

INTRODUCING:

THE ARKANSAS DEPARTMENT OF CAREER EDUCATION

In an effort to eliminate confusion and give the agency a clearer identity, the Arkansas Department of Workforce Education officially became the **Arkansas Department of Career Education (ACE)** on July 1, 2009.

The Arkansas General Assembly approved the name change during the legislative session earlier this year. Along with the agency name change, the State Board of Workforce Education and Career Opportunities will now be known as

the **State Board of Career Education**. The name changes are made official via Act 787 of 2009.

"This change will more clearly define the mission of our agency and its divisions," Department of



Career Education Director William L. "Bill" Walker, Jr. said. "We wanted to alleviate and avoid the constant confusion that employers and individuals have had as to the differences between the three state agencies with 'workforce' in their name.

"This is more than just a new name for our agency, it's a new way of doing business," Walker continued. "It means a new direction, new standards and a better way to serve

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Unmasking the Future of Rehabilitation

ARA/SWNRA/ARS hold annual Training Conference

The Arkansas Rehabilitation Association (ARA) and Arkansas Rehabilitation Services (ARS) held its 45th annual spring training conference which was themed "Unmasking the Future of Rehabilitation" at the Arlington Hotel in Hot Springs May 20-22. The conference was also host to the Southwest Regional National Rehabilitation Association Conference, which included guests from the other member states of Texas, Oklahoma, Louisiana and New Mexico.

ARA president James Quinn said, "This great event would not have been possible without the early commit-

ment from Arkansas Rehabilitation Services Commissioner Robert Treviño and Career Education Director William L. 'Bill' Walker, Jr. They saw the value of this event and helped with ideas for training opportunities and personal growth for all attendees."



Outgoing ARA President James Quinn passed the gavel to incoming 2009-2010 ARA President Debroah Wooten during Friday's concluding luncheon ceremonies.

Commissioner Treviño delivered his State of ARS address at the opening general session. He emphasized adapting to future changes as national events and our clients require, or else be left behind tackling the needs of rehabilitation. Technology, innovative

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Welcome to the new publication of
the Arkansas Department of Career Education!
The Workforce Counselor will now be known as
the **Career Counselor**



Director's Update

William L. "Bill" Walker, Jr.
Director
Arkansas Department of Career Education

For state agencies, names carry a lot of weight. In just a few words, an agency's name tells the public what that agency does.

Being called the Department of Workforce Education caused some confusion among Arkansans seeking our services and the services of other state agencies with the word "workforce" in their titles.

In an effort to eliminate some of that confusion and better define our mission to the public at large, the 87th General Assembly passed legislation that changed our name to the **Arkansas Department of Career Education (ACE)**. The change became official July 1, and will better define our mission to most Arkansans.

Along with a new name for the agency, the legislation also changed the name of our state board. The State Board of Workforce Education and Career Opportunities is now known as the State Board of Career Education. And, for continuity's sake, we have also changed our web address to <http://ace.arkansas.gov>. In the most utilitarian terms, the adoption of our new name means that those who need our services will be able to find us more easily. Philosophically, it's more than a name change. It's a new way of doing business. It's a new direction. It's a new standard. And it's a better way to serve the people who utilize

our services.

Regardless of the name of our agency, we still have the same mission – to provide the leadership and contribute resources to serve the diverse and changing workforce training needs of the youth and adults of Arkansas. It's the goal of this agency to help provide the people of Arkansas with the training they need to prepare for the high-skill, high-demand, high-wage careers of the 21st century.

Collaborating with other Workforce Cabinet agencies is currently one of Gov. Beebe's top priorities. The governor is asking all seven Workforce Cabinet member agencies to work more closely together in order to better serve the people of Arkansas.

The Arkansas Workforce Cabinet agencies – Department of Career Education, Department of Education, Department of Higher Education, Department of Workforce Services, Economic Development Commission, Science and Technology Authority and Association of Two-Year Colleges – are combining their efforts in various ways to meet Gov. Beebe's goals. One of the governor's goals for the agencies is for them to provide their services more efficiently and to communicate a common message to the people of Arkansas.

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A public information pamphlet of the Arkansas Department of Career Education and the Arkansas Rehabilitation Services Division.

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Agency Managers Discuss Ways to Improve Communications



Communication was the name of the game at a Department of Career Education (ACE) managers' meeting at ACE's Arkansas Rehabilitation Services Division's Arkansas Career Training Institute in Hot Springs on May 19.

Managers from each of the agency's three division met to discuss the issues raised by employee surveys and focus groups conducted over the past several months. Opportunities identified by the survey committee were a communications gap and a need for additional training. Committee members identified these issues by listening to employees, conducting surveys, meetings and focus groups, and communicating with employees.

ACE Director William L. "Bill" Walker, Jr. said the meeting was serious business and was being conducted to improve the agency as a whole – for its employees and its customers.

"This is something we have to do collectively," Walker said. "This shouldn't be taken lightly. It's up to all of us to do this. It's my commitment as director. I want to make this agency the best and we're going to do it collectively."

The goal to solving the problems at hand was said to be improving communication throughout the agency.

"We need to communicate," said ARS Staff Development Manager Rodney Chandler who headed up the employee survey committee. "We need to manage relations for the future today. We want to create a unified and systematic approach to improving employee relations."

Some of the immediate solutions included: identifying problems, seeking resources to solve problems and, when a solution to a problem is not immediately

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Gov. Beebe visits 82nd Annual FFA Convention

Nearly 1,000 students from 165 high schools congregated at Camp Couchdale near Hot Springs June 2-5, 2009, for the 82nd Annual Arkansas State FFA Convention.

Behind the conference theme, "Step Up, Stand Out," FFA members had four days of competitions, recognitions, and guest speakers, including a visit and message from Arkansas Gov. Mike Beebe for the second consecutive year.

"It was a very successful conference once again," said Marion Fletcher, the Department of Career Education Program Manager for Agricultural Science and Technology and the FFA State Advisor. "We had great attendance and great reviews from FFA members, advisors, parents and other guests. It was great to see so many young men and women have the poise to conduct themselves properly as they develop great leadership skills."

The highlight of the convention was a visit from Gov. Beebe, who took extra time to visit with students, take photos, shake hands and meet the FFA participants.

"His message to the students and advisors was timely, educational and very important," Fletcher said. "Governor Beebe is very passionate about agriculture and what it means to this state. He recognizes the roles young people play in the future of the state's agriculture."

"I was very pleased the Governor was able to come back this year. Many of the students never dreamed they would be able to shake the hand of our governor, and Governor Beebe tak-

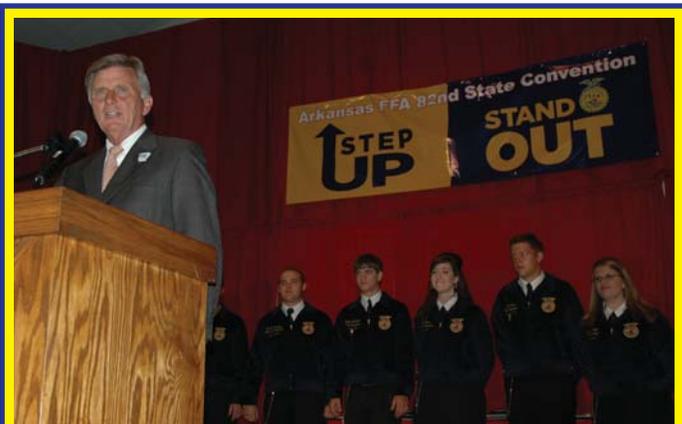
ing the extra time to meet and greet was extra special," Fletcher said.

Beebe gave a passionate speech about the importance of agriculture in today's workforce and the impact of it to the state's economic development.

"We all know how important agriculture is in Arkansas," Beebe told the FFA audience. "And all of the young people in this room are going to continue to help the agriculture industry in this state remain strong for years to come."

"As we constantly strive to improve economic development in this state and compete with other states for major corporations and companies, I feel confident that our agriculture industry is in good hands for years to come. From what I see, the future looks bright."

"It was very significant to have our governor attend the FFA Convention for the second year in a row," ACE Director William L. "Bill"



Governor Beebe speaks to crowd as FFA officers (l-r) Cameron Jernigan, Justin Wiedower, Katie McGehee, John Michael, and Hayley Hogan look on.

Walker, Jr. said. "His presence and message was very inspiring."

Director Walker was one of four ACE employees to receive Honorary State FFA Degrees. ACE Associate Director for Career and Technical Education Rod Duckworth, Program Manager for Organizational Development Deborah Germany and Mail Room Supervisor Dennis Auld were also honored.

Before the degree ceremony, Director Walker echoed Gov. Beebe's comments about the importance of FFA.

"You are special, you make us proud," Walker said. "You are the future of our workforce."

A special moment of the convention was the dedication of the new pavilion on the grounds of Camp Couchdale. The convention was dedicated to Armstead and Nancy Feland of Cabot for their lifelong support of FFA, and a pavilion they helped make possible was officially dedicated during a ceremony. The new 13,000-square foot Feland Pavilion will now



Governor Beebe takes photos and meets and greets FFA students at Camp Couchdale.



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be used for years to come as a sheltered, outdoor facility which can be used for various events, Fletcher said.

"The Felands along with Pinnacle Structures of Cabot donated the pavilion to us," Fletcher said. "So we turned around and dedicated the convention and the pavilion in honor of this special family.

"A pavilion has been a dream of mine at Camp Couchdale for many years. We now can have activities outdoors in the rain and hot sun. It's just a special place for us."

New state officers were also elected during the convention. They include: Mike Norton, President; Wesley Smith, Eastern District Vice President; Mollie Dykes, Southern District Vice President; Tyler Rainwater, Northwest District Vice President; Sean Hill, Secretary, and Nicole Foster, Reporter.



James Luke Marcum of Norfolk entertained the crowd



Members recite the FFA creed.

"The new group of officers is a diverse group," Fletcher said. "They are an eager and very intelligent group and have already hit the door running."



(above) **Governor Beebe is greeted at Camp Couchdale by ACE Agricultural Science and Technology Program Manager Marion Fletcher.**

Honorary State FFA Degrees were awarded to (middle right) ACE Director Walker and (bottom right) ACE Mailroom Supervisor Dennis Auld, Organizational Development Program Manager Deborah Germany, and Associate Director for Career & Technical Education Rod Duckworth by FFA President Justin Wiedower.



Agency Bids Tearful Farewell to Longtime Friend Ken Musteen

In 1971, a newly-minted college graduate stepped into the role of Recreation Aide at the Department of Career Education's Arkansas Rehabilitation Services Division's Arkansas Career Training Institute. Unknown to anyone at the time, it was the beginning of a career that would impact the lives of countless Arkansans until his retirement in 2009 – some 38 years later.

That young man was Ken Musteen, and he would go on to serve Arkansans with disabilities with an unwavering sense of personal and professional responsibility.

Musteen held various positions throughout his career including vocational rehabilitation counselor, field office supervisor, program administrator, and chief of field services. On February 27, Musteen retired, telling agency friends and co-workers, "There are other expeditions to be undertaken."

But it was not without a deep appreciation for those with whom he had carved a place in his chosen field. "What a wondrous odyssey it has been," he wrote, "[My career was] filled with enriching encounters along the way, marked by dreamers, believers, and achievers, all giving me inspiration and confirmation of a course correctly chosen, and certainly Divinely directed."

On June 30, the Department of Career Education community and everyone who had the good fortune of knowing Musteen was saddened to learn of the sudden passing of this lifelong public servant and friend.

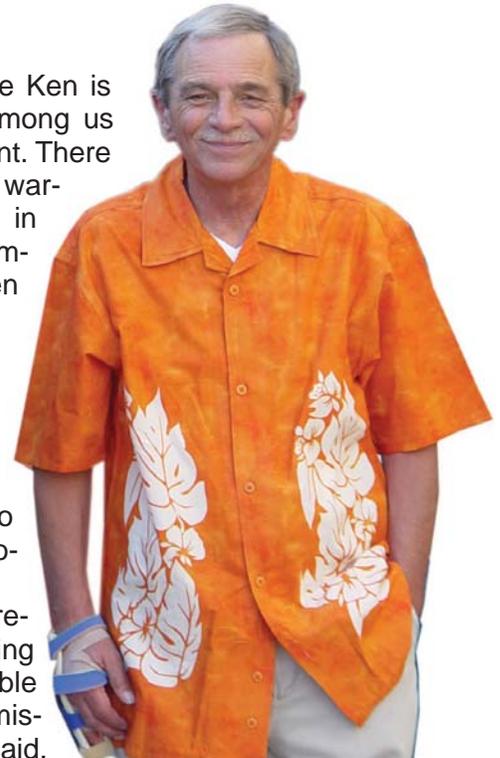
"Our world, our nation, our state, our agency, our communities, our people, and the people Ken touched and served are better because Ken came our way," Department of Career Education Director William L. "Bill" Walker, Jr. said. "We are all blessed because he served, and serve he did. With humility, grace, kindness, and a big-hearted smile, he served. To all he served – big, little, tall, short, white, black, able and disabled – he served."

Referring to Matthew 23:11 ("But he that is greatest among you shall be your servant") and Mark 10:44 ("And whosoever of you will be the chiefest, shall be servant of all"), Director Walker added, "What

a great example Ken is of he who is among us being our servant. There was no greater warrior for people in the disability community than Ken Musteen."

Arkansas Rehabilitation Services (ARS) Commissioner Robert Treviño added his condolences.

"I cannot recall ever meeting a more humble man," Commissioner Treviño said. "Moreover, I cannot conceive of a person who personifies such a remarkable combination of grace, intellect, and leadership more than Ken. His tireless dedication to people living with disabilities brought cherished liberty to all who sought his learned and compassionate countenance. To thousands of Arkansans he was a



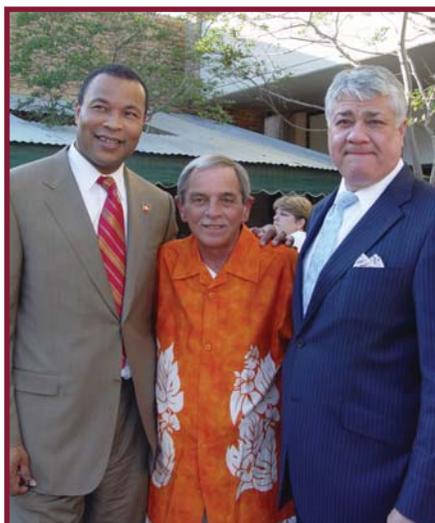
Musteen caught up with friends in May at his retirement reception

lamp of hope and liberty. To thousands of our state's youth and young adults, he was a patient and gentle teacher."

The sadness following Musteen's death has been overwhelming and his colleagues from around Arkansas have expressed their sympathy and remembrance.

El Dorado Counselor Marilyn Foord said Musteen "was one of the nicest men I ever knew."

David McDonald, District Manager for the state Office for the Deaf and Hearing Impaired (ODHI), wrote, "I can think of no one in ARS who has had as profound an effect on the agency as Ken Musteen. All of us that knew Ken are far richer for the time we had with



Director Walker (left) and Commissioner Treviño joined in Musteen's retirement celebration

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State Board of Career Education Member Mitchell Passes Away

The State Board of Career Education has lost its newest member as Justin Grant Mitchell, 34, of Little Rock, passed away July 1.

Mitchell, a Pulaski County Deputy Clerk, was appointed to the board in 2008.

"This news has saddened all of us with the agency," Department of Career Education Director William L. "Bill" Walker, Jr. said. "His service on our board and to our state was very much appreciated and his contributions will surely be missed. Our deepest condolences are extended to the Mitchell family."

Being appointed to the board last year was something Mitchell was very proud of.

"I was very pleased and humbled when the Governor's Office called and asked if I would be interested in serving on the board," Mitchell said shortly after attending his first board meeting in August 2008. "I am very proud to be selected and look forward to learning as much as I can about the Department of Career Education."

"Everyone bent over backwards to make me feel at home at my first meeting," he said. "I felt like I was a veteran member of the board because of the wonderful treatment I received. I really felt at home."



Justin Grant Mitchell

Mitchell grew up in Atkins, working on the family farm. He graduated from Atkins High in 1993 and for the next two years helped raise cattle and crops on the farm. After developing an interest in public service Mitchell enrolled at Arkansas Tech. He graduated in 1999 with a degree in history and political science.

Mitchell served a term as president of the Young Democrats of Arkansas before joining the Pulaski Circuit County Clerk's administrative staff.

Mitchell was preceded in death by his father, David Mitchell, and his grandparents, J.C. and Jean Mitchell and Maxine Lem.

He is survived by his daughter, Elizabeth Ann "Libby" Mitchell, his wife, Ari Stanage-Mitchell of Little Rock, his mother and step-father Ann and Freddie Davis, his brother, Blake DeSalvo, step-brother Allen Davis, all of Atkins, step-sister, Kim Williams, of Booneville, and a large collection of family and friends.

Director Walker, Arkansas Rehabilitation Services Commissioner Robert Treviño, and ACE Deputy Director of Communications Reginald Jackson attended Mitchell's funeral services held July 8 on behalf of the Arkansas Department of Career Education.

Memorials can be made to Atkins Civic Team – Justin Mitchell Memorial Fund, c/o Liberty Bank of Arkansas, P.O. Box 157, Atkins, Ark., 72823.

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him."

In May, Musteen attended the annual Arkansas Rehabilitation Association/Arkansas Rehabilitation Services Training Conference in Hot Springs as a retiree member for the first time. During the event, a retirement reception was held in Musteen's honor where he was called "the heart of the agency." True to form, Musteen reveled in being back among his rehab family and spun a few pure "Musteenian" stories to the delight of the crowd.

In his thank you note to those who planned and attended his gala, he wrote, "I have been blessed over the years with so many opportunities to spread my wings and fly among the eagles. As each flight grew higher and farther, my wings were always strengthened by the love, patience, and support of my family; and so much inspired by those among my 'Rehab Family' that is so beautiful and will forever be in my memories."

Musteen is survived by his wife of 41 years, Zania, who is Coordinator of Interpreter Services for ARS's Deaf Arkansas Center for Cultivating Employability and Self Sufficiency (ACCESS) department; two sons, Jason and Joe; four grandchildren and one sister.

"Always give your best." Musteen told his colleagues. "Confront all the challenges and barriers, and hopefully you will thrive, you will survive, and God will smile upon you for a mission well done in guiding those who have placed their trust in you." It is advice he practiced throughout his life.



Ken and Zania Musteen



What You Should Know

ATPP (Arkansas Transition Pilot Project)

Judy Smith

Interim Administrator

Arkansas Career Training Institute

Long-term plans for the Department of Career Education's Arkansas Rehabilitation Services (ARS) Division involve an enhanced commitment to Arkansas's high school students with disabilities who are planning for futures as educated, trained, and employed citizens. Short-term plans for ARS are to increase the opportunities for Arkansas's high school students with disabilities to access the resources and information available to increase the number of Rehabilitation Counselors who are wholly committed to transition services. To achieve these goals, the Arkansas Rehabilitation Services Division has initiated the **Arkansas Transition Pilot Project (ATPP)**.

ATPP is designed to improve employment outcomes for students with disabilities ages 16 years old and above. Five high schools were targeted to initiate the program, and the project goal was exceeded by one school.

The four ATPP Vocational Rehabilitation Counselors (VRTCs) are at the end of their first year working in their schools. Each developed meaningful relationships with the students, the school administrators, teachers, families, and the community which includes businesses and churches.

The In-School Vocational Rehabilitation Transition Counselors have several responsibilities which include:

-  Working with the student to discover their interests and life goals.
-  Working with the school to discover the students' strengths and weaknesses in an effort to develop the students' strengths.

-  Work with the family to discover untapped resources that can be utilized to help facilitate training and development.
-  Work with the community to discover resources to support the student in their training and development.
-  Work with businesses, government agencies, and non-profit organizations to discover job training opportunities.
-  Work with all identifiable resources necessary to help the student make a successful transition from high school to adult life.

Students can be referred for ATPP services by their school, family and they can be self-referred. However, all students with disabilities under the age of 18 must have parental consent to receive these services. Presently, ATPP services are year-round and are available in only six high schools – Dollarway, Springdale, Harbor, West Memphis, Earle and McClellan.

Each VRTC has increased the number of meetings in which ARS was represented, the number of family contacts, the number of school contacts, and the number of IEP/Annual Reviews. They also increased the number of school personnel aware of KUDER, and worked to increase the number of students accessing the KUDER profiles (KUDER training was introduced to one of the high schools by the VRTC). Perhaps most importantly, more high school students age 16 and older were connected to work experiences as a direct re-

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sult of having their VRTC present on their campus on most days during each week of the school year.

The six high schools that have entered into meaningful partnerships with ACE/ARS for ATPP are:

Earle High School and **West Memphis High School** (Crittenden County) – **Kimberly Clark** initiated the project as their VRTC but has since moved on to another opportunity;

Springdale High School & **Har-Ber High School** (Washington County) – **Eddie Hansford**, VRTC;

McClellan High School (Pulaski County) – **Carolyn Turner**, VRTC; and

Dollarway High School (Jefferson County) – **Shelia Sutton Johnson**, VRTC.



Hansford



Turner



Sutton Johnson

ACE/ARS Transition Services for schools not among the six partners

Procedures for referrals to Rehabilitation Services for students not in one of the six partner schools remains unchanged. In the fall semester of a student's senior year, a school must submit a referral to a local rehabilitation counselor for services. At this time, the rehabilitation counselor begins working directly with the student and the student's family. The Individualized Plan for Employment (IPE) for students determined eligible for vocational rehabilitation services is developed and approved prior to the student leaving the school setting and as early as possible during the transition planning process. Each member of the school personnel making the referral to Rehabilitation Services is required to discuss the school's plans and rationale for the referral with the student and his or her parents.

Students in grade 10, who are 16 years of age or younger, if determined appropriate, may be referred to a local rehabilitation services counselor for Vocational Exploration. Students in this category are sent

Rehabilitation Services Information packets regarding agency programs and services.

Arkansas students with disabilities who are in grade 11, and one year away from their anticipated graduation from high school may also be referred to a local Rehabilitation Counselor by their school, at which time they are eligible for assistance with their Vocational Planning.

The Future of ACE/ARS Transition Services

The ACE/ARS personnel involved with Transition Services continues to be actively involved with other agency partners in updating the statewide plan. Transition Activities are designed to enhance the opportunities for Arkansas's students with disabilities to become involved with the available services and support systems they need in order to successfully transition from high school to adult life.

ACE/ARS continues to strive to increase the number of General Rehabilitation Counselors and the number of Transition Counselors in an effort to help all of our consumers reach their employment goals.

**The Arkansas Department
of Career Education**

has a new website address!

**Check Us Out
at**

<http://ace.arkansas.gov>

ACTI Happenings

Tours Show Off History and Training at ACTI

History buffs, tourists and potential students can get an up-close and personal look at the Department of Career Education's Arkansas Rehabilitation Services (ARS) Division's Arkansas Career Training Institute (ACTI) facility in Hot Springs thanks to ACTI's tour program.

ACTI Admissions Supervisor Cornelious Hollinshed and **Tour Guide Lance Albaugh** head up the program that gives visitors a thorough look at the campus which is not only a working, state-of-the-art career training center, but also a living piece of history. The main building on the ACTI campus dates back to 1886 and was constructed as the nation's first permanent military hospital. The original structure was razed in 1933 to allow for the erection of the building that stands there now. It, along with five other structures at the ACTI site, were added to the National Register of Historic Places last year.

While public tours are provided every Tuesday and Thursday at 2 p.m. to offer visitors a historical perspective, Hollinshed and Albaugh can most often be found guiding groups of future students through the campus and answering questions about the educational opportunities available at ACTI.

"This place [ACTI] is amazing," said Hollinshed. "It's an

important piece of history and it's important that we recognize that. That's why it was placed on the National Register. But first and foremost, it's an educational facility and that's the reason most people come here. They're here to get an education, find a career and learn how to live independently."

On April 1, 1960, the property was deeded to the State of Arkansas for use as a rehabilitation facility. The Arkansas Career Training Institute has become one of the most comprehensive rehabilitation centers in the United States after admitting its first student January 2, 1961. Since then, more than 25,000 individuals with disabilities have received services at the center. Its philosophy is simple – assist individuals with physical or mental disabilities to achieve, to the greatest degree possible, a life of independence through education and



Admissions Supervisor Cornelious Hollinshed

employment.

One of the first steps in achieving an independent life via ACTI is for students and their families to make sure they are comfortable with the campus and the training provided there. Touring the facility is a big part of showing students and their families how life and classes at ACTI operate on a day-to-day basis.

"We offer so much more than just career training," Hollinshed said. "Our students live on-campus, away from home. In most cases, this will be the first time these students will be away from home and their parents. It's not an easy decision.

"During the tours, we show the students and the parents the dormitory and medical facilities, the cafeteria, the extra-curricular activities, everything the students will do during



Lance Albaugh, a member of the Hot Springs Rehabilitation Center Volunteers, Inc. (HSRVI) leads visitors on a tour of the campus

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Senior Management Team A Message from the Department's Deputy Director of Communications

Good bye, Good Luck, and a Special 'Thank You'

It's incredible to think that over two years have passed since I came to work for the Arkansas Department of Career Education (ACE). It seems like yesterday when Director Bill Walker combined the communications departments of ACE and the Arkansas Rehabilitation Services Division into one and I took over as Director of Communications for the agency.

Director Walker and Commissioner Bob Trevino had a vision to create a publication that would promote, publicize, highlight and, to some degree, showcase the programs, services, people, activities and events that make this entire agency such a great and wonderful resource for citizens seeking career, technical, and adult education and rehabilitation services.

We combined both agency newsletters into one and unveiled the **Workforce Counselor** (now the **Career Counselor**) newsletter in June 2007. Since then, my goal with the **Career Counselor** has been to create an agency newsletter that would be more beneficial, more informative and more substantive in telling the story of our agency's progress, successes and accomplishments. The entire agency does a great job with the resources we have, and is contributing in a huge way to empowering our citizens to become more competitive and productive in this 21st century global economy.

I hope you've enjoyed the articles that focused on how this agency is working to improve the lives of those seeking our services. I also hope that you've passed on this publication as a resource for those who may not have known about our agency before.

But alas, my tenure with ACE comes to a close on July 31. I will be moving on to assume the duties of

communications director for a division of the United States Department of Agriculture in Little Rock.

It's been my honor putting this publication together over the last two years. Our agency has come a long way and so has this publication. I feel very fortunate for having had a role in telling the great story of our agency's hard work and achievements. Words cannot explain or express how extremely thankful and appreciative I am to Director Walker for this opportunity to serve as Director of Communications and also to lend my voice as a member of the agency's Senior Management Team.

I want to thank my Communications Division staff -- Bart, Sandy, Ricky and Adrienne, for the fantastic job they have done with all I've asked them to produce. We literally hit the ground running in 2007 and haven't stopped since. They are a creative and talented group of writers, photographers, videographers and layout designers who have done quality, creative work to ensure this newsletter is relevant and interesting, as well as informative and easy to read. I will miss working with them, as well as all my ACE and ARS colleagues who have made this job so much fun and so rewarding.

As a newly appointed Navy Reserve Lieutenant Commander, I end this column with a nautical phrase of blessings and good luck to someone departing on a voyage in life. It is often used in retirements and farewell ceremonies. "*Fair Winds and Following Seas*" to you my friends, and may your voyage through life continue to be blessed, prosperous and fulfilling.



Reginald L. Jackson
Director of Communications
Arkansas Department
of Career Education

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their time here. It's about a lot more than showing off what goes on in the classroom. We show everyone that the students are going to be well trained and well taken care of."

According to Hollinshed, the ACTI tours, more than anything else, prepare students and parents for life at the center and help encourage enrollment.

For further information or to book a tour, contact Hollinshed at (501) 624-4411 ext. 353.

Unmasking... *continued from page 1*

thought, and facing challenges as they occur with positive perseverance, are all part of future successes. He also noted that recent stimulus funding includes money for the state from the federal Rehabilitation Services Administration (RSA), and that Governor Beebe has singled out ARS's Arkansas Career Training Institute (ACTI) as a recipient of stimulus dollars that will include electrical, painting, and other structural renovations along with upgrades to information technologies systems.

The conference included keynote speakers of national significance. Daniel W. Hopkins, founder and president of Dan Hopkins & Associates, a consulting firm primarily servicing the public rehabilitation com-

munity and specializing in organizational design and development emphasizing on disability and diversity, spoke Wednesday on the subject, "Who Are We as Rehabilitation Professionals?" Hopkins said advocates and service professionals must make dignity a basic goal for our clients. In pursuing their basic concept of giving back and not losing sight of the mission, Hopkins said rehabilitation professionals need to create a world where everybody has opportunities to excel, are engaged in life, and are given a sense of self-worth.

Thursday's general session presented National Rehabilitation Association President Butch McMillan as keynote speaker. McMillan addressed the audience on the importance of knowing state and national representatives in order to maintain the resources needed to serve the state's clients. McMillan invited the audience to attend the National Rehabilitation Conference in Louisville, Kentucky, in September.

Beverly Stafford, Executive Director of the National Rehabilitation Association, spoke at Friday's luncheon, covering "Today, Tomorrow, TOGETHER: An Update from the NRA National Office."

In addition, attendees were given a diverse range of in-service choices to participate in and share ideas as well as learn from educators, rehab professionals and speakers from both in and out of state. The annual silent auction was a huge draw, as usual, succeeding in bringing in money for future ARA scholarships.

Wednesday night saw the crowd come together at the ARA President's Reception hosted by Snell's Prosthetics and Orthotics which included a retirement celebration for Ken Musteen, former ARS Chief of Field Services. (See related article on page 6)

The annual Scholarship Banquet was held Thursday evening to acknowledge the accomplishments of students who are pursuing careers in the rehabilitation field, and followed by the Commissioner's Reception sponsored by ARA and hosted by the Arkansas State Employees Association.

"Participants were able to network with other rehabilitation professionals," reports Quinn of the three-day conference. "They were able to meet and greet state and national leaders in the field of rehabilitation, and they were able to receive cutting-edge information about the people we serve. All of the training sessions were selected from a competitive selection committee that was made up of rehabilitation professionals and university professors."

The theme, "**Unmasking the Future of Rehabilitation,**" presented the conference in a Mardi Gras themed style and flair, accurately relating the fun, excitement, fellowship and wide-ranging lessons found at this year's event.

Jacksonville Students Win Auto Tech Contest; Among Nation's Top Ten

Two Jacksonville students were named Arkansas's best high school automotive technicians after winning the Arkansas Ford/AAA Student Auto Skills National Quality Care Challenge at the Mark Martin Museum in Batesville May 21.

Twins Nolan and Brandon Hidalgo competed against nine other two-person teams in the hands-on repair contest.

The Hidalgo's repaired a "bugged" 2009 Ford in less than 72 minutes. The vehicle was rigged not to start, had ignition troubles, inoperable lights, blown fuses and other problems that affected the smooth performance of the engine.

Competitors took a comprehensive exam along with other high school automotive students from across Arkansas to qualify for the contest. Shawn Poindexter of Conway is the Hidalgo's instructor at Jacksonville High School.

The contest was sponsored by the State Department of Career Education, Ford and AAA.

As winners of the state contest, each student will



AUTO continued on page 20

...the Future of Rehabilitation



Treat



Taylor



Gooch-Emerson



Jones-Moss



Mann



Willey



Hollinshed

The following students were recipients at the annual Scholarship Banquet held May 21 during the ARA/ARS Spring Training Conference for their dedication to the field of Rehabilitation and their commitment to future service.

R. LEWIS URTON SCHOLARSHIP: Beverly Treat is a junior majoring in Rehabilitation Science with a major emphasis in Vocational rehabilitation at Arkansas Tech University at Russessville.

Her secondary emphasis is in the area of aging.

HAROLD E. THOMAS SCHOLARSHIP: Terrell Taylor is a graduate student at Arkansas State University in Jonesboro enrolled in the Masters of Rehabilitation Counseling (MRC) program and is presently applying for courses in pursuit of a Doctorate in Rehabilitation Counseling and/or Psychology Counseling.

E.RUSSELL BAXTER SCHOLARSHIP: Whitney Gooch-Emerson is seeking her Master of Arts in Counseling with emphasis in Rehabilitation Counseling at the University of Arkansas at Little Rock. Her ultimate goal is to achieve national certification (CRC) as a Rehabilitation Counselor.

VINCENT H. BOND SCHOLARSHIP: Melissa Jones-Moss is studying for her Master's of Science in Rehabilitation Counseling at the University of Arkansas at Fayetteville and hopes to work at the Arkansas Career Training Institute (ACTI) in Hot Springs upon graduation.

BUTCH BARNES SCHOLARSHIP: Leslie Mann is currently a full-time second semester student in the Rehabilitation Counseling program at the University of Arkansas at Little Rock. She hopes to be working in her chosen field following graduation this December.

COMMISSIONER'S SCHOLARSHIP: Jennifer Willey is a graduate student at the University of Central Arkansas in Conway and works as a graduate assistant in the Occupational Therapy Department. She hopes to eventually pursue an Occupational Therapy Ph.D.

ARKANSAS ASSOCIATION OF REHABILITATION SUP-

PORT STAFF (AARSS)/CHERYL O'DELL SCHOLARSHIP: Cornelious Jamaal Hollinshed of Hot Springs will apply his scholarship to the completion of an Animal Science-Pre-Veterinary Medicine Bachelor's Degree at the University of Arkansas at Fayetteville this summer.

ARKANSAS ASSOCIATION OF REHABILITATION SUPPORT STAFF (AARSS) SCHOLARSHIP: La'Quecius Quan'Shae Zachery of Magnolia graduated from ARS's Arkansas Career Training Insitute's (ACTI) Certified Nursing Assistant (CNA) training program in June and will enroll at Henderson State University this fall to become a licensed social worker.



Zachery

Others were also acknowledged for their service to the rehabilitation community, both statewide and regionally.

COUNSELOR OF THE YEAR: Lorraine Miller, Fayetteville Field Office

REHABILITANT OF THE YEAR: Tonya Rayford, Registered Nurse at St. Vincent Hospital in Little Rock

EMPLOYER OF THE YEAR: Karen Crisp, RN, Director of Home Health Care/Care IV Home Health in Russellville

SUPPORT STAFF OF THE YEAR: Shannon Prather, Secretary for Division V-South Field Office in Little Rock

SWNRA PRESIDENT'S AWARD: Deborah Wooten (ARS Counselor and ARA 2009-2010 President)

SWNRA MERITORIOUS SERVICE AWARD: Wayne Marsac, retired ARS Community Program Development Administrator and SWNRA representative to the NRA Board of Directors and a member of the NRA Board of Directors Executive Cpmmittee.

SWNRA SCURLOCK AWARD: Vicki T. Wilson (Assistant to the Administrator at ACTI)



Miller



Rayford



Crisp



Prather



Wooten



Marsac



Wilson

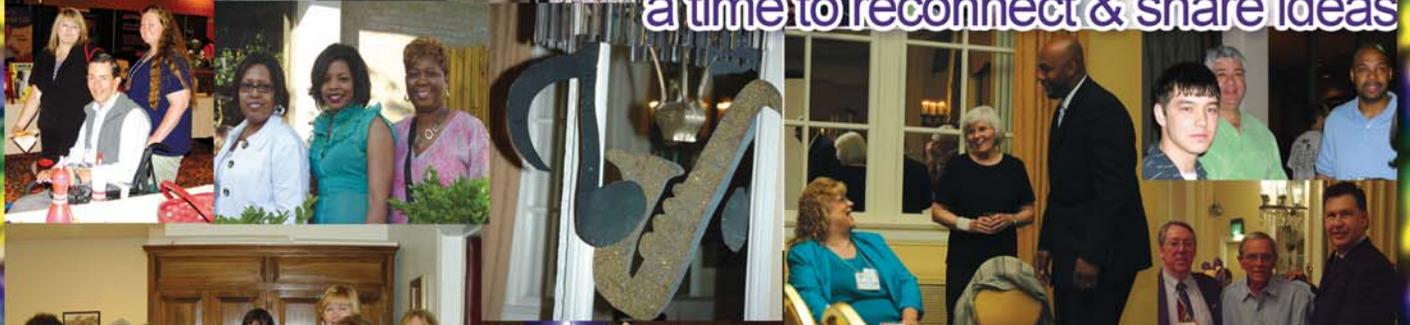
ARASWNRARS meet and discuss

UNMASKING THE FUTURE of Rehabilitation



fellowship

a time to reconnect & share ideas



education

breakout sessions enlighten and inform





Unmasking ... the faces of Rehabilitation

THE ARLINGTON
and Arlington Park, VA

2009/05/02

MANAGERS continued from page 3



LEFT: Discussions continued during the morning break as (l-r) ACE Deputy Director for Finance Charile Brown, ACE Director Bill Walker, Federal Surplus Program Manager Arthur Woods and Deputy Director for Adult Education Jim Smith confer. **MIDDLE:** Role Playing was part of the afternoon agenda for (l-r) ACTI Physical Therapy Supervisor Alan Phillips, Staff Development Manager Rodney Chandler, and ACE Apprenticeship & Construction Training Program Manager Jonathan Bibb as Director Walker and Arkansas Rehabilitation Services Division Commissioner Bob Treviño look on. **RIGHT:** Commissioner Treviño addresses the group.

available, explaining the reasons to employees.

The management staff also participated in the “Bridges Out of Poverty” workshop conducted by Monieca West from the Arkansas Department of Higher Education. The objectives of the workshop were to provide an understanding of the issues of poverty and value and respect for all employees. It was also designed with the goals of giving its attendees an immediate morale boost and long-term succession planning.

As a result of the discussions at the meeting, plans are in place to create an improved channel of communication among ACE management and staff. The improved communications will be used to develop relationships that promote openness and trust. Likewise, management should maximize the environment of openness and trust to improve and sustain employee morale.

Managers should also create an awareness of available resources, develop ways they can prepare

employees to take on more responsibility, realize promotion opportunities and increased earning potential. Finally, senior management will provide tools for other managers to identify and develop a pipeline of employees with potential for promotion and upward mobility.

“This meeting was all about change, and change for the better,” Walker said. “A directive came from the governor telling us that communication has to go both ways. You [managers] have to get with your people and talk with them.”

South Mississippi County Business and Industry Leaders Meet With Agency Heads of Department of Career Education and Department of Workforce Services

Top right (l-r): Jonathan Bibb, Program Manager of ACE’s Apprenticeship and Construction Training; Artee Williams, Director of the Department of Workforce Services; and ACE Director Bill Walker met with Joel Long, Training Supervisor of Zachary Construction and Eric Golde, Executive Director of Osceola-South Mississippi County Chamber of Commerce on July 13 in Little Rock to brief them on the services offered by each agency and how these services can more effectively and efficiently assist the citizens and local business and industry in Mississippi County.



Bottom right (l-r): Former state representative Joe Harris and Eric Golde of the Osceola-South Mississippi County Chamber of Commerce met with ACE Director Bill Walker in Osceola July 1. Also at the meeting were Deputy Director of Career and Technical Education John Davidson, Deputy Director of Adult Education Jim Smith, and Deputy Director of Communications Reginald Jackson.



National JAG Board Names Governor Beebe Vice Chairman



Governor Beebe shares a laugh with JAG Chairman and Maine Governor John Baldacci during JAG Board national conference in Little Rock April 14.

more than any other state in the nation, and having more programs earn 5-of-5 status than any other state. These five criteria are

- Graduation/GED Completion Rate,
- Positive Outcome Rate,
- Employment Rate,
- Full-time Job Rate, and
- Full-time Placement Rate

Thirty Arkansas JAG programs earned JAG's prestigious 5-of-5 status for meeting the national program's performance model which is based on a set of five standards that are considered critical to the success of local programs along with the future success of students.

"Arkansas is fully committed to the JAG program," said Department of Career Education (ACE) Director William L. "Bill" Walker, Jr. who attended the national conference to lend his support, "JAG's motto and vision is, 'A Nation without Dropouts.' I can see an Arkansas without dropouts because JAG is a proven success that not only keeps students in school, but it encourages them to continue their education and helps them find a career."

ACE Support for Special Populations Public School Program Advisor and State JAG Director Marylene Tate says Gov. Beebe's position will have far-reaching and beneficial implications.

"Under the leadership of the JAG Board of Directors, 600,000 students have been positively impacted across the country," Tate said. "As vice chairman of the JAG National Board, Governor Beebe will have a greater opportunity to broaden his knowledge as well as that of Arkansas educators on the positive impact the JAG program has on student achievement, dropout rate, career, and on closing the achievement gap for minorities."

The JAG national organization and the JAG National Network establishes programs and delivers services with demonstrated results to youth with multiple barriers to success — academic, employment, and personal — so that JAG students graduate from high school (or attain a GED), pursue postsecondary education, and find entry-level employment that leads to career advancement opportunities.

The National Jobs for America's Graduates (JAG) Board of Directors has a familiar face sitting in the Vice Chairman's seat.

Governor Mike Beebe, who has been a board member for about a year, was named to the position shortly after the organization held its national board meeting in Little Rock in April. Beebe lauds JAG's success in Arkansas.

"It's taking kids who a lot of people have thrown away, or not given a chance, or [who] have obstacles or barriers, and it's a special program designed to keep people from dropping out of school," Beebe said. "It's turning young people, primarily, into productive citizens."

During the two-day board meeting, JAG President Ken Smith and Maine Governor JAG Board Chairman John Baldacci, along with numerous other JAG board members and officers were highly complementary of Arkansas's JAG program (known as Jobs for Arkansas's Graduates) and impressed with its results.

In Arkansas, 1,300 students currently participate in 41 JAG programs at 36 middle and high schools.

At this year's National JAG Conference in Atlanta, Arkansas's programs proved how well they were performing by taking home 10 national awards,

State Board approves 2009-2010 agency budget

The State Board of Workforce Education and Career Opportunities (now called the State Board of Career Education) approved the 2009-2010 agency budget during its meeting June 4 at Camp Couchdale near Hot Springs.

The meeting was held in conjunction with the 82nd Annual State FFA Convention.

Charlie Brown, Department of Career Education Associate Director for Finance, recommended the budget, which included funding for the following components:

- \$ Public School Fund – adult basic and general adult education, workforce coordinators/counselors, new program start-up, adult literacy, and vocational center aid (state funds)
- \$ Agency operations (state funds)
- \$ Federally funded programs (federal vocational, State Approving Agency, and adult education)
- \$ Cash-supported operations
- \$ Trust Funds
- \$ General Improvement Accounts

Brown told the board that the budget components funded with state appropriations were developed according to the requirements of the Revenue Stabilization Act and are based on official state revenue forecasts.

“The budgets are subject to change because of changes in actual revenues, receipts of miscellaneous grants, and authorized reallocation of funds among appropriations and line items,” Brown said. “The approved budgets will constitute authority to spend in a manner consistent with applicable state and federal laws and regulations.”

The board also approved nominations for the State Electrical Apprenticeship Committee and the State Plumbing Apprenticeship Committee.

Jonathan Bibb, Program Manager for Apprenticeship and Construction Training, recommended that the board appoint the following members to the State Electrical Apprenticeship Committee:

- \$ **Bobby Thornton**, master electrician, 2nd Congressional District



**SBCE Chairman
Jack Justus**



**SBCE Vice-Chairman
Phil Taylor**

\$ **Raymond Cossey**, master electrician, 4th Congressional District

\$ **David Stephens**, journeyman electrician, At Large Position

Bibb told the board that Act 1289 of 1997 created mandatory licensure and apprentice training for persons working as electricians in Arkansas. Section XVII of the Rules and Regulations for Electrician Apprenticeship Programs, as adopted by the board, authorizes a State Electrical Apprenticeship Committee. The State Electrical Apprenticeship Committee reviewed the names listed and recommended the submissions to the board for appointment.

The board then approved the appointment of Ricky Belk of the Arkansas American Federation of Labor and Congress of Industrial Organizations (ALF-CIO) to the State Plumbing Apprenticeship Committee, selecting him from four nominees.

The board’s final act was the approval of a motion allowing ACE Director William L. “Bill” Walker, Jr. to sign a deed to transfer the administration of Federal Surplus Property from the Department of Career Education to the Arkansas Department of Emergency Management. Act 1187 of 2009, allowed the transfer to take effect July 1.

Marion Fletcher, Program Manager for Agricultural Sciences and Technology and state advisor for FFA, opened the meeting by welcoming the board members and guests and introducing Riley Branch, national FFA vice president from Texas, who was visiting the convention.

District V-South Evolving to Remain ARS's Top-Producing District

The Department of Career Education's Arkansas Rehabilitation Services (ARS) Division's District V-South continues to be the state's top-producing district despite difficult economic times and heavy outside competition.

District V-South has 26 employees at offices in Little Rock, Benton and Hot Springs which, when combined, make up the largest metropolitan area in Arkansas. District Manager Robert Sanders says the region's population density is largely responsible for the district's placement success. But unlike other parts of the state, residents with disabilities in search of employment have choices beside ARS to help them find a career or education.

In order to help more clients choose ARS for its services rather than an outside agency, Sanders says his district is working within the community to reach out to Arkansans with disabilities.

"We're trying to develop relationships with area Chambers of Commerce and workforce centers to enhance our services," Sanders said. "We want to create a positive experience for our customers. Agencies and vendors are happy to have help finding jobs for people with disabilities. We've had help with service delivery at one-stops and local Chambers."

Sanders says expand-



Hot Springs Field Office (l-r): Laura Parker, Sharon Lloyd, District Manager Robert Sanders, Mandy Harper, Kathy Mansker, Kenyotta Eugene-Cross, JoAnn Martz, Wayne Harper, Heather Hallum and Olivia Pruitt



Benton Field Office (l-r): Deannine Haley, Carrie Woodall, Joanna Cockman, Chet Stuart, Debbie Lanham, and Frank Baptist



Little Rock Corporate Hill Field Office (l-r): DeAndria Bass, Tauny Chaffin, Christy Jones, Ann Cloyd, Carol Edwards, District Manager Robert Sanders, Charley Hilton, and Holly Ketchum

ing relationships within the district has been extremely helpful, especially considering the number of factors that are working against the district's efforts.

"It's been more difficult trying to place clients in this economy. There's more competition among agencies in this part of the state," Sanders said. "Also the severity and significance of a client's disability plays a role. Someone with higher mental health issues is harder to place."

District V-South has a unique approach to placing its clients, Sanders says. He wants to guarantee that each customer and job make a good, long-lasting fit.

"We encourage our counselors to ensure that our clients want to go to work," Sanders said. "If not, we'll find something for them that works better for the client and the employer. We also have a high recidivism rate. We must allow our clients to return to us and work with the same counselor for familiarity's sake. And we have new job placement coordinators to cover all areas for big communities so we'll have enough counselors to go around."

Sanders says the district will continue to change with the times in order to meet the needs of ARS's customers.

"With this economy, we have to work together," he continued. "Right now, it's rough. We're trying to market an individual."

ACTI Student Makes Most of First Time at National SkillsUSA Event

The first time was the charm for the Department of Career Education's Arkansas Rehabilitation Services Division's Arkansas Career Training Institute (ACTI) student Kathy Capuson (*pictured, right, during screen printing competition*).

ACTI first initiated the SkillsUSA program on its campus this year, and sent its first group of students to compete at the State Championships in April. Following a first place finish at the State Championships, Capuson earned a trip to the SkillsUSA Na-

CAPUSON continued on page 22



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Winners Brandon Hidalgo (left) and Nolan Hidalgo (right) with Instructor Shawn Poindexter

receive their choice of scholarships from four technical institutes for a total of \$30,000. The students also receive a scholarship to participate in Ford's ASSET program, which includes continued education in automotive technology and a paid apprenticeship with a Ford dealership.

The Hidalgo's and their instructor also won an all-expenses-paid trip to Dearborn, Mich. to represent Arkansas in the national championship on June 16. There they finished in ninth place while competing against 49 other state champions for additional prizes and scholarships.

More than 9,700 high school juniors and seniors competed nationally in this year's competition with a record-high \$10.7 million in scholarships offered. During the national competition, 50, two-student teams completed a 100-question written exam combined with a hands-on competition.

Additionally, the high schools of the top

15 teams in the national competition will receive either a Ford Edge, Taurus or Fusion for training purposes in their automotive technology departments.

"Each year, vehicles become more technologically advanced, which increases the safety and comfort of motorists as well as the need for a skilled, technically-savvy workforce to service them," said Marshall L. Doney, AAA Automotive vice president. "The students competing in the Ford/AAA Student Auto Skills are the future of the automotive industry. Part of AAA's commitment to provide motorists with solutions for all their automotive needs includes ensuring they have reliable, quality auto repair options both now and in the future."

Arkansas Top 10 Teams

School & Instructor

1. Jacksonville High School, Shawn Poindexter
Students: Nolan Hidalgo & Brandon Hidalgo
2. South Arkansas Community College, Karsten Tidwell
Students: Justin C. Graves & Marcus A. Washington
3. Rogers High School, Michael Bowles
Students: Jordan Thomas & Mark Thurman
4. Waldron High School, Larry Brigance
Students: Ronald Urban & Jace Hamner
5. Cabot High School, Bill McReynolds
Students: Daniel Bryant & Corey Smith
6. Area Vocational Center, Bennie L. Byrd
Students: Kenneth A. Small & Jacob K. Duncan
7. Watson Chapel High School, Pete Storm
Students: William Ellis IV & Richard Scallon
8. Western Arkansas Technical Center, Mark Lennon
Students: Jullian Branham & Josh Christensen
9. SAU Tech Career Academy, Ricky Purifoy
Students: Derek Bradford & Aaron Richardson
10. Ouachita Technical College, John Bratton
Students: J.D. Schreiner & Vincent Thomason

National Top 10 Teams

1. Minnesota
2. Colorado
3. Alabama
4. Texas
5. California
6. New York
7. Kansas
8. Indiana
9. Arkansas
10. Iowa

Arkansas Well Represented at FBLA National Conference

More than 300 Arkansas Future Business Leaders of America (FBLA) members traveled to Anaheim, Calif., to join 7,500 other FBLA students from across the nation to participate in the FBLA National Leadership Conference June 25-28.

The students and advisors spent four days attending the conference's general session, recognition sessions, informative workshops and taking part in competitive events.

"We were well represented," said Department of Career Education Public School Program Advisor and FBLA State Advisor Peggy Wakefield. "Our students did very well. I am proud of them."

Pangburn High School students Emilee Baker, Amy Bell and Shelby Watts' first place finish in the Community Service Project marked the highlight of the conference for the Arkansas group.

Arkansas was also recognized with a first-place finish in the State Chapter Recognition for the money raised during its March of Dimes fundraiser.

While it was Arkansas's lone first place finish, Jonathan Curlin of Ozark High School finished second in the Business Financial Plan event. Nettleton High School finished second for the money it raised in the project.



Jonathan Curlin of Ozark High School



Kennedy Thomas of Nettleton High School placed sixth in the Future Business Leader event and Brendan Lee of Alma High School finished sixth in Technology Concepts. Arkansas had three ninth-place finishes: Lauren Irby and Beck Coffin of Siloam Springs in the American Enterprise Project, Tyler Garrett and Heather Walton of Siloam Springs in the Partnership with Business Project, and Sari Blackwell of Mountain View in Public Speaking II.

Other Arkansas honorees included Loyola Crain of Viola High School as Advisor of the Year. Jenna Furham of DeWitt, Haley Petrus of Nettleton, Hunter Petrus of Nettleton, Rebecca Coffin of Siloam Springs, Annie Ramsey of Vilonia, Josh Duggins of Cotter, Lucas Hickman of Cotter, Nic Cupples of El Dorado, Sterling Elmore of Lonoke, Laney Ward of Smackover, Jesse Pope of Junction City, Megan Davis Lonoke and Marie McCallie of Lonoke all receiving Business Achievement Awards.



(l-r) Loyola Cain of Viola High School, Arkansas's Advisor of the Year, stands outside the Anaheim Convention Arena with participating student Elisabeth Collins.

PBL participants shine at National Conference

Anaheim, Calif., was more than one of America's top tourist destinations June 20-23, it became a place to get a glimpse into our nation's future as over 100 Arkansas Phi Beta Lambda (PBL) members and roughly 1,600 of their peers from every corner of the United States met for the collegiate business student organization's National Leadership Conference.

Four days of general and recognition sessions, workshops and competitive events ended in a great deal of recognition for Arkansas's participants.



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Nina Huddleston and Jesse Wilcoxson

“Arkansas PBL students were outstanding in the competitive events,” said PBL state advisor and Department of Career Education Public School Program Advisor Peggy Wakefield. “Many students participated in the finals of the events and won 30 competitive events awards. That was fifth best in the nation.”

Arkansas received a first place award for the state with the most Career and Membership Achievement Program participants. **Arkansas PBL is the second-largest chapter in the nation.**

Also receiving a first place honor was Nina Huddleston of ASU-Mountain Home in the Client Service Event. Second place finishers included Matt Mauney of Harding University in the Information Management event and Brock McVay of North Arkansas College in the Internet Application Programming event. Third place event finishers were Donna Lambis of Southern Arkansas University in Business Law, Huy Do of the University of the Ozarks in Business Presentation, Ashley Keymer of North Arkansas College in Future Business Executive and Abigail Neitert of UA-Fort Smith in Impromptu Speaking.

Arkansas also finished fifth in fundraising for money earned for March of Dimes

CAPUSON continued from page 20

tional Championships in Kansas City in June, making her the first ACTI student to compete at that level. She says she had such a rewarding time that she can’t wait to tell future ACTI students about it.



“I’m going to tell everyone that it’s not all serious competition,” Capuson said. “There is so much fun nearly all the time. Everyone who goes will love it.”

Capuson competed in the post-secondary screen printing event. There, students must prepare screens, print a four-color design on a rotary press, and register a three-color design on a rotary press. They must also complete a written technical knowledge test and participate in an oral professional assessment. Capuson proved her appearance was no fluke as she finished in the top five in the national contest.

Capuson had plenty of support in Kansas City in the form of her own cheering section from ACTI – ACTI teacher Wayne Thomas and Director of Career Training Dr. Dawn Simpson accompanied her on the trip.

“It was a once-in-a-lifetime opportunity for her and it was a thrilling event for our ACTI program,” Dr. Simpson said. “We worked hard to start a SkillsUSA chapter at ACTI and to have a student advance to the national conference, and do so well, is monumental for us.”

In addition to the competition, Capuson got to experience plenty of workshops, events, and social time where she met many new friends from all over the country.

“I would go to my room and cry tears of joy I was having so much fun,” she said. “I met so many new friends, did so many things. It was just an awesome time.”

Capuson was the ACTI chapter vice-president and she will graduate on August 28.

“Even though she is graduating, she is already planning to come back to our next SkillsUSA chapter meeting and share everything about her experience,” Simpson said. “That says a lot about how much of an impact this event had on her. It’s great.”



Kathy Capuson shows off her screen printing skills with ACTI SkillsUSA chapter advisor Wayne Thomas at her side.

Arkansas Students Score Big at National SkillsUSA Championships

Arkansas made a strong showing at this year's SkillsUSA National Championships in Kansas City, June 23-26. Roughly 10 percent of the nearly 200 Arkansas students who participated in the event medaled in their competition.

"It was a very successful year for Arkansas students," said Jeff Parks, Department of Career Education Program Manager for Skills and Technical Sciences and SkillsUSA state director. "Of the 180 contests, we had over 50 finishes in the top 20 of an event."

Of the 18 total medals Arkansas students won, 12 were gold. Gold medalists include Chelsea Eichler of the University of Arkansas-Fort Smith in Advertising Design; Freda Cranford, Sara Easton, Niqyua Mitchell and Tyler Porterfield of Ouachita Technical College in the Health Knowledge Bowl; Brittney Smith of the University of Arkansas-Fort Smith in Nurse Assisting; and Jackson Ables, Zack Draper, Blake Lambert, Tyler Robbins, Justin Yamauchi and Nathan Gibbs of Malvern High School in the Quiz Bowl.

Silver medalists were Kevin Hoggard and Dakota Tuggle of Cave City High School in Audio-Radio Production; Jamie Gallion of Ouachita Area High School Career Center in Medical Terminology Demonstration; Aaron Carr of Arkansas State University-Heber Springs in Welding; and Kelcy Stuart of Ouachita Technical College in Medical Terminology Demonstration.

Gilbert Mason of North Arkansas College earned a bronze medal in Plumbing.

"We learned a lot of things that we can take back and help make our state conference better and more competitive so that our state conference will better prepare our students for what they will experience at the national conference," Parks said. "I feel a few minor changes will really improve how we do at the national level."



SkillsUSA

SkillsUSA National competition tests Arkansas students' knowledge in 180 fields including...



bricklaying



automobile repair



metal work



cosmetology



welding



culinary arts



electrical work



nursing

NAME continued from page 1

the people who utilize our services.” The change will specifically help alleviate the confusion the agency’s name had with the Arkansas Department of Workforce Services and the Workforce Investment Board.

“For example, we think this change will clearly distinguish the great work of the Department of Workforce Services and the work of our agency,” Walker said.

Also involved in Act 787 of 2009 is the change of the agency’s governing board, which first approved the name change last November.

“I think this change does simplify the reference to the agency,” said Jack Justus, Chairman of the renamed State Board of Career Education. “Career Education is a term most people can identify with, and hopefully this will be a change that young people in the state will relate with and that’s our ultimate mission.”

The Department of Career Education has the mission of providing leadership and contributing resources to serve the diverse and changing career and educational needs of the youth and adults of Arkansas. Arkansans with disabilities are provided opportunities to work and to lead productive and independent lives through Arkansas Rehabilitation Services.

Act 64 of 1981 created the Vocational and Technical Education Division as a cabinet-level state agency equal to the Arkansas Department of Education (ADE). Prior to 1981, the Arkansas Department of Education administered postsecondary and secondary vocational education, as well as adult education.

In 1997, Act 803 created the Arkansas Department of Workforce Education. The act abolished the Arkansas Vocational Technical Education Division, as well as the Governor’s Commission on Adult Literacy and the Advisory Council for Vocational-Technical Education, transferring them to the newly created DWE. Act 803 of 1997 also abolished the State Board of Vocational Education, transferring it to the State Board of Workforce Education and Career Opportunities, which was created by the act.

From 1971 until 1993, Arkansas Rehabilitation Services (ARS), known then as the Division of Rehabilitation Services, was administered by the Department Human Services. Act 574 of 1993 changed the name of the division to Arkansas Rehabilitation Services and transferred ARS back to the Department of Education, where it was placed under the oversight of the State Board of Vocational Education as a division of the Vocational and Technical Education Division. With the passage of Act 803 of 1997, ARS became a division of the Department of Workforce Education.

ACE is comprised of three divisions as well as administrative support services – Adult Education, Career and Technical Education, and Arkansas Rehabilitation Services. ACE oversees career and technical education programs in the secondary schools, secondary area technical centers, adult and youth apprenticeship programs, Arkansas Rehabilitation Services, and adult education programs. ACE also works with the Veterans Administration to approve state educational programs for veterans’ benefits.

“The word ‘workforce’ is one word people like to rally around, and in a way I hate to lose it, but as we start using the Department of Career Education more and more it will take on a new meaning, and it is what we need for the future,” Justus said. “Those whom the agency serves are aiming toward their future careers, so what better name for the agency that serves them.”

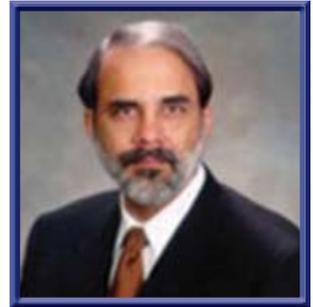
The State Board of Career Education is composed of seven members appointed by the governor subject to confirmation by the Senate. Act 803 of 1997 requires the appointment of one member from each congressional district and three members from the state at large. The members are to be selected from among parents, business, industry, labor, persons with disabilities, minorities, and other groups representative of the many career opportunities available in the state.

The directors of the Department of Education and the Department of Higher Education serve as ex-officio members, and the director of the Department of Career Education serves as ex-officio secretary.

Senior Management Team

SMT Update

John Wright
 Chief Financial
 Officer/
 Associate Director for
 Arkansas Rehabilitation
 Services Division



Indirect Cost

The Arkansas Rehabilitation Services (ARS) Division must submit an unrestricted single indirect cost rate proposal to the U.S. D.O.E. each year. This rate is the mechanism by which we apply Central Office pooled costs not associated with any single program to the direct programs. The rate applies to the direct program salaries and fringe benefit expense items adjusted by termination costs.

By federal regulations (A-87), termination pay (sick and annual leave payout) at retirement or termination must be treated as an *indirect cost*. The Agency also includes the Statewide Allocation in the rate proposal. The Statewide Allocation is the ARS portion of the central service costs of DF&A, AASIS, Treasury, etc. Since DF&A does not transfer this allocated cost to the central service agencies, the Statewide Allocation constitutes a source of general revenue match for the federal

programs even though it is not appropriated to ARS. The rate is not adjusted to actual costs during the fiscal year. The rate calculation includes a carryover provision for over/under applied costs from the second previous fiscal year.

So over time the applied costs should adjust to actual costs. The only exception to this is the ICAN program. It has a statutory limitation on indirect costs set by law at 10% applied to total direct costs. The State's accounting system (AASIS) is not currently configured to deal with cost allocation or to apply overhead rates to cost centers and internal orders. The system is a direct charging system. All cost allocation takes place off-line on work sheets that support state and federal reporting.

For more information contact John Wright at (501) 296-1614.

Dates to Remember

August 13-15, 2009

DECA SAM Conference
 Louisville, Kentucky

August 14, 2009

PBL Executive Council Meeting
 Little Rock, AR

August 24-25, 2009

Program Managers Retreat
 Mt. Magazine Lodge
 16878 Highway 309 South, Paris, AR

September 3, 2009

Arkansas Apprenticeship Coordination Steering Committee
 Steel Workers Hall, 1315 West 2nd Street, Little Rock, AR

September 3, 2009

State Plumbing Apprenticeship Committee
 Local Plumber's Training Hall
 4503 Hoffman Rd. Little Rock, AR

September 4, 2009

State Electrical Apprenticeship Committee
 IBEW Hall I-30 and University, Little Rock, AR

September 13-14, 2009

DECA Fall State Executive Council Meeting
 Embassy Suites, Rogers, AR

September 24, 2009

PBL District II
 Middle Level and Senior High Fall Conference
 Jonesboro, AR

September 27, 2009

AR ACTE Fall Retreat
 Rockefeller Institute
 Petit Jean Mountain, Morrilton, AR

October 5, 2009

NWA DECA Mini Fall Leadership Conference
 Embassy Suite Rogers, AR

October 7, 2009

FBLA Middle & Senior Level Fall Conference District 1
 UA Fort Smith

October 7, 2009

Central Arkansas Officer Training and Fall Conference
 Pulaski Technical College, North Little Rock, AR



Federal Surplus Property Program Transfers to ADEM

The start of the state's new fiscal year means a more streamlined look for the Arkansas Department of Career Education (ACE). On July 1, ACE transferred administration of the Federal Surplus Property (FSP) program to the Arkansas Department of Emergency Management (ADEM).

The transfer was put into action by House Bill 2069 of the 87th Arkansas General Assembly and signed into law as Act 1187 by Gov. Beebe on April 7.

ACE Deputy Director for Adult Education Jim Smith, who oversaw the operation of FSP for 10 years, says ADEM will receive a program in ideal financial shape.

"FSP kept a treasury in place to acquire equipment in times of crisis," Smith said. "When we turned over the keys, FSP had \$2.5 million in surplus and all the bills were paid."

FSP handles property declared surplus or excess by the federal government. Public agencies, private non-profit health and educational institutions and homeless shelters are eligible to receive property for a nominal fee. The fees – usually 10 percent or less of the original acquisition cost – are assessed on donated property to cover expenses.

State lawmakers determined it would be more efficient for ADEM to assume FSP's responsibility since FSP equipment is often times used at a moment's notice during state emergencies and disasters. These occasions are more suited, legislators determined, for ADEM's management and experience.

Regardless of the impending transfer, FSP staff continued its long-standing tradition of the Donee Appreciation Day on May 7. The celebration included a barbecue lunch, door prizes, fellowship and more. Roughly 450 patrons attended the event which would be the last held under the ACE banner.

"Our staff continually wanted to show our customers how much we appreciated them," Smith said. "We'd do things like take half off of merchandise that had been at FSP for more than 30 days. We wanted to share our success. I really believe they enjoyed it, too. For Donee Appreciation Day, we had people come in from everywhere – Oklahoma, Texas, Washington, DC, Pennsylvania, and Virginia – along with everybody from Arkansas."

Smith takes a great deal of pride in the prosperity FSP has achieved during his tenure at the helm – a level of prosperity many thought unimaginable. Now

he's pulling for the ADEM team to keep it up.

"Under the management principles and practices of the Department of Career Education, we were able to provide the highest quality surplus equipment possible to the people of Arkansas," Smith said. "FSP makes it possible for small towns with limited budgets to have equal access to the same equipment as large cities with virtually endless funds.

"But what made FSP successful under the Department of Career Education is simple. We sought out the ideas of our customers. We listened to them and applied those ideas. Customer input made FSP a better place for the customers."

ADEM Public Information Officer Tommy Jackson says that agency is grateful for being able to take over a program that's been so well managed.

"The whole transition process has gone very smoothly," Jackson said. "The FSP folks are very enthusiastic, motivated and obviously excited. We're excited to work with them because of their knowledge and skill."



ADEM Director David Maxwell (left of US flag) and ACE Director Walker (far right) met in March 2009 with FSP and ADEM staff to discuss interagency transfer of the division.

DIRECTOR continued from page 2

Ultimately, the Workforce Cabinet Agencies will continue to strive for common goals and focus on a streamlined delivery of services to Arkansas residents. We're moving forward to create a lasting legacy by providing the education, training and career resources necessary to make a brighter future for all Arkansans.

Castillow retires after 38 years at FSP



Mary Castillow (front row, second from right) poses with her fellow FSP staff (back row, l-r): William Sanders, Mike Harris, James Tiner, James Ray, Butch Campbell, and Jim Stafford; (front row, l-r): Shana Davis, Kathy Fugatt, Castillow, and FSP Program Manager Arthur Woods.



Castillow is presented a Capitol Citation for service and a letter from Governor Mike Beebe from (l-r) Arthur Woods, ACE Director Bill Walker, and Deputy Director for Adult Education Jim Smith, who was formerly director for FSP.

Thirty-eight years of state service came to an end June 30 as Mary Castillow retired from Federal Surplus Property (FSP), a former component of the Department of Career Education.

Castillow began working for the then-named Arkansas State Agency for Surplus Property in 1972.

"Mary is an icon and a living legend for Arkansas Federal Surplus Property," FSP Director Arthur Woods said. "Her dedication, commitment, and loyalty to the State of Arkansas and particularly FSP is now and forever unsurpassed. Her retirement after over 37 years of service was both a very sad and joyful day to honor one of our very finest. She will be greatly missed."

Castillow was born in Jonesboro, and grew up roughly 70 miles east in Wilson. Following her graduation from the University of Central Arkansas with a degree in accounting, Castillow accepted a job at the Arkansas School for the Blind in

1971, but stayed there for only one year before moving on to work for Federal Surplus Property.

She married Robert Castillow in 1974. Together, the couple has one son, Jason, and two grandchildren, 14-year-old Jordan and 13-year-old Haley. They also have three Bassett Hounds, Chester Barrett, Eli Jackson and Baby Girl ("We ran out of names," she says) and one cat, Rum Tum Tigger.

"When I walked into Federal Surplus Property in September 1999, one of the first people I met was Mary Castillow," said Department of Career Education Deputy Director for Adult Education Jim Smith, a former FSP Program Manager. "It didn't take me long to understand the wealth of knowledge she had.

"There will be hundreds of donee representatives who will miss her smile, willingness to assist, the consistent reliable answers to their questions, and maybe even a

brownie with extra pecans, beans and cornbread, or just good old advice."

Castillow was honored during a retirement ceremony at FSP on her final day.

"It was a special time and I was just so thrilled that so many people were there," Castillow said 10 days into her retirement. "I loved the people I worked with over the years and never thought about leaving. It really feels strange now to get up in the mornings and not have to go to work. It's going to take me a while to get used to it. It was a second home to me, a second family."

"When you think of Federal Surplus Property you think of the hard work and dedication of Mary Castillow," ACE Director William L. "Bill" Walker, Jr. said. "She did her job and did it very well for many, many years. She was a vital component to the great success we had at FSP and will be greatly missed."



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