12.2%
General and Operations Managers	2,827	3,182	355	12.6%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,154	3,461	307	9.7%
Insurance Sales Agents	748	1,040	292	39.0%

2022-2024 Short-Term Employment Projections

Projected Industry Growth



Industry	Estimated Employment	Projected Employment	Numeric Change	Percent Change
Total All Industries	181,674	186,742	5,068	2.8%
Natural Resources and Mining	2,216	2,307	91	4.1%
Construction	10,514	10,719	205	1.9%
Manufacturing	11,120	11,120	0	0.0%
Trade, Transportation, and Utilities	39,126	40,518	1,392	3.6%
Information	2,169	2,316	147	6.8%
Financial Activities	7,541	7,687	146	1.9%
Professional and Business Services	14,826	15,992	1,166	7.9%
Education and Health Services	37,424	37,927	503	1.3%
Leisure and Hospitality	17,536	17,907	371	2.1%
Other Services (except Government)	12,801	13,858	1,057	8.3%
Government	14,956	14,906	-50	-0.3%

Top 10 Growth Industries, Ranked by Net Growth



Industry	Base Year Employment	Projected Employment	Net Growth	Percent Change
Administrative and Support Services	7,938	8,803	865	10.9%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	8,518	9,375	857	10.1%
Warehousing and Storage	1,537	2,159	622	40.5%
Food Services and Drinking Places	15,670	16,065	395	2.5%
Professional, Scientific, and Technical Services	5,031	5,331	300	6.0%
Ambulatory Health Care Services	7,552	7,829	277	3.7%
Insurance Carriers and Related Activities	3,015	3,283	268	8.9%
Food and Beverage Stores	2,939	3,143	204	6.9%
Hospitals	7,083	7,246	163	2.3%
Specialty Trade Contractors	7,428	7,577	149	2.0%

Projected Occupational Growth



Occupation	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Annual Openings Change
Total, All Occupations	181,674	186,742	5,068	2.8%	23,132
Management Occupations	13,126	13,481	355	2.7%	1,282
Business and Financial Operations Occupations	7,317	7,576	259	3.5%	752
Computer and Mathematical Occupations	3,236	3,457	221	6.8%	343
Architecture and Engineering Occupations	1,328	1,362	34	2.6%	116
Life, Physical, and Social Science Occupations	854	869	15	1.8%	79
Community and Social Service Occupations	5,137	5,487	350	6.8%	720
Legal Occupations	909	945	36	4.0%	85
Education, Training, and Library Occupations	10,552	10,601	49	0.5%	936
Arts, Design, Entertainment, Sports, and Media Occupations	1,689	1,783	94	5.6%	226
Healthcare Practitioners and Technical Occupations	12,347	12,721	374	3.0%	909
Healthcare Support Occupations	7,984	8,210	226	2.8%	1,088
Protective Service Occupations	3,757	3,892	135	3.6%	485
Food Preparation and Serving Related Occupations	18,392	18,829	437	2.4%	3,626
Building and Grounds Cleaning and Maintenance Occupations	6,121	6,434	313	5.1%	964
Personal Care and Service Occupations	3,055	3,161	106	3.5%	478
Sales and Related Occupations	18,035	18,532	497	2.8%	2,678
Office and Administrative Support Occupations	21,046	21,352	306	1.4%	2,477
Farming, Fishing, and Forestry Occupations	1,283	1,348	65	5.1%	236
Construction and Extraction Occupations	8,361	8,493	132	1.6%	893
Installation, Maintenance, and Repair Occupations	9,060	9,191	131	1.4%	932
Production Occupations	8,630	8,679	49	0.6%	954
Transportation and Material Moving Occupations	19,455	20,339	884	4.5%	2,870

Top 10 Growth Occupations, Ranked by Net Growth



Industry	Base Year Employment	Projected Employment	Net Growth	Percent Change
Cashiers	4,397	4,617	220	5.0%
Stockers and Order Fillers	3,618	3,838	220	6.1%
Clergy	2,110	2,323	213	10.1%
Heavy and Tractor-Trailer Truck Drivers	4,804	4,999	195	4.1%
Fast Food and Counter Workers	9,313	9,502	189	2.0%
Industrial Truck and Tractor Operators	870	1,049	179	20.6%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,203	3,380	177	5.5%
Security Guards	1,132	1,264	132	11.7%
General and Operations Managers	2,848	2,979	131	4.6%
Home Health and Personal Care Aides	3,148	3,274	126	4.0%

*Government excludes State/Local Education and Hospitals

Wages of Central's 10 Largest Occupations

January 2021



Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Fast Food and Counter Workers	3,260	\$24,429	\$23,383	\$24,952
Cashiers	3,040	\$24,789	\$23,133	\$25,618
Retail Salespersons	3,040	\$28,925	\$23,251	\$31,763
General and Operations Managers	2,080	\$79,341	\$34,130	\$101,946
Waiters and Waitresses	1,760	\$24,294	\$22,880	\$25,001
Office Clerks, General	1,670	\$33,492	\$24,842	\$37,817
Stockers and Order Fillers	1,670	\$27,907	\$23,547	\$30,087
Nursing Assistants	1,620	\$28,487	\$24,635	\$30,413
Registered Nurses	1,550	\$64,949	\$50,275	\$72,287
Customer Service Representatives	1,410	\$35,589	\$26,152	\$40,307

Unemployment Rates and Labor Force Statistics

December 2022



LWDA/County	↑↓ Civilian Labor Force ↑↓	Number of ↑↓ Employed ↑↓	Number of ↑↓ Unemployed ↑↓	Unemployment Rate ↑↓
Central Arkansas (Except City of Little Rock)	251,213	244,446	6,767	2.7%
Faulkner County	62,105	60,479	1,626	2.6%
Lonoke County	33,513	32,718	795	2.4%
Monroe County	2,448	2,343	105	4.3%
Prairie County	3,443	3,361	82	2.4%
Pulaski County	186,548	180,899	5,649	3.0%
Saline County	59,085	57,689	1,396	2.4%

The Central and Little Rock Workforce Development Areas house a diverse economy. The top private industries for employment in the year of 2021 are as follows:

Faulkner County: Trade, Transportation and Utilities Average - Employed 7,946 with Average Wage - \$37,790, Education and Health Services Average - Employed 7,755 with Average Wage - \$45,710, Leisure and Hospitality - Average Employed 5,410 with Average Wage - \$19,019

Lonoke County: Trade, Transportation and Utilities Average - Employed 3,100 with Average Wage - \$35,789, Leisure and Hospitality - Average Employed 1,991 with Average Weekly - \$19,137, Education and Health Services Average - Employed 278 with Average Wage - \$16,493

Monroe County: Trade Transportation and Utilities Average - Employed 1,495 with Average Wage - \$36,575, Education and Health Services Average - Employed 315 with Average Wage - \$35,591, Leisure and Hospitality - Average Employed 5,410 with Average Wage - \$19,019

Prairie County: Trade, Transportation and Utilities Average - Employed 354 with Average Wage - \$36,992, Education and Health Services Average - Employed 249 with Average Wage - \$35,197, Natural Resources and Mining - Average Employed 160 with Average Wage - \$56,126

Pulaski County: Trade, Transportation and Utilities Average - Employed 49,960 with Average Wage - \$51,925, Education and Health Services Average - Employed 41,106 with Average Wage - \$57,446, Professional and Business Services - Average Employed 35,384 with Average Wage - \$58,203

Saline County: Trade, Transportation and Utilities Average - Employed 5,720 with Average Wage - \$38,378, Education and Health Services Average - Employed 4,629 with Average Wage - \$44,271, Leisure and Hospitality - Average Employed 3,566 with Average Wage - \$19,280

The diversity and commonalities of the Central and Little Rock Workforce Development Areas can be seen above. While trade, transportation and utilities along with education and health services are the primary industries in Central portion of the region; leisure and hospitality along with natural resources and mining are the primary industries in the western more rural parts of the region. Various strategies will be required to serve the entire region. The diverse topography, geography, and industry sectors of the region will require specifically tailored approaches for different parts of the region.

1.2 Provide an analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor trends, and the educational skill levels of the workforce in the region, including individuals with barriers to employment [WIOA Se. 108(b)(1)(C)] and [20 CFR 679.560(a)]

The Central Arkansas WDA lost 9,742 jobs between first and second quarter 2020, a 6.23 percent drop. By first quarter 2021, the area had recovered 7,882 jobs for an 80.91 percent recovery. According to industry projections, the area is expected to experience a gain of 5,068 jobs, an increase of 2.79 percent. Goods-Producing industries are projected to experience a net gain of 296 new jobs, while the Services-Providing industries are predicted to gain 4,732 jobs. Self-Employed is slated to manage a small gain of 40 workers. The not-seasonally adjusted average unemployment rate for the first quarter of 2021 was 5.0 percent. Trade, Transportation, and Utilities is predicted to be the top growing supersector, adding 1,392 jobs to the local economy.

Other Services (except Government) is slated to be the fastest growing supersector, increasing its workforce by 8.26 percent. Administrative and Support Services is projected to be the top growing industry, with an increase of 865 jobs, while Warehousing and Storage could have a significant increase in jobs, raising employment levels by 40.47 percent, becoming the fastest growing industry in the Central Arkansas WDA. On the negative side of the labor market, Credit Intermediation and Related Activities is estimated to be the top declining industry, losing 186 jobs during the projection period, or eight percent of its workforce, while Wholesale Electronic Markets and Agents and Brokers is slated to lose 23.01 percent of its workforce, becoming the fastest declining industry. Overall, the Government supersector could face a net loss of 50 jobs between 2021 and 2023.

According to occupational projections, the Central Arkansas WDA is expected to have 23,132 annual job openings during the projection period, with 8,296 being created due to employees exiting the workforce, 12,302 created due to employees changing jobs, and 2,534 due to growth and expansion. Transportation and Material Moving Occupations is predicted to be the top growing major group, increasing staffing by 884 jobs. Computer and Mathematical Occupations is slated to be the fastest growing major group, increasing its workforce by 6.83 percent. Cashiers and Stockers and Order Fillers tie for the top growing occupation in Central Arkansas, each estimate to gain 220 jobs. Industrial Truck and Tractor Operators is projected to be the fastest growing occupation, increasing its workforce by 20.57 percent. On the negative side of the local economy, Tellers is estimated to lose 82 jobs, or 10.20 percent of its workforce, to become the top declining occupation, while Paper Goods Machine Setters, Operators, and Tenders could cut 12.56 percent of its workforce, becoming the fastest declining occupation.

The Central Local Workforce Development Area saw a decrease in the *labor force of 3,585 to 247,793* from 2020 to 2021, and the labor force increase by 3,050 over the 2017 to 2021 period. Employment increased by 2,136 between 2020 and 2021, but decreased by 4,198 over the five year period. The Central Local Workforce Development Area has seen a fluctuation in employment over the same time periods. From 2020 to 2021, unemployment decreased by 5,721, but from 2017 to 2021, unemployment increased by 1,148. Central's unemployment rate rose by 0.5% over the five year period. In 2022, the unemployment rate rose by three-tenths of a percent from January to 3.8% in July 2022

Labor Force and Unemployment Rate

February 01 2023

Workforce Areas and Counties

Not Seasonally Adjusted Statistics

Select Date Range

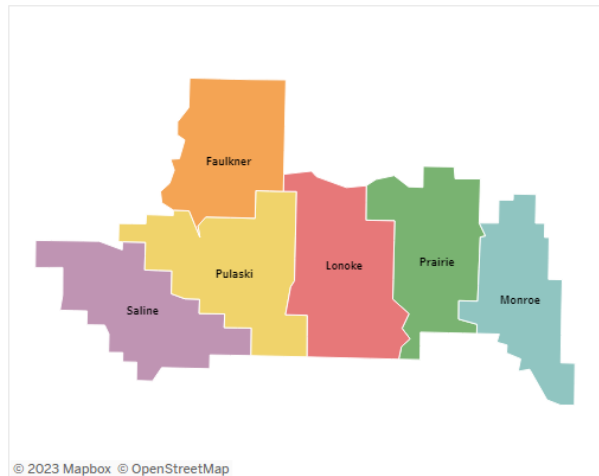
Custom Range

Start Date Dec/2019

End Date Dec/2022

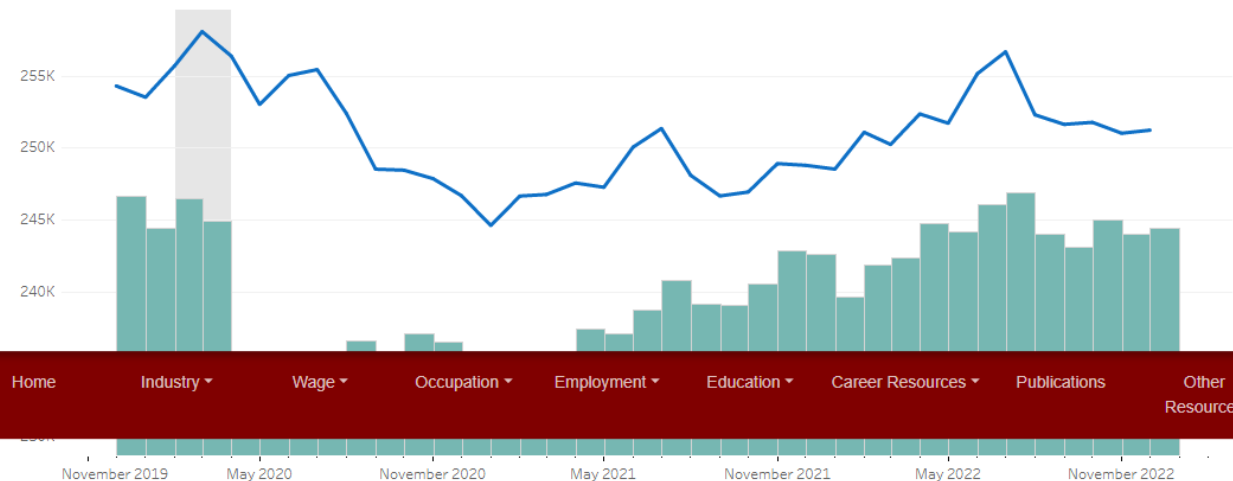
Back to State

Click on Map to Select a County and View all Areas



Central Arkansas

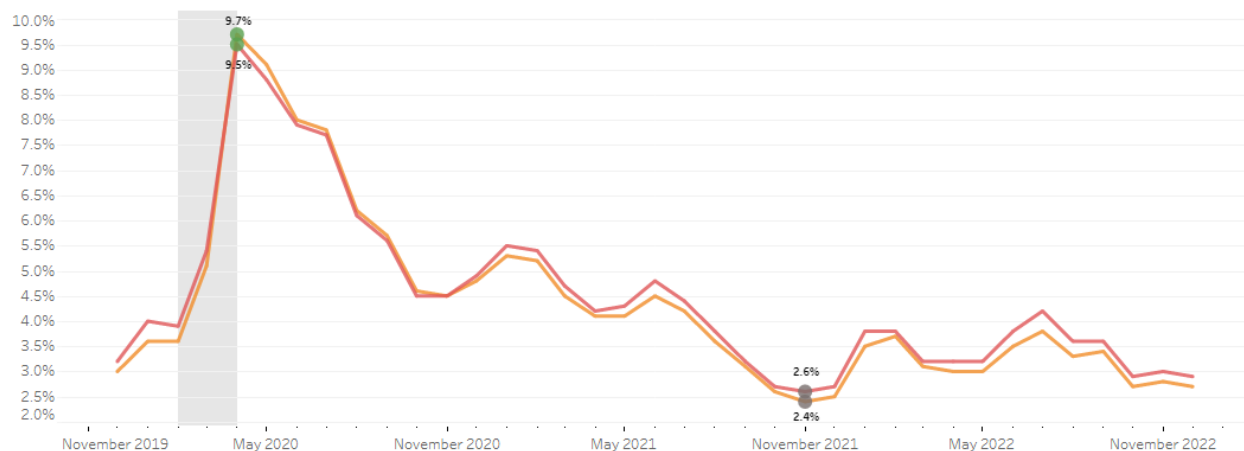
Labor Force Employed



Unemployment Rates:

Arkansas Central Arkansas

Highest Lowest



Prepared by Arkansas Division of Workforce Services, Labor Market Information using Employment and Unemployment statistics from Discover Arkansas website

The chart above was provided by Arkansas Department of Workforce Services and depicts employment by Industry and County for the Central Arkansas Region. The chart does not include Pulaski County.

Fast Food and Counter Workers was estimated to have the most employees in Central Arkansas with 3,260 employed in 2021 with an average wage of \$24,429.

Cashiers was the second largest occupation with 3,040 employed, earning an average wage of \$24,789. **General and Operations Managers**, with an estimated employment of 2,080, had the highest average wage of the 10 largest occupations, earning \$79,341 annually.

Ophthalmologists, Except Pediatric topped the Occupations Paying the Most list with an annual salary of \$338,417. **Family Medicine Physicians**, with an average annual salary of \$273,787, ranked second on the Occupations Paying the Most list.

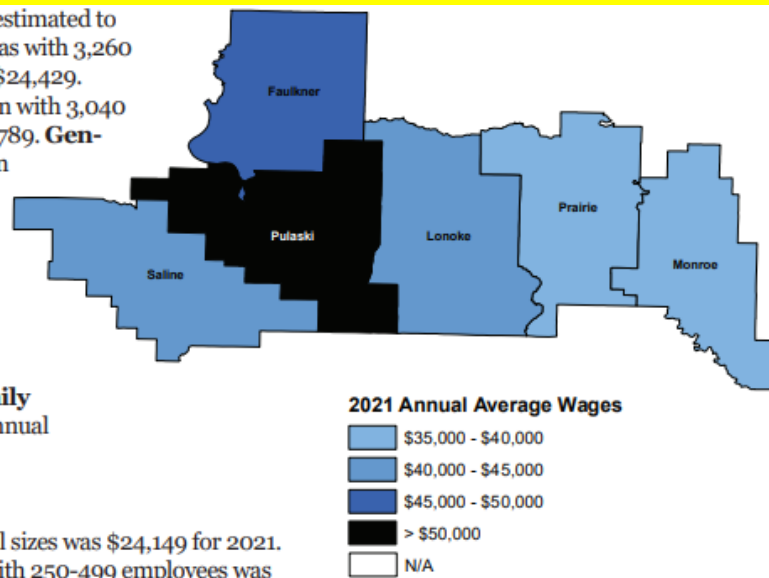
The entry wage estimate for employers of all sizes was \$24,149 for 2021. The median wage estimate for employers with 250-499 employees was \$37,107, while wages for experienced workers averaged \$52,707 for employers in all size categories.

Of the 76,530 estimated employees in the area with hourly wage data, 11,100 made less than \$12 an hour while 12,800 made more than \$27 an hour. Employees making between \$17 and \$21.99 totaled 14,040. **Note: Wage data for Central Arkansas LWDA does not include Pulaski County.**

Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Fast Food and Counter Workers	3,260	\$24,429	\$23,383	\$24,952
Cashiers	3,040	\$24,789	\$23,133	\$25,618
Retail Salespersons	3,040	\$28,925	\$23,251	\$31,763
General and Operations Managers	2,080	\$79,341	\$34,130	\$101,946
Waiters and Waitresses	1,760	\$24,294	\$22,880	\$25,001
Office Clerks, General	1,670	\$33,492	\$24,842	\$37,817
Stockers and Order Fillers	1,670	\$27,907	\$23,547	\$30,087
Nursing Assistants	1,620	\$28,487	\$24,635	\$30,413
Home Health and Personal Care Aides	1,610	\$25,270	\$23,162	\$26,324
Registered Nurses	1,550	\$64,949	\$50,275	\$72,287

Source: Arkansas Division of Workforce Services, May 2021 Wage Survey



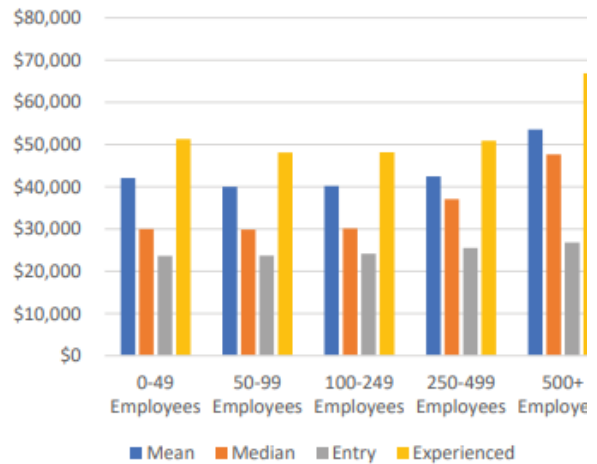
*Source: Arkansas Division of Workforce Services, May 2021 Wage Survey

Central Arkansas Wage Estimates by Employer Size

Central Arkansas Wage Estimates by Employer Size

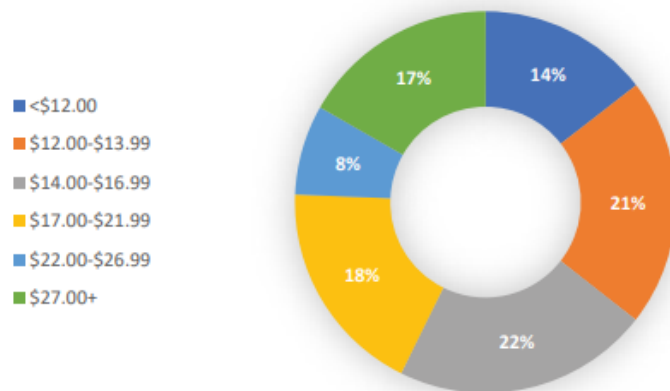
Employer size	Mean	Median	Entry	Exper.
All Sizes	\$43,181	\$30,659	\$24,149	\$52,707
0-49 Employees	\$42,078	\$30,014	\$23,629	\$51,314
50-99 Employees	\$39,978	\$29,869	\$23,712	\$48,131
100-249 Employees	\$40,186	\$30,139	\$24,149	\$48,194
250-499 Employees	\$42,432	\$37,107	\$25,501	\$50,898
500+ Employees	\$53,539	\$47,674	\$26,811	\$66,893

Source: Arkansas Division of Workforce Services, May 2021 Wage Survey



Central Arkansas Number of Employees by Hourly Wage Rate

Central Arkansas Number of Employees by Hourly Wage Rate



Total	76,530
<\$12.00	11,100
\$12.00-\$13.99	16,120
\$14.00-\$16.99	16,630
\$17.00-\$21.99	14,040
\$22.00-\$26.99	5,840
\$27.00+	12,800

Source: Arkansas Division of Workforce Services, May 2021 Wage Survey

Faulkner, Lonoke, Monroe, Pulaski (except the City of Little Rock) Prairie, and Saline Counties

- 251,213 Labor Force
- 244,446 Employed
- 6,767 Unemployed
- 2.7% Unemployment Rate

The Central Arkansas Workforce Development Area is projected to have the second highest job growth in the State, only behind Northwest Arkansas. The Central Arkansas Workforce Development Area is expected to create 25,613 jobs by 2022, while the Northwest Region is expected to create 34,362 jobs by 2022. The adjacent chart depicts industry growth projections by sector through 2022.

Central Arkansas LWDA 2017-2021 Labor Force/Employment

	2017	2018	2019	2020	2021
Labor Force	250,843	251,133	254,750	251,378	247,793
Employment	242,485	242,775	246,611	236,151	238,287
Unemployment	8,358	8,358	8,139	15,227	9,506
Unemployment Rate	3.3%	3.3%	3.2%	6.1%	3.8%

Source: Arkansas Division of Workforce Services



Central Arkansas and State Unemployment Rate*

Year	Month	Central Arkansas Unemployment Rate	AR Unemployment Rate
2022	January	3.5%	3.2%
2022	February	3.7%	3.1%
2022	March	3.1%	3.1%
2022	April	3.0%	3.2%
2022	May	3.0%	3.2%
2022	June	3.5%	3.2%
2022	July	3.8% [†]	3.3%**

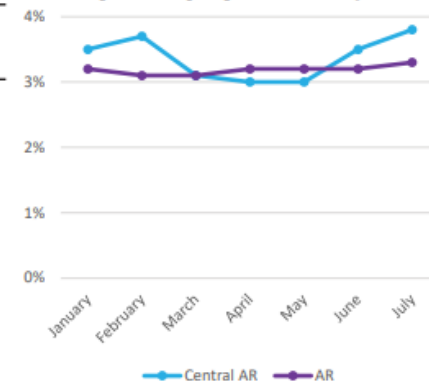
Source: Arkansas Division of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

**Seasonally Adjusted, Preliminary

[†]Not Seasonally Adjusted, Preliminary

Monthly Unemployment Rate, 2022



Industry Projections 2022

The Central Arkansas Workforce Development Area is projected to continue to be the third highest employment region at 193,943 behind Northwest Arkansas and the City of Little Rock. Looking out to the year 2022, the Central Arkansas Region employment is projected to grow by 25,613 new jobs. The following data showcases the projected growth of industry sectors across the Central Arkansas region. Health Care and Social Assistance is projected to grow by 33.4%, adding 6,971 new jobs. The second

highest growth industry is Educational Services at 31% adding 3,876 jobs followed by Accommodation and Food Services at 22.2 % with 3,408 jobs respectively¹.

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2021 Est.	2023 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-7051	Industrial Truck and Tractor Operators	870	1,049	179	20.57%	29	74	90	193
29-1171	Nurse Practitioners	180	201	21	11.67%	4	6	10	20
33-9032	Security Guards	1,132	1,264	132	11.66%	64	93	66	223
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	841	936	95	11.30%	20	44	48	112
31-2011	Occupational Therapy Assistants	47	52	5	10.64%	2	4	2	8
21-2021	Directors, Religious Activities and Education	542	597	55	10.15%	22	42	28	92
21-2011	Clergy	2,110	2,323	213	10.09%	91	128	106	325
27-2041	Music Directors and Composers	91	100	9	9.89%	6	6	4	16
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	120	131	11	9.17%	4	8	6	18
41-3021	Insurance Sales Agents	808	878	70	8.66%	28	47	35	110

Top 10 Decline

43-3071	Tellers	804	722	-82	-10.20%	31	48	-41	38
51-9196	Paper Goods Machine Setters, Operators, and Tenders	446	390	-56	-12.56%	19	28	-28	19
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	233	215	-18	-7.73%	12	8	-9	11
43-5052	Postal Service Mail Carriers	276	259	-17	-6.16%	10	10	-8	12
53-7064	Packers and Packagers, Hand	395	380	-15	-3.80%	22	32	-8	46
33-3012	Correctional Officers and Jailers	450	440	-10	-2.22%	17	24	-5	36
13-2072	Loan Officers	338	331	-7	-2.07%	7	18	-4	21
35-2011	Cooks, Fast Food	602	595	-7	-1.16%	35	51	-4	82
43-4081	Hotel, Motel, and Resort Desk Clerks	279	272	-7	-2.51%	16	29	-4	41
17-3013	Mechanical Drafters	74	68	-6	-8.11%	2	4	-3	3

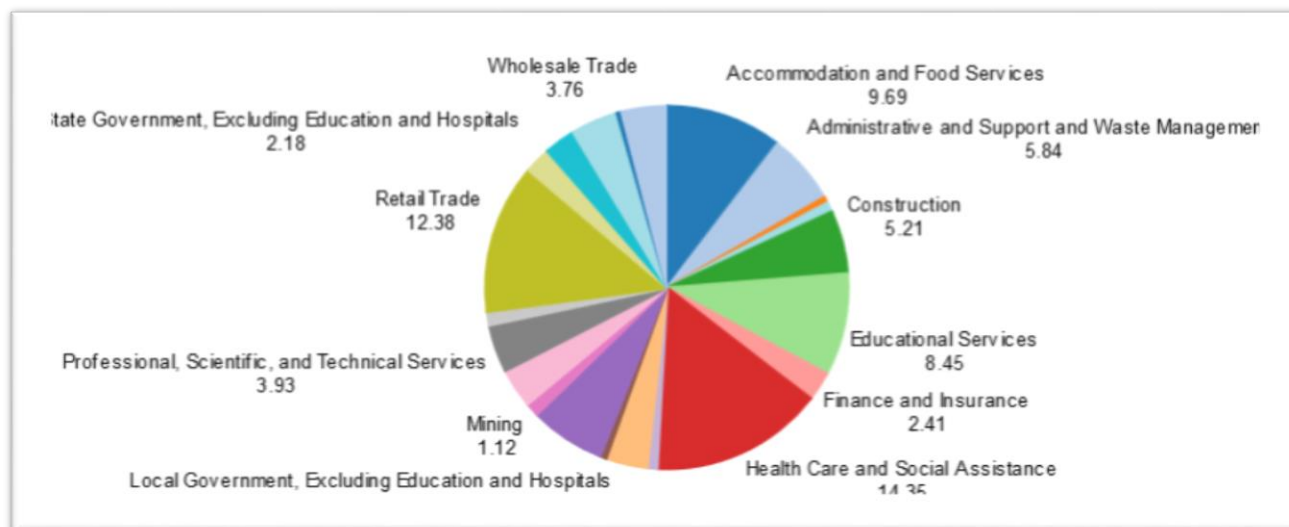
Top 10 Fastest Decline

51-9196	Paper Goods Machine Setters, Operators, and Tenders	446	390	-56	-12.56%	19	28	-28	19
43-3071	Tellers	804	722	-82	-10.20%	31	48	-41	38
43-2011	Switchboard Operators, Including Answering Service	40	36	-4	-10.00%	2	2	-2	2
17-3013	Mechanical Drafters	74	68	-6	-8.11%	2	4	-3	3
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	233	215	-18	-7.73%	12	8	-9	11
43-5052	Postal Service Mail Carriers	276	259	-17	-6.16%	10	10	-8	12
43-5051	Postal Service Clerks	65	61	-4	-6.15%	3	2	-2	3
53-7064	Packers and Packagers, Hand	395	380	-15	-3.80%	22	32	-8	46
43-4131	Loan Interviewers and Clerks	162	156	-6	-3.70%	4	10	-3	11
25-4031	Library Technicians	82	79	-3	-3.66%	6	5	-2	9

Source: Arkansas Division of Workforce Services, Projections Suite Software

Percent of Workforce 2022

The pie chart below represents what percent of the workforce is expected to be employed in the respective industry sectors listed on the chart below. Health Care and Social Assistance compose the largest employment sector, representing 14.35% of the workforce. Retail Trade is the second largest industry sector with 12.38% of the Central Arkansas Workforce Development Area's labor force.



Source: Arkansas Research Center

Spotlight on Healthcare

The Healthcare section is a very diverse sector within the region. Therefore it is vital for the Central Arkansas Workforce Development Area to continue its focus on the health care sector.

The Central Arkansas Workforce Development Area currently trains many Nursing Assistants, and is expanding into the realm of Personal Care Aides through the Arkansas Sectors Partnership Grant.

The stability of the job market for the Health Care industry compared to other sectors is a positive point worth noting. As depicted, with the exception of the period of 2005-2007, the industry remained relatively calm in the region.

1.3 Provide an analysis and description of workforce development activities, including type and availability of education, training and employment activities. Include analysis of strengths and weaknesses of such services, and the capacity to provide such services, in order to address the education and skill needs of the workforce and the employment needs of employers in the region. [WIOA Sec. 108(b)(1)(D)] and [20 CFR 679.560(a)]

Central Arkansas Workforce Centers

The Central Arkansas Workforce Centers are at the forefront of the workforce activities, and represent Arkansas's version of the American Job Centers. There are five workforce centers spread throughout the six county region to ensure access to all Arkansans residing in the region. The Conway Workforce Center

is the Central Arkansas Workforce Development Area's comprehensive center. Our workforce centers are managed locally by the Central Arkansas Workforce Development Board, which is composed of members from both the public with a majority from the private sector.

Central Arkansas Workforce System Services-Unemployed and Underemployed

The Central Arkansas Workforce Development Area's centers offer a full array of career services which are outlined in WIOA 134(c)(2) for unemployed and underemployed. The workforce centers have computers, printers, copiers, and resources along with staff to help jobseekers. However digital services are offered as well just as Arkansas Job Link and Discover Arkansas's Labor Market Information portal. These two tools allow for jobseekers to search for jobs 24/7 and make data informed decisions about which path is best for them.

Jobseeker Services

Career services, found through the Central Arkansas Region's Workforce Centers, offer a full line of services to help prepare jobseekers for the regional workforce. Soft skills and technical training are two examples of these services which are provided and which employers look for in a good candidate for a position.

Labor Market Information which is updated regularly to ensure accuracy is provided to individuals seeking services. This data includes information pertaining to job vacancies, skills needed to obtain said jobs, in-demand occupations and related earning potential. In addition, information on career ladders which exist within those occupations are provided to help participants.

Other career services provided through our one-stop centers are outreach, intake, and orientation. Upon the completion of the initial assessment, eligibility will be determined and our career coaches will begin to provide recommendations for various programs along with financial aid information. Services are also provided to individuals to assist them in obtaining and retaining employment. These types of services include:

- Career Planning and Counselling
- Occupational Skills Assessment
- Short-term prevocational services
- Internships and work experience
- English language acquisition
- Financial literacy

Individualized career services within the Arkansas Workforce Centers vary across the region, but all the offices offer a full line of activities to prepare jobseekers for the modern workforce. They address many of the soft skills and technical skills training Arkansas employers require such as:

4. Workforce Centers provide the following career services including outreach, intake and orientation; initial assessment; labor exchange services; eligibility determination; referrals to programs; performance and cost information; information on unemployment insurance; financial aid information and follow-up services.
5. Labor exchange services must also provide labor market information to the individuals seeking services. The information must be accurate and include information on local, regional and national

labor markets, such as job vacancies; the skills necessary to obtain jobs within In-demand occupations and related earning potential and opportunities for advancement in those occupations

6. Workforce Centers and partners must provide appropriate services for individuals to obtain or retain employment. These services include, but are not limited to Individual Employment Plan (IEP); career planning and counseling; comprehensive assessment; occupational skills assessment; short-term prevocational services; internship and work experience, including transitional jobs and industry partnerships; workforce preparation; out-of-area job search; English language acquisition and financial literacy

Training Services

Career services help equip a jobseeker with the skills they need to find sustainable employment, however such skills may not be enough to obtain sustainable employment. In those circumstances formal training may be required. Copious amounts of training opportunities exist through the Central Arkansas Workforce Centers, such as occupational skills training which can be obtained from numerous educational opportunities such as C1 Trucking, the Arkansas Welding Academy, and Pulaski Technical Institute. Registered Apprenticeships are also available in a wide variety of traditional sectors, and are in the process of being expanded into non-traditional sectors such as information technology and nursing.

These training services are funded through a variety of funding streams from local, state, and Federal partners. Pell funding and financial aid shall be explored before utilizing funding through the Workforce Innovation and Opportunity Act. The Central Arkansas Workforce Development Area has established policies for the determination of eligibility, Individual Training Account Limits (ITAs) and targeted training aimed at in-demand industry sectors throughout the region such as transportation logistics, business services, manufacturing, general trades, education, and healthcare. Sector strategies has taken on a new role in the region, with the Central Arkansas Workforce Development Board using data-driven decision making to enhance the likelihood of employment of participants.

Supportive Services

In order to assist jobseekers in obtaining or retaining employment through career or training services, Arkansas Workforce Centers offer a variety of supportive services. The Central Arkansas Workforce Development Area has established a supportive service policy that outlines types, eligibility, limits, etc. Examples of supportive services include child care; transportation; needs-related payments; housing; tools and equipment; uniforms; and other clothing. In addition to WIOA-funded supportive services, Central Arkansas has developed relationships with community partners that assist with utility payments, food, shelter, and other basic needs.

The need for any supportive service will be documented in the participant's Individual Employment Plan (IEP) or Individual Service Strategy (ISS), as must all efforts to obtain the needed services from a non-WIOA source. The types of supportive services available through the Central Arkansas Workforce Centers are described in more detail below:

Child/Dependent Care:

Child or dependent care may be provided to a participant's child or parent while the participant is engaged in training or employment, including transportation time, consistent with her or his IEP or ISS.

Payment will be based upon actual costs while the participant is participating in and traveling to or from approved activities, as documented in attendance records, at rates that are not greater than current Arkansas Department of Human Services reimbursement rates. In instances where an hourly rate is being paid, the amount paid is not to exceed the maximum daily rate.

Transportation:

Transportation assistance may include bus tokens or passes or mileage allowances. Transportation will be reimbursed at the rate of 56 cents per mile for travel from the participant's home to the training site and return.

Clothing:

Appropriate work clothing, including uniforms required by an employer, safety gear, and suitable clothing for interviewing are an allowable supportive service. The need for this service must be described in the participant's file.

Certification, Screening, and Testing:

Supportive service funds may be used for employment-related fees, including but not limited to testing fees, drug screening, background checks, food handlers permits, security clearance, first aid/CPR certification, finger printing, commercial and business licenses, and other similar expenses. Union dues may be paid for the first month of employment.

Tools/Supplies/Equipment:

Participants may receive assistance for the purchase of tools, supplies, and equipment related to training or necessary for accepting an employment offer.

Other Allowable Supportive Services:

Participants may receive assistance with housing and food, utility payments, medical and prescription services, employment related professional memberships, access to translations, learning disability assistance, and out-of-state job search and relocation to a new job.

Business Services

The focal point of all workforce system activities is business and industry. The Central Arkansas Workforce Development Board trains participants to increase their quality of life and provide business and industry with a skilled workforce. The Central Arkansas Workforce Development Area's Business Services Team plays a vital role in achieving this mission. The Central Arkansas Business Services Team provides a variety of services to companies throughout the Central Arkansas region. These services can be categorized into three categories; Assessments and information, Direct Technical Assistance, and Response and Training.

A. Assessments and Information:

Businesses can utilize skills assessments and other testing methods to measure the skills, interests, or personality traits of job seekers or current employees. The Career Readiness Certificate is an example of one of the certifications provided through the Central Arkansas Workforce Centers. Workforce Alliance for Growth in the Economy (WAGE™) is a job readiness program conducted by Adult Education. WAGE™ offers six certifications which cover 112 basic skill competencies based on the Secretary's Commission on

Achieving Necessary Skills (SCANS) which have been determined as essential by the nation's and Arkansas' employers, according to the Arkansas Department of Career Education's website. WAGE™ accepts students who assess at less than a 12th grade, 9 month equivalency on the Test of Adult Basic Education (TABE™).

Businesses can also receive a variety of information pertaining to incentive programs such as the Work Opportunity Tax Credit. Labor Market Information is available to businesses on market conditions, industries, occupations, and workforce characteristics as well. Also short and long term industry trends and occupational projections are available.

B. Direct Technical Assistance:

Businesses have access to any of the Workforce Center locations for the purposes of meetings, trainings, orientations, and interviews. The Central Arkansas Workforce Development Area can also host hiring events which are customized to the specific needs of businesses. Job orders which have been approved by staff can also be placed through the workforce areas, along with job placement assistance and information on unemployment benefits. Businesses can also receive assistance with applicant screening, which involves the initial evaluation of applicants.

C. Response and Training:

The Central Arkansas Workforce Development Area provides coordinated rapid response measures in the event of a business downsizing or restructuring. These include a variety of workshops to assist employees who are in transition. Training and retraining services are also available for both current and future employees. The Business Service Team coordinates with the Governor's Dislocated Worker Task Force to directly assist individuals impacted by plant closures and layoff announcements.

Customized training is also available through the Central Arkansas Workforce Development Area. The development of "Customized Training" may be considered when available training programs and/or curricula do not meet the specific training requirements of an employer(s) which are identified as "in demand" occupations within identified industry clusters. The training provider must be competitively procured and such training must be designed to meet the specific needs of a participating employer.

Employers eligible to participate in Customized training shall be:

- Current in unemployment insurance and workers' compensation taxes, penalties, and/or interest or related payment plan;
- Located within the State of Arkansas;
- Currently liable for Arkansas State Business and Occupation tax;
- In need of assistance in training future and current employees;
- Able to contract for customized, short-term, training services (typically less than 6-9 months);
- Have not laid-off workers within 120 days to relocate.
- Committed to employ all individuals upon successful completion of the training; and
- Identified as "In-demand" as defined by WIOA Section 3(23) and determined by LEVERAGE; or
- Declining, but there is a compelling reason justifying investment in customized training.
- Paid for, in part, by participating employer, who must pay a "significant cost" of the training.

Incumbent worker training programs are also available through our partners, such as the Office of Skills Development's (OSD) Grant Program. The Office of Skills Development is a division of the Arkansas Department of Career Education. OSD grants support the development of the Central Arkansas Workforce by strategically investing in training programs that are prioritized by employer needs and economic impact. Grants are available to support training in the following categories:

- Grow Our Own
- Skills Gap
- Customized Technical
- Professional Development

Services to Individuals with Disabilities

The Arkansas Department of Career Education, Arkansas Rehabilitation Services (ACE/ARS), and Division of Services for the Blind provide vocational rehabilitation services to individuals with disabilities. Currently, there are significant barriers for people with disabilities in relation to attaining employment. Historically, there are significant barriers to the inclusion of people with disabilities into the overall strategy for economic development in Arkansas. ARS, in partnership with the Arkansas Department of Human Services, Division of Services for the Blind (DSB) are leading the charge for providing targeted training and education for people with disabilities to enable them to develop the skills and abilities needed to attain competitive integrated employment in Arkansas.

All of the Workforce Centers in the Central Arkansas Workforce Development Area are compliant with the Americans with Disability Act. Each Workforce Center in the Central Arkansas Workforce Development is equipped with the following assistive technology:

- An accessible computer work station equipped with a CPU, Monitor, Keyboard, Mouse, and software.
- Assistive Devices, including amplifiers, magnifiers, tapes, videos, and calculators.
- Arkansas Relay Service TDD Telephone.
- Access to Sign Interpreters.
- Alternative Format Forms and Information.

Through the Governor's Executive Order 10-17, the Department of DSB coordinates with other state agencies to increase employment of Arkansans with disabilities. The order also aims to focus consumer services first toward the goal of self-sufficiency through employment.

Strengths and Weaknesses of Workforce Development Activities

Strengths:

- The Central Arkansas Workforce Development Area, through the implementation and utilization of the Workforce Innovation and Opportunity Act, has a strong program which provides assistance to jobseekers and employers in its six-county service area.
- The Central Arkansas Workforce Development Board is composed of over 51% private sector representation, providing insights to the needs of business and industry in its six-county service area.

- The Central Arkansas Workforce Development Boards private sector members represent in-demand industries which were identified in the Boards economic analysis titled *LEVERAGE*.
- The Central Arkansas Workforce Development Area has strong working relationships with local, regional, and state economic development organizations such as Chambers of Commerce and the Arkansas Economic Development Commission.
- The Central Arkansas Workforce Development Area has strong coordinated relationships with its core partners under the Workforce Innovation and Opportunity Act; Wagner-Peyser, Division of Services for the Blind, Adult Education, and Arkansas Vocational Rehabilitation. Furthermore, the Central Arkansas Workforce Development Area is partnered with numerous other organization who provide career and supportive services to jobseekers.
- The Central Arkansas Workforce Development Area has a strong diverse staff which is growing annually in order to provide enhance delivery or services to both jobseekers and business and industry.
- The Central Arkansas Workforce Development Board has conducted an independent internal economic analysis which identified seven in-demand industry sectors; Manufacturing, Education, Healthcare, Retail, Construction and General Trades, Business Services (which encompasses Information Technology), and Transportation and Logistics.
- The Central Arkansas Workforce Development Board has aligned all training programs to the fore mentioned in-demand industry sectors, provided enhanced opportunities for sustainable employment for all jobseekers.

Weaknesses:

- The Central Arkansas Workforce Development Area services several rural counties which are witnessing “brain-drain” in the face of an aging workforce.
- Quality of Life and Place issues exist in rural areas throughout the region, causing mentioned brain-drain.
- Coordination with Economic Development is weak at the macro-level.
- Coordinated marketing and outreach with partners is weak and shall be improved.
- Relationships with certain Community Colleges and Four Year Institutions in the Central Arkansas region need to be strengthened.
- Staff Training Programs need to be enhanced to ensure smooth delivery of all local, state, and federal guidance.
- The Central Arkansas Workforce Development Area has a weak relationship with Registered Apprenticeship Programs.

Opportunities:

- Coordinate with Registered Apprenticeship programs to provide jobseekers access to quality career paths beyond collegiate and vocational training.
- Continue to grow the Business Service Team to provide a broader reach for companies throughout the entire region.
- Customized training programs can be developed to provide tailored assistance to business and industry.
- Expanding Job Growth in the State of Arkansas through Governor Hutchinson’s economic development area provide new employment opportunities to jobseekers in the Central Arkansas Workforce Development Area.

Challenges:

- As business and industry are faced with an aging workforce, many of the jobseekers currently do not possess applicable skill sets to replace the aging workforce.
- Many Industries and economic development organization may not feel that the Workforce Innovation and Opportunity Act can assist them.
- Duplication of Workforce Development efforts not only causes redundancy for jobseekers and industry, it is also a major waste of resources.
- Budgetary cuts restrict the capabilities of the Central Arkansas Workforce Centers.

Central Arkansas Workforce Development Area Capacity to provide services

The Central Arkansas Workforce Development Area is equipped with the resources, partnerships, and staffing capacity needed to provide workforce development activities throughout the region. The region has benefited significantly from the Arkansas Workforce Development Board's continued strides for improvement and innovation. The CAWDA's capacity is further amplified by its broad array of partners, both who co-locate in the workforce centers and those that do not. Some of those partnerships include:

- *Adult Education (Core)*
- *Arkansas Vocational Rehabilitation (Core)*
- *Division of Services for the Blind (Core)*
- *Wagner-Peyser (Arkansas Department of Workforce Services) (Core)*
- Arkansas Literacy Council
- Department of Human Services
- Arkansas Department of Corrections
- Arkansas Community Colleges
- Arkansas Economic Development Commission
- Institute for Economic Advancement, UALR

Out of school youth is an area where the region has struggled in the past. This has partly been due to the lack of staffing capacity to target and conduct outreach activities, aimed specifically at this logistically challenging demographic. Over the next two years capacity will be injected into the Central Arkansas Workforce Development Program, in an effort to better serve Out of School Youth.

Educational Level Attainment

Faulkner County					
Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	2,904	3,002	4%	7%	7%
9th Grade to 12th Grade	5,033	5,094	6%	9%	7%
High School Diploma	24,782	25,197	32%	35%	28%
Some College	18,220	18,290	23%	22%	21%
Associate's Degree	5,099	5,083	7%	6%	8%
Bachelor's Degree	14,310	14,492	18%	14%	19%
Graduate Degree and Higher	7,700	7,800	10%	7%	11%
	78,048	78,957	100%	100%	100%

Lonoke County					
Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	2,210	2,285	5%	7%	7%
9th Grade to 12th Grade	3,647	3,596	7%	9%	7%
High School Diploma	16,785	16,949	34%	35%	28%
Some College	12,994	13,086	27%	22%	21%
Associate's Degree	3,926	3,980	8%	6%	8%
Bachelor's Degree	6,425	6,490	13%	14%	19%
Graduate Degree and Higher	2,924	2,976	6%	7%	11%
	48,912	49,363	100%	100%	100%



Monroe County					
Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	539	540	11%	7%	7%
9th Grade to 12th Grade	564	545	12%	9%	7%
High School Diploma	1,980	1,926	41%	35%	28%
Some College	1,029	1,009	21%	22%	21%
Associate's Degree	221	217	5%	6%	8%
Bachelor's Degree	359	354	7%	14%	19%
Graduate Degree and Higher	167	174	3%	7%	11%
	4,859	4,767	100%	100%	100%



Prairie County					
Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	303	306	5%	7%	7%
9th Grade to 12th Grade	800	800	14%	9%	7%
High School Diploma	2,675	2,691	45%	35%	28%
Some College	1,065	1,027	18%	22%	21%
Associate's Degree	241	233	4%	6%	8%
Bachelor's Degree	596	600	10%	14%	19%
Graduate Degree and Higher	234	238	4%	7%	11%
	5,914	5,897	100%	100%	100%
Pulaski County					

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	10,474	10,619	4%	7%	7%
9th Grade to 12th Grade	17,248	17,213	6%	9%	7%
High School Diploma	73,489	73,886	27%	35%	28%
Some College	64,599	64,877	24%	22%	21%
Associate's Degree	17,469	17,674	6%	6%	8%
Bachelor's Degree	54,489	54,383	20%	14%	19%
Graduate Degree and Higher	31,843	31,706	12%	7%	11%
	269,613	270,358	100%	100%	100%



Saline County					
Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
Less Than 9th Grade	3,029	3,110	4%	7%	7%
9th Grade to 12th Grade	5,604	5,551	7%	9%	7%
High School Diploma	29,402	29,763	35%	35%	28%
Some College	19,797	20,038	23%	22%	21%
Associate's Degree	5,961	5,995	7%	6%	8%
Bachelor's Degree	14,366	14,603	17%	14%	19%
Graduate Degree and Higher	6,748	6,840	8%	7%	11%
	84,907	85,900	100%	100%	100%

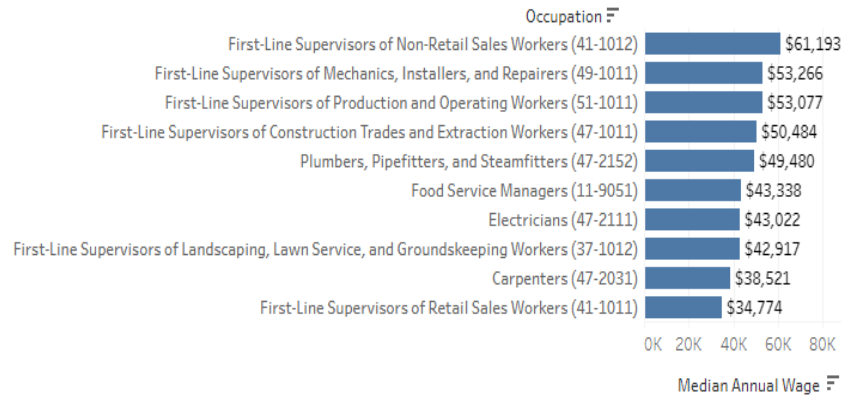


Education/Training Job Outlook
 Area: Central Arkan...
Time Frame: ST-2021-2023
Training Type: Education

Education Training Employment Outlook

Training Category	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Annual Openings-Total
Associate's degree	2,981	3,061	80	2.68%	96	170	36	302
Bachelor's degree	34,738	35,987	1,249	3.60%	1,004	1,787	626	3,417
Doctoral or professional degree	3,594	3,651	57	1.59%	88	91	35	214
High school diploma or equivalent	73,877	75,448	1,571	2.13%	3,140	4,988	789	8,917
Master's degree	3,181	3,283	102	3.21%	90	137	48	275
No formal educational credential	43,916	45,482	1,566	3.57%	3,023	3,954	779	7,756
Postsecondary non-degree award	15,519	15,894	375	2.42%	629	937	189	1,755
Some college, no degree	3,868	3,936	68	1.76%	179	203	34	416

Top 10 Occupations by Skill Level



Time Frame

LT-2018-2028

Area

Central Arkansas WDA

Skill Level

Low

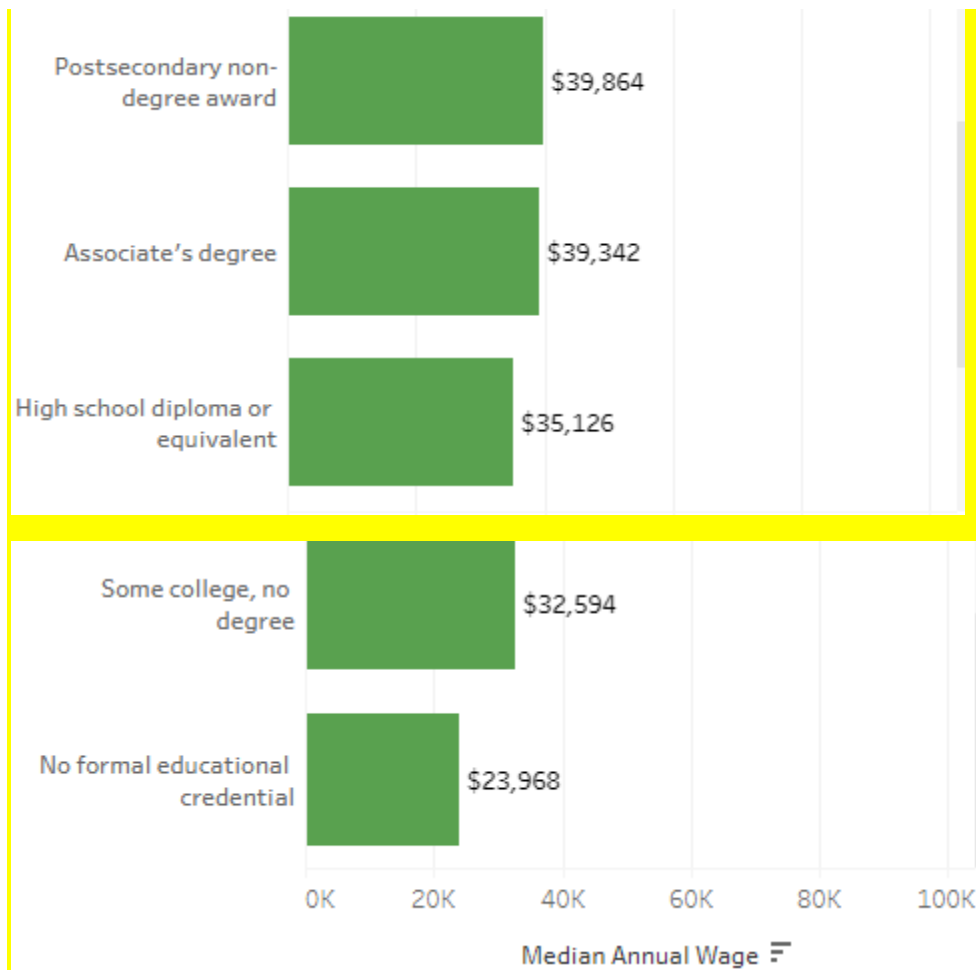
Low Skill is associated with Less than High School or a High School Diploma; Middle Skill is associated with a at least an Associate's Degree but below Bachelor's Degree; High Skill is for a bachelor's Degree or Higher.

Source: Arkansas Division of Workforce Services Employment Projections

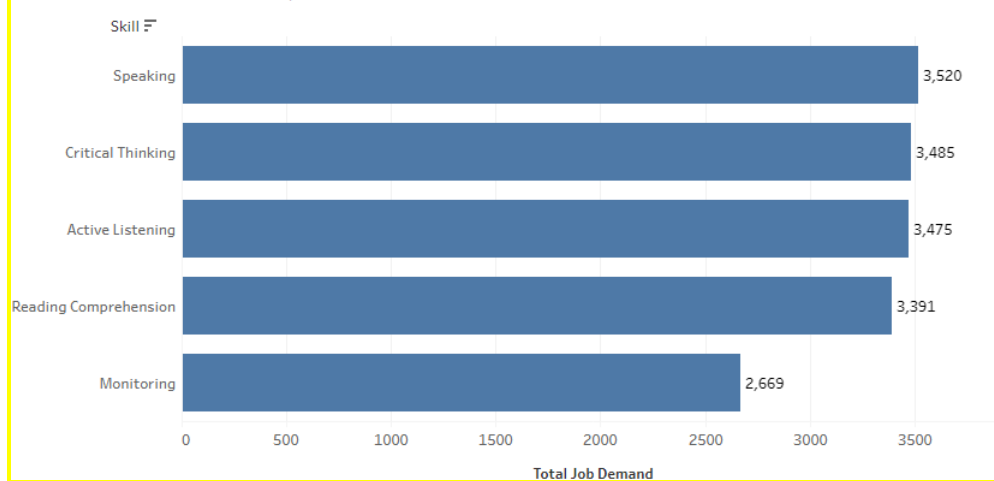
Education Pays in Arkansas

Training Category





Top 5 Skills by Education/Training

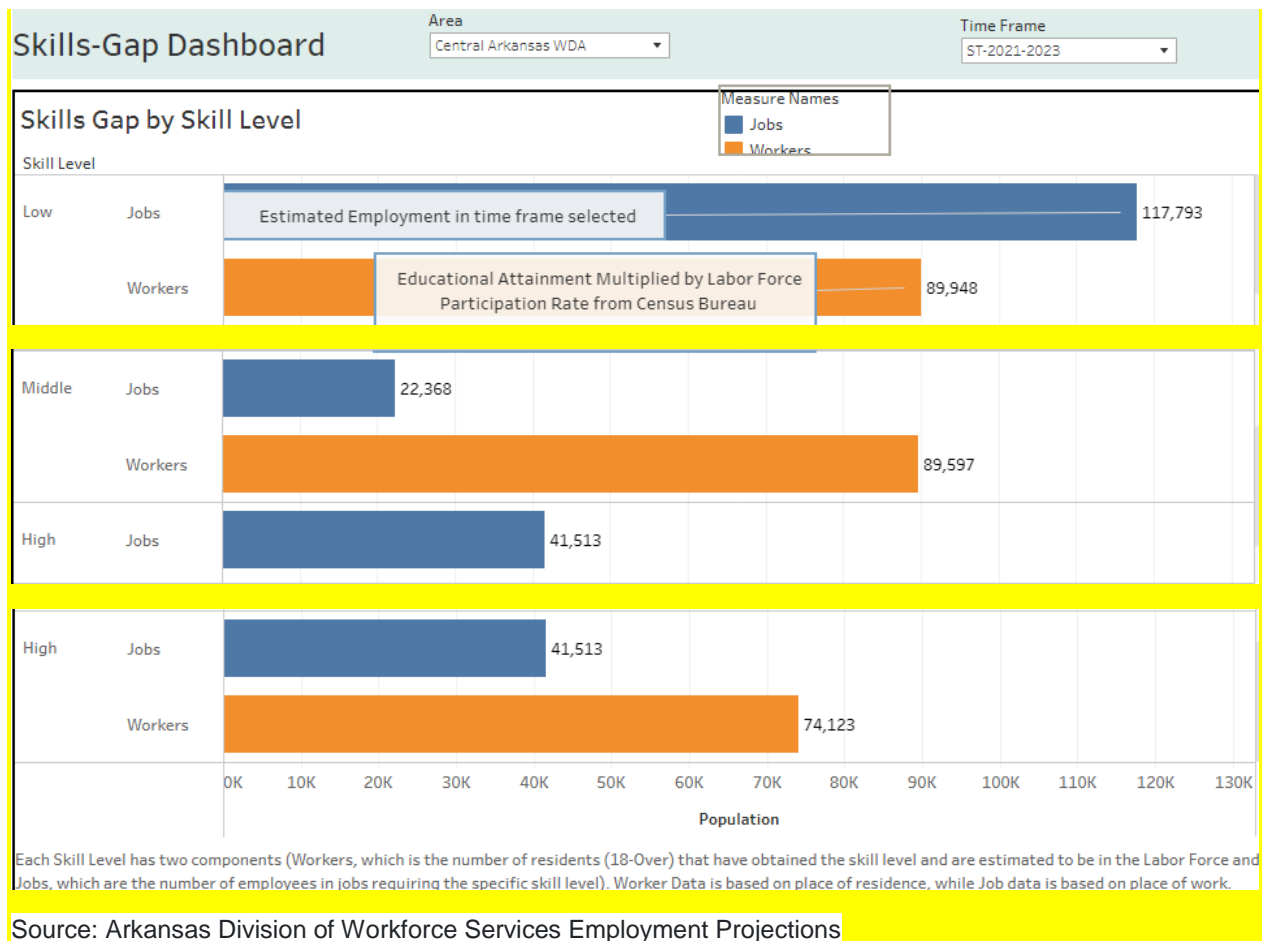


Training Type
Education

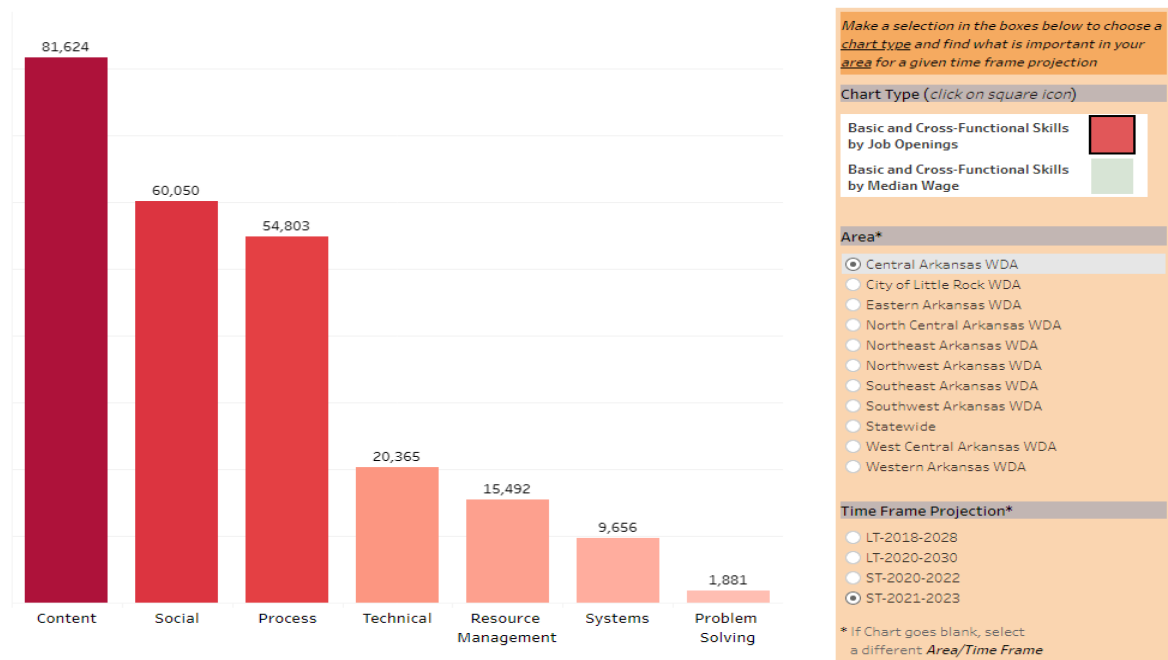
Training Category
Bachelor's degree

Time Frame
ST-2021-2023

Area
Central Arkansas WDA

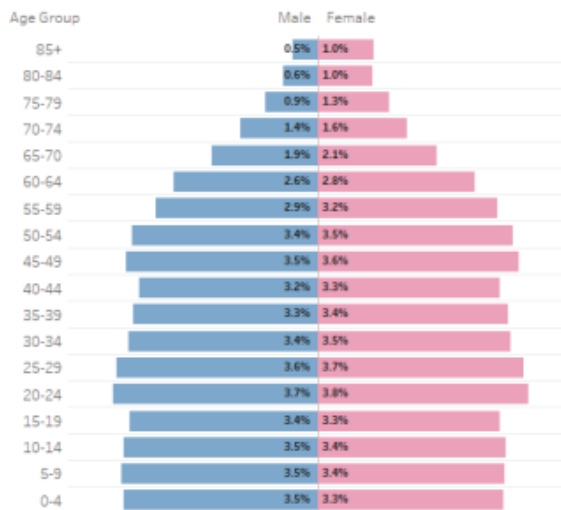


Developed capacities that facilitate performance of activities that occur across jobs

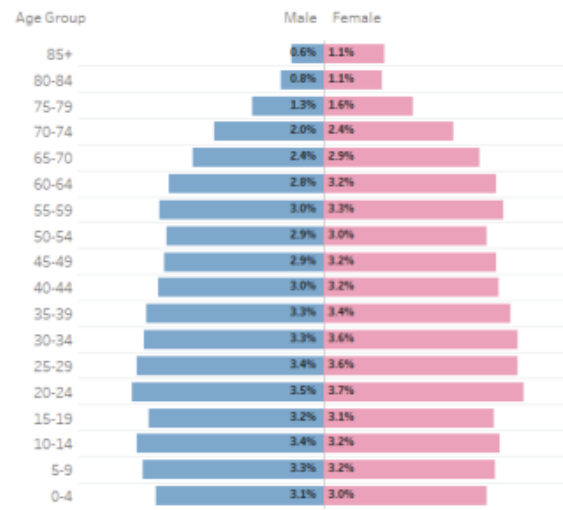


Population Pyramids for Central Arkansas

2010 Pop: 496,876



2020 Pop: 534,473



Age Group Population Distribution

	2010	2020
Adults 65+	61,141	86,383
Adults 20-64	300,257	311,579
Under 20	135,478	136,511
Total	496,876	534,473

Percentage of Population for Children (Under 20), Adults (24-64), and Older Adults (65+)



Prepared by the Arkansas Division of Workforce Services, Labor Market Information using data from U.S. Census Bureau, County Population by Characteristics:2010-2020. Annual County Resident Population Estimates by Age, Sex, Race, and Hispanic Origin. Vintage 2020. Release date, June 2021.
Note: Figures in the population pyramid graphics may differ from the 2017-2021 population statistics due to the timeline of data release schedules.

Central Arkansas LWDA Population 2017-2021

2017	2018	2019	2020	2021
519,899	529,657	531,115	532,544	535,702

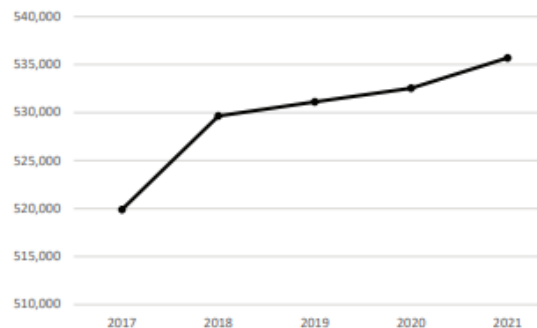
State of Arkansas Population 2017-2021

2017	2018	2019	2020	2021
3,002,997	3,013,825	3,017,804	3,011,542	3,025,891

Source: U.S. Census Bureau

22 | 2022 Arkansas Labor Market and Economic Report

Central Arkansas Population Progression



Industry – Administrative and Support Services is slated to add 865 new jobs between 2021 and 2023, becoming the top growing industry in the area, moving employment to 8,803. Warehousing and storage is projected to raise employment levels 40.47%, becoming the fastest growing industry, moving employment to 2,159. On the negative side of the job market, Credit Intermediation and Related activities could see 186 less employees by first quarter 2023, becoming the top declining industry. Wholesale Electronic Markets and Agent Brokers is forecast to be the fastest declining industry, cutting

23.01% of it's workforce, moving to 231 jobs. The Trade, Transportation and Utilities supersector leads the area, with 1,392 new jobs, moving employment to 40,518.

Local Workforce Analysis

Population

The Central Arkansas Workforce Development Area had a population of 605,287 in the year 2000. The population is projected to increase 26% by the year 2020 totaling 760,604. After review of the subsequent education attainment table, one will observe the region is on track to see such growth, with the 2010 population 688,323 according to the U.S. Census. The region witnessed a population growth rate of 14% since the year 2000, and is on track to the projected growth rate through 2020.

Population by Area						
State Arkansas	Region All	Area Type County	Area Multiple values	Year Multiple values	Period Type Annual	Source Arkansas Population..
Area	Year	Period Type	Source	Release Date	Total Population	
Faulkner County	2016	Annual	Arkansas Population-Census	2017-03-23	122,227	
Lonoke County	2016	Annual	Arkansas Population-Census	2017-03-23	72,228	
Monroe County	2016	Annual	Arkansas Population-Census	2017-03-23	7,169	
Prairie County	2016	Annual	Arkansas Population-Census	2017-03-23	8,251	
Pulaski County	2016	Annual	Arkansas Population-Census	2017-03-23	393,250	
Saline County	2016	Annual	Arkansas Population-Census	2017-03-23	118,703	
Faulkner County	2015	Annual	Arkansas Population-Census	2017-03-23	121,343	
Lonoke County	2015	Annual	Arkansas Population-Census	2017-03-23	71,697	
Monroe County	2015	Annual	Arkansas Population-Census	2017-03-23	7,415	
Prairie County	2015	Annual	Arkansas Population-Census	2017-03-23	8,280	
Pulaski County	2015	Annual	Arkansas Population-Census	2017-03-23	392,932	
Saline County	2015	Annual	Arkansas Population-Census	2017-03-23	117,358	
Faulkner County	2014	Annual	Arkansas Population-Census	2017-03-23	120,683	
Lonoke County	2014	Annual	Arkansas Population-Census	2017-03-23	71,563	
Monroe County	2014	Annual	Arkansas Population-Census	2017-03-23	7,612	
Prairie County	2014	Annual	Arkansas Population-Census	2017-03-23	8,314	
Pulaski County	2014	Annual	Arkansas Population-Census	2017-03-23	392,633	
Saline County	2014	Annual	Arkansas Population-Census	2017-03-23	115,780	

Age Distribution

To fully understand the composition of the Central Arkansas Workforce area, we can first look at the population and age distribution for the region as a whole. However, the demographic composition of the region is changing, the retirement of baby boomers in the coming years will place a large demand for skilled employment across numerous industries. As a region, the distribution of age is fairly consistent from youth up until the age of 50-54.

Pulaski County is home to 238,293 residents who fall between the ages of 15-64 years old accounting for over half of the regions total population, which provides us a good estimate of the civilian labor force for 2010.

General Demographics

The demographic developed by the Arkansas Division of Workforce Services and does not include Pulaski County. The Central Arkansas Workforce Development Area represents 10.6% of State of Arkansas's population. Participants who fall within 18-65 years of age, who represent the primary workforce, make up 62.2% of the total population. Of the total population, 88% possess a High School Diploma/Equivalent or higher, while 17.9% of the population possess a Bachelors Degree of higher.

Unemployment

Unemployment for each of the six counties within the Central Arkansas Workforce Development Area has been in a steady decline, and, is projected to reach pre-recession levels over the next few years. For comparative purposes, and due to the location of the Central Arkansas Workforce Development Area's North Little Rock Workforce Center, Pulaski County has been included. For expanded data on unemployment, please see the report *Leverage*.

Monroe County continues to experience the highest levels of unemployment for the entire region, reaching a staggering 10% in 2011. The region collectively has held the same course, as noted by the polynomial trend line in the following chart, and is working its way back to pre-recession levels. While unemployment rates for each of the respective counties have followed similar trends, it's vital to note that correlation does not mean causation was the same. Monroe County, for example, was suffering from extremely high unemployment prior to the recession.

Despite the recession, total employment in Faulkner County grew 2.36% from 2007-2011². However, during this same time period, a population influx into the county caused a rise in the unemployment rate, due to a slow increase in job production as a result of the recession.

Other data can be used to help paint the picture to what is happening to a county's economic base, such as transfer receipt data, which can be found on our report title "LEVERAGE".

While current employment levels in the State of Arkansas are reaching all-time historic lows, counties such as Prairie and Monroe, who represent rural Arkansas, need workforce solutions which look different than those that work in Pulaski County. Below is expanded employment data for each of the six counties in the Central Arkansas Workforce Development Area has been provided.

Projected Employment Growth by Education Level (2012-2022)

The chart below depicts the projected growth in employment opportunities based on the educational attainment level needed to fulfill the needs of employers. For Central Arkansas, the majority of employment opportunities will require less than a high school diploma. Possessing a high school diploma is the second largest educational attainment level needed for the growth in employment within the Central Arkansas region. Over the projected growth in jobs over the next six years, over 16,000 of those jobs will only require a High School Diploma or less, whereas only 4,500 of those job will require a Bachelor's degree.

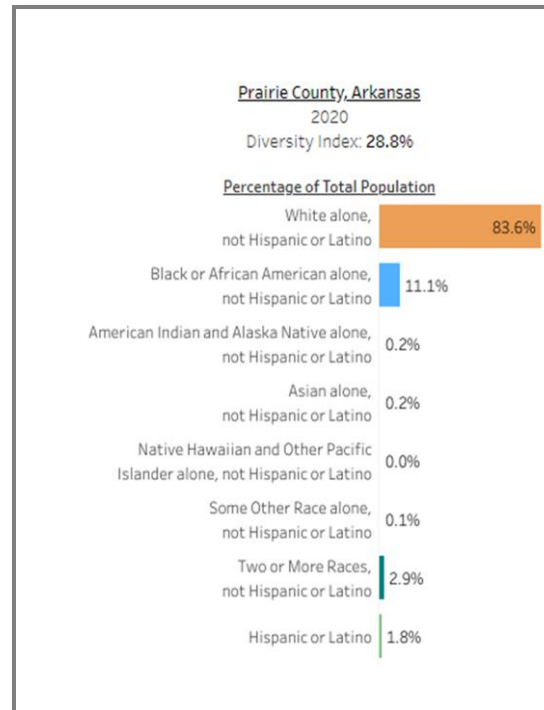
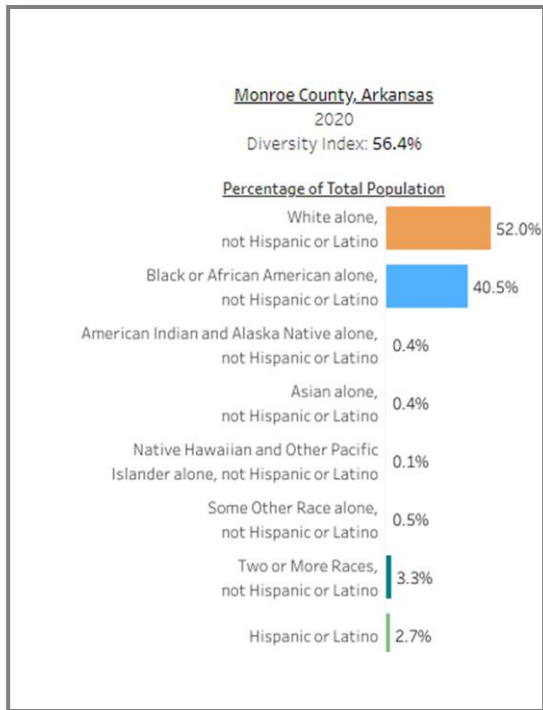
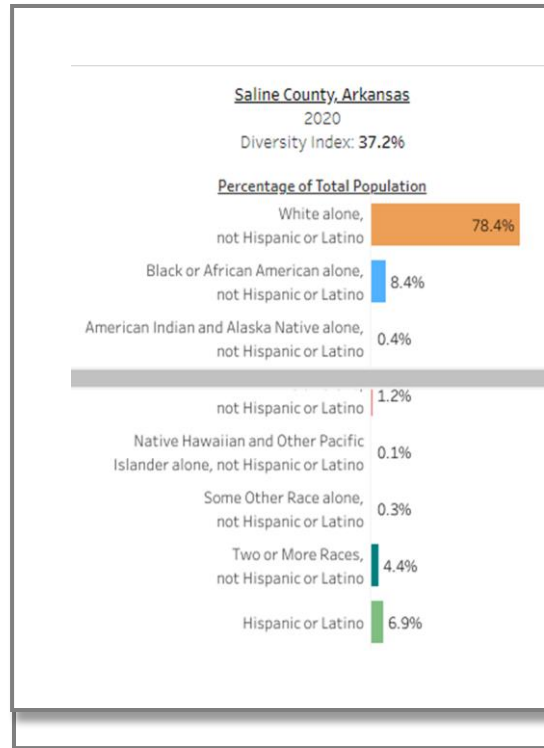
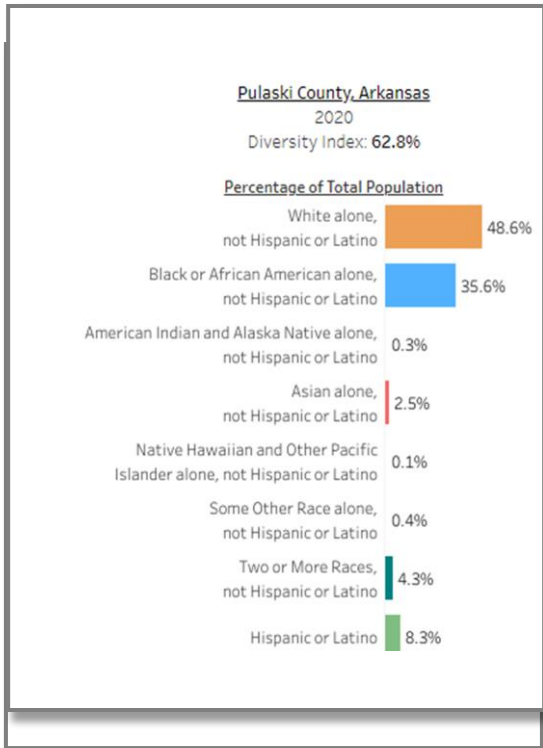
Educational skill of individuals with barriers

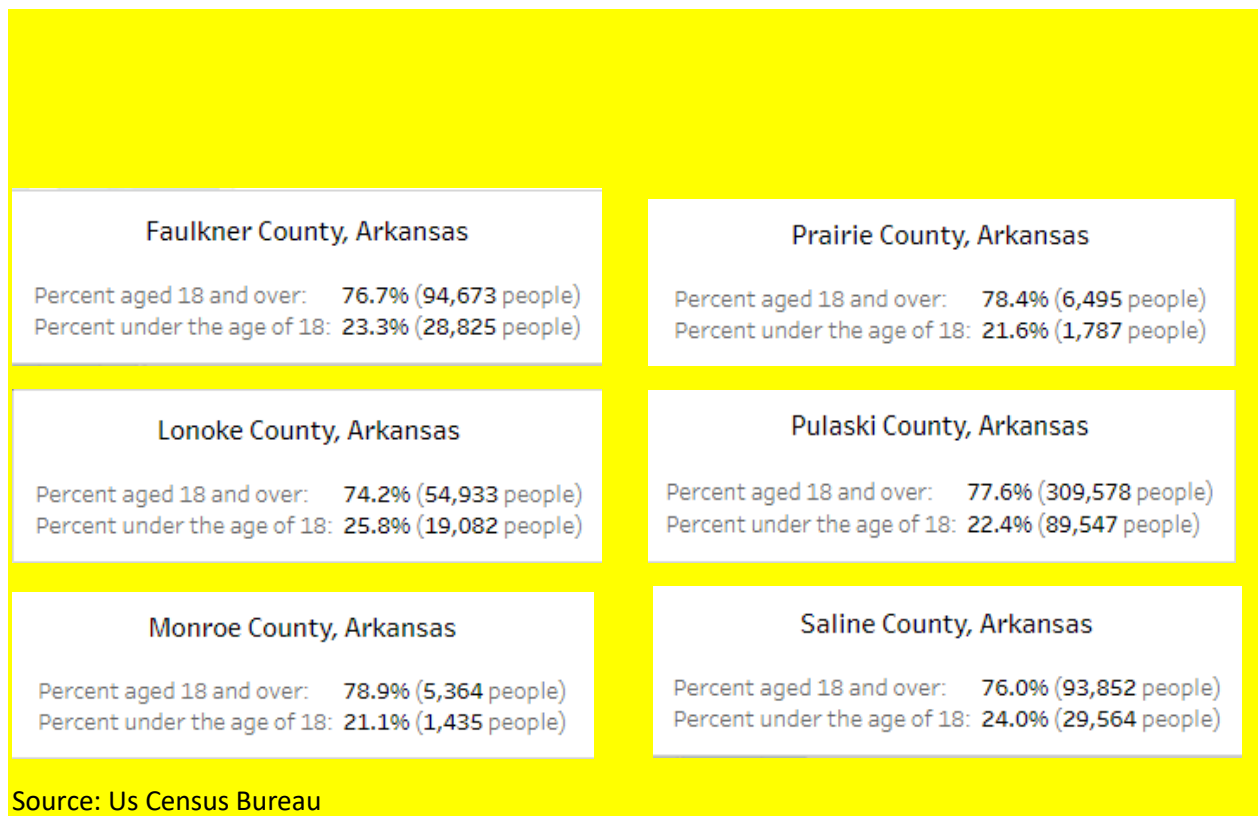
Individuals with barriers to employment include those individuals in one or more of the following categories as stated by WIOA Sec 3(24): §680.320(b)(1-14):

15. Displaced homemakers;
16. Low-income individuals;
17. Indians, Alaska Natives , and Native Hawaiians;
18. Individuals with disabilities;
19. Older individuals, i.e./ those aged 55 or over;
20. Ex-Offenders;
21. Homeless individuals;
22. Youth who are in or have aged out of the foster care system;
23. Individuals who are English language learners; individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
24. Eligible migrant and seasonal farmworkers, defined in WIOA Sec.167(i);
25. Individuals within 2 years of exhausting lifetime eligibility under TANF (part A of title IV of the Social Security Act);
26. Single-parents (including single pregnant women);
27. Long-term unemployed individuals; or
28. Other groups determined by the Governor to have barriers to employment.

Section 2: COVID Recovery, Readiness, Diversity, and Inclusion

Diversity





2.1 What is the local areas vision for equitable and inclusive recovery and reemployment? What are community partners’ roles in this vision? How much of this vision is accomplishable with current WIOA funding?

Vision

The Central Arkansas Workforce Development Area will have a world-class workforce that is well educated, skilled, and working in order to keep Arkansas’s economy competitive in the global marketplace.

Goals

Strategic Goal 1: *To develop efficient partnerships with employers, the educational system, workforce development partners, and community based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers in Central Arkansas.*

Goal 1 Objectives:

1. Develop monthly “Core-Four” partner meetings with the leadership of the Central Arkansas Workforce Development Area, Adult Education, Arkansas Vocational Rehabilitation, Wagner-Peyser, and Division of Services for the Blind.

2. Conduct 20 site visits with employers throughout the six-county service area of the Central Arkansas Workforce Development Area in order to identify and monitor needs and build industry relationships.
3. Conduct partner meetings with educational training providers on a quarterly basis in order to build strong relationships and enhance service delivery.
4. Develop an effective referral system between all partners to enhance service delivery for jobseekers, ensuring all participant receive the services and support they need to succeed.

Strategic Goal 2: To enhance service delivery to both employers and jobseekers in Central Arkansas.

Goal 2 Objectives:

1. Expand service delivery access points by the utilization of “virtual workforce centers” and revolving workforce centers throughout the region.
2. Train for applicable in-demand industries only, to ensure jobseekers receive the training of their choice in a field which provides sustainable employment.
3. Develop career pathways with input from private industries and educational training providers in the region.
4. Provide training in the Central Arkansas Region which leads to recognized credentials which assist jobseekers obtain sustainable employment and meet the needs of business and industry.
5. Coordinate business outreach activities with core, co-located, and external partners through the development of a joint data-base.

Strategic Goal 3: To increase awareness of the Regions Talent Delivery System.

Goal 3 Objectives:

1. Conduct coordinated outreach efforts on social media platforms in order to increase awareness of the services available through the Central Arkansas Workforce Centers.
2. Improve employer perception of the Arkansas Workforce Centers located in the Central Arkansas Workforce Development Area through educational outreach campaigns.
3. Finalize the Central Arkansas Workforce Development Area’s website www.WorkforceAR.com to serve as a “one-stop-shop” for services in the region.
4. Coordinate with partners to ensure all applicable information is available at community outreach events.

Strategic Goal 4: To address Skills Gaps specific to Central Arkansas in-demand industry needs.

Goal 4 Objectives:

1. Survey businesses within each of the seven identified “in-demand” industry sectors to assess the true needs of business and industry in the Central Arkansas region.
2. Utilize partnerships to develop customized training programs which are identified by comparing the fore mentioned survey results to training available in the region.
3. Identify training gaps which may exist within the seven “in-demand” industry sectors through surveys and analytics.

Will adding additional verbiage here

2.2 Has the local area modified their service delivery strategies and services as the Workforce Centers have safely reopened? Is there a thoughtful stagey to deliver services safely and effectively to all individuals, reflective of the President’s emphasis on diversity, equity and inclusion of workforce services, and this strategy has been put into action across the local area?

The following section information will be modified

The vision statement adopted by the Arkansas Workforce Development Board was used as a pattern for the development of the Central Arkansas Workforce Development Board’s vision and mission. The Central Arkansas consortium of Chief Elected Officials and the Central Arkansas Workforce Development Board are committed to the implementation of Arkansas Talent Delivery System.

The following are ways in which the Central Arkansas Workforce Development Area will help achieve the state workforce development goals:

- The Central Arkansas Workforce Development Board will identify specific needs of the Central Arkansas Workforce Development Area and develop new and innovative strategies for meeting the needs of the employers and job seekers.
- The Central Arkansas Workforce Development Board, through the five workforce centers located throughout the region, will deliver specific programs designed for existing employees. Through coordination and collaboration with primary in-demand industry sectors, these efforts will provide existing and emerging jobs throughout the region.
- The Central Arkansas Workforce Development Board will conduct aggressive outreach campaigns such as social media “boosting”, canvassing, partnerships with other non-profit organizations to promote the services provided at the regional level and the states Talent Delivery System. Outreach material will be developed for each of the special populations identified by the Department of Labor.
- The Central Arkansas Workforce Development Board will serve as the catalytic convener between educators, industry, and jobseekers to establish expanded apprenticeship programs and fill educational gaps.
- The Central Arkansas Workforce Development Board will conduct targeted outreach to Veterans.
- The Central Arkansas Workforce Development Board will coordinate and collaborate with internal and external partners in order to eliminate duplicative services.
- The Central Arkansas Workforce Development Board will ensure that current, accurate, and applicable labor market information is available at all workforce centers, delivered in a manner easy to understand.

- The Central Arkansas Workforce Development Board will work with Economic Development Organizations throughout the region to enhance services provided to industry.

2.3 Describe how the local board’s vision and goals contribute to each of the Governor’s goals. [WIOA Sec. 108(b)(1)(E)] (See Appendix C: Transitional Planning References and Resources)

The Central Arkansas Workforce Development Area shares the Governor’s vision for Economic Development and the State’s Strategic Plan that defines a stronger partnership between economic development, education, and the state workforce investment system to attract, retain and grow Arkansas’ high growth industries and encourage the development of regional economies.

CAWDA will fully support the Governors strategic goals for attracting and growing emerging businesses and industry. The plan is consistent with the following goals outlined in the Governors Strategic Plan:

Strategic Goal 1:

Develop an efficient partnership with employers, the educational system, workforce development partners, and community-based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers.

Strategic Goal 2:

Enhance service delivery to employers and jobseekers.

Strategic Goal 3:

Increase awareness of the State’s Talent Development System

Strategic Goal 4:

Address Skills Gaps

2.4 Describe how the local board’s goals relate to the achievement of federal performance accountability measures. [WIOA Sec. 108(b)(1)(E)]

The Central Arkansas Workforce Development Board is determined to only provide training opportunities to participants that will prepare them for a sustainable career within the seven identified industry sectors. The attainment of credentials and measurable skill sets will direct participants towards jobs which have a livable wage and have a higher probability of sustained employment beyond a year after exit; thereby supporting the achievement of federal performance accountability measures.

The Central Arkansas Workforce Development Board conducted an in-depth analysis of the regional economy, including a local and non-local cluster analysis, business inventory, and occupational assessment. This report titled “LEVERAGE” can be viewed by visiting the Central Arkansas Workforce Development Area’s website; www.WorkforceAR.com. Case managers have been trained to educate participants on the in-demand industries available in the region. Educational material has also been

developed for each industry sector and is provided to jobseekers in the Central Arkansas Workforce Centers. The eligible training provider list is approved by the Central Arkansas Workforce Development Board, and has been developed in a way that displays training programs by industry sector. The Central Arkansas Workforce Development Area shall make exceptions for Registered Apprenticeship programs which fall outside the seven industries on a case-by-case basis at the direction of the Central Arkansas Workforce Development Board.

Section 3: Local Area Partnerships and Investment Strategies

Many of the responses in this section, such as targeted sector strategies, should be based on strategic discussions with the local board and partners. Please provide a separate response for each of the elements listed below.

3.1 Taking into account the analysis described in Appendix B - Section 1, describe the local board's strategy to work with the entities that carry out the core programs to align resources available to the local area, in order to achieve the strategic vision and goals described in element 2.1. This analysis should include:

A. A description of the local workforce development system; include key stakeholders and entities associated with administrative and programmatic/service delivery functions. Examples include elected officials, advocacy groups, local workforce development board and committee structure, fiscal agent, operator(s), required program partners, and major contractors providing Adult/Dislocated Worker/Youth program elements. Describe respective roles and functional relationships to one another;

Central Arkansas Planning and Development District, Inc. was designated by the Consortium of Chief Elected Officials as the fiscal agent for the Central Arkansas Workforce Development Area.

Central Arkansas Planning and Development District, Inc. was designated by the Consortium of Chief Elected Officials as the administrative entity.

The Central Arkansas Workforce Development Board selected Central Arkansas Planning and Development District, Inc. as the One Stop Operator through a competitive bid process. The Consortium of Chief Elected Officials confirmed the selection of Central Arkansas Planning and Development, Inc. as the One Stop Operator.

The Central Arkansas Workforce Development Board has appointed four standing committees to review, recommend, and provide oversight of all activities of the Board;

- Executive Committee
- One-Stop Committee
- Youth Committee
- Compliance Committee.

The Central Arkansas Planning and Development District manages the operation of all five workforce centers, and provides administrative services, business services, and management services for the WIOA work programs as directed by the Central Arkansas Workforce Development board in consensus with the Consortium of Chief Elected Officials.

Required partners include the Arkansas Department of Workforce Services (Wagner-Peyser), Arkansas Vocational Rehabilitation Services, Adult Education, and Division of Services for the Blind. The Central Arkansas Workforce Development Area works with our partners to provide a broad range of services to program participants, for a full description of services see Section 4.1 (D).

The Central Arkansas Workforce Development Board has a strong working partnership with Adult Education. Adult Education enhances the capacity of services available to participants through Job Readiness Training, Workforce Alliance for Growth in the economy classes, TABE testing, Career Scope Testing, General Education Diploma courses, and English as a second language.

(Expand by typing flyer Debbie Gave)

B. A list of all Arkansas Workforce Centers in the local area; include address, phone numbers, and hours of operation:

Faulkner County
Arkansas Workforce Center
1500 Museum Road, Suite 111
Conway, AR 72032
501-730-9894
Hours: 8:00AM-4:30PM

Saline County
Arkansas Workforce Center
400 Edison Avenue
Benton, AR 72015
501-315-7702
Hours: 8:00AM-4:30PM M-F

Pulaski County
Arkansas Workforce Center
324 W Pershing Blvd
North Little Rock, AR 72114
501-376-4119
Hours: 8:00AM-4:30PM M-F

Prairie and Monroe Counties
Arkansas Workforce Center
1401 E 4th Street
Brinkley, AR 72021
870-734-3374
Hours: 8:00AM-4:30PM M-F

Lonoke County
Arkansas Workforce Center
902 N Center Street
Lonoke, AR 72086
501-676-2721
Hours: 8:00AM-4:30PM M-F

C. An attached organization chart that depicts the local board, administrative and fiscal entities, and service providers. [WIOA Sec. 108(b)(1)(F)]

See Attachment: A

3.2 Describe the workforce development system in the local area that identifies the programs that are included in that system and how the local board will work with the entities carrying out core and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et. seq), that support the strategy identified in the State plan under section 102(b)(1)(E). [WIOA Sec. 108(b)(2)]

Note: The six (6) core programs identified by WIOA are: Adult, Dislocated Worker, Youth, Adult Education and Literacy, Wagner-Peyser Program, and Vocational Rehabilitation.

The Central Arkansas Workforce Development system includes the required core partners and other partners. The local board will coordinate work with the core programs through a referral process that ensures an individual seeking services is made aware of the available core program services.

In developing the talent pipeline the Board and system are working closely with educational institutions such as Pulaski Technical College, the University of Central Arkansas, and others.

3.3 Describe how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable). [WIOA Sec. 108(b)(3)]

The Central Arkansas Workforce Development Area, working in partnership with Core partners (Wagner-Peyser, Adult Education, Arkansas Vocational Rehabilitation, and Division of Services for the Blind) will develop a referral process to ensure jobseekers receive the services they need to succeed. This referral system coupled with increased communication through monthly “core-four” meetings will expand access to employment, training, and supportive services to all jobseekers no matter the point of entry. This partnership will promote co-enrollment and increase credential attainment. Career pathways will be developed by engaging business and industry and educational training providers to identify pathways that exist in the Central Arkansas Workforce Development Area.

3.4 Identify and describe (for each category below) the strategies and services that are and/or will be used to:

A. Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs in addition to targeted sector strategies;

The Central Arkansas Workforce Development Board created a report with an emphasis on serving businesses who make up the in demand industry sectors in the region. The report, which is titled *Leverage* (www.WorkforceAR.com/Leverage), serves as a road map for which industries to target, and includes a list of over 500 prospective companies. Business roundtables by industry sectors will be conducted during the following year, along with site visits to major employers as well as small businesses. During the roundtables, the Central Arkansas Workforce Development Area will facilitate a discussion with industry employers on their challenges, needs, and concerns with the Central Arkansas workforce. This information will be utilized by the Central Arkansas Workforce Development Board to enhance service delivery to employers and prepare jobseekers for employment.

B. Support a local workforce development system that meets the needs of businesses;

The Central Arkansas Workforce Development Board voted for the realignment and restructuring of training programs on September 15, 2016. Programs are now organized by “in demand” industry sectors to ensure we are not only training to meet the needs of businesses, but we are also training clients in

fields where jobs are available. Non “in demand” industry training programs will no longer be included as an “eligible training provider” through the Central Arkansas Workforce Development Area.

C. Better coordinate workforce development programs and economic development; and

The Central Arkansas Workforce Development Board recognizes that in order for economic and workforce development to align, job placement activities must coincide with job creation activities. The private sector must be included in the decision making process, and data driven decision making must be used in all decisions pertaining to training programs. The CAWDA will continue to engage with Economic Development Organizations to leverage WIOA grant opportunities for both existing and future businesses. CAWDA’s goal is to become an applicable partner for existing industry in the region.

D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.

This may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies that support the local board’s strategy in element 3.1. [WIOA Sec. 108(b)(4)(A) and (B)].

Core-Four meetings will be held monthly, Arkansas Department of Workforce Services (Wagner-Peyser) shall be included in this new line of meetings between these organizations leadership. The co-enrollment which will be utilized will help the one-stop delivery system and unemployment insurance program better serve participants. The Central Arkansas Workforce Development Area will utilize on-the-job training programs to help jobseekers currently utilizing unemployment insurance gain sustainable employment. The utilization of sector strategies through the development of *LEVERAGE* will also assist jobseekers currently utilizing unemployment insurance. *LEVERAGE*’s primary goal was to increase the probability that jobseekers receiving services in the Central Arkansas Workforce Development Area will achieve sustainable employment following their training. The Central Arkansas Workforce Development Area shall engage employers through survey’s and a series of business roundtables to development career pathways that exist in Central Arkansas.

3.5 Describe local and regional efforts to support and/or promote entrepreneurial skills training and microenterprise services, in coordination with economic development and other partners. [WIOA Sec. 108(b)(5)]

The Central Arkansas Workforce Development Board will develop relationships with partners such as the Small Business Administration, Arkansas Small Business and Technology Development Center, The Innovation Hub, and Technology Transfer organizations such as Tech Launch at the University of Arkansas at Little Rock to connect clients who may wish to open their own business with partners who provide those specific services. By building relationships with SBA and ASBTDC the CAWDA will be able to assist small enterprises with their specific workforce needs. Many small and medium firms do not have the resources to train staff. The CAWDA through the Business Services team and WIOA scholarships can link jobseekers to small business employment opportunities. The Central Arkansas Workforce Development Area shall develop a referral process so that individuals interested in entrepreneurship receive access to those services.

3.6 Describe how the local board coordinates education and workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services. [WIOA Sec. 108(b)(10)]

The local board will coordinate education and workforce investment activities with secondary and postsecondary education programs and activities through input at partner meetings. There is also collaboration between the board and secondary and postsecondary education programs providing services to the youth such as working with Educational Cooperatives, the Central Arkansas Youth Committee, and school districts.

3.7 Describe efforts to coordinate supportive services provided through workforce investment activities in the local area, including facilitating transportation for customers. [WIOA Sec. 108(b)(11)]

Supportive Services shall be coordinated through the partner referral system, along with being documented on a case-by-case basis on the job seekers individual employment plan. A coordinated referral process will allow participants access to the resources they need to thrive no matter the point of entry. More information on supportive services in the Central Arkansas Workforce Development Area is provided below:

All WIOA enrolled adults, dislocated workers and youth are eligible for supportive services as defined in WIOA Section 3(59). Supportive services are provided to eligible WIOA adults, dislocated workers, and youth when the supportive service will assist the participant with reaching his/her employment and training goals.

Supportive Services are based on financial need and participants are not automatically entitled to supportive services.

Supportive Services may be provided to eligible WIOA participants who:

1. Are enrolled in WIOA career or training services; and,
2. Are unable to obtain the supportive service through any other resource program providing such services.

Supportive services must be necessary for a given participant to complete her or his Individual Employment Plan or Individual Service Strategy and be beyond her or his ability to pay. Supportive services are not entitlements and will be approved by CAPDD Arkansas Workforce Center managers for a given participant on the basis of a documented financial assessment, individual circumstances, the absence of other resources, and funding limits.

Supportive services may take the form of in-kind or cash assistance. Reimbursement will be for actual costs up to the established limits. Supportive services in excess of the established limits must be requested in writing and approved by the executive director of the Central Arkansas Planning and Development District **before** costs are incurred. Costs incurred before approval will **not** be reimbursed.

Workforce center staff will provide workforce center participants with accurate information about the availability of supportive services in the local area. Resource area staff will also refer applicants and participants to locally available services. The provision of information and referral to other agencies for such resources are classified as a self-assisted services for adults, youth and dislocated workers.

Types of Supportive Services are listed below:

Child/Dependent Care:

Child or dependent care may be provided to a participant's child or parent while the participant is engaged in training or employment, including transportation time, consistent with her or his IEP or ISS. Payment will be based upon actual costs while the participant is participating in and traveling to or from approved activities, as documented in attendance records, at rates that are not greater than current Arkansas Department of Human Services reimbursement rates. In instances where an hourly rate is being paid, the amount paid is not to exceed the maximum daily rate.

Transportation:

Transportation assistance may include bus tokens or passes or mileage allowances. Transportation will be reimbursed at the rate of 56 cents per mile for travel from the participant's home to the training site and return.

Clothing:

Appropriate work clothing, including uniforms required by an employer, safety gear, and suitable clothing for interviewing are an allowable supportive service. The need for this service must be described in the participant's file.

Certification, Screening, and Testing:

Supportive service funds may be used for employment-related fees, including but not limited to testing fees, drug screening, background checks, food handlers permits, security clearance, first aid/CPR certification, finger printing, commercial and business licenses, and other similar expenses. Union dues may be paid for the first month of employment.

Tools/Supplies/Equipment:

Participants may receive assistance for the purchase of tools, supplies, and equipment related to training or necessary for accepting an employment offer.

Other Allowable Supportive Services:

Participants may receive assistance with housing and food, utility payments, medical and prescription services, employment related professional memberships, access to translations, learning disability assistance, and out-of-state job search and relocation to a new job.

3.8 Describe strategies to implement the operational goals of the local one-stop system, maximizing coordination of services provided by the State’s employment services under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), and the local board’s service providers in order to improve services and avoid duplication. [WIOA Sec. 108(b)(12)]

Wagner-Peyser staff and the Adult/Dislocated Worker and Youth provider staff are co-located in several of the Central Arkansas Workforce Centers which simplifies and enhances the process.

Central Arkansas has strong partnerships among state agencies, community colleges, economic development, and community-based organizations. A priority of the Central Arkansas Workforce Development Board is to prevent and eliminate duplication across programs and align core programs.

Alignment of core and optional programs will be made possible by the following strategies:

Reflect Robust Partnerships – Reflect the establishment of robust partnerships among partners. The one-stop operator facilitates an integrated, co-located partnership that seamlessly incorporates services of the core partners and other workforce center partners. They have regular partners meeting in each of the comprehensive centers to improve coordination and seamless delivery of one-stop services.

The Central Arkansas Workforce Development Board will strive to organize and integrate services by function (rather than by program); when permitted by a program’s authorizing statute and as appropriate. The Board will also work toward the coordination of staff communication, capacity building and training efforts. Functional alignment includes having workforce center staff who are cross-trained to serve all customers seamlessly (including target populations) by providing a full range of services.

3.9 Describe how the local board will carry out a review of local applications submitted under WIOA Title II Adult Education and Literacy, consistent with the local plan (as described in WIOA Sec. 107(d)(11) and WIOA Sec. 232). [WIOA Sec. 108(b)(13)]

The Central Arkansas Workforce Development Board shall appoint an “Adult Education RFP Review Committee” to review and score local applications for Adult Education Funding. The Adult Education RFP Review Committee shall review applications based on the following criteria:

1. The applications alignment to the Central Arkansas Workforce Development Board regarding employment, training, education, and supportive services that are needed by adult education students
2. The applications identification of regional priorities as set forth by the Central Arkansas Workforce Development Board.
3. Applicants alignment of proposed activities, services, and regional needs as identified by the Central Arkansas Workforce Development Area’s local plan.
4. How the applicant will promote concurrent enrollment and coordinate referrals for partner services with the Local Workforce Development Board.

5. Details provided about shared cost activities and resources used to support those cost.

3.10 Based on the analysis described in Appendix B - Section 1, identify the industries where a sector partnership is currently being convened in the local area or where there will be an attempt to convene a sector partnership and the timeframe. Categorize the sector partnerships as active, emerging, or exploring as defined below.

- **Active**
 - Has a clear coordinator, convener, or convening team;
 - Is led by industry as demonstrated by private sector members playing leadership roles;
 - Has broad industry engagement as demonstrated by industry members attending meetings, partnering on activities, providing in-kind or financial resources, or similar;
 - Includes critical and engaged partners across programs from workforce development;
 - Can demonstrate that the partnership is not “just a workforce thing,” “just an economic development thing,” or “just an education thing.”
 - Operates in a true labor market region, not within the confines of a workforce area or other geopolitical boundaries;
 - Operates under some kind of shared strategic plan, road map, etc.;
 - Can demonstrate clearly identified priorities and an action plan, be able to demonstrate recent or current activities, services or products that are a direct outcome of the partnership.
- **Emerging**
 - Has at least an interim coordinator, convener, or convening team;
 - Has engaged at least one private sector champion to help drive the launch and implementation of a sector partnership;
 - Includes individuals from workforce development, education, economic development and other programs or organizations in strategic partner roles;
 - Actively working to implement strategic priorities outlined in a launch meeting.
- **Exploring**
 - Is in the infancy stage, but actively considering or planning the preparation needed to launch a partnership;
 - Working to identify partners who would be involved;
 - Determining if the partnership really makes sense for the community.

Below the seven targeted industry sectors have been listed and the status of the Central Arkansas Workforce Development Area’s involvement in each sector is included. The Central Arkansas Workforce Development Area will work toward ensuring each sector is titled as “active” during the next two years.

HEALTHCARE: *Emerging*

EDUCATION: *Emerging*

MANUFACTURING: *Emerging*

TRANSPORTATION AND LOGISTICS: *Emerging*

RETAIL SERVICE: *Exploring*

CONSTRUCTION AND GENERAL TRADE: *Emerging*

BUSINESS SERVICES: *Exploring*

3.11 Does the local board currently leverage or have oversight of funding outside of WIOA Title I funding to support the local workforce development system?

Yes, the Central Arkansas Workforce Development Board currently leverages and has oversight of funding outside of WIOA Title I funding to support the local workforce development system.

Briefly describe the additional funding and how it will impact the local system.

The PROMISE Grant has been awarded to the Central Arkansas Workforce Development Board for the past five years. PROMISE stands for ‘Promoting Readiness Of Minors in Supplemental Security Income’. Arkansas PROMISE is a research project open to youth ages 14-16 who currently receive SSI benefits. The program is sponsored by the U.S. Department of Education and Social Security Administration to help youth who are receiving disability benefits and their families improve their educational and employment outcomes.

If the local board does not currently have oversight of additional funding, describe any future plans to pursue them.

Not Applicable.

Section 4: Program Design and Evaluation

Many of the responses below should be based on strategic discussions between the local board and one-stop partners. Please provide a separate response for each of the elements listed below.

4.1 Describe the one-stop delivery system in the local area including:

- A. The local board’s efforts to ensure the continuous improvement of eligible providers of services, including contracted service providers and providers on the eligible training provider list, and ensure that such providers meet the employment needs of local employers, workers and jobseekers. [WIOA Sec. 108(b)(6)(A)]**

The Central Arkansas Workforce Development Board will continue to evaluate and adjust the list of “eligible training providers” to ensure they meet the needs of businesses within the seven identified “in demand industry sectors”. The Central Arkansas Workforce Development Board will evaluate the effectiveness of eligible training providers by utilizing the Economic Security Report developed by the Arkansas Department of Workforce Services. The Central Arkansas Workforce Development Board will also begin aggregating data from case management services to identify top performing training providers.

B. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, through the use of technology, and through other means. [WIOA Sec. 108(b)(6)(B)]

The Central Arkansas Workforce Development Area will work closely with 'remote' service locations such as community based organizations, libraries, and other social service agencies within the Central Arkansas region to identify opportunities for electronic access to be made available as widely as possible. The core remote areas in the Central Arkansas Region are Monroe and Prairie Counties. Our Brinkley workforce center is strategically located to provide assistance to these remote locations.

Targeted outreach through social media and the region's website (www.WorkforceAR.com) will also be used to broadcast information in these areas. However, understanding many participants may be computer illiterate and need staff assistance, general outreach techniques such as flyers, brochures, and strategic partnerships will be deployed.

**C. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.
[WIOA Sec. 108(b)(6)(C)] (See Appendix C: *Transitional Planning References and Resources*)**

The Central Arkansas Workforce Development system will comply with WIOA section 188 by ensuring accessibility of facilities, programs and services, technology, and materials for individuals with disabilities by providing staff training and support by Arkansas Rehabilitation Services and Services for the Blind. The JAWS (Job Access With Speech) system is available at all Centers as assistance for visually impaired customers. JAWS is a screen reader developed for computer users whose vision loss prevents them from seeing output for the most popular computer applications.

The Central Arkansas Area will provide training to staff on applicable provisions of the ADA using material jointly developed by the partners and State entities.

The Central Arkansas Area will bring together core program partners to integrate services and supportive services and leverage resources to improve services to individuals with disabilities and other protected groups.

The Central Arkansas Area will explore changes in service delivery and design and programs by establishing partnerships, alternate assessments, and programs that better connect education, training, workforce development, and supportive services to improve employment outcomes of individuals with disabilities.

The Central Arkansas Area will encourage active engagement with the private sector to identify skills and support that workers with disabilities need and communicate those needs to the partners, education and training providers, as well as job seekers with disabilities.

The Central Arkansas Area will assess the physical and programmatic accessibility of all our centers and training facilities.

Work with Vocational Rehabilitation to provide clients with disabilities and other protected groups who are unemployed, underemployed, or receiving Social Security disability benefits, by utilizing services available through our local centers to connect them to existing successful career pathway programs.

- D. List all required and optional program partners; indicate the program(s) each partner provides and the physical location where the program(s) can be accessed. Describe the roles and resource contributions of the partners. [WIOA Sec. 108(b)(6)(D)]**

Adult Education Strategic Local Plan Meeting: March 9, 2017

Benton Workforce Center - Programs and Services of Partners

1. Arkansas Department of Workforce Services – Required

The Arkansas Department of Workforce Services offers programs that are designed to enable the Arkansas workforce to compete in the global economy by linking a comprehensive array of services for employers and job seekers. The primary objective is to help job seekers find employment, to assist employers with finding qualified employees, and to provide pre-employment assessments and workforce development programs.

Services provided by the Arkansas Department of Workforce Services include:

- helping job seekers enhance their workplace skills;
- producing labor market information which includes unemployment rates, salary information and career information;
- administering the Transitional Employment Assistance (TEA) Program which provides employment and job-training assistance to working adults and eligible parents with children under the age of 18;
- providing staff support to the Arkansas Workforce Innovation and Opportunity Board;
- providing unemployment insurance benefits to those eligible;
- collecting unemployment insurance contributions from employers;
- assisting employers and job seekers who are affected by layoffs and closures;
- maintaining several Web sites to assist job seekers with job searches and provide labor market information for economic developers, researchers, and the general public.

2. Arkansas Workforce Innovation and Opportunity Act - Required

The Workforce Innovation and Opportunity Act (WIOA) Program, operated by the Central Arkansas Planning and Development District (CAPDD), serves the six counties of Monroe, Prairie, Lonoke, Faulkner, Saline and Pulaski, with the exception of the City of Little Rock. The WIOA program provides a variety of resources, services and information to both job seekers and employers. Core, Intensive and Training Services are available to Adults, Dislocated Workers and Youth. The main function of the WIOA is to assist

job seekers to gain and maintain employment. If a job seeker is unable to obtain employment after receiving the initial Core and Intensive services, Training services may be provided. Core and Intensive services are free and available to all customers who are eligible to work in the United States. Customers who receive training services must meet certain eligibility requirements.

Training services include Work Experience and Occupation Skills training. Work Experience pays a client a stipend as the client gains experience while working on a job. Occupational Skills training provides educational funding, not to exceed two years, while a client attends post-secondary school to complete a course of study leading to a credential that can be utilized to seek employment.

Individuals looking for a job will need to be registered in the AJL database to be considered for employment counseling and job matching. Everyone who is employed is also welcome to register for Job Services, use the Workforce Center's computer lab, and do Internet job searches on their own.

3. CareLink – Not Required

CareLink provides programs that connect older people and their families with resources to meet the opportunities and challenges of aging. CareLink helps homebound older people receive services that allow them to stay at home as long as possible, avoiding more costly care.

In the AR. Workforce Center in Benton, CareLink interviews, takes applications and providing employment and/or careers in caregiving, social work, nursing, financial management, human resources, development, transportation and administrative specialties.

4. Educational Opportunity Center – Not Required

The Educational Opportunity Center (EOC) is a federally funded TRIO program that assists adults of ages 19 or above and U.S. veterans to enroll in and complete a post-secondary education program. All services are provided free of charge to participants who meet the eligibility requirements. The Federal TRIO Programs are Federal outreach and student services programs designed to identify and provide services to individuals from disadvantaged backgrounds.

In the Arkansas Workforce Center in Benton, EOC staff provide information and counseling on college admissions to qualified adults who want to enter or continue a program of post-secondary education. EOC services include:

- Academic Assistance
- Career Exploration
- Enrollment Counseling
- Financial Aid Counseling

The goal of the EOC program is to increase the number of adult participants who enroll in post-secondary education institutions.

5. Saline County Adult Education Center – Required

Saline County Adult Education offers education and training courses to help adult clients in Saline County upgrade their educational level, attain job readiness skills and improve the life skills that prepare them for self-sufficiency and improvement in the quality of life.

Saline County Adult Education Center provides students with the opportunity to study English as a Second Language (ESL) or attain the General Educational Development (G.E.D.) Credential. Among other options,

students can enroll in the W.A.G.E. program, conversational Spanish classes, business computer classes, computer assisted instruction classes, or basic skills remediation classes for college or military entrance exams.

Brinkley Workforce Center - Programs and Services of Partners

1. Arkansas Rehabilitation Services – Required

Provides opportunities for Arkansans with disabilities to live productive and independent lives.

2. Adult Education (Crowley’s Ridge Tech) – Required

Adult Education offers education and training courses to help adult clients upgrade their educational level, attain job readiness skills and improve the life skills that prepare them for self-sufficiency and improvement in the quality of life. It provides students with the opportunity to study English as a Second Language (ESL) or attain the General Educational Development (G.E.D.) Credential.

3. Elite Home Care – Optional

Elite Home Care is a reliable personal care service that is dedicated to providing quality care services to senior citizens, physically challenged, and cognitive direction. They provide 100% client satisfaction by excellent care with promptness, compassion, integrity, and properly trained staff. Their goal is to provide their clients with friendly, experienced and highly dedicated caregivers. They are committed to providing standard of care while striving to allow clients to maintain their independence and ability to remain in the comfort in the place they call home.

They are always looking for healthcare service navigators for their team.

4. Literacy Council of Monroe County—Optional

Program/Services: provides four levels of one-on-one tutoring and classes in Adult Basic Literacy and English as a Second Language (Basic, Beginning, Intermediate, Advanced) that include curriculum in language, civic, financial, health, and workforce literacy. Services are free with trained volunteer tutors.

Conway Workforce Center (Comprehensive) - Programs and Services of Partners

Inside the Workforce Center:

1. Central Arkansas Planning & Development District Inc. – WIOA – Required partner

Programs / Services: WIOA Title I Adults, Dislocated Workers, & Youth, National Emergency Grant, Promise Work Experience Program, Job Search, Business Service Team.

2. Department Of Workforce Services. – Required partner

Programs / Services: Unemployment Assistance, TEA / TANF, Job Search, TAA

3. Adult Education – Required partner

Programs / Services: GED, English as Second Language, Career Readiness Certificate. TABE Testing, Certifications in Industrial, Banking, & Clerical. Microsoft Office modules.

Outside Workforce Center:

4. **Arkansas Promise (Grant), Little Rock – Not required**
Programs / Services: They work with youth and families who receive SSI. They help in all aspects of the family centered approach.
5. **Arkansas Rehabilitation, Conway – Required partner**
Programs / Services : Disability Help in Job, Training, and equipment to help people work at a job.
6. **Carelink, Conway – Not required**
Programs / Services: They are a staffing agency that comes into the workforce to hire at home health care workers.
7. **Community Service Inc., Conway – Not required**
Programs / Services: Comprehensive Counseling for youth and families. They provide mentoring & counseling to all youth and families that request.
8. **Faulkner County Juvenile Court, Conway – Not required**
Programs / Services: working with Youth who have been incarcerated. From keeping them detained to serve their sentence to after care when they leave. They provide probation, and structure when they leave and refer them to workforce center to help with job search and programs.
9. **His Place His Way Ministries, Conway: - Not required**
Programs / Services: Helping all those who ask. They are a Local Ministry who helps with all sorts of fund raisers and helps find a place for those who are homeless.
10. **Women’s Shelter of Central Arkansas, Conway – Not required**
Programs / Services: They help battered and abused individuals. They help relocated those individuals to a safe place. They also run a Crisis hotline for people to call with counselors to speak with anyone in need.

Lonoke Workforce Center - Programs and Services of Partners

1. Arkansas Department of Workforce Services – Required

The Arkansas Department of Workforce Services offers programs that are designed to enable the Arkansas workforce to compete in the global economy by linking a comprehensive array of services for employers and job seekers. The primary objective is to help job seekers find employment, to assist employers with finding qualified employees, and to provide pre-employment assessments and workforce development programs.

Services provided by the Arkansas Department of Workforce Services include:

- helping job seekers enhance their workplace skills;
- producing labor market information which includes unemployment rates, salary information and career information;

- administering the Transitional Employment Assistance (TEA) Program which provides employment and job-training assistance to working adults and eligible parents with children under the age of 18;
- providing staff support to the Arkansas Workforce Innovation and Opportunity Board;
- providing unemployment insurance benefits to those eligible;
- collecting unemployment insurance contributions from employers;
- assisting employers and job seekers who are affected by layoffs and closures;
- maintaining several Web sites to assist job seekers with job searches and provide labor market information for economic developers, researchers, and the general public.

2. Arkansas Human Development Corporation – Required

The Arkansas Human Development Corporation (AHDC) program provides a variety of resources, services and information to both job seekers and employers. Core, Intensive and Training Services are available to Adults, Dislocated Workers and Youth in the Migrant & Seasonal Farm Working community. The main function of the AHDC is to assist Migrant & Seasonal Farm Workers to gain and maintain employment. Customers who receive training services must meet certain eligibility requirements.

Training services include Work Experience and Occupation Skills training. Work Experience pays a client a stipend as the client gains experience while working on a job. Occupational Skills training provides educational funding, not to exceed two years, while a client attends post-secondary school to complete a course of study leading to a credential that can be utilized to seek employment.

3. Arkansas Workforce Innovation and Opportunity Act - Required

The Workforce Innovation and Opportunity Act (WIOA) Program, operated by the Central Arkansas Planning and Development District (CAPDD), serves the six counties of Monroe, Prairie, Lonoke, Faulkner, Saline and Pulaski, with the exception of the City of Little Rock. The WIOA program provides a variety of resources, services and information to both job seekers and employers. Core, Intensive and Training Services are available to Adults, Dislocated Workers and Youth. The main function of the WIOA is to assist job seekers to gain and maintain employment. If a job seeker is unable to obtain employment after receiving the initial Core and Intensive services, Training services may be provided. Core and Intensive services are free and available to all customers who are eligible to work in the United States. Customers who receive training services must meet certain eligibility requirements.

Training services include Work Experience and Occupation Skills training. Work Experience pays a client a stipend as the client gains experience while working on a job. Occupational Skills training provides educational funding, not to exceed two years, while a client attends post-secondary school to complete a course of study leading to a credential that can be utilized to seek employment.

Individuals looking for a job will need to be registered in the AJL database to be considered for employment counseling and job matching. Everyone who is employed is also welcome to register for Job Services, use the Workforce Center's computer lab, and do Internet job searches on their own.

4. CareLink – Not Required

CareLink provides programs that connect older people and their families with resources to meet the opportunities and challenges of aging. CareLink helps homebound older people receive services that allow them to stay at home as long as possible, avoiding more costly care.

CareLink interviews, takes applications and providing employment and/or careers in caregiving, social work, nursing, financial management, human resources, development, transportation and administrative specialties.

5. Experience Works

The Experience Works Program provides a variety of resources, services and information to job seekers, 50 and older and employers. Core, Intensive and Training Services are available to Adults and Dislocated Workers. The main function of Experience Works is to assist older workers to gain and maintain employment. Customers who receive training services must meet certain eligibility requirements.

Training services include Work Experience and Occupation Skills training. Work Experience pays a client a stipend as the client gains experience while working on a job. Occupational Skills training provides educational funding, not to exceed two years, while a client attends post-secondary school to complete a course of study leading to a credential that can be utilized to seek employment.

6. Lonoke and Prairie County Adult Education Center – Required

Lonoke County Adult Education offers education and training courses to help adult clients upgrade their educational level, attain job readiness skills and improve the life skills that prepare them for self-sufficiency and improvement of their quality of life.

Lonoke County Adult Education Center provides students with the opportunity to study English as a Second Language (ESL) or attain the General Educational Diploma (G.E.D.). Among other options, business computer classes, computer assisted instruction classes, or basic skills remediation classes for college and military entrance exams. Financial Literacy and Job Readiness are integrated components of all Adult Education Courses.

North Little Rock Workforce Center - Programs and Services of Partners

1. Arkansas Baptist College Adult Education Program – Required

Services Provided: Serves the Little Rock and North Little Rock side of Pulaski County by planning, promoting and implementing educational activities to meet the needs of adults. These services include GED preparation, refresher classes, basic skills programs and teaching parents to help their children.

2. Arkansas Job Corp – Required

Services Provided: Education and Vocational Training, Recruitment services for Room, Board and Meals, Monthly Stipend, Clothing Allowance, Recreational Activities, Medical and Dental Care and much more.

3. Communication and Outreach of Child Support Enforcement – Optional

Services Provided: Assist Noncustodial parents who are unemployed and behind in child support payments offering employment placement assistance and job readiness services.

4. Central Arkansas Development Council – Optional

Services Provided: LiHeap, Crisis Intervention, Utility Assistance

5. Experience Works – Optional

Services Provided: Assistance to applicants 55 years of age and over who are low income and looking for employment. These eligible individuals participate in paid community service assignment at local public and nonprofit organizations.

6. Pulaski County Special School District Adult Education/WAGE – Required

Services Provided: TABE Testing (Test of adult basic education), GED Preparation, Basic Skills Improvement (prepare for pre-employment testing, college entrance/ABSVAB) WAGE™: (Workforce Alliance for Growth in the Economy), Employability Certificate, Customer Service I Certificate, Customer Service II Certificate, Bank Teller Certificate, Industrial Certificate, Office Technology Certificate (w/Microsoft Office Professional 2010 Career Readiness Certificate TEST Preparation (CRC)

7. Shorter College Alumni – Optional

Services Provided: Recruitment of students for Post-Secondary Education

8. Wagner Peyser (Employments Services)-DWS – Required

Services Provided: Provides Employment, UI, and TAA Veteran Services to eligible individuals. Provides assistance to workforce office with Employers looking for qualified job seekers.

E. Describe how the workforce centers are implementing and transitioning to an integrated technology-enabled intake and case management information system for core programs [WIOA Sec. 108(b)(21)]

STATE PROVIDING LANGUAGE FOR THIS SECTION

4.2 Describe the local board's assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. [WIOA Sec. 108(b)(7)]

The coordination of training services for adult and dislocated workers will ensure efficient services are provided to jobseekers. Outreach through labor organizations and company management ensures that laid off workers have easy access to dislocated worker programs.

Program offerings to adult and dislocated worker clients are available through partner agencies such as the Arkansas Department of Career Education, and include customized training opportunities that respond to labor market growth and market trends. Prevocational training can be offered as necessary for adults and dislocated workers who may be lacking basic skills, English as a Second Language (ESL) skills, or other prevocational competencies. The Central Arkansas Workforce Development Board will ensure the coordination of support services as necessary for adults and dislocated workers who lack the financial means to sustain activities or training required to return or remain in the workforce.

4.3 Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. [WIOA Sec. 108(b)(8)]

Rapid Response is an early intervention designed to coordinate transitional services at the earliest point possible, for employers and workers affected by mass layoffs or plant closure. Rapid Response works closely with the Local Workforce Development Board and Local Elected Officials in adversely affected areas to insure that dislocated workers receive program information and services.

Governor's Dislocated Worker Task Force division of Business Retention & Workforce Transition is responsible for the statewide rapid response and layoff aversion activities. Immediately upon receiving notice of a closure or workforce reduction, the Task Force contacts company officials. A community meeting is scheduled with elected officials and business leaders to create action plans to assist both the community and dislocated workers. To avoid duplication and confusion, local AWC staff do not initiate contact with an employer regarding a layoff without first speaking with the Task Force Coordinator.

The Business Retention & Workforce Transition team may conduct a worker assistance workshop, attended by representatives of local and state agencies and affected workers to review available resources. Services and needs discussed at the workshop may include retraining and educational opportunities, unemployment insurance, social service programs, credit counseling, insurance options and resources to find a new job.

The Task Force Coordinator also serves as the liaison to the local chambers of commerce throughout the area. Information is provided to them about the affected workers, including their occupations and their educational and skill levels. The local AWC staff builds on the services provided through the Governors Dislocated Workers Taskforce by providing information and services to the affected employees. Dislocated workers are given a full array of services available to them through the Arkansas Workforce Center partnership and community organizations.

State and local WIOA partners will continue to build and maintain relationships with the business community to help with early warning of potential layoffs and promote early intervention. Together, the following services will be provided:

- Layoff aversion activities
- Immediate and on-site contact with employers and local community representatives
- Assessment and planning to address the layoff schedule, assistance needs of impacted workers, re-employment prospects, and available resources
- Information and access to unemployment compensation benefits and programs, AWC services, and employment and training activities, including Trade Act, Pell Grants, GI Bill, WIOA DLW Program, and other resources
- Necessary services and resources, such as workshops, resource and job fairs to support re-employment assistance
- Trade Act petition services through the Governors Dislocated Workers Taskforce

4.4 Describe the local board's assessment of the type and availability of youth workforce activities, including activities for youth with disabilities. Identify successful models and best practices for youth workforce activities relevant to the local area. [WIOA Sec. 108(b)(9)]

Note: This section must include a description of the program design elements as well as how the local area will implement the 14 program elements.

WIOA YOUTH PROGRAM ELEMENTS

	Element	Implementation
1.	Tutoring, study skills training and instruction leading to high school completion, including dropout prevention strategies. Dropout prevention strategies can include, but are not limited to, placement in an alternative secondary school services setting, facilitating involvement of families and community, taking an individualized approach based on youth's individual needs. A	Provision of on-line coursework, one-on-one instruction, peer-to-peer interaction, or in a group setting. Referrals to partners providing educational services and the use of on-line tutorials. The WDB authorizes incentives for the participants that achieve goals that contribute to their success. The primary goal of local WIOA youth programming is to insure youth completion of a HSD GED.
2.	Alternative high school services which offer specialized, structured curriculum inside or outside of the public school system which may provide work, study and/or academic intervention for students with behavior problems, physical/mental disabilities, who are at risk of dropping out, and/or who are institutionalized or adjudicated youth	WIOA youth programs will work closely with alternative schools throughout the central area. Alternative schools will be one source for referrals for eligible WIOA Youth participants. WIOA youth services will be designed to complement activities occurring within alternative schools. The primary goal will be for the youth to obtain their high school diploma or a GED.
3.	Summer youth employment that takes place between May 15 th and September 30 th and consists of employment for which youth are paid a wage. Summer employment should be coordinated and linked with academic and occupational learning that leads to the career or employment goal as stated in the individual service strategy.	Participants will prepare for employment opportunities through the provision of various services including, but not limited to: <ul style="list-style-type: none"> • basic skill remediation; • supervised work experiences; • pre-employment abilities such as career planning, resume preparation, use of labor market information, completing applications, and interviewing skills attainment ; • attainment of core employability/work maturity skills such as dependability, honesty,

	Summer Youth Continued	problem solving skills, initiative, enthusiasm, team player; • Interpersonal skills, appearance, leadership, and cultural sensitivity. emphasis on jobs in in-demand and emerging industries;
4.	Paid and unpaid work experiences, including internships and job shadowing are short-term, planned, structured learning experiences that occur in a workplace and are focused on career exploration and the development of work readiness skills. The primary purpose of work experiences is to expose youth to the requirements of work and to employers expectations. An employer may benefit from the work done by a youth, but the primary benefit must be to the youth.	Work opportunities with an emphasis on jobs in in-demand and emerging industries;
5.	Occupational skills training constitutes an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. These include programs that lead to the attainment of a certificate or credential, participation in Job Corps, apprenticeship programs, and training programs that provide skills necessary to enter or advance in a specific occupation.	Enrollment into programs that provide recognized degrees, certifications, or marketable skills for in-demand and emerging occupations;
6.	Leadership development opportunities, which include community service and peer-centered activities that encourage responsibility, employability, and other positive social behaviors. Examples include community volunteering, peer mentoring or tutoring, character education, citizenship education, including how and why to vote, serving on a youth council, community or advocacy organization board, leadership training consisting of how to work in a team, how to run meetings, diversity training, and life skills training such as parent education, financial education, goal setting and conflict resolution.	Participation in community service learning projects, peer centered activities, teambuilding, life-skills training, healthy lifestyle choices, etc.;
7.	Adult mentoring for a duration of at least 12 months; this service may occur during program participation or during the Follow-up period. Adult mentoring is a one-to-one supportive relationship between an adult and a youth that is based on trust. High-quality adult mentoring programs include an adult role model who builds a working relationship with a youth and who fosters the development of positive life skills in youth.	Referral to community-, faith-based, and/or other organizations to provide one-on-one encouragement and direction;
8.	Supportive services to enable an individual to participate in WIOA youth program activities. These may include, but are not limited to, housing, meals, medical care, day care, transportation, school related supplies, training related supplies, etc.	Assistance with transportation, childcare, clothing, supplies, and related needs;
9.	Follow-up services include activities after completion of participation to monitor youths' success during their transition to employment and further education and to provide assistance as needed for a successful transition. Follow-up services must be provided for not less than 12 months after obtaining employment and/or completion of participation.	Frequent interaction, including guidance and counseling, support services, and other assistance for at least 12 months after exit;
10.	Comprehensive guidance and counseling to help youth make and implement informed educational, occupational, and life choices. It	Career counseling will be an integral part of youth

	includes imparting skills through counselor-directed learning opportunities that help youth achieve success through academic, career, personal, and social development.	programming and provide the basis for individual employment plans. Adult Education can assist 16-17 year olds that are waived out of high-school and/or have been home schooled.
11.	Financial literacy education to help youth gain the skills needed to create household budgets, initiate savings plans, and make informed financial decisions about education, retirement, home ownership, wealth building, or other savings goals. An example of financial literacy education is the FDIC approved Money Smart curriculum.	Financial literacy education is supported by activities such as partnerships with financial institutions and to provide workshops at the local one stop. Adult Education Programs will have a financial component beginning July 1, 2017.
12.	Entrepreneurial skills training including the use of curriculum based training modules that teach youth the value of being skilled and applying those skills to meet a consumer need or demand; to think creatively and critically; to problem solve; how to recognize opportunities, and other skills related to entrepreneurialism.	Entrepreneurial skills training is supported by activities such as partnerships with economic development agencies and referrals to business development organizations.
13.	Services that provide career awareness, career counseling, and career exploration by using labor market and employment information about in-demand industry sectors or occupations available in the local area.	Workshops and other services that prepare youth for careers in in-demand and/or emerging occupations. Information is provided in the local one-stops or on-line systems such as the Arkansas Job Link. Information about in-demand industry sectors or occupations is available in areas, such as career awareness, career counseling, and career exploration services.
14.	Activities that help youth prepare for and transition to post-secondary education and training includes the delivery of activities listed within the 14 WIOA program elements and other activities that provide exposure to post-secondary education options; assisting youth with placement into post-secondary education; and placement into training opportunities such as apprenticeships and occupational training.	Individual guidance and counseling, including career pathway discussion; assistance with applications for FAFSA; and referral to enrollment and career counseling services at Post-secondary institutions.

4.5 Describe local board actions to become and/or remain a high-performing local board, consistent with the factors developed by the Arkansas Workforce Development Board. These factors have not been determined but will include effectiveness and continuous improvement criteria for local boards. [WIOA Sec. 108(b)(18)] (See Appendix C: *Transitional Planning References and Resources*)

The Central Arkansas Workforce Development Board will engage in continuous monitoring of the programs to ensure compliance with the laws and that performance measures are met. Board members have a complete understanding of their roles and inventory their own resources. The Board also has policies and procedures in place which ensure continuous improvement and oversight is in place.

4.6 Describe how training services will be provided in accordance with WIOA Sec. 134(c)(3)(G), the process and criteria for issuing individual training accounts. [WIOA Sec. 108(b)(19)]

Training services will be provided to eligible participants and may be for various types of training including on-the-job training, work experience, apprenticeship or classroom training.

The individual training accounts (ITA) system is used by participants who are eligible for training services and choose to attend training. A case manager uses the WIOA Training Expenditure Form and Financial Aide documentation various educational institutions to determine a participant's financial need from WIOA. The individual selects the course of study from the eligible training provider list. The individual must have made application and received determination from other funding sources and present the award letter to the career specialist to show the monetary amounts of unmet financial need. Consideration of all available funds, excluding loans, will determine the person's overall need for WIOA funding. The ITA may be used to cover expenses for tuition, books, fees, supplies and/or tools. Case manager will make sure that there is no duplication of services.

The amount of monies available from all sources, the financial status of the family and the potential of the applicant prior to a determination of qualification are also taken into consideration. If approved, the ITA is completed by the employment/training advisor. The Eligible Training Provider will invoice the WIOA Program each semester. ITA's may be adjusted up or down based upon case necessity. ITA's are not issued if the training program is not on the Arkansas Consumer Report System (ACRS) list.

4.7 If contracts for training services are used, describe processes utilized by the local board to ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided. [WIOA Sec. 108(b)(19)]

Once full board approval was made on September 15, 2016, the ETP list was distributed to all workforce centers. Participants approved for training through the ITA system must choose one of the approved programs in order to receive an ITA. The document developed at the request of the CAWDB categorized the training programs into the seven in demand industry sectors for the region. This action was to assist customer choice in the selection of a training program which will increase the probability of employment. Registered Apprenticeship Programs are also available within the Central Arkansas Workforce Development Area. The seven in-demand industry sectors encompass most of the registered apprenticeship programs available in the State of Arkansas. If a program falls outside of the seven in-demand industry sectors, that program will be evaluated on a case-by-case basis.

4.8 Describe the process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. [WIOA Sec. 108(b)(22)] and [WIOA Sec. 134(c)(3)(G)(iii)]

All training providers will complete an online electronic application through the automated Arkansas Consumer Reporting System. All training must be directly linked to employment opportunities in the local

area. Training for occupations in which a participant is willing to relocate will be analyzed by the Executive Committee on a case by case basis. Any training for a participant that is paid for by WIOA funds must be on the Projected Employment Opportunities List for the state or local area. To be included on the Eligible Training Provider List (ETPL), providers must submit an electronic application to the local board for their approval. Furthermore, the CAWDB has realigned eligible training providers to ensure ETPs (educational training providers) support occupations within the seven in-demand industry sectors.

Section 5: Compliance

Responses are focused on the local area's compliance with federal or state requirements. Please provide a separate response for each of the elements listed below.

- 5.1 **Describe the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and the Vocational Rehabilitation programs operated in the area with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. [WIOA Sec. 108(b)(14)]**

Local ARS Field offices or other ARS organizational units will replicate cooperative agreements in part or in whole with local divisions of Workforce Innovation and Opportunity Act core programs. These may include the following:

- provision of intercomponent staff training and technical assistance with regard to:
- the availability and benefits of, and information on eligibility standards for, vocational rehabilitation services; and
- the promotion of equal, effective, and meaningful participation by individuals with disabilities in workforce investment activities in the State through the promotion of program accessibility, the use of nondiscriminatory policies and procedures, and the provision of reasonable accommodations, auxiliary aids and services, and rehabilitation technology, for individuals with disabilities;
- use of information and financial management systems that link all components of the statewide workforce development system, that link the components to other electronic networks, including nonvisual electronic networks, and that relate to such subjects as employment statistics, and information on job vacancies, career planning, and workforce innovation and opportunity activities; use of customer service features such as common intake and referral procedures, customer databases, resource information, and human services hotlines;
- establishment of cooperative efforts with employers to:
- facilitate job placement; and
- carry out any other activities that the designated State unit and the employers determine to be appropriate; identification of staff roles, responsibilities, and available resources, and specification of the financial responsibility of each component of the statewide workforce investment system with regard to paying for necessary services (consistent with State law and Federal requirements); and

- specification of procedures for resolving disputes among such components.

Development of these agreements at the local level must include the local manager (field office district manager or the top executive at the organizational units of Arkansas Rehabilitation Services). The agreement must be signed by the local manager, the supervising Senior Leader from Arkansas Rehabilitation Services, and the Commissioner of Arkansas Rehabilitation Services or his/her designee. Copies of the agreement will be maintained by the local manager and Chief Fiscal Officer of Arkansas Rehabilitation Services.

5.2 Identify the entity responsible for the disbursement of grant funds as determined by the Chief Elected Official(s). [WIOA Sec. 108(b)(15)]

Central Arkansas Planning and Development District, Incorporated

5.3 Describe the competitive processes to award the sub grants and contracts for activities funded by WIOA Title I programs within the local area. This includes, but is not limited to, the process used to award funds to a one-stop operator and other sub-recipients/contractors of WIOA Title I adult, dislocated worker, and youth services. [WIOA Sec. 108(b)(16)]

The local board uses an RFP or RFQ process to award sub grants and contracts. The notice advertising the RFP or RFQ is placed at least twice in a statewide newspaper. Additional media sources may be used. Each proposal submitted is rated based on specific criteria. After the evaluation, the rating of each proposal is presented to the full board. The provider is selected by the local board with agreement by the Consortium of Chief Elected Officials. Conflict of Interest is eliminated through the One Stop Operator Task Force's selection of an independent contractor. The selected independent contractor will serve as staff for the Task Force, developing the RFQ, issuing the RFQ, and working with the Task Force to score and rank respondents.

Central Arkansas Workforce Development Area

One-Stop Operator Request for Qualifications (RFQ)

Process Timeline

March 7, 2017 CAWDB Chairman appoints a RFQ committee which is composed of board members.

RFQ committee meets following CAWDB Meeting and requests that the fiscal agent obtains four bids for the procurement of OSO, Title 1 provider, and administrative entity.

March 7, 2017 RFQ committee reviews the four bids and selects a third-party entity to procure the OSO, Title 1 provider, and administrative entity

March 16, 2017	RFQ committee meets with third-party entity and develops the RFQ.
March 19, 2017	RFQ is published in the Arkansas Democrat Gazette and on the CAWDB website.
April 14, 2017	Deadline for Submitting RFQ responses to the Central Arkansas Workforce Development Board (received by close of business).
April 26, 2017	RFQ Committee scores and ranks respondents with third-party entity. RFQ Committee chooses their recommendation for the One-Stop Operator
May 16, 2017	RFQ Review Committee presents recommendations of One-Stop Operator to CAWDB
May 18, 2017	CAWDB selection of One-Stop Operator presented to Chief Elected Officials

- 5.4 Describe the local area's negotiated local levels of performance for the federal measures and their implications upon the local workforce system; attach the completed Performance Targets Template. [WIOA Sec. 108(b)(17)]

Note: See Appendix C: Transitional Planning References and Resources "Performance Targets Template".

The Department of Labor provided the State of Arkansas with a performance tool which is based in excel. The tool using 2014 WIA to generate baseline indicators for performance. The tool populates performance for the following categories:

Adult: Employment Rate 2nd Quarter after exit, Employment Rate 4th Quarter after exit, Median Earnings 2nd Quarter after exit, Credential Attainment within 4 Quarters after Exit.

Dislocated Worker: Employment Rate 2nd Quarter after exit, Employment Rate 4th Quarter after exit, Median Earnings 2nd Quarter after exit, Credential Attainment within 4 Quarters after Exit.

Wagner-Peyser: Employment Rate 2nd Quarter after exit, Employment Rate 4th Quarter after exit, Median Earnings 2nd Quarter after exit.

Youth: Employment or Placement Rate 2nd Quarter after exit, Employment or Placement Rate 4th Quarter after exit, Credential Attainment within 4 Quarters after exit.

5.5 Describe the indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), eligible providers and the one-stop delivery system, in the local area.
[WIOA Sec. 108(b)(17)]

Financial reports will be provided to the full board at every local board meeting in order for the local board to remain informed of all activities throughout the Title I funding. The local WIOA monitor will provide quarterly monitoring reports of the fiscal operations of the one stop operator and youth service provider. The monitor will also provide an annual program service monitoring report to the Executive Committee of the local board. There will also be a separate procured independent audit of the one stop operator and fiscal agent on an annual basis.

The Executive committee will review applications for the Eligible Training Provider List twice a year. They will meet prior to the local board meetings in the middle and end of each respective year. When reviewing ETPs the Executive Committee will be provided with reports on the performance of ETPs such as the *2016 Economic Security Report: Employment and Earnings Outcomes of Arkansas's Graduates from State-Supported Institutions of Higher Education*

(<http://dws.arkansas.gov/News/PDF/Act%20852%20Economic%20Security%20Report.pdf>)

5.6 Describe the process used by the local board for the receipt and consideration of input into the development of the local plan in compliance with WIOA section 108(d). Describe the process to provide an opportunity for public comment prior to submission of the local plan. Be sure to address how members of the public, including representatives of business, labor organizations, and education were given an opportunity to provide comments on the local plan. [WIOA Sec. 108(b)(20)]

Upon completion of a draft local plan, an advertisement will be placed in the statewide newspaper giving the public time to review and submit any comments back to Central Arkansas Workforce Development Area for a 30 day period. The plan will remain on display for that 30 day period and anyone wishing to review may stop by any of the five workforce centers listed in Section 3.1B, between the hours of 8:00 a.m. and 4:30 p.m. The public may also request a mailed copy of the plan by contacting Central Arkansas Planning and Development District in Lonoke Arkansas. The draft plan and all public comments received shall be presented to the Central Arkansas Workforce Development Board for their consideration and approval. The public comment period was held between October 16, 2016- November 21, 2016.

5.7 Prior to the date on which the local board submits a proposed local plan, the proposed local plan must be made available to members of the public through electronic and other means.

- A. Describe how the local board made the proposed local plan available for public comment. [WIOA Sec. 108(d)(1)];**

The local and regional plan will be made available through email, public display, and on Central Arkansas Workforce Development Area's website: www.WorkforceAR.com from October 16, 2016- November 21, 2016.

- B. Describe how the local board collected and considered public comments for inclusion in the proposed local plan. [WIOA Sec. 108(d)(2)]; and**

Following the conclusion of the public comment period, comments collected during the public comment period will be presented to the board for review and consideration.

- C. If any comments were received that represent disagreement with the proposed local plan, include such comments within the local plan's attachments. [WIOA Sec. 108(d)(3)]**

Disagreements or concerns received during the public comment period will be addressed following the Board's review of said concerns. Those concerns will also be included in the attachments of this plan.

No comments received.

- 5.8 List the name, organization, and contact information of the designated equal opportunity officer for each workforce center within the local area.**

Tina Roush
Deputy Director/ EEO Officer
P.O. Box 300
Lonoke, AR 72086
501-676-2721

Section 6: COVID Recovery Readiness, Diversity, and Inclusion

Response are focused on the local area's readiness to continue full operation in the pose-COVID era as well as adherence to the Administration's Diversity, Equity, and Inclusion Workforce Services Initiative.

Additional verbiage will be added to this section

- 6.1 What is the Local Area's equitable and inclusive recovery and reemployment? What are community partners' roles in this vision? How much of this vision is accomplishable with current WIOA funding?
- 6.2 How has the local area modified their service delivery strategies and services as the Arkansas Workforce Centers have safely reopened?
- 6.3 What are the local strategies to identify , engage and enroll participants who may be unaware of services available through the public workforce system? How have you ensured these services reach all populations, including marginalized and underserved populations?

- 6.4 Has the local area created an outreach and engagement plan to make the public more aware of the available services of the public workforce system? In no, does the Local Area plan to create such a plan?
- 6.5 How are partners, including non-traditional and community organizations, being engaged to improve access to services for all populations, including marginalized populations? Is this different for in-person vs online services? What decisions were made regarding the capacity of the Local Area to provide remote and in-person services to marginalized populations?
- 6.6 What is the Local Area's plan for increasing the volume of paid and unpaid work experiences, which may include summer and other employment, youth apprenticeship or pre-apprenticeship programs, internships and job shadowing, and on-the-job training? How does this strategy engage and meet the needs of all eligible youth, including those with disabilities or language barriers, and other marginalized or underserved populations?

Section 7: Plan Assurances

	Planning Process and Public Comment	References
☒	6.1 The local board has processes and timelines, consistent with WIOA Section 108(d), to obtain input into the development of the local plan and provide the opportunity for comment by representatives of business, labor organizations, education, other key stakeholders, and the general public for a period that is no less than 30 days.	WIOA Sections 108(d); proposed 20 CFR 679.550(b)
☒	6.2 The final local plan is available and accessible to the general public.	Proposed 20 CFR 679.550(b)(5)
☒	6.3 The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIOA Section 107(e); proposed 20 CFR 679.390 and 679.550
	Required Policies and Procedures	References
☒	6.4 The local board makes publicly-available any local requirements for the public workforce system, such as policies, including policies for the use of WIOA Title I funds.	Proposed 20 CFR 679.390
☒	6.5 The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent, and provides for the resolution of conflicts.	WIOA Section 107(h); proposed 20 CFR 679.410(a)-(c)
☒	6.6 The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area, and has provided the State with the latest versions of its memoranda of understanding.	WIOA Section 121(c); proposed 20 CFR 678.500-510
☒	6.7 The local board has written policy or procedures that ensure one-stop operator agreements are reviewed and updated no less than once every three years.	WIOA Section 121(c)(v)
☒	6.8 The local board has negotiated and reached agreement on local performance measures with the local chief elected official(s) and the Governor.	WIOA Sections 107(d)(9) and 116(c); proposed 20 CFR 679.390(k) and

		677.210(b)
☒	6.9 The local board has procurement policies and procedures for selecting one-stop operators, awarding contracts under WIOA Title I Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under WIOA Title I in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIOA.	WIOA Sections 121(d) and 123; proposed 20 CFR 678.600-615 and 681.400
☒	6.10 The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIOA Title I individual training accounts	WIOA Sections 107(d)(10), 122(b)(3), and 123; Proposed 20 CFR 679.370(l)-(m) and 680.410-430
☒	6.11 The local board has written procedures for resolving grievances and complaints alleging violations of WIOA Title I regulations, grants, or other agreements under WIOA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.	WIOA Section 181(c); proposed 20 CFR 683.600
☒	6.12 The local board has established at least one comprehensive, full-service one-stop center and has a written process for the local Chief Elected Official and local board to determine that the center conforms to the definition therein.	WIOA Section 121(e)(2)(A); proposed 20 CFR 678.305
☒	6.13 All partners in the local workforce and education system described in this plan ensure the physical, programmatic and communications accessibility of facilities, programs, services, technology and materials in one-stop centers for individuals with disabilities.	WIOA Section 188; 29 CFR parts 37.7-37.9; 20 CFR 652.8(j)
☒	6.14 The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.	WIOA Section 188; 29 CFR 37.42
☒	6.15 The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partner development, and numeric goals.	WIOA Section 188; 29 CFR 37.42
☒	6.16 The local board complies with the nondiscrimination provisions of Section 188, and assures that Methods of Administration were developed and implemented.	WIOA Section 188; 29 CFR 37.54(a)(1)
☒	6.17 The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.	WIOA Section 185; 29 CFR 37.37
☒	6.18 The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements	2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW 42.52.180; TEGL 2-12; 29 CFR Part 93.100
☒	6.19 The local board ensures that one-stop Migrant and Seasonal Farmworker (MSFW) and business services staff, along with the	WIOA Section 167

	Migrant and Seasonal Farm Worker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven.	
<input checked="" type="checkbox"/>	6.20 The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIOA, and applicable Departmental regulations.	WIOA Sections 116(i)(3) and 185(a)(4); 20 USC 1232g; proposed 20 CFR 677.175 and 20 CFR part 603
<input type="checkbox"/>	Administration of Funds	References
<input checked="" type="checkbox"/>	6.21 The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	WIOA Section 108(b)(16); proposed 20 CFR 679.560(a)(15); WIOA Section 134(c)(3)(G); proposed 20 CFR 680.300-310
<input checked="" type="checkbox"/>	6.22 The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to insure proper disbursement and accounting of WIOA adult, dislocated worker, and youth program funds.	WIOA Section 108(b)(15)
<input checked="" type="checkbox"/>	6.23 The local board ensures compliance with the uniform administrative requirements under WIOA through annual, on-site monitoring of each local sub-recipient.	WIOA Section 184(a)(3); proposed 20 CFR 683.200, 683.300, and 683.400-410
<input checked="" type="checkbox"/>	6.24 The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	WIOA Section 184(c); 20 CFR Part 652; proposed 20 CFR 683.410(a), 683.420(a), 683.750
<input checked="" type="checkbox"/>	6.25 The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	WIOA Section 181(b)(7); proposed 20 CFR 680.850
<input type="checkbox"/>	Eligibility	References
<input checked="" type="checkbox"/>	6.26 The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.	Proposed 20 CFR Part 680 Subparts A and B; proposed 20 CFR Part 681 Subpart A
<input checked="" type="checkbox"/>	6.27 The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.	WIOA Section 134(c)(3)(G); Proposed 20 CFR 680.300-320

☒	6.28 The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.	WIOA Sections 129(c)(2)(G) and 134(d)(2); proposed 20 CFR 680.900-970; proposed 20 CFR 681.570
☒	6.29 The local board has a written policy for priority of service at its workforce centers for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.	Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09

Appendix C: Performance Goals

An attachment will be added to this section

APPENDIX D: Transitional Planning References and Resources

I. State of Arkansas's Combined Workforce Development Strategic Plan (*State Plan*)

President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014, providing a framework for Governors and states to make changes to their workforce systems. The federal law sets the parameters for the workforce system which is an integral part of the State's ability to serve jobseekers and employers. WIOA will enable the State to align workforce priorities across multiple partners, training providers, employers and others to ensure we are creating a skilled workforce for today and the future.

An effective workforce development system will be built on a foundation of alignment, innovation, employer engagement, accountability structures and improved data. Arkansas will look beyond WIOA to set broad goals for a comprehensive workforce development system. We will do this by providing the highest quality of service to jobseekers and employers through well-coordinated approaches at the state and local levels. System access will be enhanced through the use of technology and creative partnerships with community organizations and other service providers. While access will be improved for all jobseekers, the provision of services and training will be focused on those most in need and hardest to serve.

The four main goals in the State's Combined WIOA Plan are as follows:

Strategic Goal 1: Develop an efficient partnership with employers, the educational system, workforce development partners, and community -based organizations to deliver a platform that will prepare a skilled workforce for existing and new employers.

Goal 1 Objectives:

1. Expand employer partnerships through the support of industry engagement.
2. Identify and promote best practices (private and public) for developing and sustaining partnerships.
3. Expand partnership with economic development to refine sector strategies.
4. Improve communication/participation between education entities, local and state boards, government agencies, community-based organizations, and employers.
5. Increase accountability and clarity of action between all workforce related boards.
6. Increase the utilization of Registered Apprenticeship programs as viable talent development opportunities.
7. Increase connections with employers and Vocational Rehabilitation agencies to provide support and employment for youth and adults with disabilities.
8. Partner with K-12 education, higher education, career and technical education, and adult education to provide consistent rules and eliminate barriers to implementing training programs around the State.
9. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).
10. Expand small business participation.

Strategic Goal 2: Enhance service delivery to employers and jobseekers.

Goal 2 Objectives:

1. Develop a common intake process for jobseekers and businesses that will efficiently connect them with services available from all workforce development partner programs and identify any barriers to employment that need to be addressed.
2. Develop an integrated data system that will enable the sharing of information between partner agencies to more efficiently service both employers and jobseekers.
3. Promote training that leads to industry recognized credentials and certification.
4. Support transportable skill sets for transportable careers.
5. Support career pathways development and sector strategy initiatives as a way to meet business and industry needs.
6. Expand service delivery access points by the use of virtual services.
7. Develop a common business outreach strategy with a common message that will be utilized by all workforce system partners.
8. Develop a menu of services available at each service delivery access point that provides a list of the services and training opportunities available through Arkansas's talent development system.
9. Utilize customer satisfaction surveys to ensure continuous improvement of the State's talent development system.
10. Explore data sharing opportunities with non-governmental organizations that are committed partners to the state's workforce center system that will lead to improved intake, referral, and case management for customers served by multiple agencies (both public and private).

Strategic Goal 3: Increase awareness of the State's Talent Development System

Goal 3 Objectives:

1. Increase access to the workforce development system through a no wrong door approach to services.
2. Change employer and jobseeker perceptions of the workforce system.
3. Develop an image-building outreach campaign that educates Arkansans about the services and the career development opportunities available in the State.
4. Utilize technology, including social media and search engine optimization, to better connect jobseekers and employers with the talent development system in Arkansas.
5. Develop a user-friendly website that provides a common repository of information about career development opportunities that are relevant to K-12 education, parents, educators, adults, employers, government agencies, and the general public.

Strategic Goal 4: Address Skills Gaps

Goal 4 Objectives:

1. Conduct a statewide skills and asset analysis to determine the skills gap present and resources available to solve the skills issue.
2. Develop and implement an action plan to close the basic core, technical, and soft skills gaps in Arkansas.
3. Analyze the effectiveness of currently used job readiness standards and ensure coordination between the Arkansas Career Readiness Certificate program and the Workforce Alliance for Growth in the Economy (WAGE™) program.

PY 2020 – PY 2022 Combined State Plan to be found at <http://dws.arkansas.gov/wioa.htm>

II. State Policy and Guidance.

State policy can be found at <http://dws.arkansas.gov/wioa.htm>

III. Labor Market and Workforce Information.

A. Discover Arkansas

Labor Market Information Portal Arkansas Labor Market Information (LMI) is posted online using the Discover Arkansas web portal located at www.discoverarkansas.net and is available to the general public.

B. Arkansas State Plan Economic and Workforce Analysis

The Arkansas Combined State Plan includes an analysis of the current workforce. The data provided in Section II of the state plan under strategic elements may be very helpful to local boards in conducting a local area and regional economic and workforce analysis.

To provide local workforce boards in the state with tools for development planning in their own areas, data were downloaded and prepared from the Arkansas Department of Workforce Services Labor Market Information (LMI) website,

<http://www.discoverarkansas.net>. These data were then turned into interactive visualizations, which are available at the following websites. These visualizations can be downloaded as an image or in PDF format. The goal is to help stakeholders at the state and local level better understand future industry and occupational needs and to provide workforce development boards with the tools needed to better serve their areas.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cID=153> includes:

- Industries in 2012
- Job Growth in 2022
- Projected Job Growth by Workforce Development Area
- Projected Job Growth by Industry
- Percent Workforce in 2022

These data demonstrate the current makeup of the workforce by major industry, as well as projections of the number of jobs these industries will need in 2022. To the right of the visualizations are "filters" to help explore the data choosing multiple regions to compare, such as United States vs Arkansas, Arkansas vs. workforce region, or directly compare regions.

The data available at <http://arkansasresearchcenter.org/arc/index.php?cID=154> includes:

- Arkansas Occupations, Current and 2022 Projections, which includes data visualizations concerning occupations in Arkansas, both currently and projections for 2022. Occupations are listed by their Standard Occupation Code (SOC) title. The SOC system is hierarchical. SOC Major codes are the top level occupational areas, such as "Construction and Extraction Occupations." At the next level would be SOC Minor, one of which for the above would be "Construction Trades Workers." Finally there is SOC Detail, such as "Stonemasons" or "Carpenters." This web tool allows users to manipulate the data by indicating the level of detail desired.

IV. PY 2016 Performance Targets Template. (Attached)

V. Other Resources.

- TEN 1-15; Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide; July 6, 2015
- TEGL 37-14; Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System; May 29, 2015
- Americans with Disabilities Act (ADA)



Appendix C:

PY 2020 - PY 2022

Local Area WIOA Negotiated Performance Goals

A proud partner of the
AmericanJobCenter®
network



Transitional PY2020 – PY 2023 Local Plan

Appendix C: Local Area WIOA Negotiated Performance Goals

Name of local workforce development area: Central Arkansas Workforce Development Area

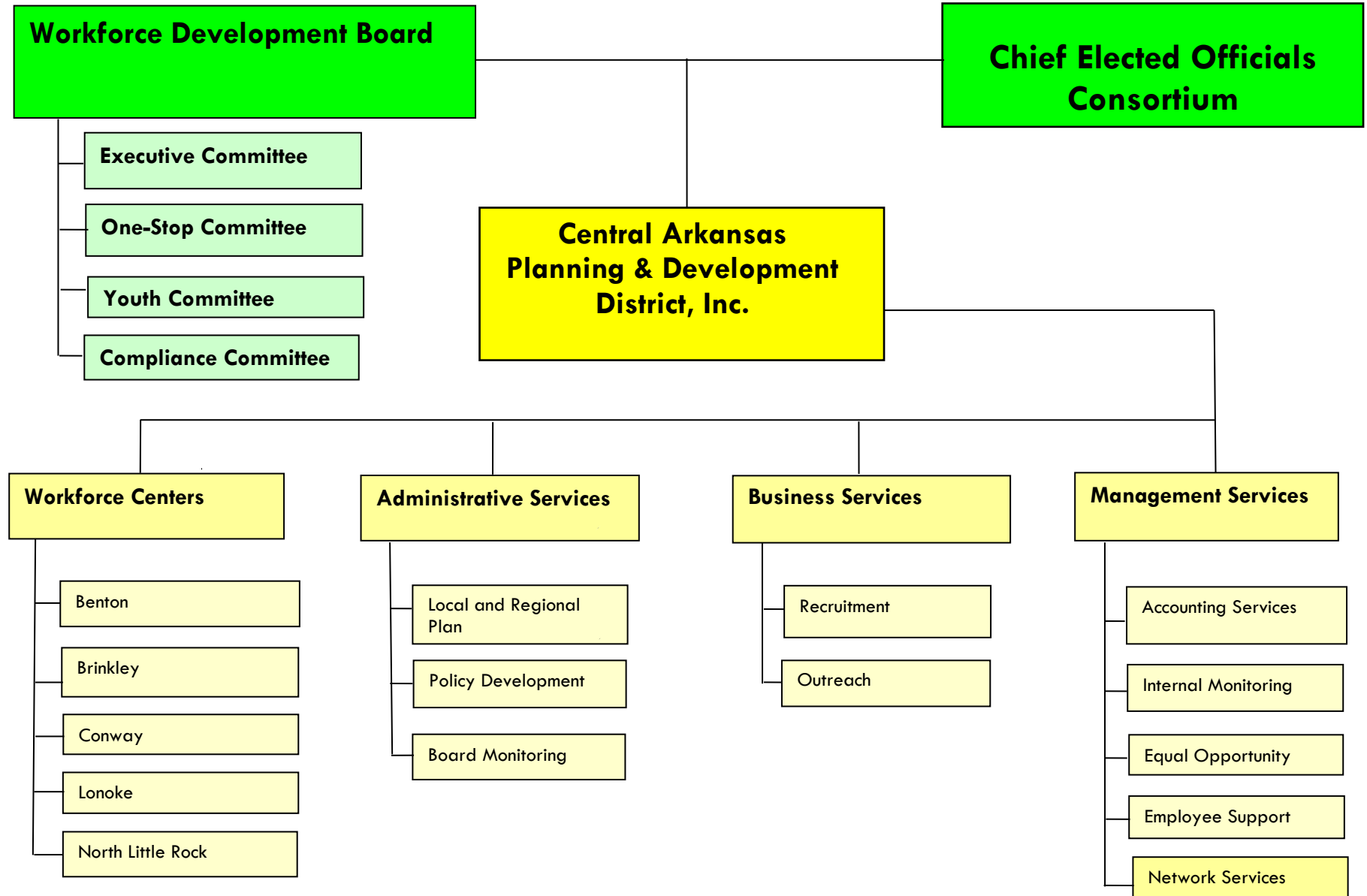
WIOA Performance Measures	Local Area PY15 Performance Goals
Employment (Second Quarter after Exit)	
Adult	82.5%
Dislocated Worker	77%
Youth	75%
Employment (Fourth Quarter after Exit)	
Adult	78%
Dislocated Worker	74.5%
Youth	71.2%
Median Earnings (Second Quarter after Exit)	
Adult	\$5,842
Dislocated Worker	\$6,400
Y	---
Credential Attainment Rate	
Adult	75.3%
Dislocated Worker	75%
Youth	70%
Measurable Skill Gains	
Adult	Baseline
Dislocated Worker	Baseline
Youth	Baseline
Effectiveness in Serving Employers	
Adult	Baseline
Dislocated Worker	Baseline
Youth	Baseline

Baseline Indicator Explanation: Each State submitting a Unified or Combined Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The State is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education on state adjusted levels of performance for the indicators for each of the first two years of the plan.

To effect an orderly transition to the performance accountability system in Section 116 of the WIOA, the Departments will use the transition authority under WIOA sec. 503(a) to designate certain primary indicators of performance as “baseline” indicators in the first plan submission. A “baseline” indicator is one for which States will not propose an expected level of performance in the plan submission and will not come to agreement with the Departments on adjusted levels of performance. “Baseline” indicators will not be used in the end of the year performance calculations and will not be used to determine failure to achieve adjusted levels of performance for purposes of sanctions. The selection of primary indicators for the designation as a baseline indicator is made based on the likelihood of a state having adequate data on which to make a reasonable determination of an expected level of performance and such a designation will vary across core programs.

ATTACHMENT A:
CENTRAL ARKANSAS WORKFORCE DEVELOPMENT AREA
ORGANIZATIONAL CHART

Central Arkansas Workforce Development Area



ATTACHMENT B:
CENTRAL ARKANSAS WORKFORCE DEVELOPMENT BOARD
ROSTER

Central Arkansas Workforce Development Board of Directors

FAULKNER COUNTY

Bass, Deandrea
District Manager
Arkansas Rehabilitation Services

Graham, Jonathon
Field Representative
Plumbers & Pipefitters Local #155

Harrell, Rocky
Owner
Rock Farms, LLC

Heffington, David
Market President
First Service Bank – Greenbrier

Kirkdoffer, Diana
Local Office Manager
Arkansas Department of Workforce Services

LONOKE

Brannon, Michael
Commercial Lender
First Community Bank

Florence, Michael
CEO
ALPS, Inc.

High, Sam
Veteran Representative
The American Legion

Danny Hopkins
Maintenance Manager
Remington Outdoor Company

Shelton, Debbie
Director
Lonoke School District

MONROE

Padget, Gary
President and CEO
Southern Paramedic Service

PRAIRIE

Kelly, Byrum
Owner
Prescription Shop Pharmacy

Surratt, Joyce
Owner
Craig's Bar-B-Q

Walker, Molly
Administrator
Des Arc Nursing and Rehab

PULASKI

Allgood, Michele
Attorney
Mitchell Williams Law Firm

Bethards, Lois
Director
American Indian Center of Arkansas

Blaty, Richard
Membership Representative
International Brotherhood of Electrical Workers

PULASKI

Delong, Michael
Provost
Pulaski Technical College

Dozier, Brent
Vocational Rehab Counselor
DHS – Division of Services for the Blind

Gerfen, Michael
Director, Workforce Analysis & Assistance
Institute for Economic Advancement, UALR

Manning, Christy
State Program Manager
Experience Works, Inc.
Fox Meadows Center

McCalister, Jimmy
International Union of Painters & Allied Trades

Perry, Mark
Financial Representative
Modern Woodman Fraternal Financial

Young, Clevon
Executive Director
Arkansas Human Development Corporation

SALINE

Little, Holley
Regional Manager
FirstStaff

Roedel, Rob
Manager of Corporate Communications
Electric Co-Op of Arkansas

Terrell, Lori
Group Human Resource Manager
Coors Tek

Central Arkansas Workforce Development Board Committees

Compliance Committee

Bass, Deandriea
District Manager
Arkansas Rehabilitation Services

Bethards, Lois
Director
American Indian Center of Arkansas

Dozier, Brent
Vocational Rehab Counselor
DHS – Division of Services for the Blind

High, Sam
Veteran Representative
The American Legion

Jones-Washington, Gaye
Rehab Area Manager
Arkansas Rehabilitation Services

McCalister, Jimmy
International Union of Painters & Allied Trades

Murphy, Sara
Assistant Superintendent
Conway Human Development Center

Price, Brandon
Administrator
Lakewood Nursing & Rehab

Terrell, Lori
Group Human Resource Manager
Coors Tek

Underwood, Steve
Attorney
Arkansas Asset Protection Group

Walker, Molly
Administrator
Des Arc Nursing and Rehab

Executive Committee

Allgood, Michele
Attorney
Mitchell Williams Law Firm

Gerfen, Michael
Director, Workforce Analysis & Assistance
Institute for Economic Advancement, UALR

Perry, Mark
Financial Representative
Modern Woodman Fraternal Financial

One-Stop Committee

Adaway, Jarvis
Assistant Manager
Dillard's

Danner, Charles
Arkansas Department of Workforce Services

DeLong, Michael
Provost
Pulaski Technical College

Florence, Michael
CEO
ALPS, Inc.

Hopkins, Danny
Maintenance Manager
Remington Outdoor Company

Kelly, Byrum
Owner
Prescription Shop Pharmacy

Kirkdoffer, Diana
Local Office Manager
Arkansas Department of Workforce Services

One-Stop Committee

Manning, Christy
State Program Manager
Experience Works, Inc.
Fox Meadows Center

Padget, Gary
President and CEO
Southern Paramedic Service

Roedel, Rob
Manager of Corporate Communications
Electric Co-Op of Arkansas

Shelton, Debbie
Director
Lonoke School District

Little, Holley
Regional Manager
FirstStaff

Stires, James
Human Resource Manager
Kimberly Clark

Surratt, Joyce
Owner
Craig's Bar-B-Q

Young, Clevon
Executive Director
Arkansas Human Development Corporation

Youth Committee

Blaty, Richard
Membership Representative
International Brotherhood of Electrical Workers

Brannon, Michael
Commercial Lender
First Community Bank

Compass, Carol
President
Professional Nursing Solutions, LLC

Graham, Jonathon
Field Representative
Plumbers & Pipefitters Local #155

Harrell, Rocky
Owner
Rock Farms, LLC

Heffington, David
Market President
First Service Bank – Greenbrier

ATTACHMENT C:
DEPARTMENT OF CAREER EDUCATION/ADULT EDUCATION DIVISION
REQUEST FOR PROPOSALS (RFP) TIMELINE

Department of Career Education/Adult Education Division

Request for Proposals (RFP) Timeline

