



Workforce Pell Part II: Arkansas Implementation

5.22.2026



State of Arkansas Workforce Pell Implementation Plan



I. Governance and Authority

The Governor, in consultation with the State Workforce Development Board (AWDB), will determine program eligibility in accordance with federal requirements. The Arkansas Division of Higher Education (ADHE) and the Arkansas Department of Commerce (ACOM) collaboratively support program review, data validation, and ongoing accountability, with employment and wage outcome verification through ARData at the Arkansas Department of Shared Administrative Services.



I. Governance and Authority

Evidence, Process, and/or Policy

- Governor-issued certification for each program
- Documentation of AWDB consultation via:
 - Official memorandum on Governor's letterhead
 - AWDB meeting minutes



II. Program Eligibility Determination

A. Alignment to High-Skill, High-Wage, or In-Demand Occupations

Programs must align to state-identified workforce demand.



II. Program Eligibility Determination

A. Alignment to High-Skill, High-Wage, or In-Demand Occupations

Evidence, Process, and/or Policy

- Arkansas's 5-Star methodology (Demand, Growth, Retention, Earnings)
- Programs must map CIP codes to SOC codes rated:
 - 3+ stars, OR
 - 2 stars with demand score >60
- State-level data or for the region(s) served by the institution
- Methodology published annually by DWS
- Registered Apprenticeship RTI programs automatically qualify for this requirement
- See policy regarding Alternative LMI source considerations

Occupation Rating Methodology



Each occupation is rated from 1 to 5 stars based on four factors:



Demand



Growth



Earnings



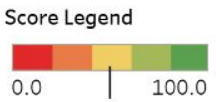
Retention

Arkansas' Demand Occupations List (Projected Employment Opportunities List) methodology is being replaced, effective July 1, 2026.



Arkansas Occupations

Occupations	SOC	Employment	Average Wage	Education	Demand Score	Growth Score	Retention Score	Earning Score	Rating	View Details
Accountants and Auditors	13-2011	9,274	\$75,725	Bachelor's degree	64	64	57	59	★★★★	View
Actors	27-2011	165	N/A	Some college, no degree	29	20	61	1	★★	View
Actuaries	15-2011	169	\$134,990	Bachelor's degree	35	49	54	71	★★★★	View
Acupuncturists	29-1291	23	\$89,750	Master's degree	13	35	45	63	★★	View
Adhesive Bonding Machine Operators and Tenders	51-9191	238	\$46,823	High school diploma or equivalent	22	1	57	48	★	View
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	341	\$63,387	Doctoral or professional degree	18	1	37	48	★	View
Administrative Services Managers	11-3012	1,092	\$94,817	Bachelor's degree	49	49	45	57	★★★★	View



Area View

Sort Order

Education

Rating

Counties included:
 All counties in Arkansas



II. Program Eligibility Determination

B. Employer Hiring Requirements

Programs must demonstrate alignment with employer hiring needs.



II. Program Eligibility Determination

B. Employer Hiring Requirements

Evidence, Process, and/or Policy

- Institutions must provide validated employer demand evidence through one of the following for at least two employers:
 - Employer letters of support that:
 - State demand for the specific skills/credentials
 - Indicate intent to hire, interview, or prioritize completers
 - Reference local/regional workforce needs, not just general support
 - Record of successful job placement and retention for program completers

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II. Program Eligibility Determination

B. Employer Hiring Requirements

- Evidence of employer engagement in program through curriculum development, advisory councils, WBL opportunities for students, and/or asset contribution (financial donation, equipment/materials, staff serving as instructors).
- Formal endorsement or recognition by employer-facing industry association that represents two or more employers
- Survey responses provided by industry partners
- MOU's or contracts showing evidence of recurring employer sponsored cohorts of training in program
- Registered Apprenticeship RTI providers must provide Employer Acceptance Agreement



II. Program Eligibility Determination

C. Credential Requirements

Programs must (1) result in a recognized, stackable, and portable credential, or (2) prepare students for employment in an occupation for which there is only one recognized postsecondary credential and provides students with the credential upon completion of the program.



II. Program Eligibility Determination

C. Credential Requirements

(1) result in a recognized, stackable, and portable credential
Evidence, Process, and/or Policy

- Documented stackable pathway(s) within the IHE or with other IHE
AND
- Select one of the following:
 - Industry-recognized certificate or certification (Third-party credentials recognized by multiple employers)
 - State licensure
 - Registered Apprenticeship
 - Credential included on a state or national credential registry



II. Program Eligibility Determination

C. Credential Requirements

(2) prepare students for employment in an occupation for which there is only one recognized postsecondary credential and provides students with the credential upon completion of the program.

Evidence, Process, and/or Policy

- Brief narrative providing explanation and justification why the credential is the only one recognized for the occupation.

AND

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II. Program Eligibility Determination

C. Credential Requirements

- Select one of the following:
 - Industry-recognized certificate or certification (Third-party credentials recognized by multiple employers)
 - State licensure
 - Registered Apprenticeship
 - Credential included on a state or national credential registry

AND

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II. Program Eligibility Determination

C. Credential Requirements

- Select one of the following:
 - Licensure/Certification pass rates for program completers
 - Credentials awarded by the IHE
 - Program documentation showing the credential is embedded in program completion requirements
 - Documented in AHEIS PST course file as Licensure/Certification



II. Program Eligibility Determination

D. Postsecondary Pathways and Credit Mobility

Programs must articulate into credit-bearing pathways.



II. Program Eligibility Determination

D. Postsecondary Pathways and Credit Mobility

Evidence, Process, and/or Policy

Credit applicability must be clearly defined and accepted toward credentials.

Select one of the following:

- Documented stackable pathway(s) within the IHE or with other IHE
- Program prior learning credit policy or degree plan
- Articulation agreement(s)



III. State Process for Program Approval

- A. Published Criteria and Workforce Alignment**
- C. Stackability and Portability Policy**
- D. Credit for Prior Learning / Articulation Policy**

Outlined previously in Section II.



III. State Process for Program Approval

B. Employer Alignment Policy

State policy for determining whether a program meets the hiring requirements of employers in the high-skill, high-wage, or in-demand sectors and occupations that the program prepares students for employment in, demonstrating the expected competencies for which the recognized postsecondary credential intends, align with the competencies needed in such high-skill, high-wage, or in-demand sectors and occupations.



III. State Process for Program Approval

B. Employer Alignment Policy

Evidence, Process, and/or Policy

Institutions must:

- Submit employer evidence (Section II.B)

AND

- Provide a curriculum crosswalk or skills taxonomy linking course student learning outcomes/skills/competencies to industry standards identified by employers, industry associations, certifications, or ONET descriptions.



III. State Process for Program Approval

E. Institutional Data Submission Requirements

Evidence, Process, and/or Policy

Institutions must report program-level and student-level data to AHEIS (credit or PST files) as requested by ADHE, including but not limited to:

- Student First Name
- Student Last Name
- Student SSN
- Student DOB
- Student Race
- Student Ethnicity
- Student Sex
- # Contact or Credit Hours
- Academic Year
- Program or Degree Name
- Credential Completion Type(s) or Degree Level
- Program CIP Code
- Program SOC Code
- Program Start Date
- Program Completion Date
- # of Instructional Weeks



IV. Review Timeline and Approval Process

2026 Initial Implementation

- May: Governor's representative submits implementation plan to the State Workforce Board for review/approval.
- May: Institutions are notified of the implementation plan.
- June: Approved SOCs are announced. Institutions submit new Workforce Pell program applications.
- June–July: Governor's Office, ADHE, and ACOM review submissions to determine if the programs meet the requirements; ARData is consulted to confirm outcomes using SLDS and UI Wage Data.
- July: Governor's representative submits a list of programs meeting requirements to the State Workforce Board for review/approval.
- End of July: Governor's representative notifies institutions of program approval status and submits to the U.S. Department of Education.



IV. Review Timeline and Approval Process

Ongoing (2027+)

Ongoing (2027+)

- Jan–March: Institutions submit new or revised Workforce Pell program applications.
- Mar–Apr: Governor’s Office, ADHE, and ACOM review submissions to determine if the programs meet the requirements; ARData is consulted to confirm outcomes using SLDS and UI Wage Data.
- Apr–May: Governor’s representative submits a list of programs meeting requirements to the State Workforce Board for review.
- June-July: Governor’s representative notifies institutions of program approval status and submits to the U.S. Department of Education.



Next Steps

- ADHE website will add a Workforce Pell landing page.
- Approved SOC's will be posted June 1, 2026.
- Details regarding logistics for program application submission will be forthcoming.
- Program application must be submitted by midnight June 30, 2026.

Questions or Comments

workforce.grants@adhe.edu

[Workforce Pell Questions – Fill out form](#)

<https://adhe.edu/institutions/workforce-pell>