

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. Economic conditions

The Central Arkansas LWDA, which includes a large portion of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area and six counties: Faulkner, Lonoke, Monroe, Prairie, Saline, and Pulaski County (excluding Little Rock) had an estimated population of 534,473 in 2020 [2023 Arkansas Labor Market and Economic Report].

According to the 2020 Census, the population of the six counties included in the Central Arkansas LWDA stood at the following levels:

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

The City of Little Rock LWDA population decreased by 593 between 2020 and 2021, bringing the population to 201,998. The City of Little Rock’s population grew by 4,218 between 2017 and 2021. The area is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area [2023 Arkansas Labor Market and Economic Report].

As of July 2021, the MSA had an estimated population of 750,936 [Arkansas Economic Development Institute and The United States Census Bureau]. 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).

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.

APPENDIX A:

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

The Central Arkansas WDA is expected to add 18,507 new jobs, 2018-2028. The area’s 10.19 % growth is faster than the state as a whole. Education and Health Services is estimated to be the top growing supersector, with a growth of 4,903, an increase of 13.71%. Central Arkansas is expected to have 23,958 annual job openings during the projection period, with 8,594 created from employees leaving the workforce, 13,513 from changing jobs, and 1,851 from growth and expansion. Personal Care and Service Occupations is estimated to be the fastest growing major group, with an increase of 20.83% [State of Arkansas Workforce Development Areas Long-Term Industry and Occupational Projections, 2018-2028].

The City of Little Rock WDA is expected to grow by 19,088 jobs during the 2018-2028 projections period, or an increase of 9.19 percent, greater than the state growth rate. Education and Health Services is estimated to be the top growing supersector in the City of Little Rock WDA, adding an anticipated 5,228 new jobs, an increase of 10.24 percent. City of Little Rock WDA employers are expected to have 25,271 annual openings during the projection period. Of these, 8,908 could come from employees leaving the workforce, while 14,454 would be from employees changing jobs. Growth and expansion would account for an additional 1,909 jobs. Personal Care and Service Occupations is expected to be the fastest growing major group, with an increase of 20.94 percent [State of Arkansas Workforce Development Areas Long-Term Industry and Occupational Projections, 2018-2028].

The top industry supersectors in both the Central Arkansas and LWDA include Trade, Transportation, and Utilities as well as Education and Health Services. Updated data supports higher priority for the Transportation sector and continued high priority for the Health Services sector.

Top Growing Industry Supersectors

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
102100	Trade, Transportation, and Utilities	39,126	40,518	1,392	3.56%
102400	Professional and Business Services	14,826	15,992	1,166	7.86%
102700	Other Services (except Government)	12,801	13,858	1,057	8.26%
102500	Education and Health Services	37,424	37,927	503	1.34%
102600	Leisure and Hospitality	17,536	17,907	371	2.12%

Central Arkansas LWDA, Arkansas Labor Market and Economic Report

Top Growing Industry Supersectors

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
102300	Financial Activities	22,792	24,186	1,394	6.12%
102100	Trade, Transportation, and Utilities	27,464	28,516	1,052	3.83%
102400	Professional and Business Services	25,305	26,234	929	3.67%
102500	Education and Health Services	54,885	55,624	739	1.35%
102700	Other Services (except Government)	14,619	14,885	266	1.82%

Little Rock LWDA, Arkansas Labor Market and Economic Report

APPENDIX A:

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

Within the Trade, Transportation, and Utilities supersector, top growth occupations include Industrial Truck and Tractor Operators and Warehouse and Storage workers. Within Education and Health Services, top growth occupations include Home Health and Personal Care Aides.

According to the 2022 Arkansas Labor Market Report from the Arkansas Department of Workforce Services (ADWS):

Trade, Transportation, and Utilities has outpaced Construction to join Health Services as a top sector priority. It is also notable that, in addition to the Heavy Tractor-Trailer Truck Drivers occupation, Transportation Warehousing is an emerging occupational area of focus.

<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

2022 Arkansas Labor Market Report

- 2021 Bureau of Labor Statistics State Occupational Employment and Wage Estimates
New data related to the Transportation sector with Heavy and Tractor-Trailer Truck Drivers listed at an annual mean wage of \$49,090.

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

2022 Arkansas Labor Market and Economic Report

APPENDIX A:

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

Trade, Transportation, and Utilities has joined Health Services as a top sector priority. It is also notable that, in addition to the Heavy Tractor-Trailer Truck Drivers occupation, Transportation Warehousing is an emerging occupational area of focus in the Little Rock WDA.

2021 Bureau of Labor Statistics State Occupational Employment and Wage Estimates show new data related to the Transportation sector with Heavy and Tractor-Trailer Truck Drivers listed at an annual mean wage of \$49,090 {2022 Arkansas Labor Market and Economic Report}.

Construction remains consistent in growth while Manufacturing has declined since the 2017 reporting cycle (although the decline can be correlated to the COVID-era years of 2020 and 2021, which suggests it may be poised for recovery given application of workforce and economic development resources.

Leisure and Hospitality joins these other industries as a top occupation in the Central Arkansas WDA.

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

2022 Arkansas Labor Market and Economic Report

B. Labor force employment and unemployment data

In December 2022, the unemployment rate for the Little Rock-North Little Rock-Conway MSA stood at 2.8% with 9,797 unemployed.

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

Civilian Labor Force Estimates (Not Seasonally Adjusted)

	Dec 22	Nov 22	Dec 21	OTM	OTY
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

2022 Arkansas Labor Market Report

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

Additional 2022 unemployment rates and labor force statistics for the Central Arkansas area include:

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

Arkansas Division of Workforce Services, Local Area Unemployment Statistics

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 [U.S. Bureau of Labor Statistics].

City of Little Rock LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Registered Nurses	8,850	\$70,466	\$55,247	\$78,076
Retail Salespersons	6,840	\$28,836	\$23,313	\$31,598
Customer Service Representatives	5,750	\$37,029	\$27,553	\$41,768
General and Operations Managers	5,560	\$89,826	\$37,678	\$115,900
Fast Food and Counter Workers	5,030	\$24,662	\$23,469	\$25,259
Heavy and Tractor-Trailer Truck Drivers	4,980	\$51,749	\$33,851	\$60,698
Office Clerks, General	4,750	\$35,516	\$26,070	\$40,239
Cashiers	4,710	\$25,196	\$23,167	\$26,210
Laborers and Freight, Stock, and Material Movers, Hand	4,270	\$30,697	\$23,941	\$34,074
Home Health and Personal Care Aides	3,760	\$25,195	\$23,215	\$26,185

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

APPENDIX A:

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

Across Central Arkansas, including Little Rock, higher wages mirror top occupations like Leisure and Hospitality; Education and Health Services; Trade, Transportation, and Utilities; and Construction.

C. Information on labor market trends

Trends in the labor force and unemployment rates provide insight into where the Central Arkansas and Little Rock Workforce Development Boards can best apply resources.

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, Arkansas Labor Market and Economic Report*].

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 [*Little Rock LWDA, Arkansas Labor Market and Economic Report*].

In order to understand labor market trends in the Little Rock/ North Little Rock MSA Workforce Development Area, it is also imperative to identify projected growth industries so that both Boards can be proactive in the development of a pipeline of skilled talent.

City of Little Rock



The City of Little Rock Profile indicates that Transportation and Material Moving Occupations is slated to be the fastest growing major group, raising employment levels by 4.99 percent [State of Arkansas Workforce Development Areas: Short-Term Industry and Occupational Projections, 2021-2023]. Personal Care and Service Occupations is expected to be the fastest growing major group, with an increase of 20.94 percent [State of Arkansas Workforce Development Areas Long-Term Industry and Occupational Projections, 2018-2028].

Central Arkansas



In Central Arkansas, Transportation and Material Moving Occupations is predicted to be the top growing major group, increasing staffing by 884 jobs [State of Arkansas Workforce Development Areas: Short-Term Industry and Occupational Projections, 2021-2023]. Education and Health Services is estimated to be the top growing supersector in Central Arkansas, with a growth of 4,903, an increase of 13.71 percent. The Food Preparation and Serving Related Occupations major group is projected to add the most jobs, with 3,065 new jobs anticipated, while Personal Care and Service Occupations is estimated to be the fastest growing major group, with an increase of 20.83 percent.

APPENDIX A:

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

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

APPENDIX A:

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

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 childcare; transportation; needs-related payments; housing;

APPENDIX A:

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

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:

APPENDIX A:

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

- 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 meetings 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 workstation 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.

APPENDIX A:

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

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

Educational Attainment by Level - Faulkner County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	24,782	25,197	32%	35%	28%
Some College	18,220	18,290	23%	22%	21%
Associate degree	5,099	5,083	7%	6%	8%
Bachelor's Degree	14,310	14,492	18%	14%	19%

Educational Attainment by Level - Lonoke County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	16,785	16,949	34%	35%	28%
Some College	12,994	13,086	27%	22%	21%
Associate degree	3,926	3,980	8%	6%	8%
Bachelor's Degree	6,425	6,490	13%	14%	19%

Educational Attainment by Level - Monroe County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	1,980	1,926	41% 35%	28%	

APPENDIX A:

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

Some College	1,029	1,009	21%	22%	21%
Associate degree	221	217	5%	6%	8%
Bachelor's Degree	359	354	7%	14%	19%

Educational Attainment by Level - Prairie County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	2,675	2,691	45%	35%	28%
Some College	1,065	1,027	18%	22%	21%
Associate degree	241	233	4%	6%	8%
Bachelor's Degree	596	600	10%	14%	19%

Educational Attainment by Level - Pulaski County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	73,489	73,886	27%	35%	28%
Some College	64,599	64,877	24%	22%	21%
Associate degree	17,469	17,674	6%	6%	8%
Bachelor's Degree	54,489	54,383	20%	14%	19%

Educational Attainment by Level - Saline County

Education Level	2019 Population	2020 Population	2019 % of Population	2019 State % Population	2019 National % Population
High School Diploma	29,402	29,763	35%	35%	28%
Some College	19,797	20,038	23%	22%	21%
Associate degree	5,961	5,995	7%	6%	8%
Bachelor's Degree	14,366	14,603	17%	14%	19%

*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.*

APPENDIX A:

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

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.

E. 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
Transportation and Logistics

Little Rock Workforce Development Board Tier II Sectors

Construction
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.

APPENDIX A:

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

Sectors were identified based on data from the United States Census Bureau, EMSI, and stakeholder 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.

APPENDIX A:

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

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 accountability measures.