

**Northwest TN Workforce Board
Outreach and Opportunities Committee Meeting
Monday, October 25, 2021 – 1:00 p.m.**

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

Committee Members Attending via Zoom: David Parrish, John Glad Castellaw, Jon Dougherty, Dr. Randy Shannon, Ronnie Gunnels, Ben Marks, Landy Fuqua, Amy McDonald, Dr. Karen Bowyer, Lindsay Frilling

Staff Attending in-person: Jennifer Bane, Ginger Powell, Laura Speer

Staff and Contractors Attending via Zoom: Lana Burchfiel, Gina Johnson, Connie Stewart (CSP)

Guests Attending via Zoom: Kristie Bennett (West TN Regional Director), Dakota Hassell (Youth)

Review and Approval of Minutes of July 26, 2021 Meeting: Ben Marks called the meeting to order and asked for comments regarding the prior meeting's minutes.

- **MOTION:** Glad Castellaw moved to approve the July 26, 2021 minutes as presented. Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

Chair Elections: Both have to be private sector members of the board. Jennifer has not received any additional nominations.

- **MOTION:** Glad Castellaw moved to re-appoint Ben Marks as Chair. Ronnie Gunnels seconded the motion. All were in favor and the motion carried. Ben abstained from voting.
- **MOTION:** Ben Marks moved to re-appoint John Glad Castellaw as Vice-chair. Ronnie Gunnels seconded the motion. All were in favor and the motion carried. Glad abstained from voting.

Special Populations Updates: Jennifer Bane covered the following attached reports for Erica Nance.

- **Target Populations Report:** For September there were 51 new enrollments including 15 who are youth-aged individuals, and 23 individuals with barriers to employment including 4 individuals with disabilities, 3 underemployed, 1 offender, 1 homeless, 7 long-term unemployed, 0 in a high poverty area, and 18 low-income individuals. The full breakdown can be viewed in the attached report.
- **Youth Services:**
 - **Youth Participant Report:** Connie Stewart introduced Dakota Hassell, a youth participant working at TenCom. As a 2021 Dyer County High School graduate and former participant of the Upward Bound program at Dyersburg State, Dakota was interested in math, science, and technology, but didn't really have a specific career plan. He enrolled at UT Martin for computer science and coding, but it wasn't until he enrolled in the Work Experience program he figured out he wanted to do more IT and hands-on work. He's switched his major to Management of Information Systems with a minor in cyber security. Dakota says working at TenCom has allowed him to gain experience, as well as earn several certifications such as Certified Technician, Dispatcher, and CBT Nuggets. Dakota says this experience has greatly helped his communication skills since he has to answer the phones and speak to customers. On November 30th Dakota will be hired at TenCom and will participate in an On-the-Job Training (OJT) grant. Tencom is also working on starting a registered apprenticeship which Dakota will also participate in.
 - **WORKLife Program (Rural Initiative Funding):** Ginger Powell provided an update on the WORKLife program under the Rural Initiative grant and reviewed the attached quarterly expenditure report. The grant closed out at the end of September and all funds were expended. The funds remaining after all work experience participants were enrolled were used to fund three Incumbent Worker Training grants and five four-year licenses for TRANSFR Virtual Reality headsets. The headsets will be used primarily in Lake County to give students a virtual hands-on career exploration experience.

- Offenders - RAMP (Rural Initiative Funding): Ginger Powell presented the attached report on the Re-Entry Advanced Manufacturing Program (RAMP). This has continued to be slow due to COVID restrictions. The only active program is Gibson County which is being held off-site at The Orchard House. The class started on 6/26/21 with 18 men enrolled in the Certified Production Technician (CPT) training. The class has had delays due to COVID and increased work schedules, but should be completed in December. No testing has been done yet and all participants are still active including 12 currently employed with Alliance, 2 still incarcerated in the jail and not yet eligible for work-release, and 4 who have left the Orchard House and need to be contacted for an update on their employment state. With the exception of the two at the jail who will be eligible soon to go to work for Alliance through work release, all of the students were enrolled in Alliance's newly formed apprenticeship program. We are waiting for other jails to allow visitors in the building so that instructors can come back in and inmates can participate in work release before resuming other classes. Connie Stewart said that the Dyer County jail staff approached her about a RAMP participant who was released and wanted to continue his CPT training. He is currently in a work experience on the Dyersburg State campus as a grounds worker and working to enroll in additional CPT classes. He wants to go on and continue in Engineering Systems Technology afterwards.

Consideration of Eligible Training Provider List (ETPL) Programs: The committee reviewed the attached handout with the details of the performance of programs due for renewal and the related labor market information. There were no new programs. At the last committee meeting we had just finished the program year and didn't have new performance information. We thought we would have updated data by the board meeting but the deadline was extended, so the programs being reviewed are the same as last time. The updated performance information for the most recent program year is included and the ones highlighted at the top are not meeting at least one of the state's requirements of completion and employment rate of 70% for all students and 40% for WIOA students for those programs with 10 or more WIOA students. Laura Speer and Jennifer Bane explained that the accuracy of the data is in question. The information for all students is supposed to come from the data reported by the providers and the WIOA student data should come from VOS records, but the performance information displayed does not seem to match. For example, the Dyersburg State Industrial Safety program is showing no completers, but this is the program offered at the jail and we know there are completers. Laura received assistance from the state ETPL staff and was given permission to approve these programs since we do not have accurate data at this time and they are still working to implement this new reporting process. The programs on page 3 of the attached handout were originally included but have since been removed by UT Martin. Some are duplicates of other programs and some are continuing education programs that do not require a social security number to enroll. The employment data is being pulled with the social security numbers of students, so providers must be able to supply it on their reports to be in compliance. At this time staff recommend renewing all other programs.

- **MOTION: Ronnie Gunnels moved to recommend renewal of the existing ETPL programs and Landy Fuqua seconded the motion. Dr. Bowyer abstained from voting to avoid conflict of interest. All were in favor and the motion carried.**

Promising Practices/ Supplemental Grant Updates & New Opportunities:

- RESEA Grant: Jennifer Bane presented the attached handout. We have had 67 unique individuals selected for RESEA services. Of those, 43 completed a subsequent visit and 36 who completed the program. There were 34 individuals referred to Title I and 6 co-enrolled, including one after the report was run. We can receive additional funding this year, on a quarterly basis, if needed to add staff and expand services, but the numbers referred by the state have been very, very low. They have made some changes and we hope to see an increase soon.
- National Dislocated Worker Grant (DWG): The attached report shows the funds expended and participants served through September 30. We had proposed to place 18 participants for disaster relief and as of the end of October we met our goal of 18. We have enrolled 74 of the 105 training enrollments proposed. This grant goes through June, and any training has to be completed by June 30, so it's really only good for the short-term programs or credentials.

- Apprenticeship Grants (TDLWD & DRA): Ginger Powell presented the attached handout regarding apprenticeships. All of the goals for the DRA grant have been met already with the exception of employer outreach events which should be met by the end of the grant in December. We have served 83 of the goal of 89 under the TDLWD Apprenticeship Expansion grant.
 - Registered Electrical Apprenticeship Preparation (REAP): We had five of six complete the REAP apprenticeship program and work experience for Amteck. They have all been hired by Amteck and are now participating in Amteck's registered apprenticeship program.
- Others:
 - GIVE – Partnership with DSCC: Ginger Powell explained we had planned to have on-site events, but due to COVID we recorded employer and educator panel discussions on the nursing pathway instead. We recorded a new employer panel for Tipton, Lauderdale, and Obion Counties that will be shared with the schools during the first week in November for HOSA week. The educator panel recorded earlier this year discussing different programs available at area training facilities will also be shared again. The Employer panel features local employers for those counties and will encompass all the various aspects of nursing job opportunities, wages, work environment in those facilities, etc. Brochures and goodie bags will be put together and shared with the students as well. Login information for VirtualJobShadow.com will also be shared with the schools after the videos so the students can further explore nursing careers.
 - New Opportunities: Jennifer Bane reported on the below new grant opportunities:
 - SNAP E&T/AARP Grant: This grant which focuses on getting more individuals 50 or older into SNAP Employment and Training (E&T) programs. The state was offered the opportunity for the \$50,000 grant and then offered the opportunity to the local areas, so we partnered with Greater Memphis to participate. We will receive a little staffing money for time spent on the project and some funding for extra supportive services for the participants served through the grant. We are looking at serving about 10 individuals in our area and will outline a plan for outreach and enrollment. We hope to co-enroll them into Title I as well which will help our priority population percentage.
 - DRA 2021 Delta Workforce Grant: The current \$150,000 Delta Regional Authority (DRA) grant ends in December, and we will have met/exceeded all goals. We are applying for this year's grant and asking for \$154,000 to develop the youth talent pipeline through career exploration, hiring events, and work-based learning. We should know within the next two months if our application is awarded.
 - TANF Opportunity Act: We worked with the Greater Memphis and Southwest areas, and the University of Memphis to submit an application for a planning grant. If awarded, we will have about three months to submit an application for a pilot project to address barriers TANF customers face in securing employment. We are still meeting every other week to be prepared if we are awarded a planning grant after the first of the year.
 - EDA Good Jobs Grant: The Greater Memphis area has started working on this and provided an opportunity for us and the Southwest area to partner and participate. The grant focuses on training for 'good jobs' and requires employer commitment up front. The application will focus on three target industries, construction, manufacturing, healthcare, and there will be guiding consortium put in place for each sector.

Other: Jennifer Bane reminded everyone that Apprenticeship Week is the week of November 15th. The save the date has been sent and more information will be shared as it is received.

Future Meeting Dates & Upcoming Events: Jennifer Bane noted the upcoming meeting dates and events as listed on the attached agenda and added that we will send Conflict of Interest Forms to be updated before the end of the year.

Motion to Adjourn: Ronnie Gunnels moved adjourn the meeting and Glad Castellaw seconded the motion. All were in favor and the motion carried.

Respectfully submitted,
Lana Burchfiel, Public Information Specialist

**NW TN Workforce Board
Outreach and Opportunities Committee**

Monday, October 25, 2021 – 1:00 p.m.

DSCC Gibson County Center, Room 112
2071 Hwy 45 Bypass
Trenton, TN 38382

[Join Zoom Meeting](#)
Meeting ID: 835 3378 8058
Passcode: 342074

Chair – Ben Marks
Vice Chair – Glad Castellaw

Agenda

- | | |
|---|----------------|
| 1. Welcome and Call to Order | Ben Marks |
| 2. Review and Approval of Minutes of July 26, 2021 Meeting (Vote Required) | Ben Marks |
| 3. Chair Elections (Vote Required) | All |
| 4. Special Populations Updates | |
| a. Target Populations Report | Erica Nance |
| b. Youth Services | |
| o Youth Participant / Parent Report | Connie Stewart |
| o WORKLife Program (Rural Initiative Funding) | Ginger Powell |
| c. Offenders - RAMP (Rural Initiative Funding) | Ginger Powell |
| 5. Consideration of Eligible Training Provider List Programs | Laura Speer |
| a. Program Renewals (Vote Required) | |
| 6. Promising Practices/ Supplemental Grant Updates & New Opportunities | |
| a. RESEA Grant | Jennifer Bane |
| b. National Dislocated Worker Grant (DWG) | Jennifer Bane |
| c. Apprenticeship Grants (TDLWD & DRA) | Ginger Powell |
| • Registered Electrical Apprenticeship Preparation (REAP) | |
| d. GIVE – Partnership with DSCC | Ginger Powell |
| e. Others | Jennifer Bane |
| • SNAP E&T / AARP Grant | |
| • DRA 2021 Delta Workforce Grant | |
| • TANF Opportunity Act | |
| • EDA Good Jobs Grant | |
| 7. Other | Jennifer Bane |

Future Meeting Dates & Upcoming Events

- Next Board Meeting: Tuesday, November 9th at 12:00 pm (lunch at 11:30 am)
NW Development District / HRA (Martin) and Zoom
- State Board Meeting: November 12th (Nashville / YouTube)
- Conflict of Interest Form Renewal: January 2022
- Proposed 2022 Committee Meeting Dates, Monday, 1:00 pm:
 - o January 24th
 - o April 25th
 - o July 25th
 - o October 24th

**Northwest TN Workforce Board
Outreach and Opportunities Committee
Monday, July 26, 2021 – 1:00 p.m.
Zoom Meeting**

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

Committee Members Attending via Zoom: Ronnie Gunnels, Lindsay Frilling, Brad Hurley, Ben Marks, David Parrish, Dr. Randy Shannon, Dr. Karen Bowyer, Amy McDonald, John Castellaw, Landy Fuqua

Staff Attending in-person: Jennifer Bane, Ginger Powell, Laura Speer

Staff and Contractors Attending via Zoom: Lana Burchfiel, LeAnn Lundberg, Gina Johnson, Jennifer Eppley (OSO), and Connie Stewart (CSP)

Guests Attending via Zoom: Kristie Bennett (West TN Regional Dir. Lead), Mike Johnston (guest speaker)

Review and Approval of Minutes of April 26, 2021 Meeting: Ben Marks called the meeting to order and asked for comments regarding the prior meeting's minutes.

- **MOTION: Ronnie Gunnels moved to approve the April 26, 2021 minutes as presented. Landy Fuqua seconded the motion. All were in favor and the motion carried.**

Special Populations Updates: Jennifer Eppley (OSO) covered the following attached reports for Erica Nance.

- **Target Populations Report:** There were 605 total enrollments and 73 new enrollments including 45 who are youth-aged individuals, and 55 individuals with barriers to employment including 7 individuals with disabilities, 20 underemployed, 15 offenders, 12 in a high poverty area, and 35 low-income individuals. The full breakdown can be viewed in the attached report.
- **Youth Services:**
 - **Youth Participant Report:** Connie Stewart introduced Mike Johnston from Gibson County to speak about his son Mitchell's experience in the Youth Work Experience (YWE) Program. Mitchell, who has ADHD and autism, found school difficult and went into special education where upon graduation they referred him to the American Job Center. Initially he was enrolled as a youth participant and placed at a grocery store to gain work experience, but unfortunately, COVID ended his position. Last year he was accepted into the EDGE program at Union University and the Youth Program continues to assist with tuition. In addition to preparing for work, Mike is thrilled that Mitchell is gaining independence by learning life skills such as doing his laundry, cooking, getting his own checking account, biking to his classes, and being accountable for homework and projects. Making friends and being part of a group has been another huge success. Mike was inspired by Mitchell's success and enrolled at TCAT Newbern to get his truck driving license. The two-year Edge program offers a third year Bridge program considering Mitchell remains comfortable and continues learning. He will be featured as a success story in our upcoming Annual Report.
 - Dr. Karen Bowyer said they are looking at adding a similar program at Dyersburg State Community College. Typically, at the end of the program, the participant will get a type of certificate. David Parrish added that Vocational Rehabilitation also sponsors people at various schools. Some are on a degree path and some on employment path.
 - **WORKLife Program (Rural Initiative Funding):** Ginger Powell reported on where we are with Rural Initiative Funding in Weakley, Obion, Carroll, Benton, and Lake. Carroll is the only at 100% of its enrollment goal while Benton County is nearly 100% expended. Since most of the participants in Benton County worked full-time instead of part-time, there were fewer served than originally proposed. In Lake County, who has the most funding, staff have dispersed fliers and had a couple of events, resulting in 25

enrollments of the 32 proposed. We are reaching out to UT Martin, Dyersburg State, and TCAT Newbern to see if they have students from these counties interested in working.

- **Offenders - RAMP (Rural Initiative Funding):** Ginger Powell presented the attached report on the Re-Entry Advanced Manufacturing Program (RAMP). Most of these were already reported on the last report, and most all of these individuals have exited, since some of these classes were two years ago and classes have been fairly inactive due to COVID restrictions or low numbers of inmates. Dyer and Gibson are the only two with active classes. Gibson County has 18 enrolled, their largest class, with Orchard House and Gibson County Jail residents participating, and 13 of the 18 also enrolled in Alliance Staffing's newly approved apprenticeship program. Nine students in Dyer County just started in June and will go component by component. While we want participants to earn a certificate, the ultimate goal is employment. Out of 177 inmates served, 160 have been exited and 27% were working during second quarter after exit. This report will likely start over with only active classes on the next report so that the total report numbers will be more current and reflective of changes and improvements since the program began.
 - Amy McDonald asked if employment is taking place while incarcerated or after release. Ginger said our program is set up for them to work while they are incarcerated so that they are set up for work release and have employment when they are released. COVID hurt our employment since they were not allowed to do work release, but as of today, our jails are allowing work release. Amy praised the results and stated that in her experience, 27% employment is wonderful.

Consideration of Eligible Training Provider List (ETPL) Programs: The committee reviewed the attached handout with the details of the performance of programs due for renewal and the related labor market information. There were no new programs. The performance information listed is for program year (PY) 2019 since PY 2020 performance won't be received until August 15th. For programs with more than 10 WIOA students, programs must have at least 40% completion and employment rates for WIOA students and 70% overall. UT Martin's Pharmacy Technician program is currently at 33% employment. Staff recommend that we approve all programs as long as the 40% WIOA and 70% overall requirements are met with the PY 2020 performance data which will be available by the board meeting.

- **MOTION: John Glad Castellaw moved to recommend renewal of the existing ETPL programs and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.**

Youth Eligibility Policy - Basic Skills Deficiency Changes: Jennifer Bane presented the policy changes as indicated in red in regards to assessing basic skills deficiency due to being unable to compute or solve problems, read, or write at a level necessary to function on the job, in one's family, or in society. The changes have been cleared by the state staff.

- **MOTION: Amy McDonald moved to approve the policy changes and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.**

Promising Practices/ Supplemental Grant Updates & New Opportunities:

- **RESEA Grant:** Jennifer Bane presented the attached handout. They are up quite a bit since services were reinstated after being suspended due to COVID. We have had 446 unique individuals selected for services, 355 who completed a subsequent visit, and 314 who completed the program. We are receiving additional funding for next year on a quarterly basis to add staff and expand services.
- **National Dislocated Worker Grant (DWG):** The attached report shows the funds expended and participants served through June 30. We had proposed to place 18 participants for disaster relief and as of the end of June we were up to 16. We will still spend the money, but it will end up being more money on less individuals working more hours than first proposed. We have enrolled 52 of the 105 training enrollments proposed.
- **Apprenticeship Grants (TDLWD & DRA):** Ginger Powell presented the attached handout regarding apprenticeships. We are on track for meeting our goals for the DRA grant and have through December to complete the remaining employer outreach events still needed. New apprenticeships include United

Ammunition's Maintenance Technician and Alliance Staffing's Production Technician. We are expecting one program at Davis Automotive. We requested and received an extension on our apprenticeship funds through October to serve the remaining 13 apprentices needed to reach our goal.

- Registered Electrical Apprenticeship Preparation (REAP): We had five of six complete the REAP program. They will continue in work experience and upon being hired by Amteck will be entered into the apprenticeship program and count towards our remaining goal.
- Others:
 - GIVE – Partnership with DSCC: Ginger Powell mentioned the partnership with DSCC for nursing career exploration events. In Spring of 2021 we developed a two-part video series for Lake and Dyer counties and plan to do another two-part video series for Tipton, Lauderdale, and Obion Counties in November. The employer panel will feature local employers for those counties and will encompass all the various aspects of nursing job opportunities, wages, work environment in those facilities, etc.

Other: Jennifer Bane presented the following information:

- Board Officer Elections (Chair, Vice-Chair, & Secretary): Nominations due to Jennifer by August 15th, and vote at annual board meeting. The Chair and Vice-Chair must be private-sector representatives.
- Committee Officer Elections (Chair & Vice-Chair): Both have to be private sector representatives and will be voted on at the committee meetings in October. They will both serve on the Executive Committee. Nominations due to Jennifer by the end of September.

Future Meeting Dates & Upcoming Events: Jennifer Bane reviewed the upcoming meeting dates and events as listed below.

- TDLWD Commissioner Visit: Wednesday, July 28th, 2:00 – 3:30 pm, Crown Winery (Humboldt, TN)
- Refocus TN Workforce System Convening: August 18-20 (Opryland Hotel)
- Next Board Meeting: Tuesday, August 24th at 11:30 am, NW Development District / HRA (Martin) or Zoom
- State Board Meeting: August 27th (Nashville / YouTube)
- Remaining 2021 Committee Meeting Dates: Monday, October 25th at 1:00 pm

Kristie Bennett shared with the committee that West TN Apprenticeship Director has been hired and there is a new Re-Entry State Director, William Arnold.

Motion to Adjourn: Ronnie Gunnels moved adjourn the meeting and John Glad Castellaw seconded the motion. All were in favor and the motion carried.

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

WIOA Targeted Population Summary

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/ Educ Svcs
Total	<u>51</u>	<u>51</u>	<u>28</u>	<u>8</u>
Gender				
Female	<u>21</u> 41.18%	<u>21</u> 41.18%	<u>17</u> 60.71%	<u>4</u> 50.00%
Male	<u>26</u> 50.98%	<u>26</u> 50.98%	<u>8</u> 28.57%	<u>3</u> 37.50%
NA	<u>4</u> 7.84%	<u>4</u> 7.84%	<u>3</u> 10.71%	<u>1</u> 12.50%
Age				
18 and Under	<u>2</u> 3.92%	<u>2</u> 3.92%	<u>2</u> 7.14%	<u>1</u> 12.50%
19 to 24	<u>13</u> 25.49%	<u>13</u> 25.49%	<u>10</u> 35.71%	<u>2</u> 25.00%
25 to 54	<u>32</u> 62.75%	<u>32</u> 62.75%	<u>14</u> 50.00%	<u>5</u> 62.50%
55 and Older	<u>4</u> 7.84%	<u>4</u> 7.84%	<u>2</u> 7.14%	0
Race/Ethnicity				
White	<u>41</u> 80.39%	<u>41</u> 80.39%	<u>22</u> 78.57%	<u>6</u> 75.00%
African American/Black	<u>7</u> 13.73%	<u>7</u> 13.73%	<u>4</u> 14.29%	<u>2</u> 25.00%
Hispanic	<u>2</u> 3.92%	<u>2</u> 3.92%	<u>1</u> 3.57%	0
Educational Status				
In-school; Secondary School or less	<u>23</u> 45.10%	<u>23</u> 45.10%	0	0
In-school; post Secondary School	<u>5</u> 9.80%	<u>5</u> 9.80%	<u>5</u> 17.86%	0
Not attending school or Secondary School Dropout	<u>2</u> 3.92%	<u>2</u> 3.92%	<u>2</u> 7.14%	0
Not attending school; Secondary School Graduate or has a recognized equivalent	<u>21</u> 41.18%	<u>21</u> 41.18%	<u>21</u> 75.00%	<u>8</u> 100.00%
Veteran				
All Veterans	0	0	0	0
Barriers				
Total With Significant Barriers to Employment	<u>23</u> 45.10%	<u>23</u> 45.10%	<u>21</u> 75.00%	<u>2</u> 25.00%
Individuals with Disability	<u>4</u> 7.84%	<u>4</u> 7.84%	<u>4</u> 14.29%	0
Displaced Homemaker	0	0	0	0
Underemployed	<u>3</u> 5.88%	<u>3</u> 5.88%	<u>3</u> 10.71%	0
Dislocation Event	0	0	0	0
Within 2 Years of Exhausting TANF	0	0	0	0
Hawaiian Native	0	0	0	0

Single Parent	<u>2</u> 3.92%	<u>2</u> 3.92%	<u>2</u> 7.14%	0
Facing Substantial Cultural Barriers	0	0	0	0
Eligible Migrant and Seasonal Farmworker	0	0	0	0
Meets Governors Special Barrier	0	0	0	0
English Language Learner	0	0	0	0
Basic Skills Deficient	<u>1</u> 1.96%	<u>1</u> 1.96%	<u>1</u> 3.57%	0
Offender	<u>1</u> 1.96%	<u>1</u> 1.96%	<u>1</u> 3.57%	0
Homeless	<u>1</u> 1.96%	<u>1</u> 1.96%	<u>1</u> 3.57%	0
Runaway Youth	0	0	0	0
Foster Care (All)	0	0	0	0
In Foster Care	0	0	0	0
Aged Out of Foster Care	0	0	0	0
Pregnant or Parenting Youth	<u>1</u> 1.96%	<u>1</u> 1.96%	<u>1</u> 3.57%	0
Out of Home Placement	0	0	0	0
Eligible Under Section 477	0	0	0	0
Youth Requires Additional Assistance	<u>2</u> 3.92%	<u>2</u> 3.92%	<u>2</u> 7.14%	0
Long-Term Unemployed	<u>7</u> 13.73%	<u>7</u> 13.73%	<u>7</u> 25.00%	<u>1</u> 12.50%
Public Assistance				
TANF	0	0	0	0
SNAP	<u>6</u> 11.76%	<u>6</u> 11.76%	<u>6</u> 21.43%	<u>1</u> 12.50%
Social Security Disability Insurance (SSDI)	0	0	0	0
Supplemental Security Income (SSI)	<u>3</u> 5.88%	<u>3</u> 5.88%	<u>3</u> 10.71%	0
General Assistance	0	0	0	0
Living in the High Poverty Area	0	0	0	0
Free or Reduced Lunch	0	0	0	0
Low Income	<u>18</u> 35.29%	<u>18</u> 35.29%	<u>18</u> 64.29%	<u>2</u> 25.00%
Green Training				
Received Green Training	0	0	0	0

By County Quarterly Expenditure Report for Rural Initiative Funding - Sept. 2021

			Expenditures*				Participant Outomes		
LWDA	County	Funding Amount	Admin	Program	Total	% Expended	Goal**	Actual	% Towards Goal
Northwest	Weakley	\$ 46,119	\$ 3,714.44	\$ 14,433.34	\$ 18,147.78	39.35%	8	7	87.50%
Northwest	Obion	\$ 50,045	\$ 4,030.64	\$ 32,596.24	\$ 36,626.88	73.19%	15	12	80.00%
Northwest	Carroll	\$ 50,865	\$ 4,096.68	\$ 37,929.92	\$ 42,026.60	82.62%	16	16	100.00%
Northwest	Benton	\$ 54,420	\$ 4,383.00	\$ 48,978.24	\$ 53,361.24	98.05%	21	14	66.67%
Northwest	Lake	\$ 171,698	\$ 13,828.60	\$ 86,038.93	\$ 99,867.53	58.16%	32	26	81.25%
Northwest	All Counties	\$ 373,147.00	\$ 30,053.35	\$ 219,976.67	\$ 250,030.02	67.01%	92	75	81.52%

*Expenditures are through 8/31/2021.

**Revised effective 11/4/20/20 and again 9/2/21. Remainder of unobligated funds were repurposed for IWT and TRANSFR Virtual Reality career exploration Funds expected to be fully expended.

Note: original goal based on PT, but most worked FT

RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

July - September 2021

GIBSON COUNTY (Orchard House Apprenticeship) - TCAT Jackson - 1 class					
Male (18 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	0/0	0/0	0/0	0/0	0/0
Percent Passed Assessment Taken	0%	0%	0%	0%	0%
Percent Passed of 18 Enrolled	0%	0%	0%	0%	0%

<i>Performance Indicator</i>	0	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	0	0	0	0	0
		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Active Participants	18	0	12	2	4
		0%	67%	11%	22%
Total Performance		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Current class began 6/26/2021 @ Orchard House with 18 male students participating

Eligible Training Provider List (ETPL) Program Renewals with Labor Market Information and Performance Data

Provider Name	Program Title	CIP Title	Completion Level	Overall Completion Rate	Overall Employment 2nd QTR after Exit	WIOA Total Enrolled	WIOA Completion Rate	WIOA Employment 2nd QTR after Exit	Occupation Title	2021 Jobs	2025 Jobs	2021-2025 Change	Annual Openings	Avg. Hourly Earnings
UT MARTIN	NURSING	Registered Nursing/Registered Nurse.	A baccalaureate degree	77%	62%	20	46%	62%	Registered Nurses	1,227	1,208	-19	64	\$ 28.90
DSCC	Industrial Safety	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0%	0%	15	0%	0%	Occupational Health and Safety Specialists	40	42	2	3	\$ 34.70
UT MARTIN	INTERDISCIPLINARY STUDIES	Multi/Interdisciplinary Studies, General (NEW)	A baccalaureate degree	99%	16%	13	45%	100%	Project Management Specialists and Business Operations Specialist	295	319	24	32	\$ 26.64
UT MARTIN	SPORTS MANAGEMENT/Health and Human Performance	Health and Physical Education, General.	A baccalaureate degree	70%	100%	12	70%	100%	Coaches and Scouts	153	156	3	22	\$ 19.52
UT MARTIN	BIOLOGY	Biology/Biological Sciences, General.	A baccalaureate degree	95%	32%	9	50%	88%	Environmental Scientists	13	15	2	2	\$ 23.81
UT MARTIN	PSYCHOLOGY	Psychology, General.	A baccalaureate degree	93%	50%	9	44%	78%	Psychologists	23	24	1	2	\$ 41.92
UT MARTIN	AGRICULTURAL BUSINESS	Agribusiness/Agricultural Business Operations.	A baccalaureate degree	100%	14%	8	71%	71%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75
UT MARTIN	CRIMINAL JUSTICE	Criminal Justice/Law Enforcement Administration.	A baccalaureate degree	96%	20%	8	40%	100%	Detectives and Criminal Investigators	43	46	3	3	\$ 26.33
UT MARTIN	MANAGEMENT	Business Administration and Management, General.	A baccalaureate degree	97%	20%	8	71%	86%	General and Operations Managers	1,289	2,355	66	144	\$ 41.43
UT MARTIN	ENGINEERING	Engineering, General.	A baccalaureate degree	90%	0%	7	40%	0%	Mechanical Engineer	78	91	13	8	\$ 41.21
UT MARTIN	ACCOUNTING	Accounting.	A baccalaureate degree	100%	100%	6	67%	100%	Accountants and Auditors	377	405	28	39	\$ 31.78
UT MARTIN	FINANCE	Finance, General.	A baccalaureate degree	100.0%	33%	6	60%	100%	Financial and Investment Analysts	103	105	2	8	\$ 28.82
UT MARTIN	MARKETING	Marketing/Marketing Management, General.	A baccalaureate degree	50%	100.0%	6	50%	100.0%	Marketing Managers	64	67	3	6	\$ 57.94
DSCC	AAS - PARAMEDIC TO RN PROGRAM	Registered Nursing/Registered Nurse.	An associate degree	67%	100%	5	67%	100%	Registered Nurses	1,227	1,208	-19	64	\$ 28.90
UT MARTIN	Health and Human Performance (formerly Public Health / HHP)	Health and Physical Education, General.	A baccalaureate degree	100%	2%	5	100%	100%	Health Education Specialists	23	24	1	2	\$ 21.16
UT MARTIN	MUSIC (BAM)	Music, Other.	A baccalaureate degree	100%	50%	5	50%	100%	Musicians and Singers	102	105	3	12	\$ 34.72
UT MARTIN	Communications (formerly Communications Broadcasting)	Communication, General. (NEW)	A baccalaureate degree	50%	100%	4	50%	100%	Producers and Directors	14	15	1	1	\$ 36.51
UT MARTIN	Family and Consumer Science	Family and Consumer Sciences/Human Sciences, General	A baccalaureate degree	92%	25%	4	33%	100%	Farm and Home Management Educators	42	37	-5	4	\$ 16.79
UT MARTIN	SOCIAL WORK	Social Work.	A baccalaureate degree	100%	14%	4	67%	100%	Child, Family, and School Social Worker	168	179	11	18	\$ 22.72
UT MARTIN	EDUCATION K-8 LICENSURE	Education, General.	A baccalaureate degree	0%	0%	3	0%	0%	Elementary School Teacher	1,042	1,065	23	78	\$ 23.52
UT MARTIN	AGRICULTURAL (GENERAL)	Agriculture, General	A baccalaureate degree	100%	5%	2	50%	100%	Natural Sciences Managers	14	15	1	1	\$ 67.84
UT MARTIN	COMPUTER SCIENCE	Computer Science.	A baccalaureate degree	50%	100%	2	50%	0%	Computer Information Systems Managers	85	91	6	7	\$ 49.38
UT MARTIN	ENGLISH	English Language and Literature, General.	A baccalaureate degree	50%	0%	2	50%	0%	Writers and Authors	27	28	1	3	\$ 38.29
UT MARTIN	INFORMATION SYSTEMS	Management Information Systems, General.	A baccalaureate degree	50%	100%	2	50%	100%	Computer Information Systems Managers	85	91	6	7	\$ 49.38
UT MARTIN	INTEGRATED STUDIES	Teacher Education, Multiple Levels	A baccalaureate degree	100%	18%	2	50%	100%	Project Management Specialists and Business Operations Specialist	295	319	24	32	\$ 26.64
UT MARTIN	POLITICAL SCIENCE	Political Science and Government, General.	A baccalaureate degree	75%	50%	2	0%	100%	Legislators	53	55	2	4	\$ 21.92
UT MARTIN	SOCIOLOGY	Sociology.	A baccalaureate degree	50%	100%	2	50%	100%	Social and Community Service Managers	43	50	7	5	\$ 27.18
UT MARTIN	SPANISH	Spanish Language and Literature.	A baccalaureate degree	50%	100%	2	50%	100%	Interpreters and Translators	42	46	4	5	\$ 18.90
UT MARTIN	CHEMISTRY	Chemistry, General.	A baccalaureate degree	0%	100%	1	0%	100%	Chemists	44	44	0	4	\$ 40.27

DSCC	Administrative Assistant with Microsoft Office 2019- Continuing Ed	Administrative Assistant and Secretarial Science, General.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Secretaries and Administrative Assistants	1,045	1,020	-25	106	\$ 17.58
DSCC	Certified Dental Assistant- Continuing Education	Dental Assisting/Assistant.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0%	0%	0	0%	0%	Dental Assistants	139	141	2	16	\$ 20.56
DSCC	Certified Master Automotive Technician - Continuing Education	Automobile/Automotive Mechanics Technology/Technician.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0%	0%	0	0%	0%	Automotive Service Technicians and Mechanics	530	549	19	52	\$ 17.34
DSCC	Human Resources Manager with PHR- Continuing Education	Human Resources Management/Personnel Administration, General	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0%	0%	0	0%	0%	Human Resources Managers	74	75	1	6	\$ 37.14
DSCC	Manufacturing Processes	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Production, Planning, and Expediting Clerks	229	239	10	25	\$ 21.51
DSCC	Quality and Inspection	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Inspectors, Testers, Sorters, Samplers, and Weighers	506	499	-7	58	\$ 17.47
DSCC	Total Productive Maintenance	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Industrial Machinery Mechanics	276	314	38	33	\$ 22.29
UT MARTIN	ANIMAL SCIENCE GENERAL	Agriculture, General	A baccalaureate degree	0%	0%	0	0%	0%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75
UT MARTIN	ECONOMICS	Business/Managerial Economics.	A baccalaureate degree	0%	0%	0	0%	0%	General and Operations Managers	1,289	2,355	66	144	\$ 41.43
UT MARTIN	EDUCATION - SECONDARY FRENCH	Education, General.	A baccalaureate degree	0%	0%	0	0%	0%	Secondary School Teacher	643	657	14	47	\$ 24.88
UT MARTIN	EDUCATION - SECONDARY GOVERNMENT	Education, General.	A baccalaureate degree	0%	0%	0	0%	0%	Secondary School Teacher	643	657	14	47	\$ 24.88
UT MARTIN	EDUCATION - SECONDARY MATH	Mathematics, General.	A baccalaureate degree	0%	0%	0	0%	0%	Secondary School Teacher	658	675	17	48	\$ 24.88
UT MARTIN	EKG TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Cardiovascular Technicians	14	12	-2	1	\$ 10.22
UT MARTIN	FINE AND PERFORMING ARTS	Visual and Performing Arts, General.	A baccalaureate degree	0%	0%	0	0%	0%	Art Directors	15	16	1	2	\$ 34.28
UT MARTIN	FRENCH	Foreign Languages, Literatures, and Linguistics, Other.	A baccalaureate degree	0%	0%	0	0%	0%	Interpreters and Translators	42	46	4	5	\$ 18.90
UT MARTIN	GEOSCIENCE - GEOLOGY	Geology/Earth Science, General.	A baccalaureate degree	0%	0%	0	0%	0%	Environmental Scientists	13	15	2	2	\$ 23.81
UT MARTIN	HISTORY	History, General.	A baccalaureate degree	0%	0%	0	0%	0%	Archivists	10	10	0	1	\$ 18.37
UT MARTIN	INTERNATIONAL STUDIES	International Relations and Affairs.	A baccalaureate degree	0%	0%	0	0%	0%	Project Management Specialists and Business Operations Specialist	283	305	22	31	\$ 26.16
UT MARTIN	MATH	Mathematics, General.	A baccalaureate degree	0%	0%	0	0%	0%	Operations Research Analysts	18	19	1	1	\$ 21.76
UT MARTIN	Music (BM)	Music, General	A baccalaureate degree	0%	0%	0	0%	0%	Musicians and Singers	102	105	3	12	\$ 34.72
UT MARTIN	Natural Resources Mgt	30201	A baccalaureate degree	0%	0%	0	0%	0%	Farmers, Ranchers, and Other Agricultural Managers	1,366	1,409	43	151	\$ 23.80
UT MARTIN	PHILOSOPHY	Philosophy.	A baccalaureate degree	0%	0%	0	0%	0%	Public Relations Specialists	47	49	2	5	\$ 26.77
UT MARTIN	SECONDARY EDUCATION	Education, General.	A baccalaureate degree	0%	0%	0	0%	0%	Secondary School Teacher	658	675	17	48	\$ 24.88
UT MARTIN	SPECIAL EDUCATION K-12	Special Education and Teaching, General.	A baccalaureate degree	0%	0%	0	0%	0%	Special Education Teachers, Secondary School	49	51	2	4	\$ 24.91
UT MARTIN	ADMINISTRATIVE PROFESSIONAL WITH MICROSOFT OFFICE SPECIALIST PROGRAM (ONLINE)	Computer and Information Sciences and Support Services, Other	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Secretaries and Administrative Assistants	1,045	1,020	-25	106	\$ 17.58
UT MARTIN	AGRICULTURE SCIENCE NON-LIC	Agriculture, General	A baccalaureate degree	0%	0%	0	0%	0%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75

UT MARTIN	BACHELOR OF INTERDISCIPLINARY STUDIES	Multi-/Interdisciplinary Studies, Other.	A baccalaureate degree	0%	0%	0	0%	0%	Project Management Specialists and Business Operations Specialist	283	305	22	31	\$ 26.16
UT MARTIN	CHILD, FAMILY & CONS. ED.	Family and Consumer Sciences/Human Sciences, General.	A baccalaureate degree	0%	0%	0	0%	0%	Child, Family, and School Social Worker	168	179	11	18	\$ 22.72
UT MARTIN	CLINICAL MEDICAL ASSISTANT	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Medical Assistant	211	206	-5	22	\$ 13.63
UT MARTIN	COMPTIA A+ CERTIFICATION PREP COURSES (ONLINE)	Computer and Information Sciences and Support Services, Other	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Computer Network Support Specialist	44	45	1	3	\$ 25.57
UT MARTIN	EDUCATION INTEGRATED STUDIES	Teacher Education, Multiple Levels.	A baccalaureate degree	0%	0%	0	0%	0%	Instructional Coordinators	114	116	2	11	\$ 31.92
UT MARTIN	ENVIRONMENTAL MANAGEMENT	Natural Resources Management and Policy.	A baccalaureate degree	0%	0%	0	0%	0%	Natural Sciences Manager	15	15	0	1	\$ 64.31
UT MARTIN	HOME INSPECTOR CAREER CERTIFICATE PROGRAM (ONLINE)	Family and Consumer Sciences/Human Sciences, Other	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Construction and Building Inspector	40	43	3	5	23.4
UT MARTIN	MEDICAL BILLING AND CODING (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Billing and Posting Clerks	200	199	-1	20	\$ 17.56
UT MARTIN	MEDICAL CODING AND BILLING CAREER CERTIFICATE PROGRAM (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Billing and Posting Clerks	200	199	-1	20	\$ 17.56
UT MARTIN	MEDICAL TRANSCRIPTION (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Medical Transcriptionists	14	13	-1	2	\$ 14.48
UT MARTIN	PARALEGAL COURSE SERIES (ONLINE)	Legal Assistant/Paralegal.	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Paralegals and Legal Assistants	72	73	1	8	\$ 17.92
UT MARTIN	PHARMACY TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0%	0%	0	0%	0%	Pharmacy Technician	283	286	3	24	\$ 15.59
UT MARTIN	Veterinary Assistant Series (online) - formerly BECOME A VETERINARY ASSISTANT (ONLINE)	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	0%	0%	0	0%	0%	Veterinary Assistant	12	17	5	3	\$ 13.28

Services Provided Individuals - All RESEAServices

Activity/Description	Distinct Users	Total Services	% of Total
190 - First Scheduled RESEA	67	67	15.0%
191 - RESEA Reschedule	7	9	2.0%
192 - RESEA Failed to Report	22	22	4.9%
193 - RESEA Placement	9	9	2.0%
194 - RESEA Exempt	11	11	2.5%
195 - RESEA UI Eligibility	85	123	27.5%
196 - RESEA Subsequent Schedule	40	40	8.9%
197 - RESEA Subsequent Completed	43	47	10.5%
198 - RESEA Program Completed	36	36	8.0%
592 - RESEA Referred to Reemployment	18	18	4.0%
593 - RESEA Referred to Training	24	24	5.4%
19A - RESEA Compliant	2	2	0.4%
19R - RESEA Referred to Title I	34	35	7.8%
19E - RESEA Enrolled in Title I	5	5	1.1%
	Distinct Users	Total Services	% of Total
	403	448	100%

NW National Dislocated Worker Grant Report, Sept. 2021

County	Total Funding Awarded	Participants to Serve Disaster Relief Employment	Funding Awarded Disaster Relief	Participants to Serve Career & Training Services	Funding Awarded Career & Training	Participants to Receive Support Services	Funding Support Services
Benton	\$ 34,225.98	2	\$ 28,000.00	3	\$ 5,589.55	2	\$ 636.43
Carroll	\$ 37,857.80	2	\$ 28,000.00	5	\$ 8,850.12	2	\$ 1,007.69
Crockett	\$ 32,842.43	2	\$ 28,000.00	2	\$ 4,347.43	1	\$ 495.00
Dyer	\$ 96,485.78	2	\$ 28,000.00	32	\$ 61,485.01	18	\$ 7,000.77
Gibson	\$ 62,588.78	2	\$ 28,000.00	16	\$ 31,053.04	9	\$ 3,535.74
Henry	\$ 71,581.86	2	\$ 28,000.00	20	\$ 39,126.83	11	\$ 4,455.03
Lake	\$ 32,150.65	2	\$ 28,000.00	2	\$ 3,726.36	1	\$ 424.29
Obion	\$ 63,799.39	2	\$ 28,000.00	17	\$ 32,139.89	9	\$ 3,659.49
Weakley	\$ 45,467.33	2	\$ 28,000.00	8	\$ 15,681.78	4	\$ 1,785.55
	\$ -		\$ -	0	\$ -		\$ -

Total Participant Funding	\$ 477,000.00	18	\$ 252,000.00	105	\$ 202,000.00	57	\$ 23,000.00
Staffing	\$ 250,000.00			123			
Admin	\$ 80,777.78						
Total Budget Request	<u>\$ 807,777.78</u>						

County	Participants Served (Actual)	Participants DRE	Participants C&T	DRE %	C&T %	Cumulative Participant Expenditures	CQE %	Contact Tracing Provided	Number of sites Cleaned	Positive Outcomes
Benton	8	2	6	100.00%	200.00%	\$ 29,545.29	86.32%	0	1	4
Carroll	10	2	8	100.00%	160.00%	\$ 38,506.01	101.71%	0	2	4
Crockett	1	1	0	50.00%	0.00%	\$ 3,877.73	11.81%	0	1	1
Dyer	21	2	19	100.00%	59.38%	\$ 46,789.62	48.49%	0	2	11
Gibson	13	2	11	100.00%	68.75%	\$ 29,580.51	47.26%	0	1	4
Henry	15	1	14	50.00%	70.00%	\$ 18,392.46	25.69%	0	1	9
Lake	1	1	0	50.00%	0.00%	\$ 6,241.64	19.41%	0	1	
Obion	15	4	11	200.00%	64.71%	\$ 15,371.86	24.09%	0	2	5
Weakley	6	1	5	50.00%	62.50%	\$ 28,134.30	61.88%	0	1	3
Total Program	90	16	74	88.89%	70.48%	\$ 216,439.42	45.38%	0	12	41

73.17%

Does not include
Sept. Disaster-
Relief expenses



Quarterly Report – Narrative Questions

Please answer the following questions. Include this document as an attachment to your quarterly report.

Submission Date: October 15, 2021

Grant Recipient: Northwest Tennessee Workforce Board

Project Name: EARN\$TN - Expanding Apprenticeships in Rural Northwest Tennessee

City: Dyersburg **County/Parish:** Dyer **State:** **TN**

Point of Contact: Jennifer Bane

Email: jbane@nwtworks.org **Phone:** 731-286-3585

	Proposed Outcomes	Actual Outcomes
Individuals Trained (pre-apprenticeship or apprenticeship)	24	85
Industry Certificates Awarded	20	27
Job Created	8	14
Jobs Retained	8	64
Employer Outreach Events	18	16
Registered Apprenticeship Occupations	6	6
Secure Support	6	7
Pre-Apprenticeships	2	2
Jobseeker Recruitment Events	12	19
Funding Support	\$45,000	\$93,240.21

I. During the period of performance, what project activities occurred and what was accomplished? Describe all major tasks and deliverables.

The overarching goal of the EARN\$TN grant proposal is to grow apprenticeships in rural northwest Tennessee. All outcomes are listed below in the response to question 3. Below is a chronological account (during this period of performance July 2021 – September 2021) of project activities to push northwest Tennessee toward our ultimate goal:

July 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 7/7/2021 Baptist Hospital – Huntingdon (Carroll Co.), Union City (Obion Co.), Memphis (Shelby Co) discussed details of Phlebotomy and Central Sterile Supply – contacting RTI providers
 - 7/13/2021 Auston Mealer’s Restaurant Equipment Repair (Dyer Co) – expanding program
 - 7/13/2021 Mike’s Pools and Spa (Lake Co) – continued discussions on Pool Technician Apprenticeship
 - 7/20/2021 Rural Health Association Coordination Meeting – TN Office of Apprenticeship certified Pre-Apprenticeship targeting youth for healthcare occupations
 - 7/30/2021 Hamilton Ryker TalentGro and Titan Tire discussed various occupations for apprenticeship including enrollment of incumbent workers and new hires
- Speaking Engagements and Events:
 - 7/28/2021 – Workforce Strategy Discussion with TN Department of Labor Commissioner – employers from the 9-county region joined the Commissioner and team to discuss workforce strategies in rural northwest TN – topic Apprenticeship development
- New Pre-Apprentices: 7/12/2021 Amteck began the 2021 Registered Electrical Apprenticeship Preparation program class with 6 new Pre-Apprentices. Classroom activities run for 2 weeks followed by 7 weeks of on-the-job learning
- Social Media:
 - 7/21/2021 Shared How Can We Make Youth Apprenticeship a Winning Proposition? Look to Youth Sports originally posted on Jobs for the Future – JFF’s Center for Apprenticeship & Work-Based Learning website

August 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 8/17/2021 BAM2 apprenticeship discussion regarding Water Treatment Operator
 - 8/18/2021 Rural Health Association Coordination Meeting – TN Office of Apprenticeship certified Pre-Apprenticeship targeting youth for healthcare occupations
 - 8/24/2021 West TN Moving and Storage apprenticeship with TN Office of Apprenticeship to Relocation Specialist – discuss RTI options
- Social Media:
 - 8/9/2021 Shared a graphic from #ApprenticeshipTN with Employers – Could starting an Apprenticeship be the answer to getting the best workforce at your business? Link to the ApprenticeshipTN website landing page of How to Start a New Program – Stages to Creating a Registered Apprenticeship Program

September 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 9/7/2021 Kohler (Obion Co) apprenticeship meeting to discuss opportunities within the plant for various skilled positions
- Speaking Engagements and Events:
 - 9/1/2021 Served as the presenter for the Dyersburg Breakfast Rotary – shared with members the benefits of starting an Apprenticeship program
 - 9/2/2021 Virtually Speaking Webinar: How Employers Benefit through a Partnership to Build a Young Talent Pipeline

- 9/14/2021 Served as panelist for Workforce Panel – Employers Workforce Discussion Panel at the Obion County Public Library
- 9/21/2021 Served as presenter for the Society of Human Resource Managers (SHRM) Meeting, Topic - Apprenticeship
- New Apprentices:
 - 9/15/2021 Amteck (Dyer Co) enrolled 5 Electrical Apprentices in their 4-year time-based apprenticeship
 - 9/22/2021 Alliance Staffing (Gibson Co) enrolled 1 Production Technician in their 1-year time-based apprenticeship
- Social Media:
 - 9/2/2021 shared the newly released digital Northwest TN Workforce Board Annual Report with feature articles on:
 - New Registered Apprenticeship Program Enhances Re-Entry Advanced Manufacturing Program, Alliance Staffing's Production Technician Apprenticeship
 - Auston Mealer's Restaurant Equipment Repair HVAC Technician Apprenticeship
 - Apprenticeship Programs Help Employers Build Their Workforce: Crown Winery, United Ammunition Container, Inc, White Squirrel Winery, Alliance, Auston Mealer
 - City of Alamo Employees Receive Specialized Training through Water Systems Operator Apprenticeship
 - REAP: Registered Electrical Apprenticeship Preparation – Pre-Apprenticeship with Amteck

2. During the period of performance, were all approved project activities completed? Explain why or why not.

The Northwest Tennessee Workforce Board is on track to complete all proposed deliverables and reach all outcomes projected. With the remaining time period for the grant, we expect to accomplish all tasks. We have exceeded the majority of our goals and are on track to accomplish the remaining objectives. We have far exceeded the number of apprentices enrolled and are continuing to preform outreach to the employer community with four events during this period of performance in addition to one-on-one personalized employer outreach meetings. With a large manufacturing base in NW Tennessee, we are working closely with providers of Certified Production Technician training to increase Production Technician apprenticeships. Additionally, we are working with Healthcare Providers to meet talent and training needs. The Northwest Tennessee Business Services Representatives are continuing to meet with employers introducing the apprenticeship model. The Tennessee Office of Apprenticeship is assisting us in our efforts to continue to grow apprenticeship in our rural region.

3. What outcomes have been realized so far? Describe the specific tools used to measure outcome achievement. Are the proposed outcomes still achievable during the period of performance? Explain why or why not?

- 84 first-year apprentices enrolled in registered apprenticeships or pre-apprenticeships
 - Coordination of funds for apprentices
- 6 newly developed apprenticeships registered through USDOL
- 2 new Pre-Apprenticeship Work Experiences developed
- 35 Speaking Engagements & Events held
- 35 posts to our American Job Centers of Northwest TN Facebook page promoting Apprenticeships

All proposed outcomes are achievable during the period of performance. We are progressing and on-track to achieve all goals.

4. Do you have specific needs for technical assistance that DRA can help provide during or after the life of the grant? Explain.

Not at this time.

Registered Electrical Apprenticeship Preparation Program (REAP) Report

2021 Program Updates	
Event	Date
Zoom Educators Preview	March 3, 2021
Premier Virtual REAP Booth	March 3 - April 30, 2021
Trenton Peabody High School Showcase	March 10 -25, 2021
Dyersburg High School Showcase	March 15-April 15, 2021
Gibson County High School Showcase	March 18, 2021
South Gibson County High School Showcase	March 18, 2021
South Fulton High School Showcase	March 22-23, 2021
Crockett County High School Showcase	April 5, 2021
West Carroll High School Showcase	April 8, 2021
Milan High School Showcase	April 9, 2021
Dyer County High School Showcase	April 13, 2021
Lake County High School Showcase	April 20, 2021
Amteck Promotional Blast	Apr-21
Social Media Outreach / Job Posting to Out-of-School Youth	Apr-21
Banner Posted at Amteck	April 23 - 30, 2021
Shock & Awe Day	May 1, 2021
Amteck Promotional Blast	July 1 - 7, 2021
Two-Week Pre-Apprenticeship (6 students)	July 12 - 23, 2021

Results from Previous Years				
	2019	2020	Total	Percentage
Enrolled	11	10	21	100%
Completed Classroom Training	8	5	13	62%
Exited	11	10	21	100%
Active	0	0	0	0%
Employed	11	9	20	95%
Employed with Amteck	4	4	8	38%
Unemployed	0	1	1	5%

2021 Class		
	2020	Percentage
Enrolled	6	100%
Completed Classroom Training	5	83%
Exited	0	0%
Active	5	83%
Employed	5	83%
Employed with Amteck	5	83%
Unemployed	1	17%