



Act 1131 of 2015
Regional Workforce Continuation Grant

APPLICATION COVER SHEET

DUE JUNE 1, 2018

To:	Arkansas Department of Higher Education
Requesting Institution:	College of the Ouachitas
Title of Project:	High School Pre-Apprenticeship Career Pathway
Project Partners:	1. Arkansas Construction Education Foundation 2. Malvern High School 3. Magnet Cove High School 4. Benton High School 5. Poyen High School 6. Kimbel Mechanic Systems 7. Comfort Systems USA 8. Gary Houston Electric 9. Elliott Electric 10. Gigerich Electric
Requested Budget:	\$493,297.18
Date Submitted:	5/29/2018
Applicant Contact:	Matthew Cummings
Applicant's Information:	One College Circle Malvern, AR 72104 501-332-0253 Mcumings@coto.edu

Authorized Signatures for Institution

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College of the Ouachitas
Lead Institution

[Signature]
Authorized Official

Act 1131 of 2015

Regional Workforce Continuation Grant Application

*Please complete each section of this application and submit to the Arkansas Department of Higher Education by **June 1, 2018**. Applications should be emailed to ADHE.Workforce.Grant@adhe.edu. Please note that only projects that were awarded an implementation grant are eligible to apply for a continuation grant.*

SECTION 1 – PROGRAM NEED

20 Points

Proposals will include a thorough description 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 continuation of the program and/or acquisition of equipment will address those labor needs.

Essential Components:

- Regional data demonstrating the need for action - provide empirical data that illustrates needs of the local workforce, with a particular emphasis on anticipated or future needs.
- Clear linkages between grant activities and local needs- clearly illustrate how the proposed grant project is directly linked to addressing the workforce needs and deficits of the region. Successful applications will provide a thorough description of the region's high-demand and high-skill industrial occupations, and identify how the proposed activity will address job candidate deficits in those areas. **Applicants must also submit letters of support from at least two area employers for the proposal, citing need and outlining benefits for local industry.**
- Alignment with Arkansas economic and workforce goals- describe how the proposed project will increase overall higher education attainment in the region and provide clear linkages between a postsecondary credential and the needs of employers.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Program Need (20 Pts)	Significantly addresses a top 3 workforce need in the region. (18–20 Pts)	Addresses in a more limited way a top 3 workforce need in the region. (15–17 Pts)	Addresses in a limited way a less critical workforce need in the region. (11–14 Pts)	Identified labor need is too narrow or not in a critical area. (0–10 Pts)

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

Forbes Magazine reported that 53% of skilled-trade workers in the U.S. were 45 years old or older and 18.6% were between the ages of 55 and 64. In the case of electricians, more than 60% of the workers are 45 years of age or older and 50% are over the age of 55. This translates to a large portion of electricians aging out of the trade within the next 10 years. In Arkansas, there are entire counties and groups of counties without a licensed Master Plumber and the situation is becoming increasingly dire.

To address this issue College of the Ouachitas (COTO), along with its apprenticeship training partner - Arkansas Construction Education Foundation (ACEF), have developed a program that allows high school students the opportunity to "jump start" their journey to a successful career in these areas. The program has developed a meaningful career pathway for those interested in the apprenticeship trades, specifically as an electrician or plumber. The program has demonstrated the effectiveness of strategic partnerships among a community college, a registered apprenticeship training partner, service area high schools, and area employers.

Attached are support letters from Industry Partners: Gary Houston Electric, Carrington Electric, Kimbel Mechanical Systems, Gigerich Electrical Inc, Elliott Electrical Inc., Staley Electric, and Comfort Systems USA

Attached are support letters from Arkansas High School Partners: Centerpoint High School, Poyen High School, Benton High School, Magnet Cove School District, Ouachita High School, and Glen Rose High School

This program is constructed to identify potential participants as early as the 10th grade year. Once identified, potential candidates and their parents will be counselled regarding options available to them and the benefits of our apprenticeship program. During their senior year eligible participants will be able to take transferable college classes that count towards a COTO Associate of Applied Science (AAS) degree in Apprenticeship Arts. All "academic" classes will be taught by properly credentialed faculty approved by COTO. In addition, participants will attend class one night a week taught by a journeyperson, approved by ACEF, within the specific trade. Students will also attend "lab" classes 12 times during this year. At the end of the year one apprenticeship course participants will be tested and credit for a level one apprentice will be given to those students successfully meeting satisfactory performance requirements. Upon high school graduation these new level one completers will be interviewed for hire/sponsorship by our employer partners. Those selected will be eligible to continue in the program for the remaining three/four years provided the student/employee meets all conditions for continued employment and makes satisfactory progress academically. Each student will also receive a Certificate of Proficiency for each year of program completion. Upon successful completion of the program, three years after graduation, participants will be prepared for certification as a journeyman electrician or plumber. New cohorts of students will be added each year of the program. The program is designed to add one electrical and one plumbing apprenticeship program cohort each year. The program has set a goal of 15 participants in each of the electrical and plumbing cohorts (total of 30) in year one. Our goal for year two and beyond is to have 20 participants in each of the new electrical and plumbing cohorts. Program completers will be equipped to fill the existing gaps, as well as the impending shortage, in these critical needs employment areas.

2016/2017 First Cohort: The first cohort of students started in September 2016 with 4 plumbing students and 18 electrical students from 11 area high schools. In May 2017, 15 electrical students and 2 plumbing students completed the program and received certificates of proficiency. As of May 2018, 8 students from the first cohort are still actively working as apprentices with an average rate of pay at \$12.29 with an average annual income of \$25,946.57. (See attached)

2017/2018 Second Cohort: The second cohort of students started in August 2017 with 9 plumbing students and 48 electrical students from 19 high schools. In May 2018, 8 plumbing students and 33 electrical students completed the program. On the day of program graduation 12 students had already accepted employment working as skilled apprentices in their focus areas.

2018/2019 Third Cohort: The third cohort of students will start classes on August 20, 2018. We have recruited and enrolled 25 electrical students and 25 plumbing students from 14 area high schools as of May 31, 2018.

SECTION 2 – PROGRAM PLAN

25 Points

Program plans must be designed to meet the goals and core requirements of the Regional Workforce Grants program as well as the following Essential Components:

- Detailed project timeline and overview- provide a month-by-month overview of the critical convenings, activities, and actions that will comprise the project.
- Measurable objectives for each phase of the project- detail the metrics utilized throughout the project to track how credentialed job candidates possessing the skills needed by employers will be provided.
- Project governance and accountability plan- clearly describe the plan for governance, meetings, and decision-making structure; identify a project director; and identify members of a project steering committee that will maintain oversight throughout the project period.
- Pathways articulation and support- clearly describe the educational pathway(s) and support services that will be developed, or existing pathways that will be enhanced, to meet the identified workforce needs. Pathways should incorporate all appropriate student outcomes from short-term industry-recognized credentials through the highest certificate or degree programs appropriate to the identified career goals and include career step-out points at the completion of each credential.
- Role of equipment request- required only for those proposals seeking equipment purchases. Outline how equipment purchase will specifically address local labor market needs; provide detailed description of equipment, educational value of equipment in preparing workforce, and justification for purchase.
- Performance assessment- clearly define measurable outcomes to be achieved through continuation of the plan and strategies to measure and report achievement of those outcomes. Priority will be given to programs which prepare candidates for high wage jobs or which create capacity to move candidates from unemployment to employment.
- 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 detailed project timeline and overview, measurable objectives for each phase of the project, a project governance and accountability plan, pathways articulation and support, the role of any equipment requested, and a performance assessment.

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 properly connects all activities to measurable outcomes that address workforce needs. (22–25 Pts)	Plan addresses most goals and requirements and substantially connects activities to measurable outcomes. (18–21 Pts)	Plan addresses many goals and requirements and connects some activities to measurable outcomes. (14–17 Pts)	Plan lacks significant requirements or connections of activities to measurable outcomes are not clear. (0–13 Pts)

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

Over the last 2 years the Program Coordinator has been recruiting students within a 60 mile radius of College of the Ouachitas. Students that express interest in either plumbing or electrical are contacted regarding application procedures and encouraged to enroll into the program by the end of their junior year. Students accepted into the program begin classes in August during their senior year (Reference syllabus attached). Second-, third-, and fourth-year students will meet on schedule with the regular ACEF apprentices.

For the purpose of this study, students must complete the following tasks and activities to be considered a candidate for the journeyman exam (no exceptions):

- Pre-apprenticeship program
- Employed in the trade in which the pre-apprenticeship was completed.
- Enroll with ACEF apprenticeship programs and complete registration process with the U.S.

Dept. of Labor

- 640 hours of Related Technical Instruction (RTI)
- Minimum of 8000 hours of on-the-job (OJT) training under an appropriately licensed craft person
- Complete all four levels of NCCER curriculum.
- Successfully complete NCACP Certified Plus assessment

Candidates who have completed the tasks will be released to sit for the journeyman exam (Pending on DOL approval).

Steering Committee -

Matthew Cummings-Project Coordinator, COTO

Pat Simms- Vice President of Academic Affairs, COTO

Kathy Fulks- Executive Director, Arkansas Construction Education Foundation

Donnie King- Finance Director, Arkansas Construction Education Foundation

Kim Roberson- Ouachita Career Center Director, COTO

Taylor Shell- Electrician/Instructor, ACEF

George Penning- Plumber/Instructor, ACEF

Kamron Barber- Construction Technology Instructor, COTO

Ed Carrington- Chief Executive Officer, Carrington Electric

Ted Holzwarth-VP of Corporate Development, Comfort Systems USA

Chris Coffman-President, Elliott Electrical Inc.

Travis Keller- HR Director, Kimbel Mechanical Systems
Jim Burbridge- Project Manager, Gigerich Electrical, Inc.

Pathways articulation and support-

Year 1-Apprenticeship Credit, High School Graduate, CP in Electrical/Plumbing Apprenticeship – Level I, Hired by Industry Partner

Year 2- Apprenticeship Credit while working with Industry Partner, CP in Electrical/Plumbing Apprenticeship – Level II, available Technical Certificate in Electrical/Plumbing Apprenticeship

Year 3- Apprenticeship Credit while working with Industry Partner, CP in Electrical/Plumbing Apprenticeship – Level III

Year 4- Apprenticeship Credit while working with Industry Partner, CP in Electrical/Plumbing Apprenticeship – Level IV, available Associate of Applied Science in Apprenticeship Trades, obtain a Journeymen License in trade

Later Opportunities: Obtain a Master License in trade, Obtain a Bachelor degree, small business owner

Building Labs

Electrical (Reference Chart 1.2)

The Residential Wiring Lab is a wood-framed lab consisting of 12 lab stations where students install wiring and electrical devices consistent with the National Electrical Code (NEC) standards. Devices include: Panels, breakers, receptacle switches, motion sensors, timers, florescent lighting, recess lighting, and many more. The lab is designed to mimic real-world jobsites and safety is strictly enforced; hard hats are always required. Lab instructors and assistants are available to help students as they work on lab projects that incorporate various sections of the NEC.

The Commercial Wiring Lab is a steel-framed lab consisting of 12 lab stations where students install wiring and electrical devices for commercial complexes. The lab is designed to mimic a commercial building constructed by steel frames. Similar to the Residential Wiring Lab, the Commercial Wiring Lab focuses exclusively on applications of the NEC standards pertaining to electrical installation for commercial buildings, which usually require more switching panels and wiring sufficient for larger amperage.

Plumbing

The Residential/Commercial Plumbing Lab will utilize both wood and steel-framed construction of 6 lab stations where students install plumbing devices consistent with the Arkansas Plumbing/Fuel Gas Code standards. Devices include: Hot water heaters, sinks, tubs, drains, washer/dryer hookups, natural and propane gas line install, and venting systems. The lab will be designed to mimic real-world jobsites and safety is strictly enforced.

Heavy Equipment Rental (\$4000/year)(Quote attached)

To meet the demand of industry partners, COTO Pre-Apprenticeship Program is requesting funds to rent a mini-excavator to train students on how to safely operate and maintain a piece of heavy equipment. The benefits of renting an excavator: Renting takes away the cost of servicing the equipment, allows students one-on-one time training with heavy equipment, no down time of equipment being parked during off months, and eliminates the purchase of a \$50k+ piece of heavy equipment.

Students Individual Tools (Chart 1.4)

Part of the hiring process by most employers in the skilled trades is requirement of hand tools. By providing needed tools we greatly improve a student's opportunities of finding gainful employment within the industry. Providing a students with coursework and experiences are wonderful but if a student does not have hand tools then he/she will not be hired. The last 2 years COTO Pre-Apprenticeship Program has been able to provide hand tools to each student who successfully completes the course and this is one of the main reasons employers hire COTO graduates.

Performance assessment-

The student will attend evening classes mirroring our adult apprenticeship programs. He or she will be taught by a journeyperson within the trade and will attend class as if they were a registered apprentice. The high school student will be required to meet the same objectives as the working apprentices in terms of instruction and practical labs. ACEF is a NCCER Accredited Training Sponsor (ATS) and the student will receive his or her NCCER level 1 Certificate of Completion. The student will also be required to attend twelve hands-on labs over the course of the year to develop the necessary skills required of an apprentice in the trade. As the student approaches graduation, ACEF will provide opportunities for the student to meet employers within their chosen pathway in the pre-apprenticeship program. In the event a student is hired by one of our employers and agrees to complete their apprenticeship within our program, ACEF will place them in a second-year class for the purposes of the Related Technical Instruction. In the final year of the program ACEF will conduct an assessment of the candidate's knowledge and skills utilizing NCCER's National Craft Assessment and Certification Program (NCACP). The assessment will consist of a computer-based knowledge exam and performance verifications. The knowledge assessment was developed in conjunction with subject matter experts from the industry and ProvTM and is based on topics found throughout all four levels of the NCCER curriculum. Candidates will be allowed two attempts on the knowledge assessment. The performance verifications are designed to assess the candidate's skills in a controlled, observable, and measurable manner within the context of a real-world environment (when possible) by a qualified and objective performance evaluator. All performance evaluators will be required to attend an 8 hour training course and will be accredited by the National Center of Construction Education and Research to conduct performance evaluations. If a candidate is unsuccessful, the individual may attempt a second performance verification at the discretion of the performance evaluator. If the candidate successfully completed the NCACP, the individual will be awarded journeyman level "Certified Plus" credentials by NCCER. ACEF will apply 2000 hours of experience credit for purposes of satisfying the 8000 hours of on-the-job experience required under U.S. Department of Labor's "Standards of Apprenticeship".

SECTION 3 – STRENGTH OF PARTNERSHIP**20 Points**

Proposals are required to address how the program plan incorporates each of the mandatory partners, as identified above, in a meaningful role.

Essential Components:

- Detailed description of role of each partner in continuation of the project- describe how each partner will continue to carry out components of the grant project; provide a description of assigned tasks for each of the mandatory partners; identify specific personnel and the roles they will play throughout the project; describe the integration of each role into the overall project; and describe the process for implementing fully articulated pathways from K-12 through a baccalaureate degree, as appropriate.
- Capabilities of each partner in ensuring project success- discuss the unique strengths of each partner in continuing the implemented project; describe how each partner is qualified to continue to participate in the project and how each partners strengthens the overall partnership.
- Consideration of all potential partners in the region – describe the process for identifying each selected partner, including the consideration of regional community colleges, universities, public schools, education service cooperatives, businesses and industries, career and technical education programs, multidistrict vocational centers, and private partnerships.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Strength of Partnership (20 Pts)	Plan includes broad representation and each partner has a defined role with identified critical contributions. (18–20 Pts)	Plan includes broad representation but partner roles are not clearly defined. (15–17 Pts)	Plan lacks one or two important partners or not all partners are critical to success of the plan. (11–14 Pts)	Partner participation is too narrow or some partners do not contribute meaningfully. (0–10 Pts)

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

College Of The Ouachitas:

COTO will serve as the grant administrator. All financial transactions will be approved through the Program Director. COTO will provide the training space, classroom furnishings, technology, and utilities associated with the year one apprentice training and all of the general education courses associated with the AAS in Apprenticeship Trades degree.

Arkansas Construction Education Foundation:

ACEF will provide licensed instructors, NCCER training material, and register apprentices with the U.S. Dept. of Labor.

Industry Partners:

Our industry partners will provide job placement opportunities for students and on-the-job training.

Area High Schools:

Area high schools will allow students interested in becoming an electrician or plumber the opportunity to enroll into apprenticeship classes while still attending high school. They will also allow the active recruitment of students at their location.

Capabilities of each partner in ensuring project success-

The partnership between COTO, ACEF, our industry partners, and area high schools is a unique blend of organizations working on creating opportunities for students wanting to start a career in the skilled trades industry. Area high schools will allow students interested in working towards this career goal the opportunity to enroll into registered apprenticeship program. COTO provides college transferable coursework that meets the general education requirements of the AAS degree. COTO also houses the program and serves as the grant administrator. ACEF will enroll apprentices into a registered apprentice program through the U.S. Department of Labor, provide the training material of all four levels of NCCER curriculum, and provide licensed instructors to teach the apprenticeship classes. Industry partners will interview and hire students once students complete their first year of pre-apprenticeship classes and graduate high school.

SECTION 4 – BUDGET PLAN**15 Points**

Proposals will include a detailed financial plan that maximizes efficient use of existing resources and a completed budget template.

Essential Components:

- Clear alignment between funding request and grant activities- detailed discussion of how each component of the grant budget supports the goals and stated outcomes of the program.
- Institutions may request up to \$1 million over two years that will provide resources to continue approved Phase 2 projects.
- Local match of at least 10% of the total request, with a maximum cap of \$50,000- all proposals will include a plan for local funding to match 10% of the total grant proposal. For example, a grant requesting \$400,000 in funding would be required to provide \$40,000 in matching funds. However, the local match is capped at \$50,000, meaning grants in excess of \$500,000 will have the same match as a \$500,000 project.

Note: With a submitted written commitment and payment guarantee from an industry partner, internship wages paid during the initial twenty-four (24) months of this program may be used to offset the local match amount on a dollar-to-dollar basis. Additionally, wages paid to incumbent workers of the employer while enrolled in academic training may be deducted from the match as well. Any entity wishing to utilize this method of funding the match must include the appropriate documentation with their proposal and, if selected for funding, will be monitored to ensure compliance.

Keep the following rubric in mind when completing this section:

	Exemplary	Superior	Adequate	Needs Improvement
Budget Plan (15 Pts)	Plan identifies efficiencies that take full advantage of existing human and physical resources and all requested resources clearly support the goals of the plan. (13-15 Pts)	Plan includes significant efficiencies from existing resources and all requested resources clearly support the goals of the plan. (10-12 Pts)	Plan includes limited efficiencies from existing resources or includes some questionable resource requests. (7-9 Pts)	Budget includes limited or no existing resources from partners or includes requests deemed unnecessary. (0-6 Pts)

Section 4.1 – Budget Plan Detail

Please provide your detailed financial plan in the box below.

Clear alignment between funding request and grant activities-

Reference Chart 1.3

A. Program Leadership Support Costs

1. Personnel/Stipend-\$188,334.52

This line item covers the cost of the program coordinator, the ACEF liaison, the classroom instructors, and associated benefits of these personnel.

2. Travel-\$3000.00

This line item pays for mileage reimbursement for COTO and ACEF (excluding instructors) for grant related travel.

3. Other-\$12,000.00

This line item pays for three individuals from the COTO and ACEF staffs to attend (each year) a national conference on apprenticeship programs. This allows for the sharing of best practices among apprenticeships while also promoting our program.

B. Other Direct Cost

4. Equipment- \$0

5. Materials and Supplies-\$136,012.66

This line item includes tool "kits" for individual participants(chart 1.4), shop tools, lab consumables, and construction supplies for electrical and plumbing skills lab(chart 1.5) used for real world wiring and plumbing applications.

6. Publication Cost-\$10,000.00

This line item includes cost associated with advertising and promotion of the program at the participating school districts.

7. Consultant Services-\$53,950.00

This line item includes curriculum cost-including apprenticeship textbook/code book, \$100 per year COTO apprenticeship fee (\$25 per course), and COTO tuition for one general education class for up to 25 students per year (tuition reimbursement upon successful completion- "C" or better). Participants will be responsible for fees and textbooks associated with the COTO general education classes.

8. Other-\$40,000

This line item provides for Student Gas Reimbursement: Students traveling more than 30 miles roundtrip from their home to COTO can apply to be reimbursed mileage at \$10 per class. The gas voucher program aids students in travel cost and supports the Pre-Apprenticeship with student attendance and retention. Heavy Equipment Rental: To meet the demand of industry partners, COTO Pre-Apprenticeship Program would like to rent a mini-excavator to train students on how to safely operate a piece of heavy equipment. The benefits of renting an excavator: Renting takes away the cost of servicing the equipment, allows students one-on-one time training on machinery, no loss down time of equipment being parked during off months, and eliminates the purchase of a \$50k+ piece of heavy equipment.

C. Cost Sharing- \$50,000.00

Our registered apprenticeship partner Arkansas Construction Education Foundation (ACEF) is submitting a letter attesting to the wages. We are requiring all employers signatory to our program to sign an agreement on the wage progression scale. ACEF will stand by their ability to place participants with an employer and guarantee their rate of pay. This written commitment and payment guarantee from an industry partner will be used to offset the local match amount on a dollar-to-dollar basis. We will keep documentation of each apprentice that is placed with an industry partner, number on-the-job hours worked, classroom hours attended, and pay wages.

Section 4.2 – Budget Plan Template

Please complete the budget template below. Totals will calculate automatically based on your input. Institutions may request up to \$1 million in grant funding for Phase 3 Projects.

Requesting Institution:	College of the Ouachitas
Title of Project:	High School Pre-Apprenticeship Career Pathway

A. PROGRAM LEADERSHIP SUPPORT COSTS

1. Personnel/Stipend	188,334.52
2. Travel	3,000.00
3. Other (Explain Below)	12,000.00
Briefly Explain Other Costs	
TOTAL PARTNER PARTICIPANT COSTS	203,334.52

B. OTHER DIRECT COSTS

1. Equipment	\$0.00
2. Materials and Supplies	136,012.66
3. Publication Costs/Documentation/Dissemination	10,000.00
4. Consultant Services	53,950.00
5. Other (Explain Below)	40,000.00
Briefly Explain Other Costs	
TOTAL OTHER DIRECT COSTS	239,962.66

C. TOTAL DIRECT COSTS (A & B)**\$443,297.18****D. COST SHARING (Minimum 10% of C; up to \$50,000)****50,000.00****Total Continuation Grant Budget****\$493,297.18****E. Carryover Funds from Implementation Grant (Approximate) \$130,000.00***Other Notes*

A. Other = Conference travel @ \$6000.00/yr

B. Other = Gas Vouchers: \$10/32weeks (\$320) x 50 students/yr = \$16,000.00

Heavy Equipment Rental: \$4000/school year x 2 years= \$8000

SECTION 5 - SUSTAINABILITY**20 Points**

Proposals will include a commitment and detailed plan for sustaining grant activities beyond the twenty-four (24) month continuation period. Equipment requests will clearly specify how purchased equipment will continue to be linked to addressing labor and workforce needs beyond the grant period.

Essential Components:

- Detailed plan for sustaining the program beyond the twenty-four (24) month continuation grant funding period- describe how the work supported by this grant will continue beyond the grant period; outline the roles and funding sources of each partner after the grant period.
- Detailed plan for maintaining communication and sharing resources among all the program partners beyond the twenty-four (24) month funding period;
- Identify availability of long-term resources to maintain and/or repair any equipment requested.
- Describe plan for redistribution of equipment to meet additional workforce needs once the employer needs addressed by the proposal have been satisfied.

	Exemplary	Superior	Adequate	Needs Improvement
Sustainability (20 Pts)	Identifies existing resources to continue the program with no reduction in services at the end of grant funding period. (18–20 Pts)	Identifies significant resources to continue the program with limited reduction in services at the end of grant funding period. (15-17 Pts)	Identifies limited resources to continue the program or proposes significant reduction in services at the end of grant funding period. (11-14 Pts)	New funding sources must be identified for continuation of program at the end of grant funding. (0-10 Pts)

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

COTO's Ouachita Career Center began offering Construction Technology courses in the Fall of 2017 and over the next two years the pre-apprenticeship courses will align with career center courses to give students an in-depth focus on both plumbing and electrical work.

COTO, ACEF, and Industry partners will remain working together after the 24 month implementation grant funding ends. Steering committee members will continue to meet quarterly to discuss any changes that need to be made to the program, personnel changes, program funding, and student recruitment.

Equipment will continue to be utilized by students working in the plumbing and electrical apprenticeship classes offered through the Ouachita Career Center. Any repairs that are needed for the equipment will be paid by COTO or industry partners. Most of the training equipment that will be purchased using grant funding could be maintained and repaired by the licensed instructors that teach the apprenticeship classes.

With the staggering decline in skilled trade workers in the Arkansas and the entire United States the Pre-Apprenticeship program at COTO will never satisfy the need for plumbers and electricians. With 53% of skilled-trade workers in the U.S. over the age of 45, the demand for plumbers and electricians is going to only grow in the next 20 years. In the case of electricians, more than 60% of the workers are 45 years of age or older and 50% are over the age of 55. This translates to a large portion of electricians aging out of the trade within the next 10 years. In Arkansas, there are entire counties and groups of counties without a licensed Master Plumber and the situation is becoming increasingly dire. COTO and ACEF want to meet the market demand for skilled-trade workers and provide high paying careers for citizens of Arkansas for many years to come.

The Pre-Apprenticeship Program Coordinator will remain working as budget manager, recruiter, and program liaison for the next two years and 60% of their salary will be paid with grant funds.

SUBMIT BY JUNE 1, 2018Email to ADHE.Workforce.Grant@adhe.edu*Applications will only be accepted for projects that were awarded an implementation grant.***CONTINUATION GRANT SCORING RUBRIC**

Critical Elements	Exemplary	Superior	Adequate	Needs Improvement	Value
Program Need	Significantly addresses a top 3 workforce need in the region. (18–20 Pts)	Addresses in a more limited way a top 3 workforce need in the region. (15–17 Pts)	Addresses in a limited way a less critical workforce need in the region. (11–14 Pts)	Identified labor need is too narrow or not in a critical area. (0–10 Pts)	20 Pts
Program Plan	Plan addresses all goals and core requirements and properly connects all activities to measurable outcomes that address workforce needs. (22–25 Pts)	Plan addresses most goals and requirements and substantially connects activities to measurable outcomes. (18–21 Pts)	Plan addresses many goals and requirements and connects some activities to measurable outcomes. (14–17 Pts)	Plan lacks significant requirements or connections of activities to measurable outcomes are not clear. (0–13 Pts)	25 Pts
Strength of Partnership	Plan includes broad representation and each partner has a defined role with identified critical contributions. (18–20 Pts)	Plan includes broad representation but partner roles are not clearly defined. (15–17 Pts)	Plan lacks one or two important partners or not all partners are critical to success of the plan. (11–14 Pts)	Partner participation is too narrow or some partners do not contribute meaningfully. (0–10 Pts)	20 Pts
Budget Plan	Plan identifies efficiencies that take full advantage of existing human and physical resources and all requested resources clearly support the goals of the plan. (13–15 Pts)	Plan includes significant efficiencies from existing resources and all requested resources clearly support the goals of the plan. (10–12 Pts)	Plan includes limited efficiencies from existing resources or includes some questionable resource requests. (7–9 Pts)	Budget includes limited or no existing resources from partners or includes requests deemed unnecessary. (0–6 Pts)	15 Pts
Sustainability	Identifies existing resources to continue the program with no reduction in services at the end of grant funding period. (18–20 Pts)	Identifies significant resources to continue the program with limited reduction in services at the end of grant funding period. (15–17 Pts)	Identifies limited resources to continue the program or proposes significant reduction in services at the end of grant funding period. (11–14 Pts)	New funding sources must be identified for continuation of program at the end of grant funding. (0–10 Pts)	20 Pts
Total Points Possible					100 Pts

Chart 1.2

Plumbing Lab Fixtures Plumbing Fixture Prices from Home Depot

Item	Description	Quantity	Price per unit	Total
Tub				
	American Standard EverClean 60 In. Acrylic Left Drain Rectangular Alcove Whirlpool Bathtub in White (Whirlpool)	1	\$582.00	\$582.00
	American Standard Ovation 33.75 In. x 60 In. x 75 In. Standard Fit Bathtub Kit with Left-Hand Drain in Arctic (Tub/Shower Combo)	1	\$518.00	\$518.00
	KOHLER Villager 5 ft. Cast Iron Right-Hand Drain Rectangular Alcove Non-Whirlpool Bathtub in White	1	\$379.00	\$379.00
Shower				
	Aquatic Everyday Acrylic 48 In. x 35 In. x 72 In. 1-Piece Shower Stall with 2 Seats and Center Drain in White	1	\$409.00	\$409.00
	Ella Standard 33 In. x 60 In. x 77 In. 1-Piece Low Threshold Shower Stall in White with RHS Molded Seat and Left Drain	1	\$935.00	\$935.00
Sinks				
	KOHLER Archer Vitreous China Pedestal Combo Bathroom Sink in White with Overflow Drain	1	\$238.00	\$238.00
	Presenza All-In-One 24.2 In. x 21.3 In. x 33.8 In. Stainless Steel Laundry Sink and White 2 Door Cabinet	1	\$279.00	\$279.00
	16/304 Freestanding Stainless Steel 123 In. L Triple Bowl Kitchen Sink with Drains	1	\$1,387.00	\$1,387.00
	IPT Sink Company Oval Glazed Ceramic Undermount Bathroom Vanity Sink in White	1	\$57.23	\$57.23
	24 In. Vanity with Single Sink Top in White with White Ceramic Basin	2	\$268.50	\$537.00
Urinal				
	KOHLER Freshman 1.0 GPF Urinal with Top Spud in White	2	\$341.59	\$683.18
Water Fountain				
	Elkay Wall Mounted Single ADA Drinking Fountain	1	\$525.55	\$525.55
Toilet				
	KOHLER Highline Classic the Complete Solution 2-piece 1.28 GPF Single Flush Elongated Toilet in White	5	\$168.00	\$840.00
Dishwasher				
	Meytag 24 In. Front Control Built-In Dishwasher in Fingerprint Resistant Stainless Steel with Stainless Steel Tub	1	\$497.00	\$497.00
Disposal				
	InSinkErator Badger 500 1/2 HP Continuous Feed Garbage Disposal	2	\$98.96	\$197.92
Hot Water Heater				
	Westinghouse 80 Gal. Lifetime 5500-Watt Electric Water Heater with Durable 316 Stainless Steel Tank	1	\$1,031.00	\$1,031.00
	Rheem Performance 10 Gal. 6 Year 2000-Watt Single Element Electric Point-Of-Use Water Heater	1	\$308.00	\$308.00
	TriangleTube 36 gal. Indirect Hybrid Electric Water Heater	1	\$1,462.93	\$1,462.93
	Rheem Performance Platinum 9.5 GPM Natural Gas High Efficiency Indoor Tankless Water Heater	1	\$1,299.00	\$1,299.00
	Rheem Performance 40 Gal. Medium 6 Year 4500/4500-Watt Elements Electric Tank Water Heater	2	\$348.00	\$696.00
	Total			\$12,861.81

Item	Description	Quantity	Price per unit	Total
Electrical Lab Fixtures	Elliott Electric Supply Quote attached			
	Attached Quote for Electrical Lab Supplies		Total	\$16,511.65
Building Supplies				
3/4 Plywood	4x8 sanded 3/4 plywood	40	\$35.98	\$1,439.20
2x4 wood studs	2x4x96" Pine	100	\$3.72	\$372.00
2x4 metal studs	ClarkDietrich ProSTUD 20 1-1/4 In. x 12 ft. 20-Gauge EQ Galvanized Steel Wall Framing Stud	100	\$9.98	\$998.00
2x6 wood studs	2x6x8	50	\$7.33	\$366.50
	Total			\$3,175.70

Grand Total for Electrical and Plumbing Training Lab \$32,549.16



ELLIOTT ELECTRIC SUPPLY

www.ElliottElectric.com

Quote # 114-45075

411 AUTUMN STREET
HOT SPRINGS, AR 71901
501-762-8210

Page: 1

Customer Account: (1403808)
COLLEGE OF THE OUACHITAS
1 COLLEGE CIRCLE
MALVERN, AR 72104-3520

Ship To Information:
ELECTRICAL ACCOUNT - COTO
1 COLLEGE CIRCLE
MALVERN, AR 72104-3520

Customer Phone: 501-337-5000

Customer Job/PO: MATERIAL QUOTE

• ATTENTION: Do Not Deliver From This Document!

Salesman: Thompson, Matthew C **Invoice Date:** 5/31/2018 **Date and Time Printed:** 5/31/2018 2:59:19 PM

Item Number	Quote Quantity	Catalog Number	Vendor Code	Description	Price	Unit Code	Extended Price
1	2	DG323URB	CHD	100A/3P GD NON-FUSIBLE SA	293.52	E	587.04
2	2	DG321URB	CHD	30A 240V 3P 4W NF N-3R DI	107.99	E	215.98
3	250	SE00W104BK250	COR	10/4 SEOOW 600V BLACK COR	1,368.50	M	342.12
4	4	CGB296	CRS	3/4" STR CGB .625-.750 DI	17.81	E	71.24
5	4	102S	BRI	3/4" STEEL LOCKNUT	22.29	C	0.89
6	100	EMT112	CON	1-1/2" EMT CONDUIT	329.85	C	329.85
7	6	LB55WC&G	CRS	1-1/2 LB W/COVER & GASKET	30.80	E	184.80
8	10	254DC2	BRI	1-1/2" EMT CONCRETE TIGHT	336.99	C	33.70
9	50	3232TRW	PAS	15A 125V TAMPER RES DUP R	109.66	C	54.83
10	50	TP8W	PAS	1G DUP RECP PLATE	24.99	C	12.50
11	20	660WG	PAS	SP 15A TOG SWITCH	78.36	C	15.67
12	25	TP1W	PAS	1G SWITCH PLATE	27.87	C	6.97
13	100	TBC44	DOT	1/4 X 4" TOGGLE BOLT	48.88	C	48.88
14	2	K6HXTP	DOT	ANCHOR KIT 10X1 SMS HEX/P	12.15	E	24.30
15	200	DWSBX62	CON	#6 X 2" DRYWALL SCREWS, P	7.35	C	14.70
16	1000	EMT34	BRI	3/4" EMT CONDUIT	83.28	C	832.80
17	250	231DC2	BRI	3/4" EMT SS DIECAST CONNE	38.99	C	97.48
18	250	241DC	BRI	3/4" EMT SS DIECAST COUPL	46.99	C	117.48
19	200	921S	BRI	3/4" ONE HOLE EMT STRAP	23.99	C	47.98
20	1000	EMT1	CON	1" EMT CONDUIT	154.95	C	1,549.50
21	250	232DC2	BRI	1" EMT SS DIECAST CONNECT	71.99	C	179.98
22	250	242DC	BRI	1" EMT SS DIECAST COUPLIN	77.99	C	194.98
23	200	922S	BRI	1" ONE HOLE EMT STRAP	26.99	C	53.98
24	20	33	SCO	VINYL TAPE 3/4"X66'	5.84	E	116.80
25	24	3939	SCO	DUCT TAPE 48MMX55M	13.14	E	315.36
26	4	WDK8	DOT	ZINC ANCHOR KIT 8X1-1/4"	29.37	E	117.48
27	2000	THHN12STBK500	COP	THHN 12 STR BLACK 500	128.15	M	256.30
28	2000	THHN12STWH500	COP	THHN 12 STR WHITE 500	128.15	M	256.30
29	2000	THHN12STRD500	COP	THHN 12 STR RED 500	128.15	M	256.30
30	2000	THHN12STBL500	COP	THHN 12 STR BLUE 500	128.15	M	256.30
31	2000	THHN12STGN500	COP	THHN 12 STR GREEN 500	128.15	M	256.30
32	4	4SHPLD3240R	ETL	41" 32W LED SHOPLT 40K 32	54.60	E	218.40
33	10	DG321UGB	CHD	30A 240V 3P 4W NF DISC	64.99	E	649.90



ELLIOTT ELECTRIC SUPPLY

411 AUTUMN STREET
HOT SPRINGS, AR 71901
501-762-8210

www.ElliottElectric.com

Quote # 114-45075

Page: 2

Customer Account: (1403808) **Ship To Information:** **Customer Phone:** 501-337-5000 **Customer Job/PO:** MATERIAL QUOTE
COLLEGE OF THE OUACHITAS ELECTRICAL ACCOUNT - COTO
1 COLLEGE CIRCLE 1 COLLEGE CIRCLE
MALVERN, AR 72104-3520 MALVERN, AR 72104-3520

• ATTENTION: Do Not Deliver From This Document!

Salesman: Thompson, Matthew C **Invoice Date:** 5/31/2018 **Date and Time Printed:** 5/31/2018 2:59:19 PM

Item Number	Quote Quantity	Catalog Number	Vendor Code	Description	Price	Unit Code	Extended Price
34	50	RS9	TAB	4SQ CVR (1)TG SW	\$ 180.83	C	\$ 90.42
35	50	RS12	TAB	4SQ CVR (1)DPX RCPT	\$ 155.15	C	\$ 77.58
36	200	38AST	ARL	3/8" INSUL MC SNAP DIECAS	\$ 102.99	C	\$ 205.98
37	40	CR20W	PAS	20A SPEC DUPL REC B&S WIR	\$ 216.48	C	\$ 86.59
38	30	CS20AC1W	PAS	20A SP SPEC SWITCH 120/27	\$ 362.24	C	\$ 108.67
39	2000	RX122WVG1000	COP	12/2 WG ROMEX-1000'	\$ 300.97	M	\$ 601.94
40	25	521511234EW	TAB	4SQ WLDBX W/12&3/4 KO	\$ 112.22	C	\$ 28.06
41	24	E7ICATNB	ETL	6" IC AT NC NSCKT BRKT HS	\$ 9.99	E	\$ 239.76
42	20	1597TRLA	PAS	15A 125V GFCI RCPT	\$ 12.33	E	\$ 246.60
43	12	MX3200	TAM	1G AL VRT 8N1 GRY WU CV	\$ 14.81	E	\$ 177.72
44	50	52C1	TAB	4SQ BLNK FLT BX CVR	\$ 48.50	C	\$ 24.25
45	50	B120AUPC	TAB	1G 20IN3 NAL-ON BOX	\$ 52.44	C	\$ 26.22
46	2	BR1224L125G	ETN	12/24C 125A 1PH MLO LOADC	\$ 81.25	E	\$ 162.50
47	20	BR120	ETN	1P 20A 120V BREAKER	\$ 4.49	E	\$ 89.80
48	24	E4TATS8	ETL	4" N-IC AT NC HSNB 120V W	\$ 13.99	E	\$ 335.76
49	24	LT560WH6940	ETL	6" 10W LED RETRO 40K	\$ 14.19	E	\$ 340.56
50	24	LT460WH6940	ETL	7.9W 4" LED RETRO TRM 40K	\$ 16.99	E	\$ 407.76
51	10	TM626USBLA	PAS	3.1 USB + DUPLEX 15A LA	\$ 30.84	E	\$ 308.40
52	50	B232AUPC	TAB	2G NMBLUE NAILBOX 32CUIN	\$ 103.47	C	\$ 51.74
53	2	6SLRD07LM40K90CR	LIT	6" LED SPKR RETRO 40K	\$ 86.76	E	\$ 173.52
54	500	MC122BKWH	ALF	12/2 WG MC SOLID-BK,WH,GN	\$ 472.60	M	\$ 236.30
55	50	52151CV1234	TAB	4SQ WLDBX W/12&3/4 KO&BR	\$ 204.56	C	\$ 102.28
56	50	52C185825	TAB	4SQ,2G,5/8 RSD DVC RING	\$ 99.65	C	\$ 49.82
57	50	52C1458	TAB	4SQ,1G,5/8 RSD DVC RING	\$ 77.20	C	\$ 38.60
58	50	3838AST	ARL	3/8" INSULATED SNAP DUPLE	\$ 257.62	C	\$ 128.81
59	1000	MC122BKWH	ALF	12/2 WG MC SOLID-BK,WH,GN	\$ 472.60	M	\$ 472.60
60	1000	MC123WG	COP	12/3 WG MC SOLID-BK,WH,GN	\$ 834.48	M	\$ 834.48
61	500	RX143WG250	COP	14/3 WG ROMEX-250'	\$ 300.54	M	\$ 150.27
62	100	B120AUPC	TAB	1G 20IN3 NAL-ON BOX	\$ 52.44	C	\$ 52.44
63	4	BCS2JR	IDE	CBN STL STPL 9/16"x1-1/4"	\$ 15.39	E	\$ 61.56
64	4	MBE2040B200BTS	CHD	40C 200A MB METER LOADCEN	\$ 317.55	E	\$ 1,270.20
65	1000	RY+BULK	SCO	RED/YLW WIRE CONN (500/JU	\$ 97.03	M	\$ 97.03
66	500	WGRB	IDE	WING-TWST GRNDING CONN, WG	\$ 152.79	M	\$ 76.40



ELLIOTT ELECTRIC SUPPLY

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Quote # 114-45075

411 AUTUMN STREET
HOT SPRINGS, AR 71901
501-762-8210

Page: 3

Customer Account: (1403808) COLLEGE OF THE OUACHITAS 1 COLLEGE CIRCLE MALVERN, AR 72104-3520	Ship To Information: ELECTRICAL ACCOUNT - COTO 1 COLLEGE CIRCLE MALVERN, AR 72104-3520	Customer Phone: 501-337-5000	Customer Job/PO: MATERIAL QUOTE
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• ATTENTION: Do Not Deliver From This Document!

Salesman: Thompson, Matthew C Invoice Date: 5/31/2018 Date and Time Printed: 5/31/2018 2:59:19 PM

Item Number	Quote Quantity	Catalog Number	Vendor Code	Description	Price	Unit Code	Extended Price
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67	100	BM2	BLI	SPRG BM2 UNIVERSAL GROMME	\$ 59.24	C \$ 59.24	T
				Sub Total: \$			15,130.95
				Tax: \$			1,380.70
				Total: \$			16,511.65

Chart 1.3

Expenses	Cost	2018/2019 (50 Students)	2019/2020 (50 Students)	Total	
Consultant Services					
Curriculum	\$250.00	\$12,500.00	\$12,500.00	\$25,000.00	\$53,950.00
COTI Apprenticeship Course Fee	\$100.00	\$5,000.00	\$5,000.00	\$10,000.00	
College Course Tuition(25 per year)	\$379.00	\$9,475.00	\$9,475.00	\$18,950.00	
Materials and Supplies					\$136,012.66
Electrical Individual Tools(25/yr)	\$528.35	\$13,208.75	\$13,208.75	\$26,417.50	
Plumbing Individual Tools(25/yr)	\$460.92	\$11,523.00	\$11,523.00	\$23,046.00	
Shop Tools	\$5,000.00	\$5,000.00	\$5,000.00	\$10,000.00	
Lab Consumables	\$20,000.00	\$20,000.00	\$20,000.00	\$40,000.00	
Building Labs(One time expense)	\$32,549.16	\$32,549.16		\$32,549.16	
Office Supplies	\$2,000.00	\$2,000.00	\$2,000.00	\$4,000.00	
Equipment					
	\$0.00				
Travel					\$3,000.00
Travel	\$1,500.00	\$1,500.00	\$1,500.00	\$3,000.00	
Publication Cost					\$10,000.00
Community Relations	\$2,500.00	\$2,500.00	\$2,500.00	\$5,000.00	
Promotional Items	\$2,500.00	\$2,500.00	\$2,500.00	\$5,000.00	
Other					\$52,000.00
Student Mileage Reimbursement	\$16,000.00	\$16,000.00	\$16,000.00	\$32,000.00	
Heavy Equipment Rental	\$4,000.00	\$4,000.00	\$4,000.00	\$8,000.00	
Conferences	\$6,000.00	\$6,000.00	\$6,000.00	\$12,000.00	
Personnel/Stipend					\$188,334.52
Administration		\$66,133.00	\$67,069.37	\$73,630.00	
Instruction		\$35,000.00	\$35,000.00	\$70,000.00	
Fringe Benefits	22.00%	\$22,249.26	\$22,455.26	\$44,704.52	
			Total Direct Cost		\$443,297.18

Chart 1.4

		Students per					
	Year	Cost per item	# of groups	Total Cost	Description		
Electrical Tools							
Jaw Plier Set	25	\$19.97	2	\$998.50	Milwaukee 48-22-6330		
Tape Measure	25	\$24.97	2	\$1,248.50	Milwaukee 48-22-7125		
Reamer	25	\$9.98	2	\$499.00	Milwaukee 48-22-4255		
Torpedo Level	25	\$29.97	2	\$1,498.50	Milwaukee 48-22-5107		
Diagonal Pliers	25	\$15.97	2	\$798.50	Milwaukee 48-202-6106		
Linesman Pliers	25	\$24.97	2	\$1,248.50	Milwaukee 48-22-6100		
Wire Strippers	25	\$17.97	2	\$898.50	Milwaukee 48-22-6109		
Needle nose Pliers	25	\$17.97	2	\$898.50	Milwaukee 48-22-6101		
Insulated Screwdriver Set	25	\$19.97	2	\$998.50	Milwaukee 48-22-2202		
Tool Belt	25	\$92.69	2	\$4,634.50	Milwaukee 48-22-8110		
Jab Saw	25	\$7.97	2	\$398.50	Milwaukee 48-22-0304		
Hack Saw	25	\$19.97	2	\$998.50	Milwaukee 48-22-0050		
Nut Driver Set	25	\$66.67	2	\$3,333.50	Milwaukee 48-22-2507		
Multimeter	25	\$69.97	2	\$3,498.50	Klien MM600		
MC Cable Cutter	25	\$29.98	2	\$1,499.00	Sir Nickless Armored Cable Cutter		
Hard Hat	25	\$12.47	2	\$623.50	ERB Americana Vent 4 Point Full Brim Hard Hat		
Cost per Electrical Student		\$481.46	10% Tax	\$46.89	Total per student: \$528.35		
Cost for two cohort groups: \$26417.50							
Plumbing Tools							
Jaw Plier Set	25	\$19.97	2	\$998.50	Milwaukee 48-22-6330		
Tape Measure	25	\$24.97	2	\$1,248.50	Milwaukee 48-22-7125		
Reamer	25	\$9.98	2	\$499.00	Milwaukee 48-22-4255		
Torpedo Level	25	\$29.97	2	\$1,498.50	Milwaukee 48-22-5107		
Needle nose Pliers	25	\$17.97	2	\$898.50	Milwaukee 48-22-6101		
Insulated Screwdriver Set	25	\$19.97	2	\$998.50	Milwaukee 48-22-2202		
Jab Saw	25	\$7.97	2	\$398.50	Milwaukee 48-22-0304		
Hack Saw	25	\$19.97	2	\$998.50	Milwaukee 48-22-0050		
Nut Driver Set	25	\$66.67	2	\$3,333.50	Milwaukee 48-22-2507		
Pipe Wrench	25	\$34.80	2	\$1,740.00	Milwaukee 48-22-7210		
Pex Cutter	25	\$24.19	2	\$1,209.50	Milwaukee 48-22-4202		
Tin Snips	25	\$12.97	2	\$648.50	Milwaukee 48-22-4530		
Adjustable Wrench	25	\$26.22	2	\$1,311.00	Milwaukee 48-22-7412		
Quick action pipe cutter	25	\$45.98	2	\$2,299.00	Ridgid Quick Action Catalog # 31632		
Close quarters pipe cutter	25	\$14.98	2	\$749.00	Ridgid Close Quarters Catalog # 86127		
Tool Bag	25	\$29.97	2	\$1,498.50	Husky 24" Tool Bag		
Hard Hat	25	\$12.47	2	\$623.50	ERB Americana Vent 4 Point Full Brim Hard Hat		
Cost per Plumbing Student		\$419.02	10% Tax	\$41.90	Total per student: \$460.92		
Cost for two cohort groups: \$23046.00							

Individual Tool Total for Electrical and Plumbing

\$49,463.50



GIGERICH ELECTRICAL, INC.

4669 Malvern Road • Hot Springs, Arkansas 71901
(501) 262-5550 • Fax (501) 262-5551

Tool List

All Master, Journeyman and Apprentice Electricians

Please find below a list of hand tools required by each employee with no exceptions. The tools indicated by * must be provided on the first day of employment. If you do not have these tools at the time of employment, it will be considered grounds for dismissal and you will be sent home without pay. You will be allowed two (2) full pay weeks to provide the complete list based on your category position at the time of hire.

Required tools on the first day of work:

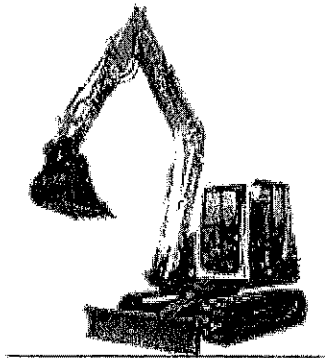
- * 1 OSHA APPROVED HARD HAT
- * 1 PAIR OF SAFETY GLASSES
- * 1 PAIR OF WORK GLOVES
- * 1 PAIR OF WORK BOOTS (NOT TENNIS SHOE TYPE, COMPOSITE RECOMMENDED)
- * 1 ELECTRICIANS TOOL POUCH (WITH SCREW POUCH)
- * 1 TOOL BELT
- * 1 DRYWALL SAW 6"
- * 1 9" LINEMAN PLIERS
- * 1 8" DIAGONAL CUT PLIERS
- * 1 8" NEEDLE NOSE PLIERS
- * 1 WIRE STRIPPER 18 TO 10 SOL.
- * 2 440 CHANNEL LOCK PLIERS
- * 1 CONDUIT REAMER 1/2" TO 1"
- * 1 16" HACKSAW W/BLADE
- * 1 TIN SNIPS
- * 1 1/4 X 6" FLAT TIP SCREWDRIVER
- * 1 3/16 X 6" FLAT TIP SQUARE SHANK SCREWDRIVER
- * 1 5/16 X 6" FLAT TIP SCREWDRIVER
- * 1 3/16 X 6" #2 PHILLIPS SCREWDRIVER
- * 1 7 PIECE NUTDRIVER SET
- * 1 9" MAGNETIC TORPEDO LEVEL
- * 1 25 FOOT MEASURING TAPE (3/4" WIDE)
- * 1 ELECTRICIANS KNIFE OR UTILITY KNIFE (NO POCKET KNIFE)
- * 1 16 OZ. STRAIGHT CLAW HAMMER
- * 1 PENCIL AND NOTEBOOK
- * 1 WRISTWATCH OR POCKET WATCH
- * 1 ROTOSPLIT
- * 1 CORDLESS DRILL 1/2", 18 VOLT OR ABOVE



[HOME](#) > [EQUIPMENT](#) > [EARTHMOVING EQUIPMENT](#) > [MINI EXCAVATORS](#) > [MINI EXCAVATOR 14000 18000 LBS](#)

CAT. CLASS CODE: 907-0114

Mini Excavator, 14,000-18,000 lbs.



United Rentals gives you these "larger" mini-excavators to take on a wide range of digging assignments such as excavating footings, utility trenches, and swimming pools as well as demolition and drilling. Multi-function hydraulics let you use several functions at the same time for fast cycle times and greater productivity. Independent boom swing permits offset digging around obstacles and beside structures. Straight travel feature lets you use any excavator function while traveling and maintain a straight course. Backfill blade allows the excavator to backfill a trench or grade a jobsite. Buckets from 9" to 36" are available. Hydraulic breakers, augers, grapples, and thumbs are also available. Rubber tracks are standard on these mini-excavators.

- Backfill blade doubles as a stabilizer
- Easy-to-use joystick controls
- Multi-function hydraulics for fast cycle times and greater productivity

Pricing

Daily	Weekly	Monthly
\$492	\$1,701	\$3,601

Sign in to view account pricing.

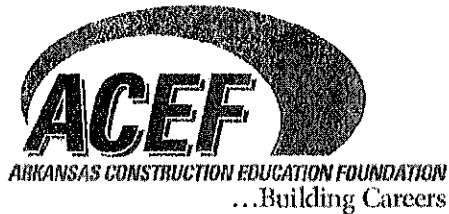
Start Date

08/20/2018

End Date

09/14/2018

Quantity



May 31, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

Re: Committal Letter – Regional Workforce Grant: High School Pre-Apprenticeship Career Pathways

Greetings:

This letter will commit the Arkansas Construction Education Foundation (ACEF) for placement of program graduates in full-time employment with employers signatory to our apprenticeship programs, including industry partners to the grant. ACEF projects a minimum of 50% placement and guarantees placement of a minimum of 10 apprentices in full-time positions as apprentice plumbers and electricians and will have direct entry as apprentices into an apprenticeship program.

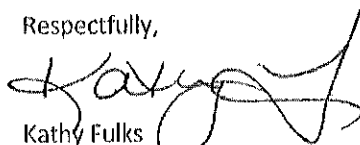
Each apprentice placed will have a minimum wage of \$9.00 an hour (\$18,000 annually). Employers are obligated under Standards of Apprenticeship to pay wages based on a wage progression scale. Furthermore, as apprentices meet their obligations of 72 hours of related technical instruction, 1,000 hours of on-the-job training and a minimum semester grade of 70%, ACEF notified an employer the apprentice is due for a wage progression of 5% - 10%. Ideally, wage progression occur every six months. At the conclusion of their apprenticeship, participants will reach scale of 100%, the minimum wage of \$17.44 per hour (approximately \$35,000 annually).

All employers utilizing registered apprenticeship are required to sign an "Employer Acceptance Agrees" obligating them to abide by the Standards of Apprenticeship. This includes ACEF setting the average journeyperson wage on which the wage scale is determined. A copy of the agreement is included with this letter, along with a copy of an indentured agreement signed by the apprentice, employer representative and ACEF representative.

In consideration of the previous statements, ACEF is committed to provide matching funds in excess of \$50,000 established by the previous grant in the form of apprentice wages and benefits.

Do not hesitate to contact me should you require additional information regarding our organization.

Respectfully,


Kathy Fulks
Executive Director

College of the Ouachitas Course Syllabus

Semester and Year:	Fall 2018
Course Number and Section:	ELAP 1112 w01 (CIP 460302)
Course Name:	Electrical Apprenticeship Level IA
Instructor Name:	Taylor Shell-Master Electrician-Eagle Electric
Contact Information:	501-860-9480
	<u>For all other questions please contact Matt Cummings, Program Director, 501-332-0253, Mcummings@coto.edu</u>
Office Hours/Location:	Monday afternoons 5pm-9pm
Course Dates/Meeting Times:	August-December Monday evenings 5:30pm-9pm
Final Test Date/Time:	December 19th Final class
Textbook, Materials, Resources:	NCCER Electrical Level 1 Trainee Guide 2014 NEC Revision/ NCCER Core Curriculum: Introductory Craft Skills Trainee Guide Fifth Edition
	<u>Comments/Suggestions:</u> Textbooks will be provided for students
Course Description:	Students will be in a hands-on lab environment and work on projects such as basic wiring, light installation, pipe bending, and workplace safety. Students will complete projects that mimic workplace situations.
Prerequisite Competencies:	Students must have completed the 11 th grade and entering their senior year of high school. Students need to have basic reading, writing, and mathematic skills.
Course Competencies:	After completion of this course with a "C" or better, students will be able to: <ul style="list-style-type: none">• Basic Worksite Safety (work safely)• Basic Construction Math (use math)• Use of Hand Tools and Power Tools (perform task)• Types of Electrical Work (career readiness)• Knowledge of Construction Drawings (read construction blueprints)
Assessment Methods:	Students will be tested with NCCER curriculum test and hands-on skills assessments.

Class Calendar:

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	8/20/18	Orientation to Class	
2	8/27/18	Basic Safety	
3	9/3/18	Basic Safety	
4	9/10/18	Basic Safety	
5	9/17/18	Basic Safety	
6	9/24/18	Basic Safety	
7	10/1/18	Review Night for Test	Test 1
8	10/8/18	Introduction to Construction Math	
9	10/15/18	Introduction to Hand Tools	
10	10/22/18	Introduction to Power Tools	Test Chap 1-3
11	10/29/18	Introduction to Construction Drawings	
12	11/5/18	Introduction to Basic Rigging	
13	11/12/18	Basic Communication Skills	Test Chap 4-6
14	11/19/18	Basic Employability Skills	
15	12/3/18	Introduction to Material Handling	
16	12/10/18	Test Review Night	Test Chap 7-9

Inclement Weather Closing:

If inclement weather makes it necessary to cancel COTO classes, the announcement will be made to the following media:

- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ105.9 FM
- OTC—Call 501-337-5000 ext. 1010 for bulletin board announcement

NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

Comments/Suggestions: The above paragraphs should be included as they are. Additionally, online faculty should state their policy regarding assignment and exam deadlines during inclement weather closings that do not disrupt area Internet service. If service is disrupted, assignments and exam deadlines should be rescheduled.

College of the Ouachitas Course Syllabus

Semester and Year: Fall 2018
Course Number and Section: ELAP 1112 w01 (CIP 460302)

Course Name: Electrical Apprenticeship Skills Development Level IB

Instructor Name: Taylor Shell-Master Electrician-Hobby Electric
Contact Information: 501-860-9480

Office Hours/Location: For all other questions please contact Matt Cummings,
Program Director, 501-332-0253,
Mcummings@coto.edu
Monday afternoons 5pm-9pm

Course Dates/Meeting Times: September-December Saturday 9am-4pm
Final Test Date/Time: December 8th Final class

Textbook, Materials, Resources: NCCER Electrical Level 1 Trainee Guide 2014 NEC
Revision/ NCCER Core Curriculum: Introductory Craft
Skills Trainee Guide Fifth Edition

Comments/Suggestions: Textbooks will be provided
for students

Course Description: Students will be in a hands-on lab environment and
work on projects such as basic wiring, light installation,
pipe bending, and workplace safety. Students will
complete projects that mimic workplace situations.

Prerequisite Competencies: Students must have completed the 11th grade and
entering their senior year of high school. Students
need to have basic reading, writing, and mathematic
skills.

Course Competencies: After completion of this course with a "C" or better,
students will be able to:

- Basic Worksite Safety (work safely)
- Basic Construction Math (use math)
- Use of Hand Tools and Power Tools (perform task)
- Types of Electrical Work (career readiness)
- Knowledge of Construction Drawings (read construction blueprints)

Assessment Methods: Students will be tested with NCCER curriculum test
and hands-on skills assessments.

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	8/25/18	Skills Lab Safety	
2	9/15/18	Skills Lab	
3	10/13/18	Skills Lab	
4	10/27/18	Skills Lab	
5	11/10/18	Skills Lab	
6	12/8/18	Skills Lab	

Inclement Weather Closing:

If inclement weather makes it necessary to cancel COTO classes, the announcement will be made to the following media:

- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ105.9 FM
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NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

Comments/Suggestions: The above paragraphs should be included as they are. Additionally, online faculty should state their policy regarding assignment and exam deadlines during inclement weather closings that do not disrupt area Internet service. If service is disrupted, assignments and exam deadlines should be rescheduled.

College of the Ouachitas Course Syllabus

Semester and Year:	Spring 2018
Course Number and Section:	ELAP 1124 w01 (CIP 460302)
Course Name:	Electrical Apprenticeship Level IB
Instructor Name:	Taylor Shell-Master Electrician-Hobby Electric
Contact Information:	501-860-9480
	<u>For all other questions please contact Matt Cummings,</u> <u>Program Director, 501-332-0253,</u> <u>Mcummings@coto.edu</u>
Office Hours/Location:	Monday afternoons 5pm-9pm
Course Dates/Meeting Times:	January-May Monday evenings 5:30pm-9pm
Final Test Date/Time:	May 14th Final class
Textbook, Materials, Resources:	NCCER Electrical Level 1 Trainee Guide 2014 NEC Revision/ NCCER Core Curriculum: Introductory Craft Skills Trainee Guide Fifth Edition
	<u>Comments/Suggestions:</u> Textbooks will be provided for students
Course Description:	Students will learn gain basic concepts of Electrical Safety, Electrical Circuits, Electrical Theory, and other electrical practices. Students will utilize the <i>National Electrical Code</i> book that provides a layout of what type of information is found within the code book.
Prerequisite Competencies:	Students must have successfully passed ELAP 1112 before entering ELAP 1124. Entering students will have completed the 11 th grade and entering their senior year of high school. Students need to have basic reading, writing, and mathematic skills.
Course Competencies:	After completion of this course with a "C" or better, students will be able to: <ul style="list-style-type: none">• Basic Worksite Safety (work safely)• Basic Construction Math (use math)• Use of Hand Tools and Power Tools (complete task)• Types of Electrical Work (career readiness)• Knowledge of Construction Drawings (read construction blueprints)

Class Calendar:

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	1/15/18	Orientation to the Electrical Trade	
2	1/22/18	Electrical Safety	
3	1/29/18	Introduction to Electrical Circuits	
4	2/5/18	Test Review Night for Chapter 1-3	Test Chap 1-3
5	2/12/18	Electrical Theory	
6	2/19/18	Introduction to the National Electrical Code	
7	2/26/18	Device Boxes	
8	3/5/18	Test Review Night for Chapter 4-6	Test Chap 4-6
9	3/12/18	Hand Bending	
10	3/19/18	Raceways and Fittings	
11	4/2/18	Conductors and Cables	
12	4/9/18	Test Review Night for Chapter 7-9	Test Chap 7-9
13	4/16/18	Basic Electrical Construction Drawings	
14	4/23/18	Residential Electrical Services	
15	4/30/18	Electrical Test Equipment	
16	5/7/18	Test Review Night for Chapter 10-12	Test Chap 10-12

Inclement Weather Closing:

If inclement weather makes it necessary to cancel COTO classes, the announcement will be made to the following media:

- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ 105.9 FM
- OTC—Call 501-337-5000 ext. 1010 for bulletin board announcement

NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

Comments/Suggestions: The above paragraphs should be included as they are. Additionally, online faculty should state their policy regarding assignment and exam deadlines during inclement weather closings that do not disrupt area Internet service. If service is disrupted, assignments and exam deadlines should be rescheduled.

College Of The Ouachitas Course Syllabus

Semester and Year:	Spring 2018
Course Number and Section:	ELAP 1122 w01 (CIP 460302)
Course Name:	Electrical Apprenticeship Skills Development Level IB
Instructor Name:	Taylor Shell-Master Electrician-Eagle Electric
Contact Information:	501-860-9480
	<u>For all other questions please contact Matt Cummings,</u> <u>Program Director, 501-332-0253,</u> <u>Mcummings@coto.edu</u>
Office Hours/Location:	Monday afternoons 5pm-9pm
Course Dates/Meeting Times:	January-May Saturdays 9am-4pm
Final Test Date/Time:	May 5th Final class
Textbook, Materials, Resources:	NCCER Electrical Level 1 Trainee Guide 2014 NEC Revision/ NCCER Core Curriculum: Introductory Craft Skills Trainee Guide Fifth Edition
	<u>Comments/Suggestions:</u> Textbooks will be provided for students
Course Description:	Students will learn gain basic concepts of Electrical Safety, Electrical Circuits, Electrical Theory, and other electrical practices through hands-on lab skills assessments. Students will utilize the <i>National Electrical Code</i> book that provides a layout of what type of information is found within the code book.
Prerequisite Competencies:	Students must have successfully passed ELAP 1112 before entering ELAP 1124. Entering students will have completed the 11 th grade and entering their senior year of high school. Students need to have basic reading, writing, and mathematic skills.
Course Competencies:	After completion of this course with a "C" or better, students will understand: <ul style="list-style-type: none">• Basic Worksite Safety• Basic Construction Math• Use of Hand Tools and Power Tools• Types of Electrical Work• Knowledge of Construction Drawings

Class Calendar:

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	1/27/18	Skills Lab	
2	2/10/18	Skills Lab	
3	3/10/18	Skills Lab	
4	3/31/18	Skills Lab	
5	4/28/18	Skills Lab	
6	5/5/18	Skills Lab	

Inclement Weather Closing:

If inclement weather makes it necessary to cancel COTO classes, the announcement will be made to the following media:

- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ105.9 FM
- OTC—Call 501-337-5000 ext. 1010 for bulletin board announcement

NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

Comments/Suggestions: The above paragraphs should be included as they are. Additionally, online faculty should state their policy regarding assignment and exam deadlines during inclement weather closings that do not disrupt area Internet service. If service is disrupted, assignments and exam deadlines should be rescheduled.

College of the Ouachitas Course Syllabus

Semester and Year:	Spring 2018
Course Number and Section:	PLMB 1122 w01 (CIP 460599)
Course Name:	Plumbing Apprenticeship Skills Development Level IB
Instructor Name:	George Penning-Master Plumber-N&S Mechanical
Contact Information:	501-332-0253 <u>For all other questions please contact Matt Cummings,</u> <u>Program Director, 501-332-0253,</u> <u>Mcummings@coto.edu</u>
Office Hours/Location:	Monday afternoons 5pm-9pm
Course Dates/Meeting Times:	January-May Saturdays 9am-4pm
Final Test Date/Time:	May 5th Final class
Textbook, Materials, Resources:	NCCER Plumbing Level 1 Trainee Guide 2014 NEC Revision/ NCCER Core Curriculum: Introductory Craft Skills Trainee Guide Fifth Edition <u>Comments/Suggestions:</u> Textbooks will be provided for students
Course Description:	Students will learn gain basic concepts of pipe fitting, pressure testing, pipe threading, and proper installation practices through hands-on lab skills assessments.
Prerequisite Competencies:	Students must have successfully passed PLMB 1112 before entering PLMB 1124. Entering students will have completed the 11 th grade and entering their senior year of high school. Students need to have basic reading, writing, and mathematic skills.
Course Competencies:	After completion of this course with a "C" or better, students will be able to: <ul style="list-style-type: none">• Basic Worksite Safety (work safely)• Basic Construction Math (use math)• Use of Hand Tools and Power Tools (perform task)• Types of Plumbing Work (career readiness)• Knowledge of Construction Drawings (read construction blueprints)
Assessment Methods:	Students will be tested with NCCER curriculum test and hands-on skills assessments.

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	1/27/18	Skills Lab	
2	2/10/18	Skills Lab	
3	3/10/18	Skills Lab	
4	3/31/18	Skills Lab	
5	4/28/18	Skills Lab	
6	5/5/18	Skills Lab	

Inclement Weather Closing:

If inclement weather makes it necessary to cancel COTO classes, the announcement will be made to the following media:

- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ105.9 FM
- OTC—Call 501-337-5000 ext. 1010 for bulletin board announcement

NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

Comments/Suggestions: The above paragraphs should be included as they are. Additionally, online faculty should state their policy regarding assignment and exam deadlines during inclement weather closings that do not disrupt area Internet service. If service is disrupted, assignments and exam deadlines should be rescheduled.

College of the Ouachitas Course Syllabus

Semester and Year: Spring 2018
Course Number and Section: PLMB 1124 w01 Level IB (CIP 460599)

Course Name: Plumbing Apprenticeship Level IB

Instructor Name: George Penning-Master Plumber-N&S Mechanical
Contact Information: 501-332-0253

For all other questions please contact Matt Cummings,
Program Director, 501-332-0253,
Mcummings@coto.edu

Office Hours/Location: Monday afternoons 5pm-9pm

Course Dates/Meeting Times: January-May Monday evenings 5:30pm-9pm
Final Test Date/Time: May 14th Final class

Textbook, Materials, Resources: NCCER Plumbing Level 1 Trainee Guide 2014 NEC
Revision/ NCCER Core Curriculum: Introductory Craft
Skills Trainee Guide Fifth Edition

Comments/Suggestions: Textbooks will be provided
for students

Course Description: Students will learn gain basic concepts of Plumbing
Drawings, Plastic Pipe, Copper Pipe and Fittings, Cast-
Iron Pipe, Carbon Steel Pipe, Plumbing Fixtures, and
Intro to Drain, Waste, and Venting Systems.

Prerequisite Competencies: Students must have successfully passed PLMB 1112
before entering PLMB 1124. Entering students will
have completed the 11th grade and entering their
senior year of high school. Students need to have
basic reading, writing, and mathematic skills.

Course Competencies: After completion of this course with a "C" or better,
students will be able to:

- Basic Worksite Safety (work safely)
- Basic Construction Math (use math)
- Use of Hand Tools and Power Tools (complete task)
- Types of Plumbing Work (career readiness)
- Knowledge of Construction Drawings (read construction blueprints)

Class Calendar:

Week No.	Class Date	Topic(s) Covered	Assignment Due Dates/ Test Dates
1	1/15/18	Intro to the Plumbing Profession	
2	1/22/18	Plumbing Safety	
3	1/29/18	Tools of the Plumbing Trade	
4	2/5/18	Test Review	Test Chap 1-3
5	2/12/18	Intro to Plumbing Math	
6	2/19/18	Intro to Plumbing Drawings	
7	2/26/18	Plastic Pipe and Drawings	
8	3/5/18	Test Review	Test Chap 4-6
9	3/12/18	Copper Pipe and Fittings	
10	3/19/18	Cast-Iron Pipe and Fittings	
11	4/2/18	Carbon Steel Pipe and Fittings	
12	4/9/18	Test Review	Test Chap 7-9
13	4/16/18	Intro to Plumbing Fixtures	
14	4/23/18	Intro to Drain, Waste, and Vent Systems	
15	4/30/18	Test Review	
16	5/7/18	Make up Test Night	Test Chap 10-12

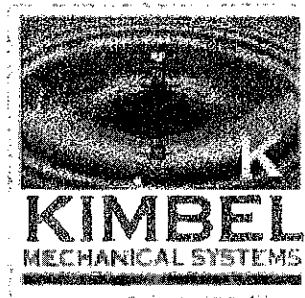
Inclement Weather Closing:

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- Television—KARK Channel 4; KATV Channel 7; KTHV Channel 11
- Radio—KCDI 93.3 FM, KISI 101.5 FM, KBOK 1310 AM, KLAZ105.9 FM
- OTC—Call 501-337-5000 ext. 1010 for bulletin board announcement

NOTE: Online students will continue to have access to their course(s) unless area Internet service is disrupted; therefore, online classes may not be affected by campus closings.

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August 24, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Planning Grant: High School Pre-Apprenticeship Career Pathways

Dear Sir/Madam:

I am pleased to write this letter of support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. Kimbel Mechanical Systems, Inc. is an industry partner to the Arkansas Construction Education Foundation and we value the efforts of this organization. We are proud to support their initiative to provide an early start for high school seniors to be a part of skilled trades. We would be honored to serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Kimbel Mechanical Systems, Inc. services the large scale commercial and residential builder with plumbing, HVAC, and electrical installation. We established a formal in-house plumbing apprentice training program in 2006 which is approved by the Arkansas Department of Labor, State Plumbing Apprenticeship Committee, and the Bureau of Apprenticeship Training. Providing opportunities for the upcoming generation insures growth in the industry and assisting in this grants us a meaningful connection to the community where we can share our high standard of quality.

We anticipate your favorable consideration of the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Feel free to contact me if there is any further information needed from our organization.

Thank you,

Travis Keller
Human Resources Director



May 31, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Continuation Grant: High School Pre-Apprenticeship Career Pathways

Greetings:

It is with enthusiasm that I am writing this letter of support for the Regional Workforce Continuation Grant for High School Pre-Apprenticeship Career Pathways. We are familiar with the goals of the program and strongly support this effort to provide skills training to high school seniors for careers in the skilled trades. As an industry partner, Gary Houston Electric Co will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

As an electrical contractor for forty years, Gary Houston Electric Co is excited to see the construction trades being offered to high school students and hope such programs continue to expand. We currently employ three recent graduates of the College of the Ouachita's electrical pre-apprenticeship program. All three have a wealth of knowledge we have not seen in most people coming into our industry. The program introduced the basic knowledge of electrical components and jobsite safety giving these young people the tools necessary to be a productive member of our team on their first day. We are eagerly awaiting the next COTO pre-apprenticeship graduation in hopes of recruiting several more additions.

I hope you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Implementation Grant. Please do not hesitate to contact me should you require additional information from our organization.

Respectfully,

Keith Weeks
President



GIGERICH ELECTRICAL, INC.

4669 Malvern Road • Hot Springs, Arkansas 71901
(501) 262-5550 • Fax (501) 262-5551

May 30, 2018

To whom it may concern,

RE: High School Apprenticeship.

Dear Sirs:

I am writing this letter because I wanted you to know what an asset the high school apprenticeship program is for industry, the companies, and the students.

First the industry, as you are aware we have had for a long time a moving away for the trades. We were getting fewer and fewer tradesmen. Thankfully we are now trying to correct that trend by actively recruiting tradesmen with programs like College of the Ouachitas' High School Pre-Apprenticeship Program.

The companies, I can tell you from personal experience that as a company we would prefer an employee that has had a year of knowledge of the electrical field than someone that has no experience. We have hired apprentices that have gone thru COTO High School Pre-Apprenticeship Program. These are employees that put forth the effort to give up time during the week to attend classes and more importantly choose to give up Saturdays to come to labs.

The student, this program give an opportunity to student for free education in the trades. They are taught by either journeyman or master tradesman and at the end of the year have the same knowledge as someone that waits till they get out of school to get a job as a tradesman. They also have the advantage of having their tools provided for them at no cost. But more than these things, this program gives the opportunity for seniors to try things out. Some of them may in a short time decide this it not for me, and that is ok. But most will find a lifetime calling that started when someone like Matthew Cummings who came to their school and told them, "Have I got a deal for you".

I hope that the state will continue to fund the program at COTO so that we can continue to progress to have the best tradesman in the state of Arkansas. Thank you for your consideration.

Sincerely,
Gigerich Electrical, Inc.

Jim Burbridge
Project Manager

AR Contractors License No. 0029460418





May 30, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

Re: Letter of Support – Regional Workforce Continuation Grant: High School Pre-Apprenticeship Career Pathways

To whom it may concern;

It is with enthusiasm that I am writing this letter of support for the Regional Workforce Continuation Grant for High School Pre-Apprenticeship Career Pathways. We are familiar with the goals of the program and strongly support this effort to provide skills training to high school seniors for careers in the skilled trades. As an industry partner, Elliott Electrical Inc. will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

We (Elliott Electrical) are a large electrical contractor in the State. The need for qualified tradesmen is very high and in order for our industry and economy to continue to grow we need more qualified Tradesmen. This is vital for the health of our industry.

I hope you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Implementation Grant. Please do not hesitate to contact me should you require additional information from our organization.

Regards,

A handwritten signature in black ink, appearing to read "Chris Coffman", followed by a horizontal line.

Chris Coffman
President
Elliott Electrical Inc.



Quality People. Building Solutions.

Comfort Systems USA (Arkansas), Inc.
Post Office Box 16620
Little Rock, Arkansas 72231
501.834.3320 Phone
501.834.5416 Fax

August 25, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main St., STE 400
Little Rock, AR 72201

RE: Letter of Support – Regional Workforce Planning Grant High School
Pre-Apprenticeship Career Pathways

To Whom It May Concern,

I am writing this letter to express my support for the Regional Workforce Planning Grant for High School Pre-Apprenticeship Career Pathways. We strongly endorse the goals of this program and support its efforts to provide skills training to high school seniors. As an industry partner, Comfort Systems USA (Arkansas), Inc. will serve in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Comfort Systems USA (Arkansas), Inc. is a nationwide provider of HVAC and plumbing construction and maintenance services. We are very concerned about the nationwide shortage of quality, skilled labor. We believe that this program will be beneficial in alleviating this shortage in Arkansas by identifying and assisting young people who have the desire and the aptitude to enter the skilled trades.

We hope that you will favorably consider the High School Pre-Apprenticeship Career Pathways Regional Workforce Planning Grant. Please do not hesitate to contact me should you require additional information from our organization.

Regards,

A handwritten signature in black ink, appearing to read "Ted Holzwarth".

Ted Holzwarth, PHR
Director of Human Resources

4806 Rixey Road
No. Little Rock, Arkansas 72117

CARRINGTON ELECTRIC COMPANY, INC.
ENGINEERING – CONSTRUCTION

31 May 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

RE: Regional Workforce Continuation Grant
High School Pre-Apprenticeship Career Pathways

Dear Sir/Madam:

Available and qualified craft workers are an Electrical Contractor's constant dilemma for survival. Established in 1956, **Carrington Electric** has worked across all of Arkansas and the search for experienced electricians has always been a challenge. The only solution has been to train apprentices to supplement our workforce. We have partnered with Arkansas Construction Education Foundation to help balance this qualified worker shortfall.

I am writing today, to voice our support for the Regional Workforce Continuation Grant for High School Pre-Apprenticeship Career Pathways. We are familiar with the goals of this program and strongly support this effort to provide skills training to high school seniors for careers in the skilled trades. In fact, we hired a graduate of the 2017 class. As an industry partner, we will serve in an advisory role on industry needs and provide feedback on employment and retention status of grant participants.

We urge you to continue the Regional Workforce Implementation Grant; it is a worthwhile goal. Should you require additional information, please do not hesitate to contact our office.

Truly Yours,
Carrington Electric Company, Inc.



Ed Carrington
Chief Executive Officer



ASSOCIATED BUILDERS
AND CONTRACTORS, INC.

P. O. BOX 1667
PINE BLUFF, ARKANSAS 71613

(870) 534-6993
FAX (870) 534-5138



ELECTRIC

A Division of Staley, Inc.

Solutions at work.

May 30, 2018

Arkansas Department of Higher Education
Attn: Regional Workforce Grant
423 Main Street, Suite 400
Little Rock, AR 72201

RE: Letter of Support for Regional Workforce Continuation Grant: High School Pre-Apprenticeship Career Pathways

I am writing this letter of support for the Regional Workforce Continuation Grant for High School Pre-Apprenticeship Career Pathways. We at Staley Electric strongly support this program and all its goals and efforts to supply individuals with skilled training for high school seniors that may have interest in a skilled trade. Staley Electric will serve as an industry partner in an advisory role to the mandatory partners on industry needs and provide feedback on employment and retention status of grant participants.

Staley Electric has been in the electrical trade for 71 years. We have been active in the commercial, industrial, and service electrical work. We have seen that industry as a whole being depleted of skilled workers through retirement, and lack of programs that offer these kind of opportunities to high school students. If we are able to get students with the basic training and understanding of the trade then it is a big plus for Staley Electric and the entire industry.

I strongly express my belief that if you continue to support the High School Pre-Apprenticeship Career Pathways Regional Workforce Implement Grant. It will greatly benefit the workforce in Arkansas and the amount of skilled personnel available. If you need any more information from me please feel free to contact me.

Sincerely,

Robert Bolin
Vice President
Staley Electric, LLC
501-565-3006



CENTERPOINT HIGH SCHOOL

755 Highway 8 East
Amity, Arkansas 71921
870.356.3612
www.goknights.us

May 21, 2018

Mr. Cummings,

On behalf of Centerpoint High School and our faculty, I support your efforts to continue the pre-apprenticeship program at College of the Ouachitas. This program provides exactly what many of our students need, and we are proud of the work you and your staff have done to serve these students.

College of the Ouachitas, through this program and the career coach program, has been a tremendous partner of ours, and the students of Centerpoint High School are better because of it.

Should you need anything else from me, please don't hesitate to call me at 870-356-3612.

Respectfully,

Nic Mounts
Centerpoint High School
Principal



Tonya Harrison
Secondary Curriculum & Support Services

Terri Roberts
Counselor

Nic Mounts
Principal

Bryan Fox
Dean of Students

Crystal Coon
Registrar

Poyen High School

Post Office Box 209

Poyen, AR 72128

May 18, 2018

To Whom It May Concern:

I would like to express my strong support for the COTO Pre-Apprenticeship program and the continuation of the grant funding for this excellent program. The students of Poyen High School have had the wonderful opportunity to expand their future options due to this program. Several of our students have gone on to pursue careers as electricians, plumbers, and construction fields due to the commitment of the faculty and staff of COTO investing in these opportunities for our students.

We look forward to continuing this partnership in the future and want to express our sincere desire for this grant to be continued. College of the Ouachitas has effectively provided assistance, support, expertise, funding, and encouragement to our school and students and is committed to community empowerment through education. I understand the mission of COTO, share its values, and have a vested interest in its success. The continuity and longevity of this grant opportunity through COTO is essential to ensuring regional progress and continued opportunities for the students of Poyen High School.

Thank you for your time and attention to this correspondence. It is my genuine and heartfelt desire that you approve the continuation of the COTO Pre-Apprenticeship program.

Sincerely,

Dennis Emerson

Principal -- Poyen High School

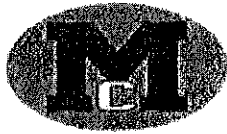


Jamie Jones
Benton High School
Construction Technology
211 N. Border Street
Benton, AR 72105
(501) 778-3288

To whom it may concern,

My name is Jamie Jones. I am the Construction Technology Instructor at Benton High School. I am writing you in support of the College of the Ouachitas Pre-Apprenticeship program. I have worked with the coordinator and recruiter Matthew Cummings the last couple of years in sending him qualified students from Benton High School to participate in the program. This has been extremely beneficial to our students and has helped them get a head start on their career in plumbing as well as electrical. We have several students signed up for the upcoming 2018-2019 school year. I highly recommend the program and I feel it is beneficial to helping our workforce in the future.

Thanks,
Jamie Jones
Benton High School Construction Technology



MAGNET COVE SCHOOL DISTRICT

"Panther Pride Runs Deep"

472 Magnet School Road – Malvern, Arkansas 72104



Matthew Cummings
College of the Ouachitas, Career Center
One College Circle
Malvern, AR 7104

Dear Director,

I am writing to request your support for the continuation of the COTO Pre-Apprenticeship program as it has made a significant positive impact on several of our students while increasing student academic and attendance outcome in our district.

We believe that this important program has not only helped several students in our school district, but also has the potential to be taken to scale in Hot Spring County, therefore, helping large numbers of students in our county. Again, we hope that the program is continued so that our students will be able to have an avenue to reach their career and technical educational goals.

Sincerely,

Danny Thomas, Superintendent
Magnet Cove School District



Ouachita High School

258 Schoolhouse Road * Donaldson, AR 71941

Phone: 501-384-2323 * Fax: 501-384-5614

David H. Thigpen Ed.D.
Principal

Lisa Kissire Ed.D.
Director of
Curriculum
And Instruction

May 21, 2018

To Whom It May Concern:

I am writing this letter in support of the College of the Ouachitas Pre-Apprenticeship program. The relationship between our district and COTO has been an invaluable resource to our students, families, and communities. Ouachita High School values the continuing education of all students, whether it is through college coursework, military services, or skilled trades. It is our opinion that every student can find a path to success, and with programs like found in Pre-Apprenticeship, we broaden their scope and skills to create real work opportunities as well as life skills for students.

In particular I would like to share the success of one of our Pre-Apprenticeship graduates. This young man had great potential as a hard worker, and demonstrated a lot of skill. Mr. Cummings mentored him throughout the electrical Pre-Apprenticeship program, and after graduation he was able to go straight to work in a professional setting. I really believe the education and skills he gained through the College of the Ouachitas Pre-Apprenticeship program, as well as the guidance he received from his instructors, enabled him to find a career path and get well on his way to gainful employments.

As a high school counselor, I am thankful there are programs developed to meet the needs of all students, and look forward to years of continued partnership with COTO to develop our students.

Respectfully,

Amy Fulmer
Amy.fulmer@ouachitasd.org
501-384-2323



Glen Rose High School

14334 Highway 67
Malvern, Arkansas 72104
501-332-3694

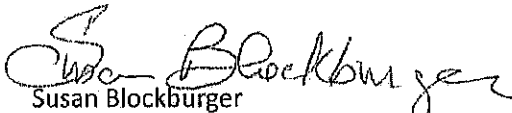


May 22, 2018

Glen Rose High School has had students participate in apprenticeship program for electrical and plumbing the last two years. This program offers an excellent opportunity for our students to pursue their interest in these career fields while in high school. It is our goal to offer these types of opportunities to our students. We want to have our students prepared to enter the workforce or college immediately following high school.

College of the Ouachita plays a vital role in our school districts mission to prepare our students to be successful after high school. The opportunities COTO provides our students is essential in our school meeting its goals and mission. Glen Rose High School is supportive of this program at COTO. Glen Rose High School will work as a partner with COTO and continue sending participants to this program.

Sincerely,


Susan Blockburger
Principal Glen Rose High School