

## **Arkansas Workforce Pell Alternative Labor Market Information Consideration**

While the *Arkansas Demand Occupation List* is based on a comprehensive analysis of labor market information, conditions may change during the year due to factors such as emerging industries, new businesses locating to an area, or the impact of technology on the workforce. Therefore, institutions can request that training programs aligned with occupations not meeting the set job demand ratings and thresholds be considered for Workforce Pell, if they demonstrate that there is a significant workforce need in their labor market area. Examples of documented need include:

1. A collection of letters (minimum of two) from employers stating their current intention to hire and a recurring need for individuals trained in the program.
2. Proof that the training program experiences repeated high placement and wages.
3. Results from labor market surveys that utilize reliable procedures (i.e., survey of local employers to see how many workers they anticipate needing within the next year).
4. Proof from Chambers of Commerce, the Arkansas Economic Development Commission and/or local industrial development organizations of the verified need for additional trained workers in the training program.
5. Information that relates to staffing patterns. Examples include plant openings or expansions or emerging occupations related to technical changes.

ADHE/ACOM will review the request and determine if the submitted documentation merits approving the occupation and training program. Programs must still meet the 12-month requirement per federal regulations.