



**Act 1131 of 2015
Regional Workforce Planning Grant**

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education
Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Certification Pathways Planning Grant
Project Partners:	1. Lockheed Martin 2. Aerojet/Rocketdyne 3. General Dynamics 4. Spectra Technologies 5. SAUT Career Academy, Public Schools and WIB
Requested Budget:	\$57,130
Date Submitted:	9/1/2015
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499 Camden, Arkansas 71701
	870.574.4533
	kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech
Lead Institution


Authorized Official

Lockheed Martin
Partner

See Attachments
Authorized Official

Aerojet/Rocketdyne
Partner

See Attachments
Authorized Official

General Dynamics
Partner

See Attachments
Authorized Official

Spectra Technologies
Partner

See Attachments
Authorized Official

SAUT Career Academy, Public Schools and
WIB

See Attachments

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Act 1131 of 2015
Regional Workforce Planning Grant Application

*Please complete each section of this application and submit to the Arkansas Department of Higher Education by **September 1, 2015**. Applications should be emailed to ADHE.Workforce.Grant@adhe.edu. Please note that applications will not be accepted without a completed Intent Form, due August 1, 2015.*

SECTION 1 – PROGRAM NEED

30 Points

Proposals will include an overview of the labor needs, as determined by the Local Workforce Development Board, and specifically identify the skills gap employers face in the selected region and will continue to face in the future. Entities seeking grant funds must outline the proposed program and/or equipment needed and how creation of the program and/or acquisition of equipment will address those labor needs.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Need (30 Pts)	Significantly addresses a top 3 workforce need in the region (26–30 Pts)	Addresses in a more limited way a top 3 workforce need in the region (21–25 Pts)	Addresses in a limited way a less critical workforce need in the region (16–20 Pts)	Identified labor need is too narrow or not in a critical area (0–15 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

Southern Arkansas University Tech (SAUT) is a two-year college located in south Arkansas inside the Highland Industrial Park (Park). The Park is home to Lockheed Martin Missiles and Fire Control, Aerojet Rocketdyne, Spectra Technologies, General Dynamics, and other companies who focus on **Aerospace Defense Manufacturing**. SAUT works with the industries through a consortium of human resource directors (Calhoun & Ouachita County Business & Industry Training Consortium-COBITC) who meet regularly with the college to discuss current training needs and projections for future training needs.

The Park industries and, other industries in Columbia and Dallas Counties, depend on SAUT for specialized training. Without the training resources SAUT provides, the industries would be unable to meet production demands and unable to find trained workers when new lines are implemented or when employees retire or relocate. SAUT is noted by the Park’s management as an essential asset to the Park when recruiting companies to the area. The partnership between industry and SAUT is the very foundation for which the college was created in 1968.

To provide advanced manufacturing training SAUT must have updated equipment that mirrors the equipment used by industries in the Park. The investment in advanced manufacturing simulators is costly but one that results in continued growth in the local economy as graduates gain employment in the aerospace defense industries. Without the specialized training that SAUT provides, the area industries have difficulty competing for new contracts. A skilled workforce is to keeping production growth steady in south Arkansas. According to employment data provided by Discover Arkansas, manufacturing is projected to grow by **13.67 percent** in the southern part of the state. This growth is likely due to the

industries located in The Park.

Maintaining a pool of qualified applications is crucial according to regional employers and the Park Industries. Human resource directors have expressed concerns to the college about the need to have entry-level workers (production technicians) who possess employability skills, have knowledge of safety procedures, basic electricity, computer and other essential skills. The industries have also acknowledged a need for more advanced, technically-trained workers (welding, maintenance, automated and robotic engineering technicians, and supply chain technicians) for positions that frequently are difficult to fill. Nationally, **74 percent** of manufacturers report that skill gaps negatively impacted their companies' ability to expand operations.

The Southwest Arkansas Workforce Investment Board identifies **team assemblers** and **structural iron or steel workers** as two areas of potential growth in their Comprehensive Five-Year Local Plan for WIA Title I Adults, Dislocated Workers and Youth for 2012-2017. **Production technicians** are in the category of team assemblers and **welders and welding process technicians** fall in the category of structural iron and steel workers. The Southwest Arkansas Workforce Investment Board supports the proposed training activities presented in this proposal and has provided a letter of support.

The impact of training and providing a skilled workforce does not start at the college level instead it starts at our area high schools. In SAUT's service area the college going rates are as follows:

Bearden: 55.6 %
 Camden Fairview: 53.8%
 Fordyce: 52.6%
 Harmony Grove: 63.2%
 Hampton: 53.1%

These numbers are under the state and national college-going rate for high school students. Due to the ratio of student to counselors in the public schools, students, who are not top achievers are many times overlooked for receiving information about going to college and paying for college. The inclusion of Arkansas Career Coaches is going a long way towards helping with this problem. The majority of students in SAUT's service area are from low-income homes with parents or family who have never attended college. These students have no road map and no one with experience to guide them through the process of attaining higher education which can be quite confusing at times. SAUT serves students through its secondary Career Academy who otherwise who might never find themselves on a college campus. Creating a clearly constructed career pathway that begins in high school can help prepare students for work in advanced manufacturing or related fields and for continuing their education past high school. SAUT can provide career counseling and assessment to Academy students and work with parents to begin helping them to understand the processes involved with enrolling their student in college. Creating a credential pathway that starts in high school will allow graduates to start work as production technicians if they so choose and/or continue their education and training.

The majority of the industries in the Park are dependent on subcontract awards through Lockheed Martin. Lockheed Martin's ability to secure contracts, which provides for subcontracts and the addition of new position openings, is dependent on a pool of local talent available to perform work at the levels required by the industry. The following is a table that indicates the training needs identified by SAUT's industry partners. The **bolded areas** are the training needs that will be the focus of the planning phase of the project.

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Company	Training	Training Manager
Lockheed Martin	<i>Production Technician-Upgrade of workforce skills/ Pre-Employment Training- Upgrade of potential applicant skills/X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills/ Welding- Upgrade of current workforce skills and potential applicant skills/ Millwright Training</i>	Jacob Addie
General Dynamics	X-Ray Inspection Certification (NDT)- <i>Upgrade of current workforce skills/ Pre-Employment Training-Upgrade of potential applicant skills/ Mechanical Maintenance/Millwright (forklift training, general safety, etc.) – Upgrade of current workforce skills- and potential applicant skills</i>	David Chilcote
Aerojet Rocketdyne	<i>Millwright Training/Pre-Employment Training/Engineering Tech Skills (PLC, CNC, etc.)- Upgrade of current workforce skills and potential applicant skills/ X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills</i>	Gary Vaughan
Spectra Technologies	<i>Millwright Training/Pre-Employment Training/Engineering Tech Skills (PLC, CNC, etc.)- Upgrade of current workforce skills and potential applicant skills/X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills</i>	Lynn Sprong
Esterline	X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills/ <i>Pre-Employment Training-Upgrade of potential applicant skills/ Mechanical Maintenance/Millwright (forklift training, general safety, etc.) – Upgrade of current workforce skills- and potential applicant skills</i>	Gail Stewart
Raytheon	X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills/ <i>Pre-Employment Training-Upgrade of potential applicant skills/ Mechanical Maintenance/Millwright (forklift training, general safety, etc.) – Upgrade of current workforce skills- and potential applicant skills</i>	Wes Mackza
National Technical Systems	X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills/ <i>Pre-Employment Training-Upgrade of potential applicant skills/ Mechanical Maintenance/Millwright (forklift training, general safety, etc.) – Upgrade of current workforce skills- and potential applicant skills</i>	Lori Shackelford
B& M Painting	X-Ray Inspection Certification (NDT)- Upgrade of current workforce skills	Brian McCasland

SECTION 2 – PROGRAM PLAN

25 Points

Program plans must be designed to meet the goals and core requirements of the Regional Workforce Grants program. At a minimum, the plan must include a summary of expected outcomes, a description of career pathways that will be created or enhanced, a description of any anticipated equipment needs and a proposed governance and accountability structure for the program.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Plan (25 Pts)	Plan addresses all goals and core requirements and identifies significant outcomes (22–25 Pts)	Plan addresses most goals and requirements and identifies outcomes (18–21 Pts)	Plan addresses many goals and requirements and identifies few outcomes (14–17 Pts)	Plan lacks significant requirements or lacks apparent outcomes (0–13 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

SAUT proposes to create a certification pathway that includes the Career Academy (secondary career technical), SAU, the area public schools, adult education, and workforce partners. The development of the pathway will address the goals of Southwest Arkansas Workforce Investments Board’s goals of meeting the following needs:

- Business needs: Providing trained and skilled workers
- Job seeker needs: Providing training and access to skill upgrades
- Worker needs: Providing skill upgrades and continuing education

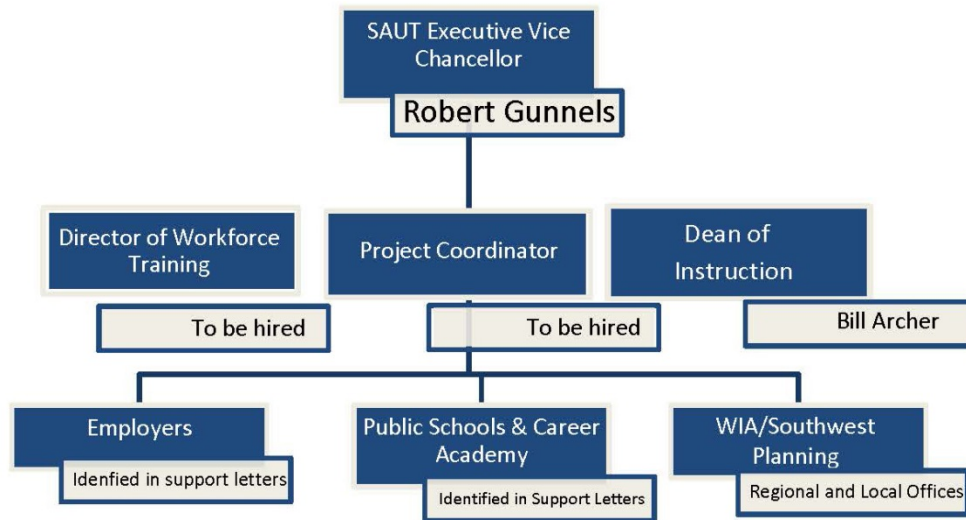
SAUT’s Workforce Initiative will address the needs listed above while meeting the goal of the Arkansas Workforce Initiative to create long-term relationships between employers, education providers, workforce services and SAUT by creating a regional workforce alliance to identify and address the challenge of job candidate skill gaps in the regional workforce pool. The pathway creation will focus on skill certifications to create a competency-based certification system using the educator resources provided by the Manufacturing Institute (manufacturinginstitute.org) as a development guide.

Skill certifications are the new currency in the marketplace. A skills certification system is applied STEM. It puts a heightened focus on critical science, technology and critical thinking skills. This system provides a seamless, efficient way to deliver programs from high school through college institutions. Industry recognized certifications are a win for employers and students. Certifications provide a way for students to validate the talent they bring to the job, for educational providers to establish a value for their product, and for employers to have a level of certainty about the skill level of an individual before hiring them.

SAUT will use an advanced manufacturing competency model created by the careeronestop.org (see attachments), to create competency-based program pathways. Credential pathways resembling the components of the example in attachment B will be mapped out for all SAUT’s industrial technology programs, including the creation of a new production technician pathway. Faculty members will train with the Manufacturing Skills Standards Council (MSSC) to prepare for credentialing of students in the pathways. Faculty current have NCCER certifications that provide students with additional credentialing opportunities.

During the **planning phase** of the Workforce initiative Project, SAUT will conduct planning and research into employer skills gaps using the program **pathway team** that includes WIA representation, the public schools, SAU, the Career Academy, Adult Ed, employers and faculty. The **pathway team** will design and develop the certification pathways which will result in documented pathways with graphic representations which will be shared with all stakeholders. The implementation of the certification system will take place during the implementation phase of the workforce initiative. The **pathway team** will remain active after the planning phase of the project to ensure that SAUT continues to provide relevant skills along with maintaining an active, responsive credential pathway for each of its industrial technology programs.

The proposed accountability structure of the project is as follows:



A project coordinator will be hired to facilitate the planning phase of the project and to work with SAUT’s director of workforce training and dean of instruction. The SAUT staff will work with the **pathway team** to plan and implement the credential system. The project will include the purchase of electronic simulators needed for manufacturing production training, and supplies and materials for each pathway developed from the high school Career Academy level through college. Simulation is the next best option for training in aerospace defense since college and career academy students are not allowed to do internships in the industry due to federal contract restrictions. The simulation software and equipment is required by the following programs: welding processes, mechanical maintenance, automation and robotics engineering, supply chain management, and production technician.

Expected outcomes include the **development of clear and graphically depicted certification pathways with multiple entry and exit points** that result in employment, **funding sources for credentialing cost for students, industry-involved instruction**, and **career assessment and placement services for participants**. The goal of this effort will be to develop a manufacturing talent pipeline to ensure that the industries in our region are able to successfully compete for contracts and expand operations. It will also provide participants (students) with validated skills and opportunities to begin or continue successful careers which will help our communities in the southwest region of Arkansas to thrive and prosper into the future.

SECTION 3 – STRENGTH OF PARTNERSHIP

25 Points

Proposals are required to address how the program plan incorporates each of the mandatory partners, as identified above, and other regional partners who can contribute significantly, in a unique and meaningful role. Describe the anticipated role for each member of the alliance. **Include with the proposal a commitment letter from each partner and the Local Workforce Development Board.**

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Strength of Partnership (25 Pts)	Plan includes broad representation and each partner has a defined role with identified critical contributions (22–25 Pts)	Plan includes broad representation but partner roles are not clearly defined (18–21 Pts)	Plan lacks one or two important partners or not all partners are critical to success of the plan (14–17 Pts)	Partner participation is too narrow or some partners do not contribute meaningfully (0–13 Pts)

Please enter your answer in the box provided below. Feel free to include any necessary charts, graphs or tables.

SAUT is using the **TEAM** approach to planning and implementing the Arkansas Workforce Initiatives. As reflected in the attached support letters, members of industry (Spectra Technologies, General Dynamics, Lockheed Martin, Aerojet Rocketdyne), the public school system (Bearden School District, Camden Fairview School District, Harmony Grove School District, Hampton School District and Fordyce School District), the secondary career academy (SAUT Tech Career Academy), Southern Arkansas University, Adult Education and the Southwest Arkansas Workforce Investment Board are committed to creating clear credential pathways to employment. The roles of our partners are defined below.

Manufacturing Partner(s): Listed on the form in the needs section and support letters are provided.

- Work with the pathways team to develop and update program curriculum & recognize certifications
- Refer current and prospective employees to training programs
- Employees serve as guest instructors for training programs
- Donate funds to covers student certification costs
- Commit to interviewing program completers
- Donate or share equipment, as applicable
- Serve on the SAUT **pathways team**

Educational Partner(s): Public schools, SAUT, SAU, Career Academy, Adult Education

- Modify existing training curriculum, create new curriculum
- Embed certification points in curriculum
- Provide leadership for development of certification pathway
- Set frequency and timing for offering the program
- Provide testing site for certifications
- Provide test preparation
- Provide student feedback from all pathway levels

- Provide students with career assessment and career placement services
- Serve on the SAUT *pathways team*

WIA/One-Stop

- Provide recruiting and pre-screening services, and job postings
- Provide student access to job listings, skill upgrades (Kuder, WAGE, CRC)
- Provide funds for continuing education for those who qualify
- Provide mailing lists for unemployed, SNAP and TANF recipients for recruitment into the training programs
- Serve on the SAUT *pathways team*

The *pathways team* will meet at a minimum of once a month during the planning phase in addition to informal meetings between the dean of instruction, the project coordinator and the college's director of workforce training, faculty and industry supervisors to work on identifying and addressing skill gaps in more detail and to make decisions on certification insertion points for each training pathway.

The *pathways team* will continue to represent the career training at SAUT far into the future. A strong relationship currently exists between the college and each of the identified partners. The *Arkansas Workforce Initiative* will solidify and clarify long-term roles for stakeholders by creating a permanent pipeline for manufacturing talent in southwest Arkansas.

SECTION 4 – BUDGET PLAN**20 Points**

Proposals will include a detailed financial plan assigning cost estimates to all proposed planning activities and a completed budget template. Efficiency in planning grant expenditures is expected.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Budget Plan (20 Pts)	All requested resources are essential and clearly support the goals of the plan. (18–20 Pts)	Most requested resources are important and clearly support the goals of the plan (15–17 Pts)	Plan includes some questionable resource requests (11–14 Pts)	Budget includes requests deemed unnecessary (0–10 Pts)

Section 4.1 – Budget Plan Detail

Please provide your detailed financial plan in the box below.

A. Partner Participant Support Costs**1. Personnel:**

A full-time project coordinator for the planning phase of the initiative will be hired to coordinate meetings with team members, make changes to degree plans and curriculum as identified by industry and faculty, assist in the creation of pathways graphical depictions, and provide support to the director of workforce training and the dean of instruction in the activities required to move from the planning phase to the implementation phase of the project.

Position: \$25,000

Fringe Benefits at 30 percent: \$7,500

Total: \$32,500

2. Travel:

Travel funds are needed for regional travel for the project coordinator, director of workforce training and dean of instruction. Travel at .42 per mile x 1000 miles = \$420

Hotel and Airfare for faculty training with Manufacturing Skills Standard Council

2 Instructors @ 3 nights x \$100 per night for hotel = \$600

2 Instructors @ roundtrip airfare (\$475) to Scottsburg, Indiana = \$950

2 Instructors @ \$50 per day per diem x 3 days = \$300

Total Travel: \$2,270

3. Other:

A laptop computer is necessary for the project coordinator to use during the project planning phase to take notes, create agendas, to communicate with partners, etc. Software licenses are included in the computer cost.

Total Other: \$1,200

B. Other Direct Costs

1. Materials and Supplies:

General office supplies are required which include ink, paper, and printing for meetings during the planning phase, etc.

Total Materials and Supplies: \$1,000

2. Publication Costs/Documentation/Dissemination:

Funds are needed for the development and printing of graphic depictions of program pathways, program marketing materials, postage for direct mail to prospective students, etc.

Total publication and marketing costs for program pathways: \$10,000

3. Consultant Services:

The Manufacturing Institute will provide consulting services to the college to assist in the creation of the training pathways. **\$5,000**

4. Other (Explain below):

The **Other** category includes the expenses for **pathways team** meetings. Expenses include the cost of meals for meetings. Minimum of 12 meetings with 15 attendees @ \$12 per person = \$2,160

This category also provides for funds to send two instructors to training to be able to teach the MSSC competencies in the certification pathways. Faculty Training Registration for Manufacturing Skills Standard Council (MSSC) Instructor Training: 2 faculty @ \$1500 each= \$3,000

Total Cost of Other: \$5,160

Total Other Direct Costs: \$21,160

Total Partner Participant Support Costs: \$ 35,970

C. Total Direct Costs: \$57,130

Section 4.2 – Budget Plan Template

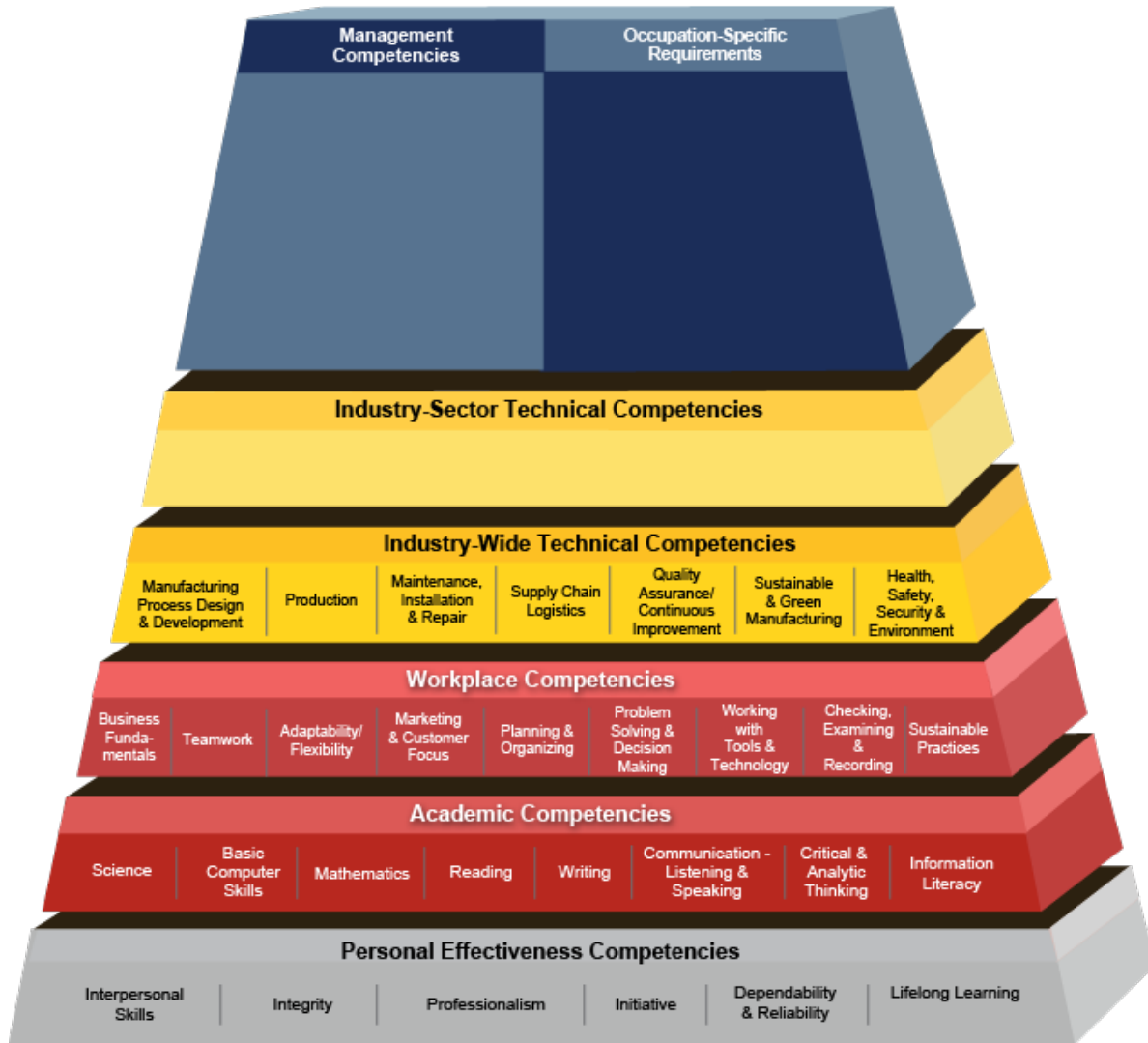
Please complete the budget template below. Totals will calculate automatically based on your input.

A. Partner Participant Support Costs			
	1. Personnel/ Stipend		\$32,500
	2. Travel		\$2,270
	3. Other (Explain Below)		\$1,200
	Laptop with software licenses		
	TOTAL PARTNER PARTICIPANT COSTS		\$35,970
B.	Other Direct Costs		
	1. Materials and Supplies		\$1,000
	2. Publication Costs/ Documentation/Dissemination		\$10,000
	3. Consultant Services		\$5,000
	4. Other (Explain Below)		\$5,160
	Meals for meetings and registration for training for faculty		
	TOTAL OTHER DIRECT COSTS		\$21,160
C. TOTAL DIRECT COSTS			\$57,130

SUBMIT BY SEPTEMBER 1, 2015Email to ADHE.Workforce.Grant@adhe.edu*Applications that are received without an Intent Form (Due August 1) will not be accepted.***PLANNING GRANT SCORING RUBRIC**

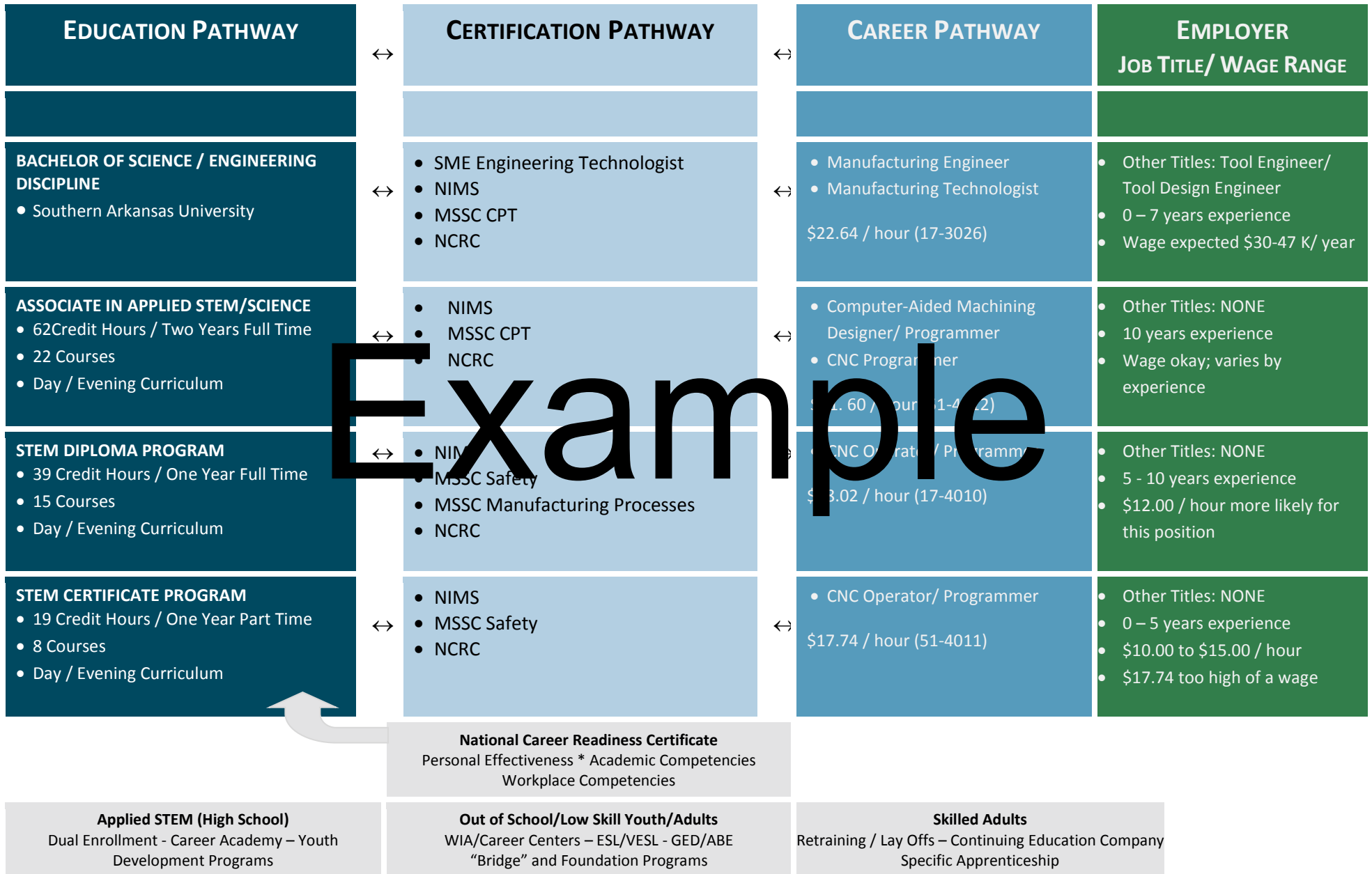
Critical Elements	Exemplary	Superior	Adequate	Needs Improvement	Value
Program Need	Significantly addresses a top 3 workforce need in the region (26–30)	Addresses in a more limited way a top 3 workforce need in the region (21–25)	Addresses in a limited way a less critical workforce need in the region (16–20)	Identified labor need is too narrow or not in a critical area (0–15)	30 Pts
Program Plan	Plan addresses all goals and core requirements and identifies significant outcomes (22–25)	Plan addresses most goals and requirements and identifies outcomes (18–21)	Plan addresses many goals and requirements and identifies few outcomes (14–17)	Plan lacks significant requirements or lacks apparent outcomes (0–13)	25 Pts
Strength of Partnership	Plan includes broad representation and each partner has a defined role with identified critical contributions (22–25)	Plan includes broad representation but partner roles are not clearly defined (18–21)	Plan lacks one or two important partners or not all partners are critical to success of the plan (14–17)	Partner participation is too narrow or some partners do not contribute meaningfully (0–13)	25 Pts
Budget Plan	All requested resources are essential and clearly support the goals of the plan. (18–20)	Most requested resources are important and clearly support the goals of the plan (15–17)	Plan includes some questionable resource requests (11–14)	Budget includes requests deemed unnecessary (0–10)	20 Pts
Total Points Possible					100 Pts

Manufacturing Competencies Model



[manufacturing competencies models](#)

Attachment A



SOUTHWEST ARKANSAS WORKFORCE DEVELOPMENT BOARD

**P.O. Box 767, 101 Harvey Couch Blvd.
Magnolia, AR 71754
(870) 235-7510 Fax: (870) 234-0135**

August 10, 2015

Dr. Brett Powell, ADHE Director
Arkansas Department of Higher Education
423 Main Street, Suite 400
Little Rock, AR 72201

Dear Director Powell,

The Southwest Arkansas Workforce Development Board supports SAU Tech in their efforts to address training needs in the Aerospace Defense Sector.

Aerospace Defense Sector is a high demand sector in Southwest Arkansas, and there is a need for trained, qualified workers in this field. It is the Workforce Development Board's goal to ensure that individuals of Southwest Arkansas are educated, trained, and motivated to meet the needs of the current and future workforce.

This training program will create a career pathway from high school to college to work with supports for students needing assistance. It will also provide multiple entry points for others (unemployed individuals or incumbent workers, etc.) to enter the pathway. The result of this program will provide an increase in the local economy by increasing the number of skilled and trained employees in the local community.

The activities proposed in this grant will greatly benefit our region and our participants and we are excited to partner with SAU Tech on this project.

Thank you for your time and consideration.

Sincerely,



Gina Frederick
Southwest Arkansas Workforce Development Staff

Cc: Kimberly Coker, SAU Tech

Appendix B. Planning Grant Cover Sheet

**Workforce Initiative Act of 2015 Planning Grant
Application Cover Sheet**

To: Arkansas Department of Higher Education

Requesting Institution: [Institution Name]

Title of Project: [title]

Project Partners: [List all partners]

Requested Budget: [Not to exceed \$100,000]

Date Submitted: [date]

Applicant Contact: [Contact name]

Applicant's Information: [Address]
[Phone]
[Email]

Authorized Signatures for Project Partners:

SAU Tech
Lead Institution

General Dynamics
Partner

Partner

Partner

Partner

Partner

Authorized Official

[Signature]
Authorized Official

Authorized Official

Authorized Official

Authorized Official

Authorized Official

GENERAL DYNAMICS

Ordnance and Tactical Systems

6345 AR 203 HWY
Hampton, AR 71744
Tel: 870-798-4171
Fax: 870-798-4946

July 27, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As an aerospace defense contractor in the Highland Industrial Park, General Dynamics has a vested interest in the development of a career pathway to train more entry level workers for specific skillsets related to our contract execution. General Dynamics will support Southern Arkansas University Tech's efforts to develop the Arkansas Workforce Initiative project by providing equipment as available, expert consultation to faculty, and career placement as opportunities become available.

General Dynamics supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure a qualified workforce into the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call Connie Wilbur, Manager Human Resources (870-798-4171 ext. 266).

Sincerely,



David Chilcote
Director & General Manager
General Dynamics Ordnance & Tactical Systems
Camden Operations

Office: 870 798-4171 ex 233
Cell: 870 725-6722
david.chilcote@gd-ots.com



**Act 1131 of 2015
Regional Workforce Planning Grant**

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education
Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Training Grant
Project Partners:	1. Lockheed Martin 2. Aerojet/Rocketdyne 3. General Dynamics 4. Spectra 5. SAUT Career Academy
Requested Budget:	
Date Submitted:	
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499
	Camden, Arkansas 71701
	870.574.4533
	kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech
Lead Institution

Authorized Official

Lockheed Martin
Partner

Jacobs Addie (Jacobs Addie)
Authorized Official

Aerojet/Rocketdyne
Partner

Authorized Official

General Dynamics
Partner

Authorized Official

Spectra
Partner

Authorized Official

SAUT Career Academy

Authorized Official



July 30, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As an aerospace defense contractor in the Highland Industrial Park, Lockheed Martin has a vested interest in the development of a career pathway to train more entry level workers for specific contract fulfillment. Lockheed Martin will support Southern Arkansas University Tech's efforts to develop the Arkansas Workforce Initiative project by providing equipment as available, expert training assistance to faculty, career placement to students and more.

Lockheed Martin fully supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure contracts into the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please feel free to call me at 870-574-3064.

Sincerely,

A handwritten signature in black ink, appearing to read "Jacob Addie".

Jacob Addie
Human Resources Manager
Lockheed Martin Missiles and Fire Control, Camden Operations



Act 1131 of 2015
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Date Submitted:	
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499
	Camden, Arkansas 71701
	870.574.4533 kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech

 Lead Institution

 Authorized Official

Lockheed Martin

 Partner

 Authorized Official

[Handwritten Signature]

 Authorized Official

Aerojet/Rocketdyne

 Partner

 Authorized Official

General Dynamics

 Partner

Spectra

 Partner

 Authorized Official

SAUT Career Academy

 Authorized Official



July 28, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As an aerospace defense contractor in the Highland Industrial Park, Aerojet Rocketdyne has a vested interest in supporting Southern Arkansas University Tech's efforts in developing the Arkansas Workforce Initiative project. The benefits of developing a career pathway to train more entry level workers for specific contract fulfillment will be appreciated by Aerojet Rocketdyne.

Aerojet Rocketdyne agrees to work with Southern Arkansas University Tech with items such as raw materials from scrap and specialized equipment if available, and/or consultation about specifications when purchasing specialized equipment. Aerojet Rocketdyne allows employees to work as adjunct instructors within their specialized fields as may be necessary and beneficial for SAU Tech's relevant training programs. Further, we agree to work directly with Southern Arkansas University Tech in developing skill specific, industry recognized credentials for students.

Aerojet Rocketdyne supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure contracts into the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please contact the Human Resource Department by calling 870-574-3443.

Sincerely,

Gary W. Vaughan
Executive Director, Camden Operations



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Applicant's Information:	PO Box 3499
	Camden, Arkansas 71701
	870.574.4533 kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech
Lead Institution

Authorized Official

Lockheed Martin
Partner

Authorized Official

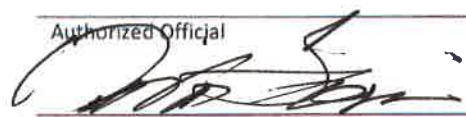
Aerojet/Rocketdyne
Partner

Authorized Official

General Dynamics
Partner

Authorized Official

Spectra
Partner



Authorized Official

SAUT Career Academy



DLS 15024
July 27, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As an aerospace defense contractor in the Highland Industrial Park, Spectra Technologies LLC has a vested interest in the development of a career pathway to train more entry level workers for specific contract fulfillment. Spectra Technologies will support Southern Arkansas University Tech's efforts to develop the Arkansas Workforce Initiative project by providing equipment as available, expert training assistance to faculty, career placement to students and more.

Spectra Technologies supports SAU Tech in this effort and in all other activities of the college that result in successful training programs that impact the company's ability to secure contracts into the future.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call Lynn Sprong, Human Resources Manager, at (870) 574-2555.

Sincerely,

A handwritten signature in black ink, appearing to read "David L. Siggers", written in a cursive style.

David L. Siggers
President

Building 20 Highland Industrial Park, P.O. Box 3355
East Camden, Arkansas 71711
Phone 870.574.2555, FAX 870.574.2560



**Act 1131 of 2015
Regional Workforce Planning Grant**

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education
Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Training Grant
Project Partners:	1. Camden Fairview School District 2. Harmony Grove School District 3. Bearden School District 4. Fordyce School District 5. Hampton School District
Requested Budget:	
Date Submitted:	
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499
	Camden, Arkansas 71701
	870.574.4533
	kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech
Lead Institution

Camden Fairview School District
Partner

Harmony Grove School District
Partner

Bearden School District
Partner

Fordyce School District
Partner

Hampton School District

Authorized Official

Mark Keish

Authorized Official

Walton A. Pipett

Authorized Official

[Signature]

Authorized Official

[Signature]

Authorized Official

Jimmy Cunniff



BEARDEN PUBLIC SCHOOLS

NORTH CENTRAL ACCREDITED

100 Oak Avenue • Bearden, Arkansas 71720 • Phone 870-687-2236 • Fax 870-687-3683
www.beardenschools.org

Memorandum for record:

Subject: SAU Tech Letter of Support

To: Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR. 72201

From: Denny Rozenberg, Bearden Superintendent

The purpose of this memorandum is to provide a letter of support for the SAU Tech Career Academy Career Prep program. The Bearden School District has supported the program for the past 10+ years, and worked with SAU Tech on several grant projects, and a college preparation program. (4 years) We wish to continue this relationship with the college in creating a career training pathways program for our students to begin in high school and to complete soon after they graduate.

We currently have over 20 students attending SAU Tech's secondary career academy, we will continue to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech University will address in the Arkansas Workforce Initiative program. We truly believe that SAU Tech is on the forefront in South Arkansas in preparing high school students for career—college readiness.

Thank you for your time and consideration in this matter and if you need any further information, please call me at 870-687-2236.

Sincerely,

Denny L. Rozenberg

Bearden Superintendent

HAMPTON PUBLIC SCHOOLS

P.O. BOX 1176 – HAMPTON, AR 71744

JIMMY CUNNINGHAM, Superintendent
JANA YOUNG, Assistant Superintendent
BRYAN SANDERS, High School Principal
TOM SAWYER, Elementary Principal



President, ALAN FERGUSON

Vice President, BRANDON EVANS

Secretary, CODY ABLES

Phone: 870-798-2229

Fax: 870-798-2239

Board Members

JOHN H. THOMPSON

JAMES RAWLS

www.edline.net/pages/Hampton_Public_Schools

August 28, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

As a public secondary school district in south Arkansas, Hampton School District has enjoyed a long working relationship with Southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will address in the Arkansas Workforce Initiative program.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call 870-798-2229.

Sincerely,

Jimmy Cunningham
Superintendent

CAMDEN FAIRVIEW PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

625 Clifton

Camden, Arkansas 71701

August 27, 2015

Arkansas Department of Higher Education
Arkansas workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE:

Camden Fairview School District, a public school district in south Arkansas, has enjoyed a long working relationship with Southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will address in the Arkansas Workforce Initiative program.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call me at 870-836-4193.

Sincerely,



Mark Keith
Superintendent

FORDYCE PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

P.O. Box 706

FORDYCE, ARKANSAS 71742

PHONE: 870/352-3005  FAX: 870/352-7187

August 28, 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201


Dear ADHE:

As a public secondary school district in south Arkansas, (Fordyce School District), has enjoyed a long working relationship with South Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending the SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will address in the Arkansas Workforce Initiative program.

For more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative, please call, 870-352-3005.

Sincerely,


Superintendent, Dr. Albert Snow



"FORDYCE REDBUGS"

Harmony Grove Public Schools

Harmony Grove Campus
401 Ouachita Road 88
Camden, Arkansas 71701
Telephone (870) 574-0971
Fax (870) 574-2765

Mr. Walton Pigott, Superintendent
Mr. Joe Rogers, Jr., President
Mr. Jeremy Givens, Vice-President
Mr. Robert Franks, Secretary
Mrs. Jana Garcia, Member
Mrs. Emily Harrison, Member
Mr. Ken Key, Member
Mr. Stephen McCann, Member

Sparkman Campus
P. O. Box 37
Sparkman, Arkansas 71763
Telephone (870) 678-2243
Fax (870) 678-2917

26 August 2015

Arkansas Department of Higher Education
Arkansas Workforce Initiative
423 Main Street, Suite 400
Little Rock, AR 72201

Dear ADHE,

The Harmony Grove School District has enjoyed a long working relationship with Southern Arkansas University Tech on numerous grant projects and other endeavors. We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

As we currently have students attending SAU Tech secondary career academy, we will increase our efforts to recruit interested students to fill the pathway for the aerospace defense sector that SAU Tech will address in the Arkansas Workforce Initiative program.

If I may provide more information regarding our participation with SAU Tech in the Arkansas Workforce Initiative please contact me at 870-574-0971.

Sincerely,

Walton A. Pigott
Walton A. Pigott, Superintendent



**Act 1131 of 2015
Regional Workforce Planning Grant**

APPLICATION COVER SHEET

DUE SEPTEMBER 1, 2015

To:	Arkansas Department of Higher Education
Requesting Institution:	Southern Arkansas University Tech
Title of Project:	Aerospace Defense Sector Training Grant
Project Partners:	1. Lockheed Martin 2. Aerojet/Rocketdyne 3. General Dynamics 4. Spectra 5. SAUT Career Academy
Requested Budget:	
Date Submitted:	
Applicant Contact:	Kimberly Coker
Applicant's Information:	PO Box 3499
	Camden, Arkansas 71701
	870.574.4533 kcoker@sautech.edu

Authorized Signatures for Project Partners

Southern Arkansas University Tech
Lead Institution

Authorized Official

Lockheed Martin
Partner

Authorized Official

Aerojet/Rocketdyne
Partner

Authorized Official

General Dynamics
Partner

Authorized Official

Spectra
Partner

Authorized Official

SAUT Career Academy

James N. Utsey

July 29, 2015

Arkansas Department of Higher Education
Arkansas Workforce initiative
423 Main Street, Suite 400
Little Rock, AR. 72201

Dear ADHE:

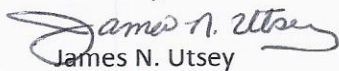
As the Secondary Education Vocational Training Academy at Southern Arkansas University Tech, we enjoy a long working relationship with the academic programs at SAU Tech on concurrent enrollment, grant projects, and other endeavors.

We are excited about the opportunity to partner with the college in creating career training pathways for our students to begin in high school and complete soon after graduation.

Students attending the SAU Tech Career Academy will have the opportunity to select a pre-employment pathway for careers in automotive service technology, computer engineering, and welding.

For more information regarding our participation with in the Arkansas Workforce Initiative, please contact me at 870.574.4421 or jutsey@sautech.edu

Sincerely,



James N. Utsey

SAU Tech Career Academy