

REPORT TO THE COMMUNITY

Northwest Tennessee Workforce Board

NEW & RENEWED INITIATIVES DRIVE ECONOMIC GROWTH

Through the direction of the Governor's Vision to be the #1 State in the Southeast for jobs, Local Workforce Development Area 12 (LWDA 12) joined several national workforce development initiatives during the 2014-2015 fiscal year. With the passage of the Workforce Innovation and Opportunity Act (WIOA) and guidance from the State, the Northwest TN Workforce Board joined the Pathways to Prosperity Network; refocused its marketing efforts on the ACT® National Career Readiness Certificate™ (NCRC) as a portable credential for jobseekers; and worked to strengthen the advanced manufacturing pipeline of workers through a Labor and Education Alignment Program (LEAP) grant.

PATHWAYS TENNESSEE



The mission of Pathways Tennessee is to provide Tennessee students rigorous academic/career pathways, which are linked to economic and labor market needs and trends. To be successful, Pathways Tennessee recommends a framework that includes these goals and more:

- Active industry involvement starting in middle school
- Strong integration of student supports, interventions, and counseling
- Seamless transition from secondary to postsecondary education institutions
- Participants have multiple entry and exit points
- Allows students to acquire postsecondary credits and/or industry certifications in high school

WORK READY COMMUNITIES

Beginning in the fall of 2014, each county in LWDA 12 formed workforce development committees to launch the ACT®

Work Ready Communities initiative, a workforce system designed to assist sites and regions in developing their workforce pipeline to provide skilled workers for employers. Key stakeholders attended several sessions of the ACT Work Ready Communities Academy, an executive leadership and training program for local officials. The Work Ready Communities framework allows each participating community to quantify and improve the skill levels of its workforce through a standardized workforce skill credential and a robust data infrastructure that help measure, identify, and close existing skill gaps.

In August, Lake County was recognized as being the first county in the State of Tennessee certified by ACT as a Work Ready Community. Dyer County reached their goals soon afterwards.

The key components of certification are:

- Encouraging residents to earn an ACT National Career Readiness Certificate™
- Building employer recognition and support for the initiative by encouraging new hires, incumbent workers, and the emerging workforce to earn the NCRC.

This initiative is a collaboration of community partners led by the Northwest TN Workforce Board, Delta Regional Authority, and United State Department of Agriculture and TN Career Centers.



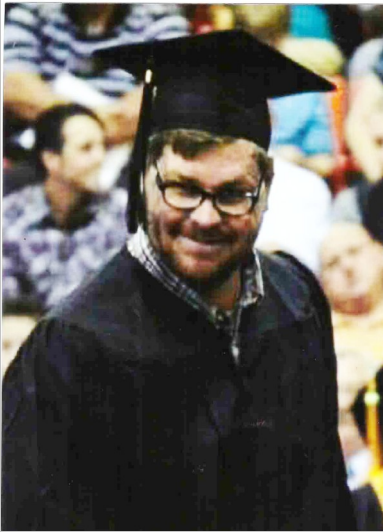
LEAP GRANT

In WIOA, there is an increased emphasis on developing/implementing career pathways based on the area's strengths and opportunities and needs of businesses. The career pathways approach is the foundation for how customers are served in the American Job Centers/TN Career Centers, and are key to funding participants through needs-based scholarships for in-demand training. This approach helped Dyersburg State Community College (DSCC) and the Northwest TN Workforce Board receive a State funded Labor and Education Alignment Program (LEAP) grant. "The objective of Tennessee LEAP is to eliminate skills gaps across the state in a proactive, data-driven, and coordinated manner by encouraging collaboration across education and industry and by utilizing regional workforce data to identify and then fill skills gaps across the state," comments Senate Majority Leader Mark Norris, who sponsored the initiative in the State legislature.



In response to local industries, DSCC and the NWTN Workforce Board collaborated with secondary schools, TN Colleges of Applied Technology, and local businesses to begin to build a pipeline of employees through the introduction of manufacturing skills in high schools. The \$850,000 LEAP grant allows at least 15 area high schools to offer instruction to 300+ students in attaining nationally recognized manufacturing credentials through the Certified Production Technician (CPT) Pathway to Advanced Manufacturing Careers. Local businesses have agreed to offer paid internships and stipends to some students earning these credentials, thus

EDUCATION & TRAINING

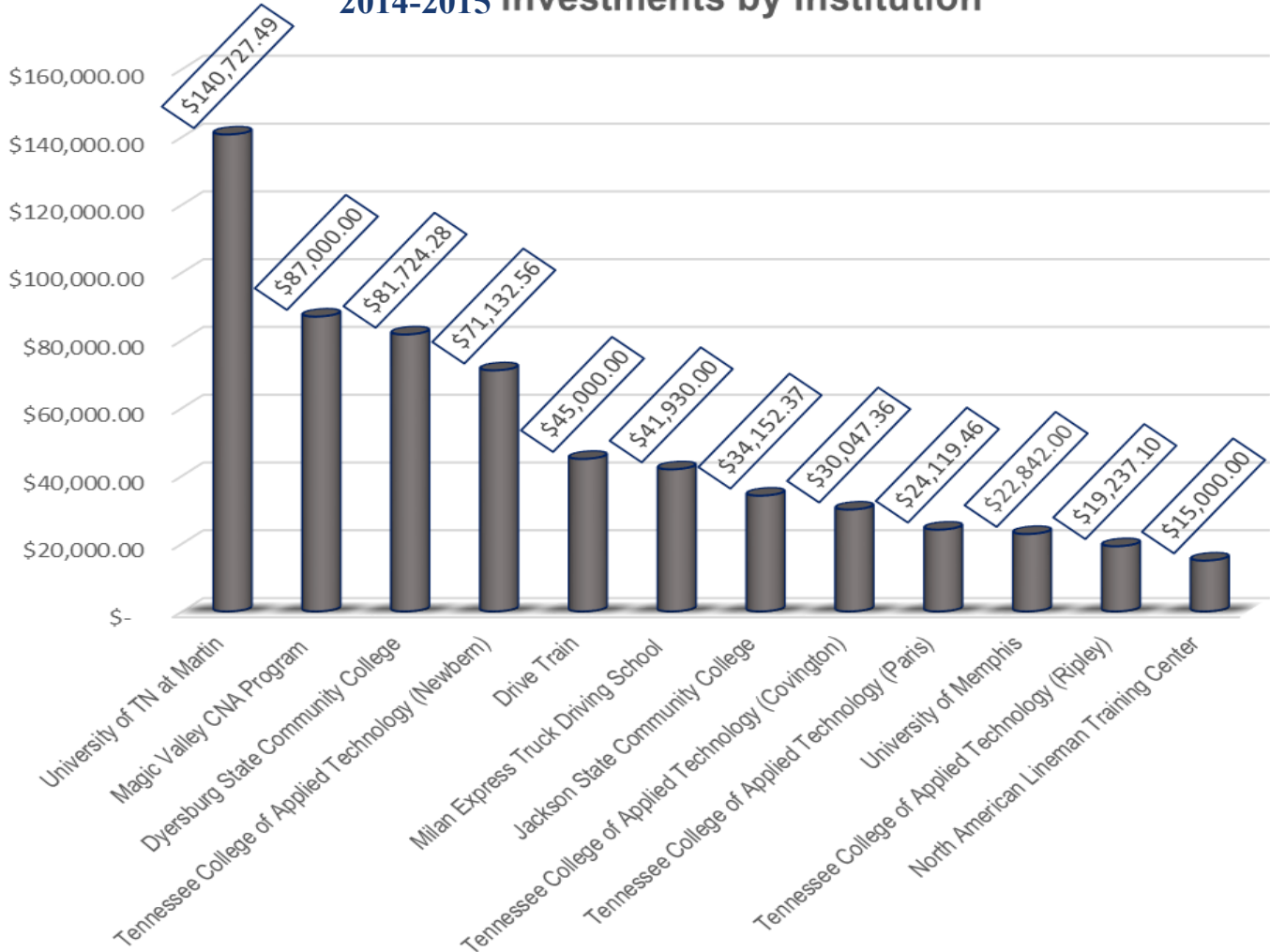


Tony Lawrence, customer of the TN Career Center at Dyersburg, smiles as he walks to the stage to accept his diploma. After experiencing several layoffs, Tony went back to school to upgrade his skills. Tony graduated from Dyersburg State Community College with an AAS degree in Computer Information Technology and is now working as an alarm and security technician.

Expenditures for Individual Training Accounts & Support Services

Postsecondary schools	\$463,350.68
Private/Proprietary schools	\$227,886.00
Travel Stipends	\$138,501.89
Total investments	\$829,738.57
Total # of Training providers	30

2014-2015 Investments by Institution



BUSINESS SERVICES

BUSINESS SERVICES TEAM ADDS VALUE TO EMPLOYERS THROUGH WORKFORCE DEVELOPMENT GRANTS

JOB PROFILING HELPS BUSINESSES MAKE MORE QUALITY HIRES

In conjunction with the ACT® Work Ready Communities initiative, the NWTN Workforce Board has incorporated free Job Profiling for employers to strengthen partnerships and increase training opportunities with businesses that are hiring. Six LWDA 12 staff members have become authorized WorkKeys™ Job Profilers and are available to create profiles for local companies on a wide range of job titles.

These companies have had 18 jobs profiled this year :

- Green Plains
- Charms
- Heckethorn Manufacturing
- PictSweet
- Jones Company
- Carlisle Tire
- Carl Star Group
- Caterpillar

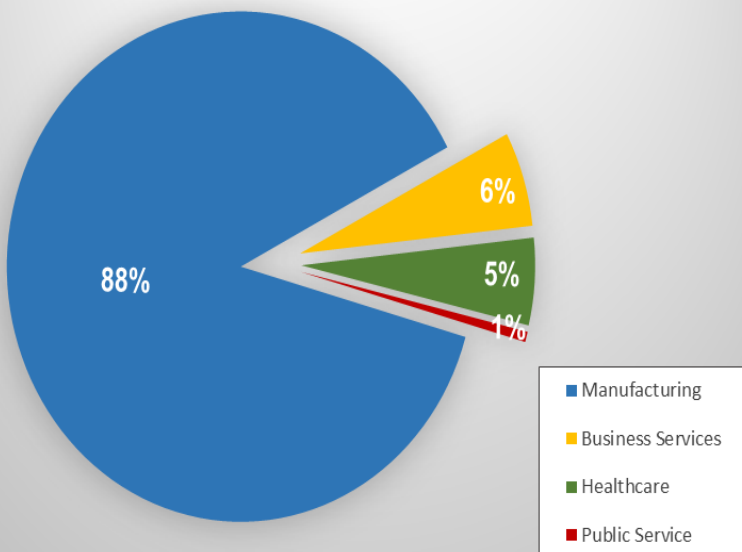
On-the-Job Training (OJT) grants are a Business Service from the American Job Centers that is designed to promote, educate and expand an employer's workforce. OJT contracts focus on training new hires who do not have adequate experience in company work processes and procedures. Your local Business Services Coordinator helps you find the right talent, perform assessments, while businesses make the final hiring decision. Employers benefit from more efficient recruiting, and assistance with training expenses.

OJT works!

OJT INVESTMENT BY COUNTY

COUNTY	BUSINESS
Benton	Jones Plastic & Engineering Co LLC
Carroll	FabSouth, Inc.
Carroll	Gaithers Inc.
Carroll	Profile, Inc.
Crockett	Alamo Pride LLC
Crockett	Wisper II, LLC
Dyer	Dyersburg Regional Medical Center
Dyer	Eaton Aeroquip LLC
Dyer	Heckethorn Manufacturing Inc.
Dyer	Hillshire Brands
Dyer	NSK Steering Systems America, Inc.
Gibson	Bongards Creameries South LLC
Gibson	Conagra Foods
Henry	Nobel Automotive Tennessee LLC
Henry	PML Inc.
Lake	Lake County Highway Department
Lauderdale	Allied Reprocessing LLC
Lauderdale	Marvin Windows of Tennessee Inc.
Obion	Center Point Business Solutions
Obion	Cox Oil
Obion	Greenfield Products
Obion	J D Distributors Inc.
Obion	MIA Seating Corporation
Obion	Union City Electric System
Tipton	CSC Sugar, LLC
Tipton	Conopco (Unilever)
Tipton	RR Donnelley - Tops
Tipton	US Cold Storage
Tipton	WorldWide Lines
Weakley	The Marble Shop
Weakley	Waymatic
Total \$\$	\$584,139.13
Total Placed	298

On-the Job Training
Expenditures by Sector



AMERICAN JOB CENTER SERVICES

RAPID RESPONSE

Fortunately, in the past fiscal year 2014-15, the region experienced very few closures, permanent layoffs or temporary layoffs. The Rapid Response Team prepared materials for 229 employees in 7 companies.

As a reminder, companies can choose to hold mass meetings for affected employees, or distribute materials from the TN Career Centers/American Job Centers about services available for dislocated workers. Undoubtedly, there were more people affected by the loss of employment. However, employers are required to notify the TN Department of Labor Dislocated Worker Unit in advance of a plant closure or mass layoff only when 50 or more workers are affected.

While the eleven counties in LWDA 12 are gaining ground, the area is still experiencing the highest unemployment rate in the State.

JOB FAIRS & OPEN HOUSES SHOWCASE AMERICAN JOB CENTERS TO THE PUBLIC

When it comes to job fairs, all types of employers use the TN Career Centers/American Job Centers to recruit employees. Additionally, job seekers take advantage of these recruitment opportunities to enhance their chances of finding a good job. Some of the businesses and companies that held events at



the Career Centers also invited the mobile Career Coach to be a part of the event. These vehicles arrive on the scene providing a mobile computer lab with internet access and create a venue for on-site job-

related workshops. A few of the businesses and entities using the Career Centers include: Trinity Marine, TN Colleges of Applied Technology, Unilever, TN Dept of Corrections, Lake County Mayor's office, Randstad, Manpower, & public libraries.



13,385 NATIONAL CAREER READINESS CERTIFICATES



YOUTH SERVICES

DUAL ENROLLMENT SCHOLARSHIPS

YOUTH WORK EXPERIENCE:

Workforce Development	Benton	5
Scholarships for dual enrollment classes were	Carroll	13
award to 91 WIA eligible	Crockett	5
students in LWDA 12 tak-	Dyer	4
ing coursework in high	Gibson	16
school that also earned	Henry	4
college credit. Dual enroll-	Lake	2
ment scholarships help	Lauderdale	13
economically disadvan-	Obion	2
taged juniors and seniors	Tipton	12
meet any unmet financial	Weakley	15
need for up to \$1,600/year.		

Gara started working as a peer tutor her junior year through a Peer Tutor Work Experience Grant at South Gibson High School. During her junior year, Gara was committed to the program and worked hard to serve her peers and her school. Unfortunately, as she began her senior year, she went through several personal struggles at home that forced her to seek other employment that would provide more hours during the week. Libby Wickersham, Youth Services Coordinator, said this about Gara, "Although Gara was no longer able to tutor, I met with her each month until she graduated. She began classes at Jackson State Community College in fall 2014. Due to her class schedule, she had to quit her job, leaving her in a difficult situation. The TN Career Center at Humboldt stays very busy, and we are always looking for a positive person to help customers. Because of Gara's commitment to her education and her willingness to learn, placing her as an office assistant in the Career Center seemed like the perfect fit."



"We love Gara!" exclaims Ginger Powell, Business Services Director. "She has grown so much professionally since starting with us on Youth Work Experience. When she first started she lacked confidence in her skills and abilities to assist clients. Over time she began to blossom. She displays confidence and really helps clients feel good about the assistance they receive in the center. Gara has helped train our newest Youth Work Experience participant and our Senior Community Service Employment Program intern. Gara is friendly and a great team player and a real asset to our staff in Humboldt. I am overjoyed that she will remain on staff as the RESEA Advisor!"



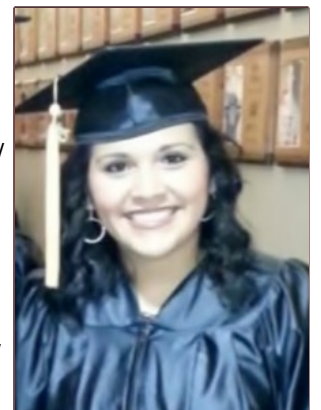
Chelsea Southerland was placed as a dental assistant at Sullivan Dentistry to gain needed work experience. Chelsea was hired at Sullivan Dentistry after successfully completing the work experience and continues to work there to date. She is a double major at University of Tennessee at Martin, majoring in Chemistry and Spanish. She studied abroad over the summer of 2015 in Spain. She has taken her exam for acceptance into dental school and feels positive about the test. Her long term goal is to be a dentist in a Spanish speaking country.

Career Advisor Marcia Fields stated, "I guess I would just say that I am personally blown away by the determination and hard work that Chelsea shows. She makes straight A's in school, works and does mission work when she has summers available. She's going to do great things!"

Christina Aguirre from Alamo struggled to make ends meet while attending college at Bethel University. Although she had received federal assistance and university scholarships, the extra costs of books and fees were a burden to her.

While in the nursing program at Bethel University, Christina also supplemented her college expenses by doing work-study while enrolled full-time. "It was very difficult for Christina to work while attending school," states Career Advisor Maria Waiters-Woods. Christina commented, "I am blessed to have received all the funding necessary to successfully finish the nursing program and achieve my Bachelors of Science Degree in Nursing."

Ms. Aguirre started the Nursing Residence Program at Jackson Madison County General Hospital in July 2015 and is currently working in the critical care unit. Mrs. Waiters-Woods continued praise for Christina, "She is an amazing young lady! She worked in our Youth Experience Program with Mike Whitson. Her employer, the Alamo Medical Clinic, was very impressed by Christina, and kept her on with the company until she went back to school. I wish Christina the best in anything that she sets her mind too!"



FISCAL & PERFORMANCE

4TH QUARTER PRELIMINARY PERFORMANCE REPORT FOR PY 2014

Program Group	Standards	PY14 Negotiated Targets	PY14 Actual VOS Adjusted	Percent of Goal
Adult	Entered Employment	85.0%	89.45%	105.24%
	Retention in Employment	86.0%	90.99%	105.80%
	6 Month Average Earnings	\$13,500	\$13,618.54	100.88%
Dislocated Worker	Entered Employment	91%	90.97%	99.97%
	Retention in Employment	90.0%	92.35%	102.61%
	6 Month Average Earnings	\$13,200	\$14,028.47	106.28%
Youth	Placement	86.0%	90.45%	105.17%
	Credential Attainment	85.0%	88.83%	104.51%
	Literacy/Numeracy Gains	48.0%	66.67%	138.90%

FISCAL REPORT FOR 2014 - 2015	AVAILABLE JULY 1, 2014	CURRENT YEAR EXPENDITURES	PERCENT EXPENDED	DEOBLIGATED FUNDS	BALANCE JULY 1, 2015
ADMINISTRATION	\$540,747.36	\$347,950.77	64%	\$0.00	\$192,796.59
ADULT FORMULA	\$1,491,227.56	\$887,654.77	60%	\$0.00	\$603,572.79
DISLOCATED WORKER FORMULA	\$1,637,803.77	\$1,183,994.90	72%	\$0.00	\$453,808.87
YOUTH FORMULA	\$2,195,980.09	\$955,930.18	44%	\$0.00	\$1,240,049.91
INCUMBENT WORKER	\$130,994.25	\$85,007.00	69%	\$8,400.25	\$37,587.00
FT OJT	\$258,409.60	\$46,438.40	100%	\$211,971.20	\$0.00
RAPID RESPONSE	\$710,000.00	\$710,000.00	100%	\$0.00	\$0.00
ASSET BUILDING	\$44,450.00	\$40,050.00	100%	\$4,400.00	\$0.00
INCENTIVE	\$15,673.00	\$15,673.00	100%	\$0.00	\$0.00
YOUTH WORK EXPERIENCE	\$28,381.00	\$17,405.56	61%	\$0.00	\$10,975.44
TOTAL WIA GRANTS	\$7,053,666.63	\$4,290,104.58	63%	\$224,771.45	\$2,538,790.60