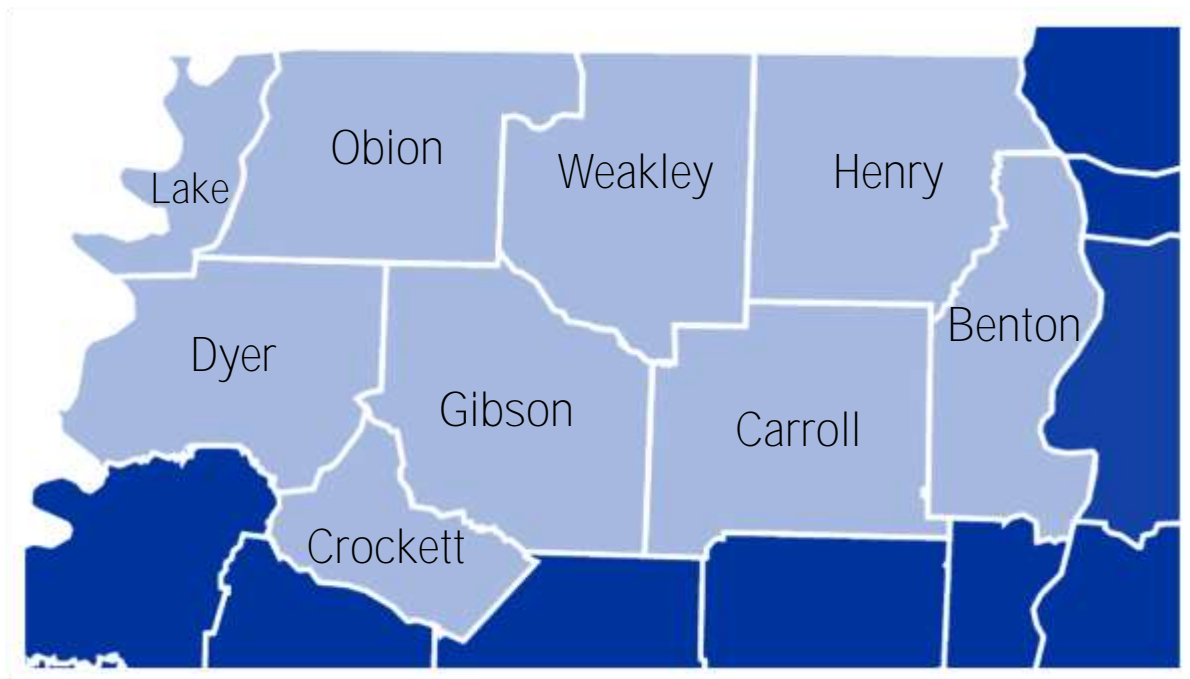


## NORTHWEST TN WORKFORCE BOARD

# ANNUAL REPORT

2022-2023



## OUR MISSION

The mission of the Northwest Tennessee Workforce Board is to develop a quality workforce system to meet the needs of area employers and job seekers.

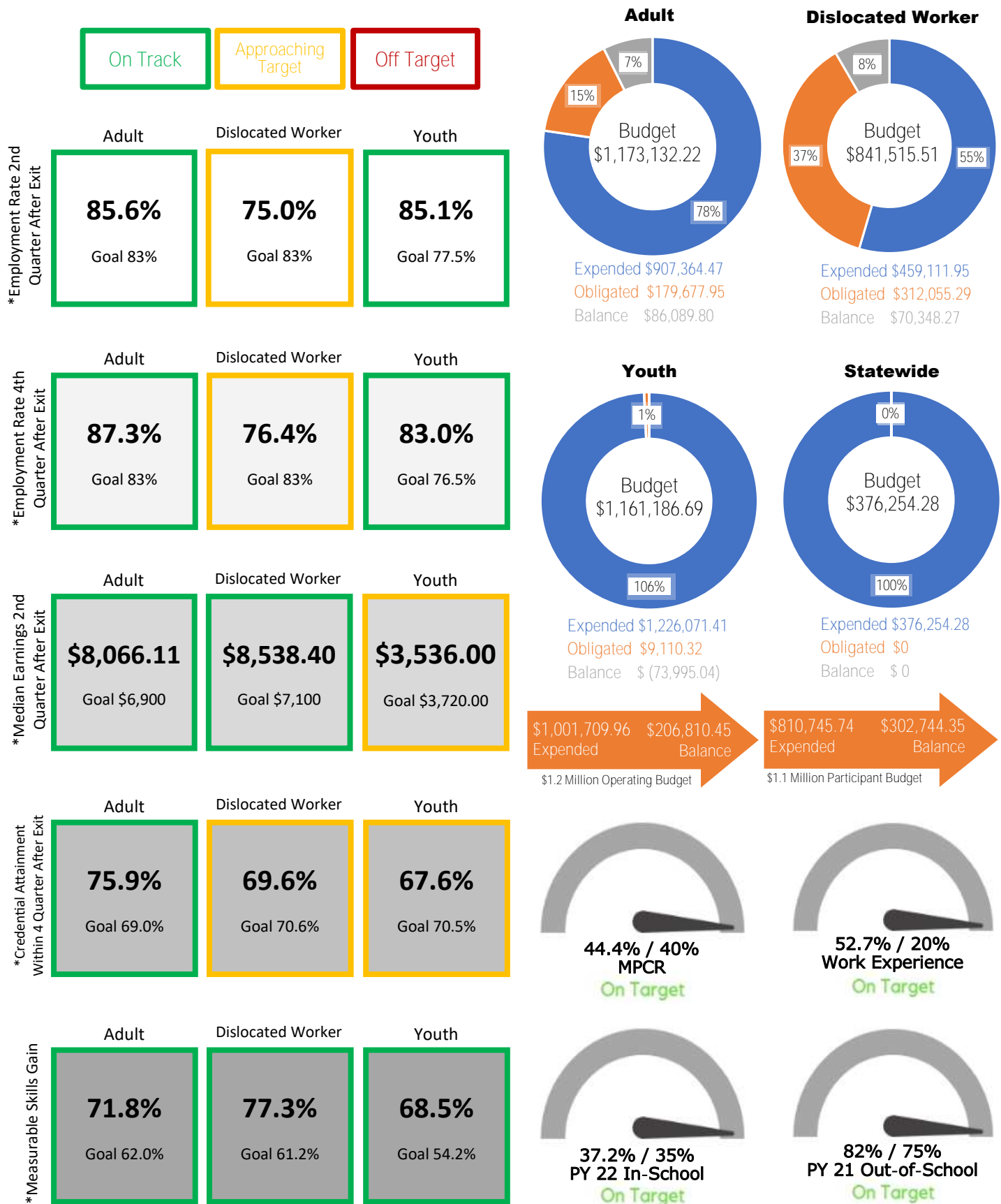
## OUR VISION

Northwest Tennessee is an area where business and industry thrive based on the availability of a skilled workforce and a robust talent pipeline, and where increasing wealth fuels prosperous communities and a high quality of life.

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2	Performance & Fiscal
3	American Job Centers
4-5	Training Services
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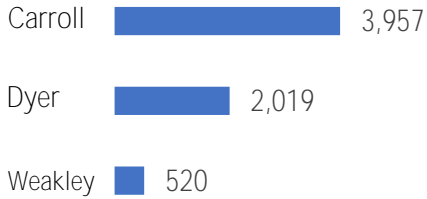
# Performance & Fiscal



\*Estimated measures

# American Job Center Services

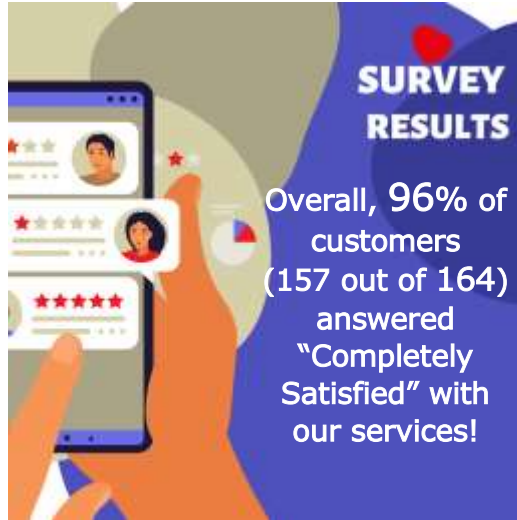
## Customer Visits



**6,496**

**Visitors to Date PY22**

**AmericanJobCenter**  
TENNESSEE

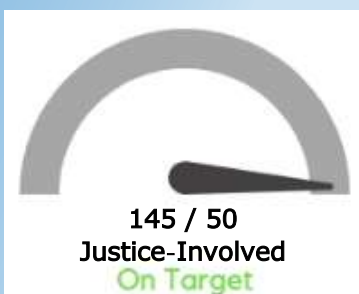
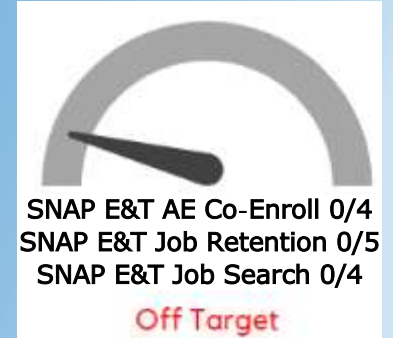
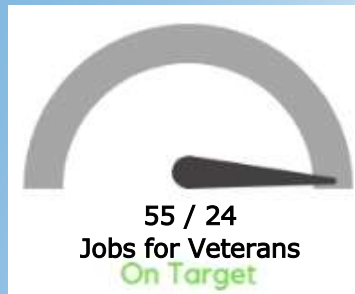
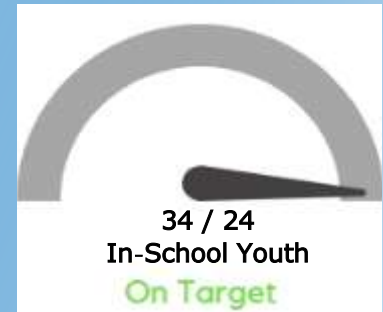
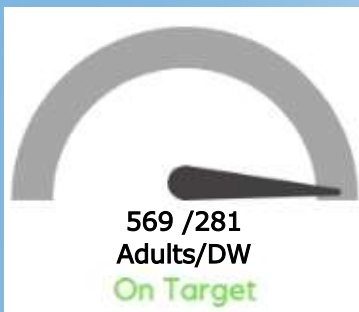


## TOP 5 REASONS FOR VISIT

1. Job Search/Resource Room
2. Unemployment
3. Events/Workshops
4. Title I Career Coaching
5. Job Search Assistance

**12,505** Services Provided

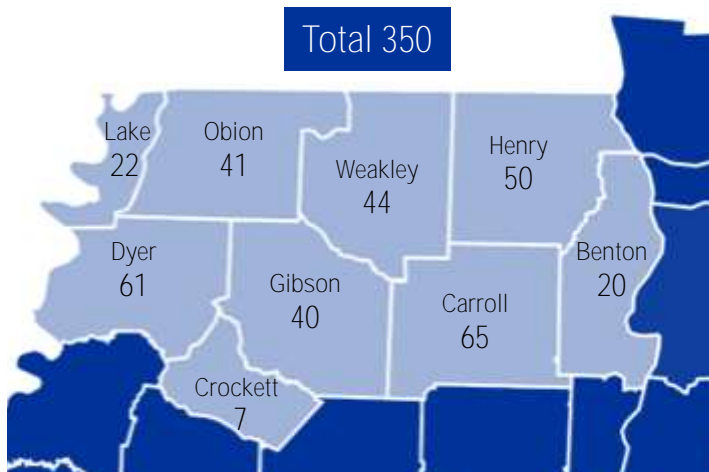
## Key Performance Indicator Results\*



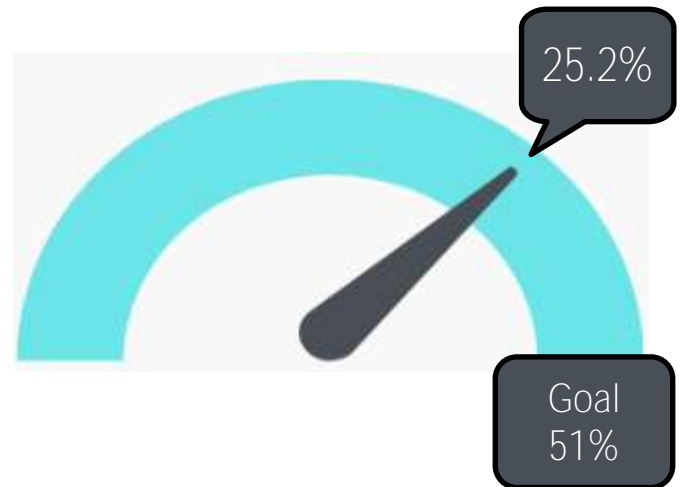
\*Results are estimated

# Training Services

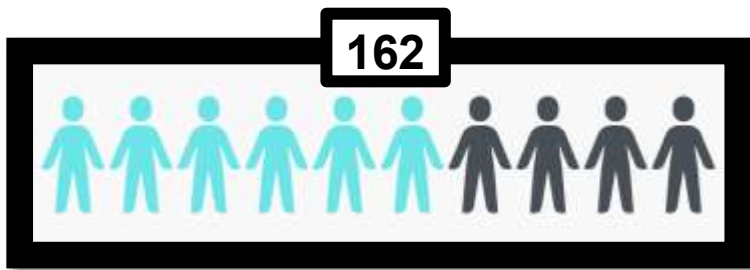
## Total Enrollments by County



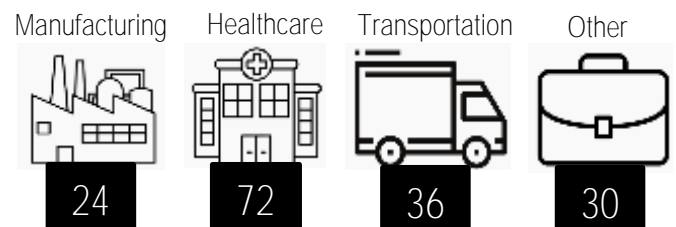
## Priority Percentage of New Adult Enrollments



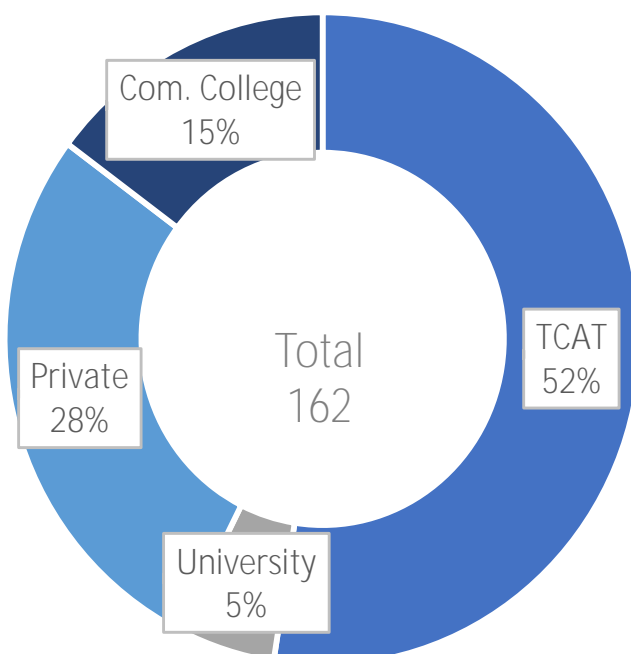
## ITA Enrollments



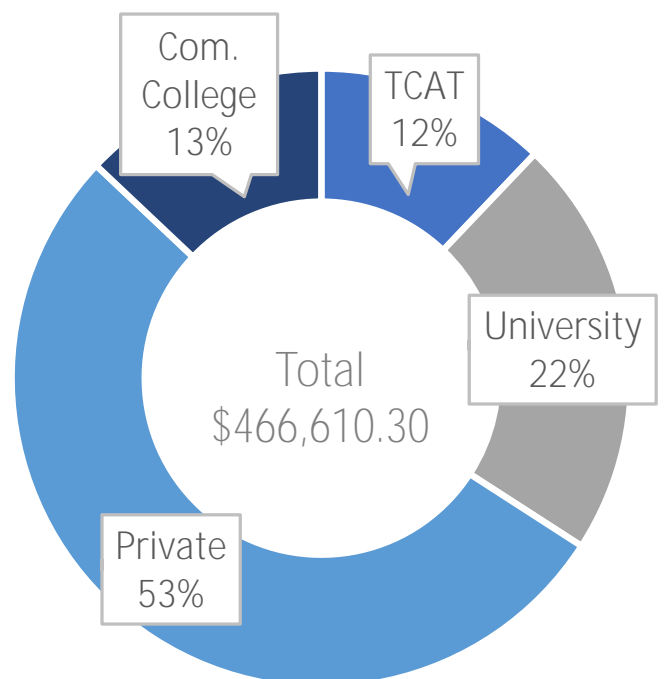
## ITAs By Sector



## New ITAs By Provider



## Total ITA Investment by Provider



# Training Services

Since Ryan Mills was a child he knew what he wanted to do for a career, demonstrated when he dressed as a Lineman for a school Career Day. Working alongside WIOA helped Ryan to achieve his goal.

Ryan started his journey to his dream job when he enrolled with the WIOA program to obtain work experience while attending Lake County High School, where he was placed as a student aide. Every evaluation stated that Ryan excelled in everything he did on his worksite, all while obtaining work skills that he would be able to use in his future career.

Once Ryan had completed the work experience program and graduated high school, he decided to further his education and attend the North American Lineman Training Center to obtain the training needed to become a lineman. With help from the funding WIOA provided to assist with the cost of his education, Ryan graduated from the lineman school in December 2022. Ryan applied at Dyersburg Electric in January 2023 and was hired on February 16, 2023 as a lineman apprentice.

Ryan stated that without the help of his career advisor, Olivia Capps, and the WIOA program he would not have been able to afford the lineman school, receive the needed training he needed to accomplish his goals, or obtain the work skills needed to succeed in this career. Ryan is very grateful for the WIOA program and is currently employed at Dyersburg Electric where he enjoys working at the job of his dreams.



Nathan Crenshaw graduated from high school with a desire to continue his education, but fears of student loan debt led him to get a job instead. He soon realized that in order to further his career he was going to need to go back to school. After Nathan expressed an interest in computer technology, his friends and family urged him to look into the Information Technology Systems Management program at TCAT-

McKenzie. Nathan had been living with and sharing expenses with his sister, but after she accepted an out-of-town job offer, he was suddenly in a position to have to bear all the living expenses on his own. Nathan knew he needed help paying for school to help achieve his career goals since he was already struggling to pay bills. He heard about the WIOA scholarship program and met with Career Advisor, Rhonda Mitchum, at the American Job Center-Huntingdon. **"I met with her about my career path and what I wanted to do," Nathan said. "At the moment I found out that I was becoming a recipient of the WIOA scholarship, it strengthened my resolve, and a huge weight was lifted off my shoulders."** Proud of his achievements, Nathan gives credit to Rhonda Mitchum for encouraging him. **"She always created a warm and very professional environment for**

me. When she would check in and I would speak with her, she would always provide me with that extra boost to do my very best and to keep **working hard. She would often tell me that I was going to be successful."** After completion of the program, Nathan quickly secured a job with Braden Healthcare at Houston County Community Hospital as IT Generalist, where his responsibilities include systems management, administration functions, maintenance on physical hardware, security measures, and logic concepts. **"I love critical thinking and solving problems," said Nathan. "Hearing from staff members with problems and giving them a smile on their face once I have resolved the issue is a great feeling."** Nathan is thankful for the Information Technology Systems Management Program, which he credits for preparing him to continuously learn and apply cutting-edge technology in his workplace, as well as maintaining a passion for his work. He feels that it served as a crucial **first step to a bright future. "The WIOA Scholarship program gave me the opportunity to achieve my goals and allowed me to graduate and become the professional I knew I could be," said Nathan. "I could not be more thankful or blessed."** He encourages students to apply for the WIOA scholarship if they are hesitant about going back or starting school. **"Give yourself the opportunity to make your dreams possible. We are much more capable than we can imagine; we just have to work hard and believe that all the sacrifices will be worth it in the end."**

Thanks to Dyersburg State Community College for serving as the Career Services Provider!



Left to Right: Marcia Fields (GROWWITH Coordinator), Amber Walker (Financial Coordinator), Jeannie Mathis (Director of Career Services), Connie Stewart (Executive Director-Workforce Services)



Left to Right: Connie Wright (Career Advisor), Carrie Prichard (Employment Specialist), and Rhonda Mitchum (Career Advisor)



Left to Right: Lauren Smith (Youth Career Advisor), and Career Advisors Wilma Capps, Joy Cooper, and Olivia Capps

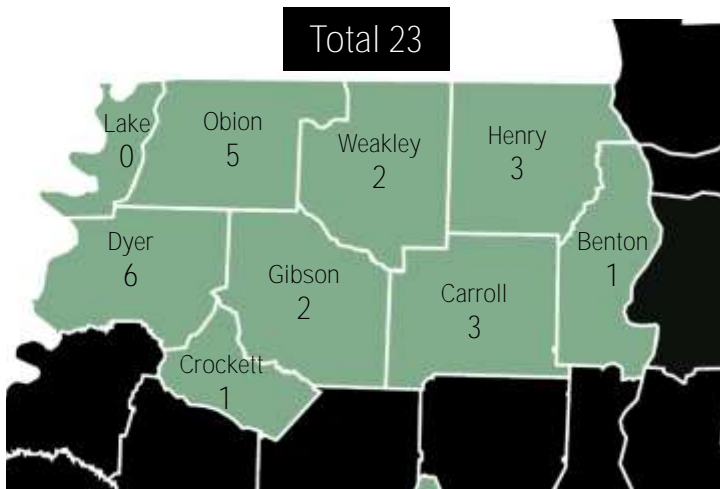


Back: Starla Wilson (Employment Specialist III), Rob Brown (Career Advisor)  
Front: Lisa Rhamy (Employment Specialist), Pat Eddlemon (Employment Specialist II)

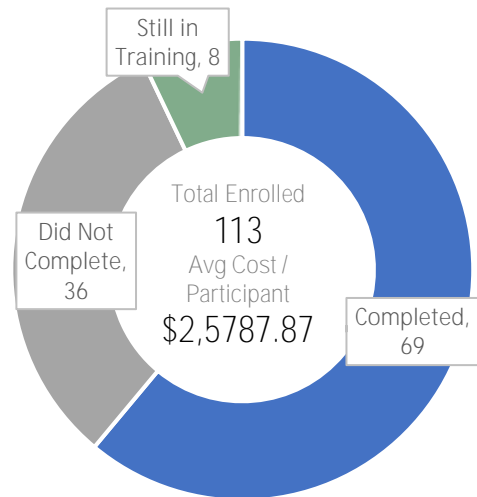


# Business Services

## OJT Employers by County



## On-the-Job Training Participants



## Trained by Sector



## Virtually Speaking Webinars



- Betting on Talent: Maximizing Impact of Employee Engagement
- Substance Abuse Awareness: Changing the Narrative of Addiction in the Workplace
- Building Your Workforce through Partnerships in Work-Based Learning
- Addressing the Childcare Challenge: Solutions to Benefit Your Workforce

All webinars are recorded, and may be found by scanning the QR code, or on our website at <https://nwtjobs.org/employers/virtually-speaking>.



Economy Overviews



Education Reports



Industry Reports



Occupation Reports



16  
Total Contracts  
Awarded

281  
Proposed  
to Train

\$255,550.00  
Amount of Funding

# Business Services

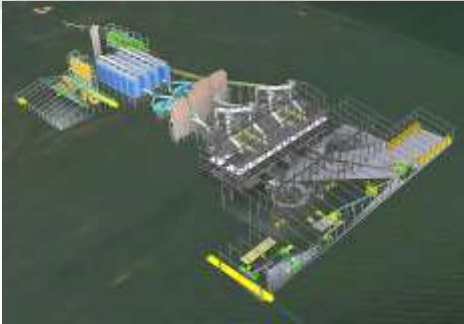


## Sinova Global Groundbreaking in Tiptonville, TN

On October 17, 2022, a groundbreaking was held in Tiptonville for Sinova Global. The Canadian silicon metal producer will locate a state-of-the-art plant in Tiptonville. The project represents a \$150 million investment and the creation of 140 new jobs.

**“All of Tennessee succeeds when rural Tennessee succeeds, and this project will be transformational for Lake County. I thank Sinova Global for choosing to invest in Tennessee and establish its first manufacturing operations here. These...new jobs will benefit the Tiptonville community for years to come.”**

– Gov. Bill Lee



**“Sinova is excited to join the Tennessee business community in Lake County. The huge support we have received from all levels of government was an important factor in our decision to select Tiptonville as the site for our new, state-of-the-art silicon metal plant. Tennessee’s attractive business environment, integrated supply chain, skilled workforce, and supportive regulation means we can rapidly develop our operations to supply the growing energy storage, solar power, aluminum and EV markets. We look forward to growing alongside the community as we create an essential element necessary for the clean energy transition.”** – Jayson Tymko, CEO, Sinova Global

The Tennessee plant will include two submerged arc furnaces, together with auxiliary systems including gas cleaning equipment, water cooling, electrical, automation and control, final product tapping, refining and casting equipment. (Courtesy: Tenova)

## Excel Boats Offers Second Chance for Success

Kenneth Jobe was hired in October 2022 by Excel Boats to work as a Welder Helper. At the time of hire, Jobe was incarcerated at the Obion County Correctional Complex and was participating in the Work Release Program.



Excel Boats is a Second Chance employer and is committed to successful reentry for justice involved individuals who are nearing release and equally committed to their future and career. During his on-the-job training, Jobe received training in Mig and Tig welding procedures and assembly required for various boat models. His training and welding equipment were funded through a Reentry Grant sponsored by the Tennessee Department of Labor and Workforce Development’s Office of Reentry and administered locally by the Northwest TN Workforce Board.

Jobe completed 320 hours of on-the-job training. He has continued to gain skills through continued employment and training opportunities. In March 2023, he participated in Incumbent Worker training attending a course on the Foundations of 5S which focused on safety.

**“Kenneth Jobe was given a chance to work at Excel Boat Company through the Obion County Sheriff’s Department Work Release Program,”** stated Excel Human Resource Director, Tiffinie Hix. **“With the help of OJT, Reentry grant that provided needed work attire and equipment, and training in 5S Essentials funded by IWT, Kenneth has become a valuable employee for Excel. His training and willingness to work has given Kenneth room to advance within the company.”**



# Talent Pipelines

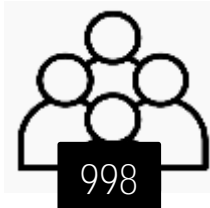
## Manufacturing Day



High Schools  
Participating



Students  
Participating



Employers  
Participating



## TRANSFR Virtual Reality Headsets

10  
High Schools  
Participating

471  
Students  
Participating (Goal 225)

513  
Simulations Completed



## Youth Work Experience



71  
New Enrollments

42  
Worksites

7  
Incentive Enrollments

## Registered Electrical Apprenticeship Preparation (REAP)



10  
ENROLLED



7  
COMPLETED  
CLASSROOM TRAINING



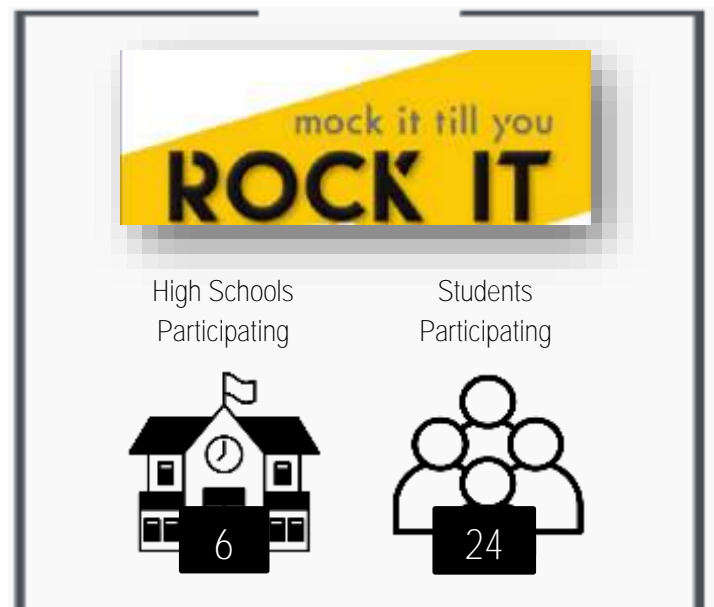
7  
EMPLOYED  
WITH AMTECK

Upon being hired by Amteck, and with supervisor recommendation, graduates are accepted into the Registered Apprenticeship to become a licensed electrician.

## Justice Involved Individuals

98 / 70  
Individual Served

\$126,000 / \$126,000  
Expended





# Talent Pipelines



After dropping out of high school, Joshua Deaton knew he needed to obtain his HiSet. However, he was uncertain where to begin. Joshua's outlook on his future changed when his brother brought home an American Job Center flyer describing Adult Education classes and incentives for the completion of programs.

"I had experienced loss in my life and came to realize I needed to stop feeling sorry for myself and do what I needed to make a life for myself," said Joshua.

Joshua's brother had talked with Career Advisor Connie Wright at the American Job Center-Camden. Connie had sent home the flyer which outlined how young adults up to the age of 24 may be eligible for monetary rewards by meeting their educational and career goals. Joshua said, "I knew this was the step I needed to take. I made a visit to her office and she explained the program regarding incentives for obtaining HiSet, work experience, employment, etc."

After attending his first Adult Education class, Joshua felt he might be in way over his head. "Joshua Deaton came to class

with very low expectations for himself," said Adult Education Instructor, Debbie Manor. "He had little self-confidence, but this slowly changed. He was very kind to the other students--wanting to make friends. Joshua became a favorite in class."

Debbie stated that Joshua worked hard on each subject, and with each test he passed, his confidence grew. Within four months Joshua had completed the HiSet. "Passing the HiSet was an instant boost for this shy but polite young man," she said. "For the first time he started making plans for his future. Joshua has the potential of doing and being whatever he chooses."

In addition to earning his HiSet, Joshua also participated in the Youth Work Experience Program. He performed so well at his placement with United Farm & Home Co-op Camden, TN, that they hired him at the completion of the program.

Joshua's employers, Manager Jack Malone and Assistant Manager Betty Greer, both agreed that Joshua is an asset to their team. They reported that he performs his job well, is excellent with customers, motivated, communicates with others, is always willing to learn, and works well with his co-workers.

Joshua is very appreciative to all for helping him through this journey and feels that he could not have achieved these goals without their support. "My support team was committed to making me feel I was worthy and valuable, and motivated me to achieve my goals." He feels the advice he learned through this experience is to "believe in yourself."



The Northwest Tennessee Workforce Board partnered with local Sheriff's Departments and the University of Tennessee Center for Industrial Services (UTCIS) to offer Manufacturing Skills Bootcamps and OSHA 10 General Industry courses to inmates at five local county jails – Dyer, Gibson, Henry, Lake, and Obion. Sponsored by the Tennessee Department of Labor's Office of Reentry, the training allowed students to gain marketable skills in the Manufacturing space and graduate the program with a Certificate of Completion and an OSHA 10 General Industry Card. The goal of the program is to help justice-involved Tennesseans secure jobs that pay livable wages to sustain their families.

# Special Grants & Projects

## National Dislocated Worker Grant



## Apprenticeship USA Grant



## Reemployment Services and Eligibility Assessments (RESEA)



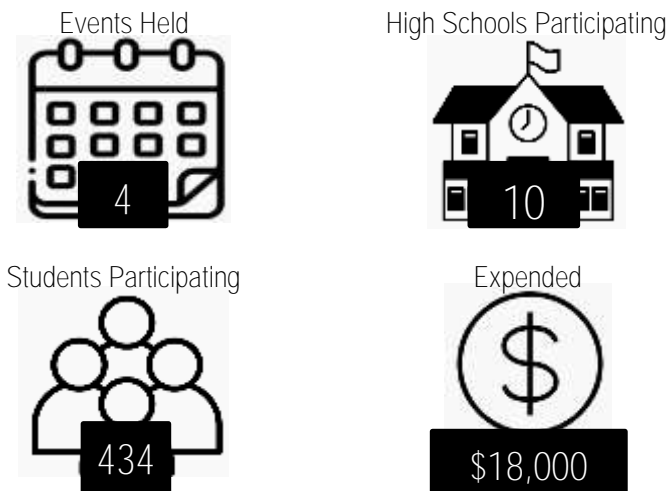
114  
New  
Orientations

105  
Subsequent  
Visits

## SNAP Employment & Training 50+ Technical Assistance Project

New Enrollments	7 / 10
Enrolled in Training	3 / 4
Completed Training	0 / 1

## Rural Public Health Workforce Training Network Grant



Members of the West Tennessee Public Health Workforce Training Network include Baptist Memorial Hospitals in Union City and Huntingdon; Dyersburg State Community College; Jackson State Community College; Priority Ambulance; and the Northwest Tennessee Workforce Board.



Upcoming Projects:  
OPPORTUNITY NOW!  
EDA Good Jobs Challenge



# Special Grants & Projects

## Auston Mealer Celebrates First Graduation for HVAC Journeyman Apprentices



In April 2023, West Tennessee's first HVAC Journeymen apprentices received their State of Tennessee certificates with Sponsor Auston Mealer Restaurant and Equipment Services (Dyersburg), signifying their 6,000 hours of classroom and on-the-job training. Pictured are members of the Tennessee Department of Labor and Workforce Development, and Northwest Tennessee Workforce Board. Journeymen Greg "Lurch" Nichols, Zac Hampton, Stewart "Stew Baby" Starks, Casey Dowell, William (Heath) "Lil Papi" Brasfield, Geary Brewer, Dustin Rivers, and Corey Mealer have all chosen to continue working for Auston Mealer.

## Dakota Hassell First Graduate of Tencom's IT Support Technician Apprenticeship Program

Dakota Hassell, a 2021 Dyer County High School graduate and former participant of the Upward Bound program at Dyersburg State Community College was interested in math, science, and technology, but didn't really have a specific career plan. Dakota enrolled at UT Martin for computer science and coding, but it wasn't until he was placed in a paid internship at Tencom Services in Dyersburg through the Northwest TN Workforce Board/American Job Center's Work Experience program that he realized he wanted to do more IT and hands-on work. As a result, he switched his major to Management of Information Systems with a minor in cyber security.

"The IT industry allows me to explore one of my passions, which is problem solving," states Dakota. "Every day there is a new problem with a ton of different solutions that could fix the issue, but the final feeling after solving the issue is an exhilarating feeling that cannot be put into words. The feeling of being able to help people brings me great joy." Working at Tencom has allowed Dakota to gain experience, as well as earn several certifications such as Certified Technician, Dispatcher, and CBT Nuggets. Dakota says this experience has also greatly improved his communication skills by requiring him to answer the phones and speak to customers. In January 2022 Dakota was hired at Tencom and participated in an On-the-Job Training (OJT) grant which reimbursed Tencom for 50% of his wages during the specified training period. Michael Beavers, Senior Network Technician at Tencom said, "Dakota is an outstanding young man and a hard worker."

Tencom Services (Dyersburg) recently held a graduation ceremony celebrating Dakota as the first graduate of their IT Support Technician Apprenticeship program. The ceremony concluded with Tencom offering Dakota a full-time position. "We look forward to a great future together and to building on this partnership with Apprenticeship Tennessee," said Tencom Founder and CEO, Chris Donaldson. "Thank you to Shalondria Shaw, Lana Wood and others with the state, and to Tencom Senior Technician Michael Beavers for mentoring Dakota over the last two years."





# THE NORTHWEST TN WORKFORCE BOARD



208 N. Mill Avenue  
Dyersburg, TN 38024  
(731) 286-3585

The Northwest Tennessee Workforce Board (NWTNWB) is designated by the local elected officials and charged with administering workforce development services in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA) in nine counties in Northwest Tennessee: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley.

## LOCAL ELECTED OFFICIALS

Mayor John Penn Ridgeway - Chair, Henry  
Mayor Jake Bynum - Vice-Chair, Weakley  
Mayor Mark Ward, Benton  
Mayor Joseph Butler, Carroll  
Mayor Gary Reasons, Crockett

Mayor David Quick, Dyer  
Mayor Nelson Cunningham, Gibson  
Mayor Danny Cook, Lake  
Mayor Steve Carr, Obion

## NORTHWEST TENNESSEE WORKFORCE BOARD MEMBERS

Board Chair  
Jimmy Williamson (Dyer)  
Aztec Pest Control

Vice-Chair  
Ted Piazza (Gibson)  
Rack-IT Industries

Secretary  
Brad Hurley (Carroll)  
Carroll County Trophies

Rita Alexander (Gibson)  
Gibson County Electric

Janet James (Henry)  
Henry County Medical Center

John G. Castellaw (Crockett)  
FarmSpace Systems LLC

R. Keith Cursey (Weakley)  
Stanley Black & Decker

Randy S. Shannon (Benton)  
Shannon Office of Law

Ben Marks (Benton)  
Marks Farms

Kristy Mercer (Gibson)  
Ceco Door

Kelly Buffington (Henry)  
Four Seasons Sales & Service

JD Cantu (Lake)  
Fast Pace Health/Reelfoot Family  
Walk-In Clinic

Lori Burdine (Dyer)  
ERMCO Inc.

William Eddie White (Henry)  
United Auto Workers Local 9025

Jon Dougherty (Dyer)  
Amteck

Amy McDonald (Dyer)  
Tennessee Homeless Solutions

Lindsay Frilling (Obion)  
Union City Boys & Girls Club

AJ Douglas (Weakley)  
Weakley County Schools

Landy Fuqua (Weakley)  
University of TN at Martin  
Reed Center

Melinda Goode (Weakley)  
Northwest Tennessee HRA

Randa Hardin (Crockett)  
Crockett Co Chamber of Commerce

Kristie Bennett (Carroll)  
TN Dept of Labor & Workforce  
Development

David Parrish (Henry)  
TN Dept of Human Services

Paul Murphy Jr. (Carroll)  
USW Local 8915

Willie Huffman (Carroll)  
TCAT McKenzie

Monica Heath  
McKenzie Chamber of Commerce  
& Industry

Sam Sinclair (Obion)  
Excel Boats

## NORTHWEST TENNESSEE WORKFORCE BOARD STAFF

Jennifer Bane  
Executive Director

Lana Burchfiel  
Public Information Specialist

Maleia Evans  
Business Services Representative

Gina Johnson  
Director of Finance & Administrative Services

LeAnn Lundberg  
Director of Facilities & Computer Services

Ginger Powell  
Deputy Director

Margaret Prater  
Workforce Consultant

Derrick Quinn  
Compliance Officer

Laura Speer  
Director of Performance & Compliance/EOO

Asia Tatum  
Finance Clerk

Terry Williams  
Assistant Director of Finance

Lana Wood  
Business Services Representative



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