

Northwest TN Workforce Board  
**American Job Center Committee**  
Monday, October 28, 2019 – 10:00 a.m.  
Dyersburg State Gibson County Center, Room 115  
2071 US 45 Bypass, Trenton TN  
Conference Call – 1-877-216-1555 #845157

Chair - Rita Alexander  
Vice Chair – TBD

Minutes

**Committee members attending:** Kristie Bennett, Jimmy Williamson, Sherry Fowler, John Penn Ridgeway, Charlie Moore

**Committee members via conference call:** Mark Chandler, Melinda Goode

**Staff attending:** Jennifer Bane, Lana Burchfiel, Laura Speer, LeAnn Lundberg, Gina Johnson, Ginger Powell

**Others attending:** Connie Stewart, Erica Nance,

**Others attending via conference call:** Jennifer Eppley (One-Stop Administrator with Mid Cumberland Workforce Services), Ben Marks

**Review and Approval of Minutes of July 29, 2019 meeting:** The meeting was called to order and the group was asked for comments regarding the prior meeting's minutes.

- **MOTION: John Penn Ridgeway moved to approve the July 29, 2019 minutes as presented and Jimmy Williamson seconded the motion. All agreed and the motion carried.**

**Election of Vice-Chair:** John Killen had to resign from the Board so the committee is in need of a new Vice-Chair. John Penn Ridgeway volunteered for the position. Jimmy made motion and Melinda seconded.

- **MOTION: Jimmy Williamson moved to approve John Penn Ridgeway as Vice-Chair for the American Job Center Committee and Melinda Goode seconded the motion. All agreed and the motion carried.**

**One-Stop Operator Report:** Erica Nance, One-Stop Operator reported that Mid-Cumberland Human Resource Agency took over the One Stop Operator contract in September. All six front desk staff were transferred over, but positions went to part-time with staff being off on Fridays. Erica also reviewed the following reports:

- **VOS Greeter Reports:** The American Job Center (AJC) visits by multiple visit reasons was highest in the Huntingdon / Carroll County AJC for July to September with Dyersburg / Dyer County being the second highest. All VOS Greeter issues have been fixed, with an effective backup plan for sign-in implemented so that all visitors are being properly recorded. The number one reason for visits remained Job Search/Resource Room visits with the second highest reason remaining unemployment, and Job Search Assistant was again number three. Title I visits were the fourth greatest visit reason and Temporary Assistance for Needy Families / Workforce Essentials was fifth.
- **Enrollment Summary Report:** This report captures the new and carryover enrollments for the program year (PY) through September 30<sup>th</sup> for Wagner Peyser (WP), Title I, Trade Adjustment Assistance (TAA), SNAP, and Adult Education. Dyersburg was number one for new enrollments. We had 651 new enrollments across all programs. Title I has 1,383 total cases with 1,134 Adults, 82 Dislocated Workers, and 167 Youth being served.
- **Target Populations Report:** There were 50 new enrollments in PY 2019 so far, which included 21 offenders. A comparison to the prior program year included on the handout shows 43 enrollments last year including 10 offenders.
- **Partner Referrals and Co-Enrollments:** This referral report is something Erica created to manually track referrals from one partner to another partner. She is in the process of developing a much easier report, which will also include SNAP. There were 25 referrals made between July and September and 6 new co-enrollments. As of September there are 127 WP participants co-enrolled with Title I / WIOA, 67 Title I co-enrolled with WP, and 1 TAA co-enrolled with Title I.
- **AJC Survey Results:** We had 88 surveys for September, with Dyersburg having the most at 35, 26 from Paris, and 10 from Dresden. Ninety-two percent of respondents indicated that would absolutely hire the person who assisted them and 86.36% rated the quality of their visit as outstanding. Erica is still offering incentives and trying to think of additional incentives for getting completed surveys. A new survey will be used by Mid-Cumberland and

the link is being added on all the resource room computers. Survey results will automatically be sent to Jennifer Eppley at Mid-Cumberland who send results to Erica. The committee discussed creating business cards to give participants with the link instead of the current survey cards.

- Employer Services and Survey Reports: There were 201 employers served between July and September, down 7 from the same time period last year. There were 819 services provided, up from 634 the prior year, with 11 job fairs held. We only had one employer survey for this quarter. Plans are underway to change the way we ask employers to complete the survey, including using a link, in order to increase the number of responses.

**Career Services Provider (CSP) Report:** Connie Stewart reviewed the following:

- Work Experience: Goals have been set for this next contract year, but these presented are the WE goals for the contract period ending 9/30/19. Connie explained they really struggled in Henry and Weakley Counties with Youth Work Experience (YWE), with Henry County having none. The same Career Advisor was over both counties but there is a new staff person responsible for Work Experience in these counties now, and we got our very first YWE in Henry County last year through a referral from Workforce Essentials / TANF. Benton County overachieved so their goal has been increased. Dyersburg almost achieved their goal.
- Transitional / Adult Work Experience Training and Occupational Skills Training: We probably won't have a tremendous amount of enrollments for transitional jobs or work experience since most funds will be utilized for Individual Training Accounts (ITAs). There were not many training enrollments for October, 11, which is typical for the month since there are not many programs starting this time of year and about the same as last year when there were 14. Our Fall enrollments from July through September were down from last year, specifically August. This was partially due to the loss of Lauderdale and Tipton Counties, and large Re-Entry Advanced Manufacturing Program (RAMP) enrollments occurring in August last year. This year we will start tracking training enrollments compared to annual openings in jobs, and only training that amount of students for that job, as opposed to primarily focusing on future growth. Training enrollments by occupation will be included in the reports. CSP staff no longer have access to EMSI due to needing to decrease access to save funds. Three board staff still have access and used it to provide the CSP with the list of in-demand occupations.
- Registered Electrical Apprenticeship Preparation (REAP): We have a meeting this week with Amteck to plan for next year. All of the young adults we put in REAP were hired by Amteck by September. One young person did leave Amteck after being away from home. One has already completed the On-the-Job Training (OJT) and the rest are on OJT now.
- Justice-Involved Youth: Primarily we serve justice-involved Youth through RAMP at the jails. Connie tracks the Youth enrollments individually. Two justice-involved Youth were in the REAP program and they are both now in the OJT and doing well.

Kristie Bennett asked Connie about the services in distressed Lake County, particularly around Youth. Connie said they enrolled about eight youth in work experience over the summer, which was the highest of any county in our area, and the board has submitted a proposal for the new rural initiative grant to implement RAMP. We received a couple of referrals from Department of Children's Services, but there has not been much follow through on the part of the customers. We have also worked with Juvenile Justice, located across the hall from the AJC in the courthouse, and are trying to schedule AJC to attend Juvenile court. Lake County also had their Manufacturing Day event last week and the students were very interested when Ermco spoke to them about their career opportunities.

**Business Services Report:** Ginger Powell gave the below updates:

- On-the-Job Training (OJT): There have been 119 contracts through July through September and several new contracts beginning soon. A total of 36 participants have been placed with 70 still in training and 13 not completing, for a 73 % completion rate in OJT. Almost \$72,000 was spent on OJT since 7/1/19.
- Incumbent Worker Training: We have had 31 contracts, and 3 invoices that we had not paid out at the time of this report, but those have now been paid. We trained 629 with 91 % of trainees proposed receiving training, and awarding over \$238,800. We are not receiving any new IWT funds, and the only way to do it at this time is to use formula funds, which is much more difficult with extremely limited budgets.
- Job Fair/Hiring events: We had eight job fairs events listed for last quarter and four events already scheduled for this quarter, including a very large regional job fair on Halloween at the Civic Center in Jackson in partnership with the Southwest and Greater Memphis areas.

- Pre-Apprenticeships/Apprenticeships The pre-apprenticeship outreach events for Amteck / REAP last year are included in this report, along with meetings with Dana in Gibson County and White Squirrel Vineyard in Obion County, regarding implementing apprenticeship programs, which is encouraging. We are currently learning what is required and how to fast-track it. This quarter, Ginger has already met with one other employer regarding apprenticeships.
- Rapid Response: Only four employers have been served, which is a good thing.
- Economic Development/Labor Market Information: We cut down on our EMSI account access, but we still have access and can get the information to anyone who requests it. Several reports have been pulled for employers and economic development partners. We also have our presentations and speaking engagements listed, with 5 this past quarter.

**American Job Center Re-Designation Update:** Lake County is now a part-time Specialized Center in the courthouse with an access point at the Ridgely Library. Crockett and Benton Counties, with traffic counts similar to Lake County, are in the process of being re-designated to part-time Specialized Centers as well. If approved, effective 11/11/19, these centers will be open Monday, Tuesdays, and Thursdays. Days were partially chosen based on when RESEA visits are scheduled since all offices are offering RESEA again. Jennifer also reviewed the Traffic Count vs. Population Percentage handout showing the average traffic count by day for each center, and comparing the percentage of customers served by each center to the county's percentage of the total area's population. Lake County has the smallest percentage served, with Benton and Crockett being the next smallest. Although higher than the three lowest, Weakley and Henry are the next two lowest. We will be looking at reducing Weakley and Henry to 4 day-a-week centers, starting in February, which would be open Monday through Thursday since Fridays are the slowest days. Staff will remain full-time, but will have a day during the week to not be required to be in the office, which will allow them time to conduct outreach in the community, particularly for Youth applicants and the work experience program. Under the current designation, staff cannot leave the office since they are required to be present during operating hours. We will be seeking to establish access points for staff to visit on Fridays, including in high schools. Kristie Bennett asked about specific goals for outreach. Connie Stewart said she has set enrollment goals for each office and each program, based on the total goals in the current contract. Currently, Erica has been the one primarily doing outreach since Title I staff were required to be present in the AJCs. Kristie also asked Connie about the staff from the specialized center in Lake County conducting outreach in Lake County High School. Connie stated that there are two staff that help with the outreach, each covering several counties, and that the part-time person in Lake County AJC is not the one doing the outreach. Kristie suggested involving the team leaders in the events in the high schools so that they can incorporate other programs, such as SNAP.

**Workshop Discussion:** Jennifer Bane stated that we have offered the same four workshops for about six and a half years, and we have continuously struggled with attendance. In response, we are going to focus on workshops scheduled in the comprehensive centers, with the option to electronically join into the workshops from the affiliate and specialized centers. We have not changed the workshop offerings at this point, but we are seeking input on what needs are not being met. Ginger Powell asked if there is a need for helping participants create a LinkedIn profile, which is a popular workshop at the Specialized AJC for Fort Campbell. John Penn Ridgeway said they would be interested in offering Financial Literacy and Starting a Small Business workshops at the TN College of Applied Technology. Connie suggested that Job search, resume, and interview assistance at the jail would be very helpful since it can be difficult finding the inmates once released. The Mobile AJC does some visits to the jail already. Jennifer asked the committee to continue to share any suggestions regarding workshops.

**Other:** Jennifer Bane provided the following updates on future meeting dates and upcoming events:

- PAR Monitoring: November 12<sup>th</sup> entrance conference. We just recently finished out last year's PAR report.
- Next Board Meeting: November 19<sup>th</sup> – Northwest Development District, 124 Weldon Drive, Martin, 12:00 pm (lunch at 11:30 am).
- Proposed 2020 Committee Meeting Dates: 10:00 am on January 27, April 27, July 27, and October 26.

Respectfully submitted,  
Lana Burchfiel, Public Information Specialist

Northwest TN Workforce Board  
**American Job Center Committee**  
Monday, October 28, 2019 – 10:00 a.m.  
Dyersburg State Gibson County Center, Room 115  
2071 US 45 Bypass, Trenton TN  
Conference Call – 1-877-216-1555 #845157

Chair - Rita Alexander  
Vice Chair – TBD

Agenda

- |                                                                             |                |
|-----------------------------------------------------------------------------|----------------|
| 1. Welcome and Call to Order                                                | Rita Alexander |
| 2. Review and Approval of Minutes –July 29, 2019 meeting<br>(Vote Required) | Rita Alexander |
| 3. Election of a Vice-Chair (Vote Required)                                 | Rita Alexander |
| 4. One-Stop Operator Report                                                 | Erica Nance    |
| a. VOS Greeter Reports                                                      |                |
| b. Enrollment Summary Report                                                |                |
| c. Target Populations Report                                                |                |
| d. Partner Referrals                                                        |                |
| e. Partner Co-Enrollments                                                   |                |
| f. AJC Survey Results                                                       |                |
| g. Employer Services Report                                                 |                |
| h. Employer Survey Results                                                  |                |
| 5. Career Services Report                                                   | Connie Stewart |
| 6. Business Services Report                                                 | Ginger Powell  |
| 7. American Job Center Re-Designations Update                               | Jennifer Bane  |
| a. Daily Traffic Count vs. Population Percentage                            |                |
| 8. Workshop Discussion                                                      | Jennifer Bane  |

Future Meeting Dates & Upcoming Events

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- Proposed 2020 Committee Meeting Dates:
  - Monday, January 27, 10:00 am
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  - Monday, July 27, 10:00 am
  - Monday, October 26, 10:00 am

Northwest TN Workforce Board  
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Monday, July 29, 2019 – 10:00 a.m.  
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Conference Call – 1-877-216-1555 #845157

Chair - Rita Alexander  
Vice Chair – John Killen

Minutes

**Committee members attending:** Rita Alexander, Kristie Bennett, Mark Chandler, Janna Hellums, Sherry Fowler

**Committee members via conference call:** John Penn Ridgeway, Jennifer Starks

**Staff attending:** Jennifer Bane, Lana Burchfiel, Laura Speer, Margaret Prater, LeAnn Lundberg, Gina Johnson

**Others attending:** Gina Abbott, Connie Stewart, Erica Nance

**Review and Approval of Minutes of April 29, 2019 meeting:** Rita Alexander called the meeting to order and asked the group for comments regarding the prior meeting's minutes.

- **MOTION:** Mark Chandler moved to approve the April 29, 2019 minutes as presented and John Penn Ridgeway seconded the motion. All agreed and the motion carried.

**One-Stop Operator Report:** Erica Nance reviewed the following reports:

- **VOS Greeter Reports:** Greeter issues at the Union City American Job Center (AJC) were resolved and the traffic count has gone up. The Tyson job fair also increased traffic numbers. The Humboldt AJC had been down, but when they started capturing Adult Education customers, their numbers increased. Staff have been instructed that when the VOS greeters freeze up, to have customers sign in on paper to be manually entered later to make sure they get counted. Job Search/Research Room is still number one reason for visit. For the 2018 program year, there were 42,491 services provided and 30,733 individual visits.
- **Enrollment Summary Report:** This report captures the new and carryover numbers for partners for the entire program year. We had 3,356 new enrollments across all programs. Title I for the program year is 1,525 total with 1,195 Adults, 106 Dislocated Workers, and 224 Youth served. Connie Stewart asked if Incumbent Worker participants are included in the new enrollment numbers and Erica clarified that they are.
- **Target Populations Report:** There were 43 new enrollments in the month of June included 10 offenders. Erica is also coordinating with a private West TN Corrections agency with offices in Crockett County, Milan, and Trenton, to designate a section in the offices for AJC information to provide to the individuals on probation. The move in Lake County to the courthouse was also to work with the justice-involved individuals. Mark Chandler said in Jackson, Corrections has a place where they come and AJC person goes to their orientation.
- **Partner Referrals and Co-Enrollments:** The purpose of these reports is to attempt to capture all the referrals and co-enrollments between partners. A lot of our partners are not in JOBS4TN, so it can be difficult to capture in a report. AJC staff do an evaluation of service needs for new customers or those who have not visited recently, and the Resource Specialist will speak to them about their needs and who they can speak with. This report tracks to see if customers were referred accordingly and if they were co-enrolled. We have to manually enter if they are co-enrolled and only one co-enrollment can be captured. Kristie Bennett said some areas are

doing referrals electronically through Google forms that automatically send an email to partner staff to help track referrals.

- AJC Survey Results: We had 130 surveys for June, with Dyersburg having the most, 48, with Paris following with 33. Erica is still offering incentives and trying to think of additional incentives. Mark asked why only 130 people responded, as opposed to the 2,601 visitors who had potential to do the survey and Erica explained that many of these are repeat customers and people don't like to do one every visit. The completed surveys can include duplicate customers. Connie Stewart suggested it would be good to have secret shoppers visit the AJCs.
- Employer Services and Survey Reports: We only had 2 employer surveys for June. A lot of times we are dealing with same employer so they don't want to repeat the survey. The Business Services team is really vital in getting the survey results after job fairs. Kristie Bennett recommended including the survey as part of the instruction packet for job fairs.

**Career Services Report:** Connie Stewart reviewed the following:

- Work Experience: Our numbers for work experience have increased and we are averaging \$15,000-\$18,000 a month on work experience payroll.
- Transitional / Adult Work Experience: There are only a few participants in Adult Work Experience since most qualify as Youth or Transitional. We haven't had to do near as much marketing since we spent so much time promoting #WORKlife and have been promoting all year long. AHC in Union City trains in-house for CNAs and will potentially partner with us to place individuals work experience positions.
- Training Enrollments for June: We had 5 enrollments but June is slow month for training since there are not many programs beginning at this time.
- RAMP: Margaret Prater stated that we are getting ready to start another class in Henry County and Dyersburg had another class start on June 3. Dyersburg's current class is really struggling. There have been a large number of absences and several students have quit the class. Margaret and Jennifer Bane have met with the sheriff and training provider and have decided to put the Dyersburg program on temporary hold to address the issues including attendance, participation, and pass rates. Although the sheriff can't make them come to class, there are several incentives, including a 60-day reduction in overall sentence if they complete and entry into the workhouse program. The sheriff would like to offer a program to female inmates but they are in the process of building a separate facility for those involved in the class which will allow students to be segregated from the general population and eventually go to work. They will finish this class in early August, then we will take some time out for them to get the women's facility in place and maybe restart in January after the facility is built. There are other modes of instruction that may be considered including someone from the jail serving as the instructor.

Gibson County is finishing up the women's class. Unfortunately, Robert Beeler has left the program, so they are looking at hiring a new instructor. We probably won't start a new class until mid to late August. We are also beginning to do a lot of coordination with the Orchard House, which will serve as a workhouse and transition house for the Gibson County jail. We had 4 inmates successfully included in On-the-Job Training (OJT) positions. There were several others who also went to work. We also had inquiry from Obion County to look at starting a program there, and are waiting on the Judge to give date to meet with sheriff to talk about that.

- REAP: This year students came from Dyer County and Peabody High School to participate in the program. We had 11 start but one decided after a few days that the

program wasn't right for him and decided not to continue. The remaining 10 completed. Connie said they are a great bunch of kids who are invested in wanting to have a career in electrical field. Of the 10 who completed we had one student who decided he didn't want to continue, which is the purpose of the pre-apprenticeship. One student has already gone to work as an Amteck employee while the remaining students will continue with work experience for a bit longer before being hired by Amteck.

- Justice Involved Youth: Connie continues to reach out to agencies serving justice-involved for referrals to our programs. Two referrals were received for work experience. Two of the REAP participants are justice-involved also.

**Business Services Report:** Margaret Prater gave the below updates:

- On-the-Job Training (OJT): There have been 22 contracts through June and several new contracts beginning in July. A total of 115 participants have been placed with 93 still in training and 7 not completing for a 93% completion rate in OJT.
- Incumbent Worker Training: We have had 25 contracts since our Consolidated Business Grant started in October with over \$282,000 awarded and 87% of trainees proposed receiving training. In the past we have mostly had contracts with large companies, but we have had several small businesses participate this year. We have extended the deadline for training to be completed to September 15<sup>th</sup> and have a few contracts beginning in July or August.
- Job Fair/Hiring events: There have been several job fairs this quarter which have included the Mobile AJC and Facebook Live videos of the events. There are several pending events scheduled including regional events for multiple employers.
- Rapid Response: We've conducted rapid response events and job fairs with Heckethorn, Caterpillar, and Hobbs Bonded Fiber. We also delivered materials to other employers facing closures include Payless Shoes, Fred's, and the McKenzie Hospital.
- Economic Development/Labor Market Information: We continue to use our EMSI labor market information tool frequently to provide data to existing employers and industry prospects. In Gibson County we have done five reports alone. We often have companies who ask us to do wage information for them when. The team has also done presentations, speaking engagements, etc.

**Registered Apprenticeships Grant:** Jennifer Bane explained that this is a \$1.4 million grant for the state in which they will hire 3 intermediaries, one per grand division, who will provide assistance with establishing registered apprenticeships. The state staff are still working on the plan for using the funds and each planning region will have to develop a proposal. Kristie Bennett suggested having a consortium to help facilitate outreach and push the agenda along more quickly. Margaret and one of her staff have met with one company in Gibson County who is very interested but is still working on decided whether to do in-house training or contract with a provider. The jobs will start at about \$25 per hour and go up to \$50 per hour. We would also work with them to recruit for pre-apprenticeships and utilize a model similar to REAP. Years ago we reached out to all companies with registered apprenticeships to try to add them to the eligible training provider list. There are not very many in our area but we will be reaching out to them again.

**Funding Criteria for Licensed Occupations Policy Changes (Vote Required):** Jennifer Bane explained that during the local and regional planning process, state staff said we might be too restrictive in our requirements for truck driving programs and we have since experienced a few

instances in which our policies do not align with those of training providers or employers. Connie Stewart reached out to the local training providers and based on their feedback, staff propose to decrease the timeframe for not having any felony convictions within the last 5 years instead of 10 years. One training provider sent us list of employers who hire individuals with felonies over 5, 7, or 10 years or on a case-by-case basis. Individuals having convictions within the last 5 years would have the option to file an appeal and would need a pre-hire letter to document their potential for employment. Additionally, DOT physicals are actually valid for up to 2 years but our policy has been that the physical must have been conducted within 30 days of their eligibility date. Staff propose we update our policy to match the DOT physical requirements. Truck driving is an in-demand occupation with many individuals currently in the position nearing retirement so we need people to be in these positions. The sheriff in Gibson County has asked about a truck driving program because he has a local employer willing to hire several inmates from the jail.

- **MOTION:** Kristie Bennett moved to approve the changes to the Funding Criteria for Licensed Occupations and Mark Chandler seconded the motion. All agreed and the motion carried.

**American Job Center Re-Locations and Re-Designations Update:** Jennifer Bane stated that the Benton and Lake AJCs have already moved. Benton is in the Benton County Community Resource Center. The Lake County AJC has also been re-designated as a part-time specialized center instead of a full-time affiliate center. Staff will be present at the courthouse 4 days per week from 11:30 am to 4:00 pm and there is an access point at the Ridgely Library on Wednesdays from 1:00 to 5:00 pm. Weakley County is moving to the courthouse the week of August 14<sup>th</sup>. In Crockett County we are hoping to either have someone move in with us or move somewhere cheaper if necessary. Sherry Fowler suggested a space on Cavalier Drive to look at. It's big enough to have a partner in it. The Executive Committee approved moving the Dyersburg AJC to the board administrative office since we just moved out of it a few weeks, but we are waiting on approval of the move by the state since this is a comprehensive center with state staff in it. We also lost our TANF partner in Obion County so our costs went up there.

**Other:** Jennifer Bane provided the following updates:

- Next Board Meeting: August 27, 2019 at 12:00 pm (lunch begins at 11:30 am) at the Elks Lodge in Trenton (2025 US Hwy 45 Bypass S).
- SETA Fall 2019 Conference: September 8-10, Savannah, GA (RAMP and REAP will be presented)
- Retirement Reception for Margaret Prater: September 13, 2019, 2:30 – 4:30 pm, Dyersburg (location: McIvers Grant Library in Dyersburg).
- Ginger Powell, former Director of Business Services, starts August 13<sup>th</sup> as interim to be able to work with Margaret before her retirement.
- Next Committee Meeting: Monday, October 28<sup>th</sup>, 10:00 am.
- We found out Friday morning we will have Federal Monitoring visit to look at youth the 19<sup>th</sup>-21<sup>st</sup> of August.
- One-Stop Operator proposals review committee meets today to make recommendation to the Executive Committee who make a recommendation at the August Board meeting.

Respectfully submitted,  
Lana Burchfiel, Public Information Specialist



**TRAFFIC COUNTS LIST BY MUTIPLE REASONS - 2019 - 2020**

2018-2019	Camden	Alamo	Humboldt	Paris	Tiptonville	Union	City	Dresden	Affiliate Subtotal	Dyersburg	Huntingdon	Comprehensive Subtotal	Total	AJC
Jul-18	150	141	501	555	28	422	480	2277	791	1007	1798	4075		
Aug-18	117	93	542	333	28	501	218	1832	794	747	1541	3373		
Sep-18	140	67	661	380	19	387	192	1846	821	869	1690	3536		
Oct-18														
Nov-18														
Dec-18														
Jan-19														
Feb-19														
Mar-19														
Apr-19														
May-19														
Jun-19														
<b>Subtotal</b>	<b>407</b>	<b>301</b>	<b>1704</b>	<b>1268</b>	<b>75</b>	<b>1310</b>	<b>890</b>	<b>5955</b>	<b>2406</b>	<b>2623</b>	<b>5029</b>	<b>10984</b>		
Mo. Avg	136	100	568	423	25	437	297	1985	802	874	1676	3661		
% Avg.	3.7%	2.7%	15.5%	11.5%	0.7%	11.9%	8.1%	54.2%	21.9%	23.9%	45.8%	100.0%		

Source: Affiliates - VOS Greeter

**TRAFFIC COUNTS LIST BY INDIVIDUAL VISIT 2019- 2020**

2018-2019	Camden	Alamo	Humboldt	Paris	Tiptonville	Union	City	Dresden	Affiliate Subtotal	Dyersburg	Huntingdon	Comprehensive Subtotal	Total	AJC
Jul-18	142	110	322	355	28	406	471	1834	673	494	1167	3001		
Aug-18	114	76	367	265	26	449	214	1511	715	479	1194	2705		
Sep-18	122	50	358	323	19	341	182	1395	738	448	1186	2581		
Oct-18														
Nov-18														
Dec-18														
Jan-19														
Feb-19														
Mar-19														
Apr-19														
May-19														
Jun-19														
<b>Subtotal</b>	<b>378</b>	<b>236</b>	<b>1047</b>	<b>943</b>	<b>73</b>	<b>1196</b>	<b>867</b>	<b>4740</b>	<b>2126</b>	<b>1421</b>	<b>3547</b>	<b>8287</b>		
Mo. Avg	126	79	349	314	24	399	289	1580	709	474	1182	2762		
% Avg.	4.6%	2.8%	12.6%	11.4%	0.9%	14.4%	10.5%	57.2%	25.7%	17.1%	42.8%	100.0%		

**Individual Visit Monthly Average Goal**

<b>Goal</b>	192	187	331	425	82	318	285	1820	700	423	1123	2943		
<b>Current</b>	126	79	349	314	24	399	289	1580	709	474	1182	2762		
<b>Difference</b>	-66	-108	18	-111	-58	81	4	-240	9	51	59	-181		
<b>% of Goal</b>	66%	42%	105%	74%	30%	125%	101%	87%	101%	112%	105%	94%		

9/1/2019	Camden	Alamo	Humboldt	Paris	Tiptonville	Union City	Dresden	Dyersburg	Huntington	Totals	Percentage
Adult Education	1		41	2				135		179	5.1%
Cr. Coachg/ WIOA Title 1	14		42	21		59	23	44	20	223	6.3%
Cr.Coach WF Ess.			66				45	99		210	5.9%
Cr.Coach/Youth	3	1	1	2		.		1		8	0.2%
Cr Coach/TN Reconnect	1			1				1		3	0.1%
Cr Coach/Work Keys Test									13	13	0.4%
Employer Ck-in				1		8		15		24	0.7%
Served in Military?	4			4			4	10	6	28	0.8%
HISET			15		1			18	8	42	1.2%
Job Fair South Fulton Multit Employer						3				3	0.1%
Job Fair ICI						29				29	0.8%
Job Fair			14							14	0.4%
Hiring Event/Allegion									52	52	1.5%
Hiring Event Census Bureau									2	2	0.1%
Hiring Event NW Human Resource Agency								10		10	0.3%
Job Search Resource Room	48	8	312	125	17	106	55	146	419	1236	35.0%
Job Search Assist	23	25	14	114		44	5	55		280	7.9%
Networking Event				2				34	80	116	3.3%
Networking Event/US Census Bureau Training									9	9	0.3%
Networking Event Community Advisory Board									12	12	0.3%
RESEA	7		18	13		12	2	26	8	86	2.4%
Resume Assistance	4	2	9	7		3		3	7	35	1.0%
SCSEP - Senior Emploment				3				3		6	0.2%
SNAP E&T (Appt)								3		3	0.1%
SNAP E&T (Orient.)			1			1		3		5	0.1%
TAA/TRA								24		24	0.7%
Unemployment	34	31	127	82	1	122	58	182	119	756	21.4%
Veterans Servs				1				9	6	17	0.5%
Voc Rehab	1		1								
Workshop/CCTC									108	108	3.1%
Workshop				2						2	0.1%
TOTALS	140	67	661	380	19	387	192	821	869	3536	100.0%
List - INDIVIDUAL	122	50	358	323	19	341	182	738	448	2581	

**ENROLLMENT SUMMARY**  
**- LWIA/Region: Northwest Tennessee**  
**- Date Range: 7/1/2019 - 9/30/2019**

LWIA/Office	WP		WIA		TAA		SNAP		Adult Education		ALL PRORAMS		% of NTWN	
Office Id	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment
Northwest Tennessee	<u>391</u>	<u>218</u>	<u>1,159</u>	<u>224</u>	<u>29</u>	<u>15</u>	<u>20</u>	<u>26</u>	<u>117</u>	<u>168</u>	<u>1,716</u>	<u>651</u>	<u>39%</u>	<u>15%</u>
American Job Center - Alamo-Spec CTR	<u>2</u>	<u>0</u>	<u>22</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>3</u>	<u>0</u>	<u>27</u>	<u>4</u>	<u>2%</u>	<u>1%</u>
American Job Center - Humboldt * NEW *	<u>38</u>	<u>46</u>	<u>157</u>	<u>77</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>5</u>	<u>21</u>	<u>26</u>	<u>219</u>	<u>154</u>	<u>13%</u>	<u>24%</u>
American Job Center - Paris * NEW *	<u>24</u>	<u>23</u>	<u>232</u>	<u>20</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>18</u>	<u>24</u>	<u>275</u>	<u>67</u>	<u>16%</u>	<u>10%</u>
American Job Center - Camden- Spec CTR	<u>11</u>	<u>10</u>	<u>39</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>10</u>	<u>12</u>	<u>61</u>	<u>29</u>	<u>4%</u>	<u>4%</u>
American Job Center - Huntingdon * NEW *	<u>61</u>	<u>36</u>	<u>47</u>	<u>11</u>	<u>4</u>	<u>0</u>	<u>4</u>	<u>1</u>	<u>11</u>	<u>19</u>	<u>127</u>	<u>67</u>	<u>7%</u>	<u>10%</u>
American Job Center - Tiptonville -Specialized	<u>7</u>	<u>0</u>	<u>41</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>8</u>	<u>52</u>	<u>13</u>	<u>3%</u>	<u>2%</u>
American Job Center - Dyersburg * NEW *	<u>192</u>	<u>78</u>	<u>355</u>	<u>51</u>	<u>25</u>	<u>15</u>	<u>9</u>	<u>10</u>	<u>17</u>	<u>48</u>	<u>598</u>	<u>202</u>	<u>35%</u>	<u>31%</u>
American Job Center - Dresden * NEW *	<u>12</u>	<u>3</u>	<u>83</u>	<u>24</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>16</u>	<u>20</u>	<u>113</u>	<u>47</u>	<u>7%</u>	<u>7%</u>
American Job Center - Union City * NEW *	<u>40</u>	<u>21</u>	<u>183</u>	<u>30</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>17</u>	<u>11</u>	<u>240</u>	<u>67</u>	<u>14%</u>	<u>10%</u>
LWDA 12 000 Administrative Office * NEW *	<u>4</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>1</u>	<u>0%</u>	<u>0%</u>
	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment	Carry Forward	New Enrollment
LWIA/Office	WP		WIA		TAA		SNAP		Adult Education		ALL PRORAMS		% of NTWN	
Total:	609		1,383		44		46		285		2,367		1	

# WIOA Targeted Population Summary

- State Region: West TN  
- LWIA/Region: Northwest Tennessee

Target Group	PY 2018 Total Enrolled	PY 2018 New Enrolled	PY 2019 YTD Total Enrolled	PY 2019 YTD New Enrolled
<b>Total</b>	<b><u>1,182</u></b>	<b><u>43</u></b>	<b><u>1,342</u></b>	<b><u>50</u></b>
<b>Gender</b>				
Female	<u>532</u> 45.01%	<u>9</u> 20.93%	<u>619</u> 46.13%	<u>18</u> 36.00%
Male	<u>650</u> 54.99%	<u>34</u> 79.07%	<u>722</u> 53.80%	<u>32</u> 64.00%
NA	<u>0</u> 0.00%	<u>0</u> 0.00%	<u>1</u> 0.07%	<u>0</u>
<b>Age</b>				
18 and Under	<u>71</u> 6.01%	<u>6</u> 13.95%	<u>82</u> 6.11%	<u>1</u> 2.00%
19 to 24	<u>324</u> 27.41%	<u>12</u> 27.91%	<u>336</u> 25.04%	<u>6</u> 12.00%
25 to 54	<u>669</u> 56.60%	<u>23</u> 53.49%	<u>788</u> 58.72%	<u>40</u> 80.00%
55 and Older	<u>118</u> 9.98%	<u>2</u> 4.65%	<u>136</u> 10.13%	<u>3</u> 6.00%
<b>Race/Ethnicity</b>				
White	<u>928</u> 78.51%	<u>30</u> 69.77%	<u>1,066</u> 79.43%	<u>37</u> 74.00%
African American/Black	<u>232</u> 19.63%	<u>12</u> 27.91%	<u>247</u> 18.41%	<u>13</u> 26.00%
American Indian/Alaskan Native	<u>9</u> 0.76%	<u>0</u>	<u>9</u> 0.67%	<u>0</u>
Asian	<u>2</u> 0.17%	<u>0</u>	<u>4</u> 0.30%	<u>0</u>
Hawaiian/Other Pacific Islander	<u>2</u> 0.17%	<u>0</u>	<u>2</u> 0.15%	<u>0</u>
Hispanic	<u>36</u> 3.05%	<u>1</u> 2.33%	<u>41</u> 3.06%	<u>0</u>
<b>Educational Status</b>				
In-school,H.S. or less	<u>3</u> 0.25%	<u>0</u>	<u>3</u> 0.22%	<u>0</u>
In-school,Post-H.S.	<u>80</u> 6.77%	<u>0</u>	<u>67</u> 4.99%	<u>0</u>
Not attending school,H.S. Dropout	<u>1</u> 0.08%	<u>0</u>	<u>1</u> 0.07%	<u>0</u>
Not attending school,H.S. Graduate	<u>83</u> 7.02%	<u>0</u>	<u>70</u> 5.22%	<u>0</u>
<b>UC Status</b>				
Eligible claimant not referred by WPRS	<u>6</u> 0.51%	<u>0</u>	<u>6</u> 0.45%	<u>0</u>
Exhaustee	<u>4</u> 0.34%	<u>0</u>	<u>4</u> 0.30%	<u>0</u>
Neither claimant or exhaustee	<u>144</u> 12.18%	<u>0</u>	<u>120</u> 8.94%	<u>0</u>

Veteran				
All Veterans	<u>52</u> 4.40%	<u>2</u> 4.65%	<u>58</u> 4.32%	<u>1</u> 2.00%
Eligible Veteran Status	<u>49</u> 4.15%	<u>2</u> 4.65%	<u>56</u> 4.17%	<u>1</u> 2.00%
Other Eligible Person/Veteran Spouse	<u>3</u> 0.25%	0	2 0.15%	0
Campaign Veteran	<u>10</u> 0.85%	0	11 0.82%	0
Disabled Veteran	<u>8</u> 0.68%	0	10 0.75%	1 0.02
Transitioning Service Member	<u>1</u> 0.08%	0	1 0.07%	0
Recently Separated Veteran	<u>3</u> 0.25%	0	6 0.45%	1 0.02
Active Duty Military Spouse	<u>1</u> 0.08%	0	1 0.07%	0
Barriers				
Total With Significant Barriers to Employment	<u>780</u> 65.99%	<u>33</u> 76.74%	<u>864</u> 64.38%	<u>41</u> 82.00%
Individuals with Disability	<u>49</u> 4.15%	<u>2</u> 4.65%	<u>51</u> 3.80%	<u>1</u> 2.00%
Displaced Homemaker	<u>3</u> 0.25%	0	3 0.22%	0
Underemployed	<u>286</u> 24.20%	<u>6</u> 13.95%	<u>319</u> 23.77%	<u>7</u> 14.00%
Dislocation Event	<u>1</u> 0.08%	0	2 0.15%	1 0.02
Within 2 Years of Exhausting TANF	<u>1</u> 0.08%	0	1 0.07%	0
Hawaiian Native	0	0	0	0
Single Parent	<u>121</u> 10.24%	<u>4</u> 9.30%	<u>146</u> 10.88%	<u>9</u> 18.00%
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>3</u> 0.25%	0	4 0.30%	0
Offender	<u>112</u> 9.48%	<u>10</u> 23.26%	<u>111</u> 8.27%	<u>21</u> 42.00%
Homeless	<u>7</u> 0.59%	0	4 0.30%	0
Runaway Youth	0	0	0	0
Foster Care (All)	<u>3</u> 0.25%	<u>2</u> 4.65%	<u>4</u> 0.30%	<u>0</u>

In Foster Care	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Aged Out of Foster Care	<u>3</u> 0.25%	<u>2</u> 4.65%	<u>4</u> 0.30%	<u>0</u>
Pregnant or Parenting Youth	<u>68</u> 5.75%	<u>2</u> 4.65%	<u>66</u> 4.92%	<u>0</u>
Out of Home Placement	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Eligible Under Section 477	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Youth Requires Additional Assistance	<u>75</u> 6.35%	<u>8</u> 18.60%	<u>70</u> 5.22%	<u>1</u> 2.00%
Long-Term Unemployed	<u>171</u> 14.47%	<u>17</u> 39.53%	<u>185</u> 13.79%	<u>15</u> 30.00%
<b>Public Assistance</b>				
TANF	<u>10</u> 0.85%	<u>0</u>	<u>9</u> 0.67%	<u>0</u>
SNAP	<u>184</u> 15.57%	<u>6</u> 13.95%	<u>180</u> 13.41%	<u>1</u> 2.00%
Social Security Disability Insurance (SSDI)	<u>7</u> 0.59%	<u>0</u>	<u>7</u> 0.52%	<u>0</u>
Supplemental Security Income (SSI)	<u>11</u> 0.93%	<u>1</u> 2.33%	<u>11</u> 0.82%	<u>0</u>
General Assistance	<u>1</u> 0.08%	<u>0</u>	<u>1</u> 0.07%	<u>0</u>
Living in the High Poverty Area	<u>20</u> 1.69%	<u>0</u>	<u>16</u> 1.19%	<u>0</u>
Free or Reduced Lunch	<u>8</u> 0.68%	<u>0</u>	<u>7</u> 0.52%	<u>0</u>
Low Income	<u>621</u> 52.54%	<u>31</u> 72.09%	<u>663</u> 49.40%	<u>35</u> 70.00%
<b>Green Training</b>				
Received Green Training	<u>1</u> 0.08%	<u>0</u>	<u>1</u> 0.07%	<u>0</u>

State ID	Title I	Title I (Youth)	Title II Adult Education	Title III WP	WFE	Veterans Service	Vocational Rehabilitation	Senior Community Service Employment	Date	Staff Member Contacted	County	Month
3829800								X	9/20/2019	Robin Last	Henry	Sept.
2643667						X			8/13/2019	James Deason	Gibson	August
3899960								X	8/13/2019	Brittney Bartholomew	Gibson	August
3881407				X					8/22/2019	Trudy Kindle/TRA-TAA	Gibson	August
2243691						X			8/30/2019	James Deason	Weakley	August
3829800								X	8/20/2019	Robin Last	Henry	August
3978789									8/20/2019	LaKeisha Mathews/Resume	Carroll	August
2296182						X		X	7/17/2019	James Deason/Robin Last	Henry	July
23967343						X			7/16/2019	James Deason	Henry	July
3221959						X			7/12/2019	James Deason	Henry	July
3508197						X			7/29/2019	James Deason	Henry	July
1873178						X			7/17/2019	James Deason	Weakley	July
993177						X			7/25/2019	James Deason	Weakley	July
2748096								X	7/30/2019	Robin Last	Weakley	July
2739510								X	7/30/2019	Robin Last	Weakley	July
829672			X						7/3/2019	Janet Reason (JSCC)	Gibson	July
3971470									7/2/2019	Talitha Joyce/Resume	Gibson	July
1492753	X							X	7/2/2019	Marica Fields/Brittney Bartholomew	Gibson	July
3869570									7/2/2019	Talitha Joyce/Resume	Gibson	July
3971471						X			7/10/2019	James Deason	Gibson	July
3515889						X			7/15/2019	James Deason	Gibson	July
1754138						X		X	7/15/2019	James Deason/Brittney Bartholomew	Gibson	July
3971435				X					7/10/2019	Bea Balitome	Dyer	July
977497	X	X							7/10/2019	Wilma Capps	Dyer	July
1857669									7/17/2019		Dyer	July
<b>Total</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>8</b>	<b>25</b>			

### Co-Enrollment Summary

- LWIA/Region: Northwest Tennessee  
 - WP Services: Staff Assisted Only  
 - Date Range: 9/1/2019 - 9/30/2019

Office	Total WP Participants	WP Not In WIOA	WP Enrolled In WIOA	Total WIOA Participants	WIOA Enrolled In WP	Total TAA Participants	TAA Enrolled In WIOA	TAA Not In WIOA
American Job Center - Alamo-Spec CTR	2	<u>1</u>	<u>1</u>	<u>21</u>	<u>1</u>	0	0	0
American Job Center - Humboldt * NEW *	46	<u>43</u>	<u>3</u>	<u>222</u>	<u>2</u>	0	0	0
American Job Center - Paris * NEW *	25	<u>21</u>	<u>4</u>	<u>249</u>	<u>3</u>	0	0	0
American Job Center - Camden-Spec CTR	16	<u>9</u>	<u>7</u>	<u>44</u>	<u>6</u>	0	0	0
American Job Center - Huntingdon * NEW *	51	<u>32</u>	<u>19</u>	<u>56</u>	<u>12</u>	<u>4</u>	0	<u>4</u>
American Job Center - Tiptonville - Specialized	4	0	<u>4</u>	<u>44</u>	<u>3</u>	0	0	0
American Job Center - Dyersburg * NEW *	175	<u>106</u>	<u>69</u>	<u>393</u>	<u>24</u>	<u>40</u>	<u>1</u>	<u>39</u>
American Job Center - Dresden * NEW *	7	<u>3</u>	<u>4</u>	<u>105</u>	<u>3</u>	0	0	0
American Job Center - Union City * NEW *	32	<u>17</u>	<u>15</u>	<u>201</u>	<u>13</u>	0	0	0
LWDA 12 000 Administrative Office * NEW *	2	<u>1</u>	<u>1</u>	0	0	0	0	0
Office	Total WP Participants	WP Not In WIOA	WP Enrolled In WIOA	Total WIOA Participants	WIOA Enrolled In WP	Total TAA Participants	TAA Enrolled In WIOA	TAA Not In WIOA
<b>Total for September:</b>	360	233	127	1335	67	44	1	43
<b>Total for August:</b>	399	261	138	1348	74	45	1	44
<b>Total for July:</b>	349	215	134	1255	72	36	1	35



- Date Range: 9/1/2019 - 9/30/2019

Total Rows: 4

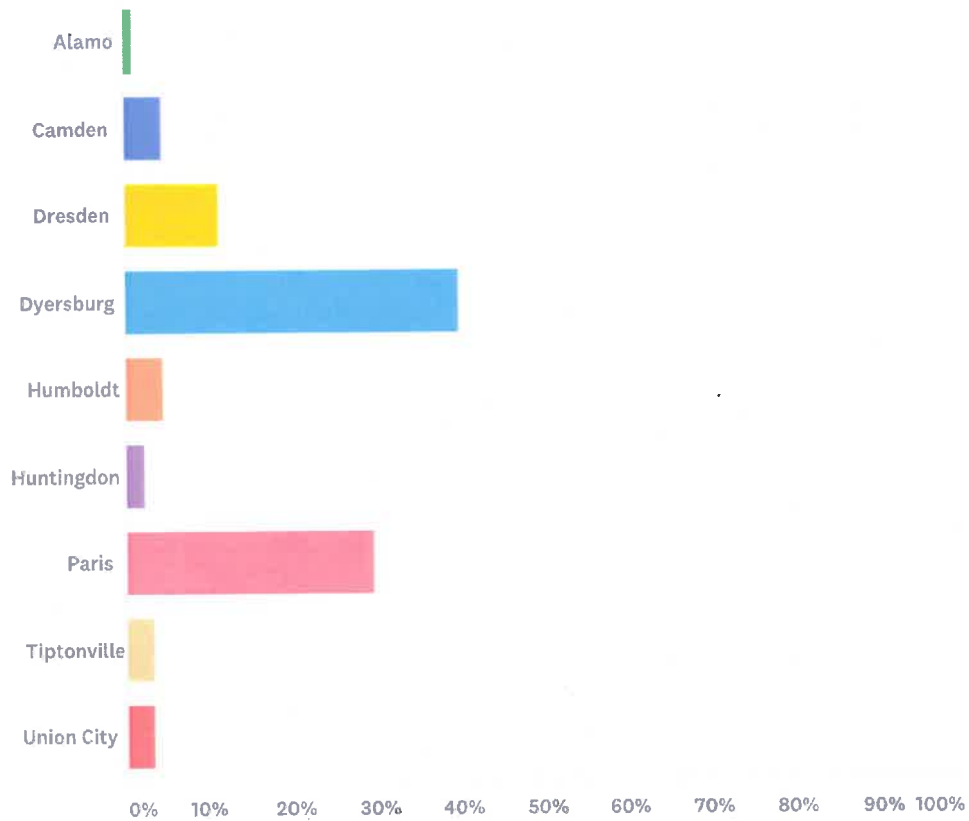
- Date Range: 9/1/2019 - 9/30/2019

**Total Rows:** 2

## American Job Center Feedback

### Q1 Location visited?

Answered: 88 Skipped: 0



#### ANSWER CHOICES

Alamo  
Camden  
Dresden  
Dyersburg  
Humboldt  
Huntingdon  
Paris  
Tiptonville  
Union City  
TOTAL

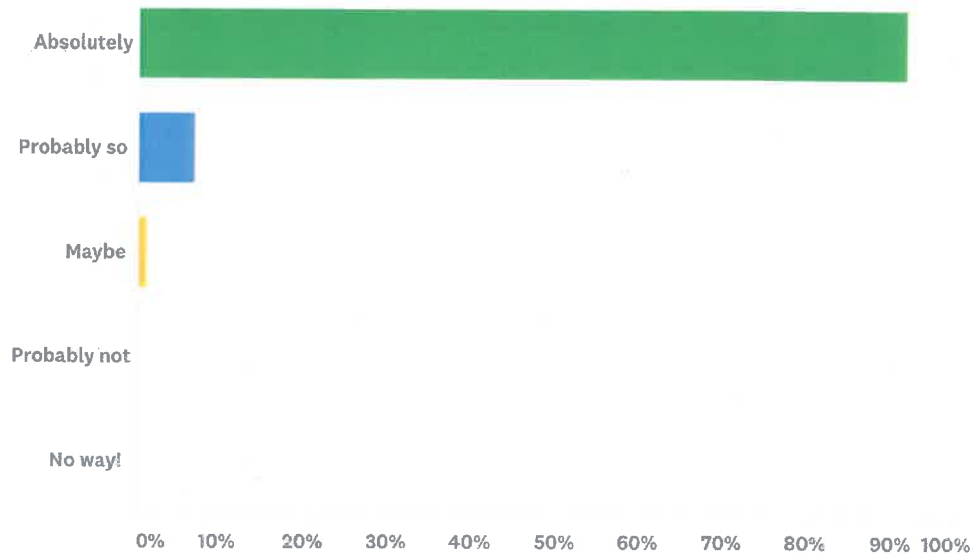
#### RESPONSES

1.14%	1
4.55%	4
11.36%	10
39.77%	35
4.55%	4
2.27%	2
29.55%	26
3.41%	3
3.41%	3
	88

## American Job Center Feedback

### Q5 If you owned a business, would hire the person who assisted you today?

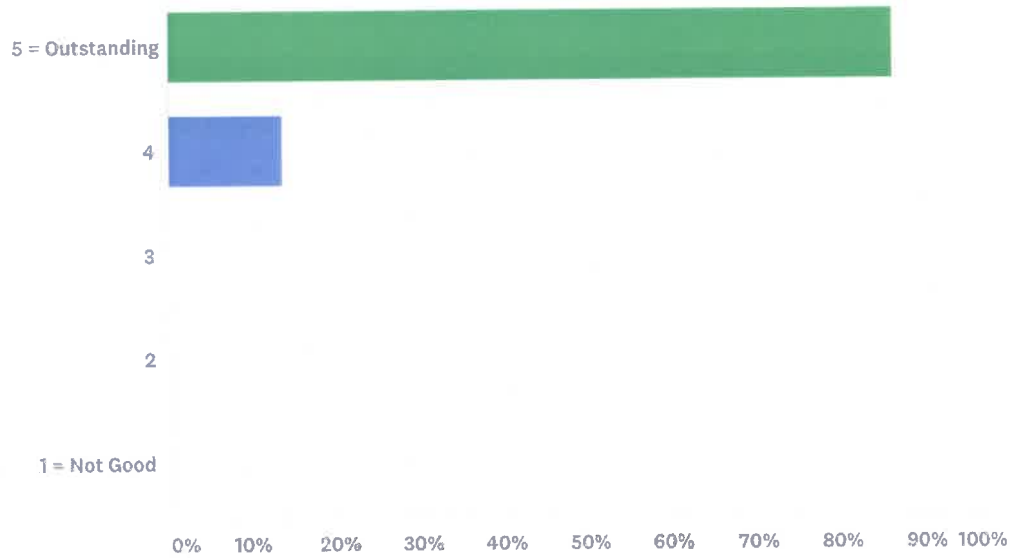
Answered: 88 Skipped: 0



ANSWER CHOICES	RESPONSES	
Absolutely	92.05%	81
Probably so	6.82%	6
Maybe	1.14%	1
Probably not	0.00%	0
No way!	0.00%	0
TOTAL		88

## Q6 Please rank the quality of your visit today.

Answered: 88 Skipped: 0



### ANSWER CHOICES

5 = Outstanding

4

3

2

1 = Not Good

TOTAL

### RESPONSES

86.36%

13.64%

0.00%

0.00%

0.00%

76

12

0

0

0

88

## Services Provided Employer Report

### Total Employers

<u>Services</u>	<u>JULY</u>	<u>AUG</u>	<u>SEP</u>	<u>TOTAL</u>	<u>PY 18 Q1 Total</u>	<u>Difference</u>
E10-Employer Services Training	10	1		11	1	10
E11-Employer Services Training-IWT	8			8	1	7
E01-On-Site Visit Planning Layoff Response				0	0	0
E92-Notification to employer of potential applicant	2	2	20	24	1	23
E07-Promotional Call	7	3	6	16	18	-2
E06-Provided Canadidate Pre-Screening	3	4	1	8	20	-12
E05-Provided Detail Labor Market Study				0	0	0
E02-Provided Job Fair Services	2	3	5	10	5	5
E03-Provided Job Order Follow-Up/Assistance	7	6	5	18	27	-9
E04-Provided Recruitment Services	4	5	4	13	22	-9
E12-Rapid Response Services/Business Downsizing				0	0	0
E90-Referred Qualified Applicants-Staff Assisted	5	10	4	19	34	-15
E08-Reviewed Resumes and Referred Eligible Individuals	19	24	24	67	74	-7
E09-Services to Untapped Targeted Demographic Groups	1			1	1	0
E13-Tax Credits or Incentives for Employers (WOTC)				0	0	0
E15-Strategic Planning/ECD with Employers				0	0	0
E14-Workforcce Information for Employers	3		3	6	4	2
<b>Total Employers Served</b>	<b>71</b>	<b>58</b>	<b>72</b>	<b>201</b>	<b>208</b>	<b>-7</b>

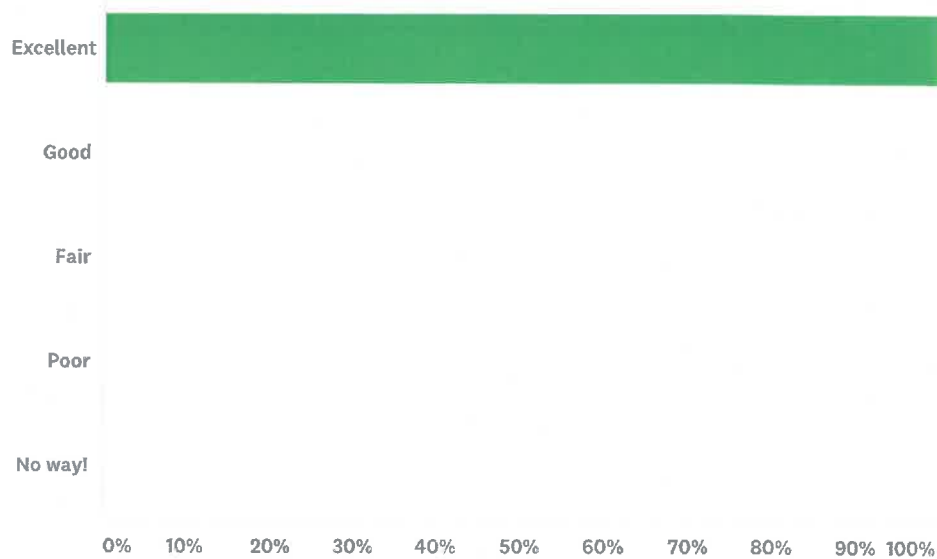
## Total Services

<u>Services</u>	<u>JULY</u>	<u>AUG</u>	<u>SEPT</u>	<u>TOTAL</u>	<u>PY 18 Q1</u> <u>Total</u>	<u>Difference</u>
E10-Employer Services Training	12	2		14	2	12
E11-Employer Services Training-IWT	10			10	1	9
E01-On-Site Visit Planning Layoff Response				0	0	0
E92-Notification to employer of potential applicant	46	27	98	171	1	170
E07-Promotional Call	11	3	7	21	19	2
E06-Provided Canadidate Pre-Screening	3	4	1	8	22	-14
E05-Provided Detail Labor Market Study				0	0	0
E02-Provided Job Fair Services	3	3	5	11	8	3
E03-Provided Job Order Follow-Up/Assistance	16	8	6	30	32	-2
E04-Provided Recruitment Services	5	5	4	14	25	-11
E12-Rapid Response Services/Business Downsizing				0	0	0
E90-Referred Qualified Applicants-Staff Assisted	12	13	6	31	194	-163
E08-Reviewed Resumes and Referred Eligible Individuals	122	167	212	501	324	177
E09-Services to Untapped Targeted Demographic Groups	1			1	1	0
E13-Tax Credits or Incentives for Employers (WOTC)				0	0	0
E15-Strategic Planning/ECD with Employers				0	0	0
E14-Workforcce Information for Employers	4		3	7	5	2
<b>Total Services Provided</b>	<b>245</b>	<b>232</b>	<b>342</b>	<b>819</b>	<b>634</b>	<b>185</b>

## Employer Survey

**Q1 Please rate your level of satisfaction with the customer service you received.**

Answered: 1 Skipped: 0



### ANSWER CHOICES

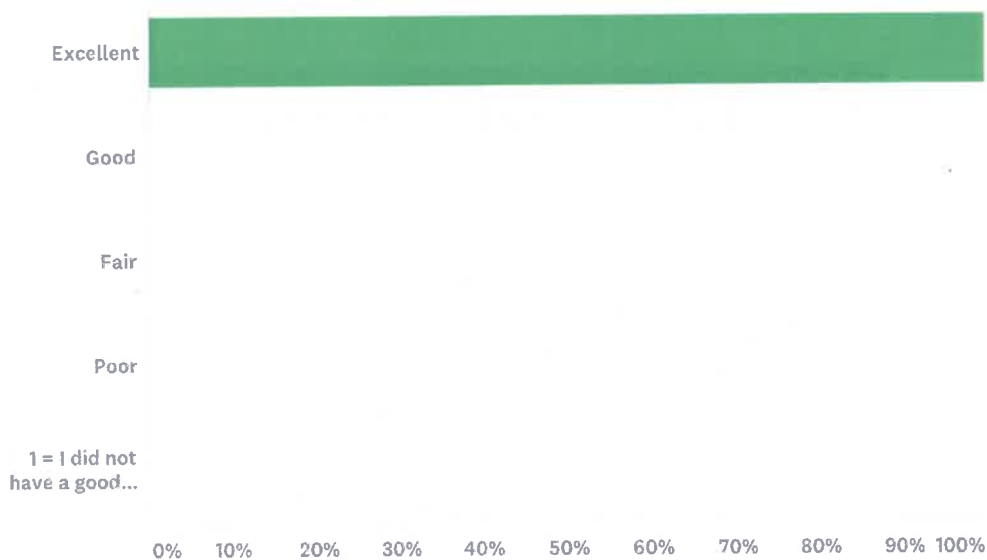
### RESPONSES

Excellent	100.00%	1
Good	0.00%	0
Fair	0.00%	0
Poor	0.00%	0
No way!	0.00%	0
TOTAL		1

## Employer Survey

### Q3 Please rank the quality of the service you received.

Answered: 1 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	100.00%	1
Good	0.00%	0
Fair	0.00%	0
Poor	0.00%	0
1 = I did not have a good visit at all!	0.00%	0
TOTAL		1



## Career Services Monthly Report

Connie Stewart

October 2019

### Registered Electrical Apprenticeship Preparation (REAP):

Name	School	Grant	Status
Participant #1	DCHS	OSY	Started OJT at Amteck on 9/9/19.
Participant #2	DCHS	Adult	Started OJT at Amteck on 7/20/19. He should have completed by now, but we have not been notified of the completion yet.
Participant #3	DCHS	OSY	Started OJT at Amteck on 9/11/19.
Participant #4	DCHS	OSY	Started OJT at Amteck on 9/16/19.
Participant #5	DCHS	Adult	Completed, but decided to no longer participate in the program. He started at UTM on 8/28/19 and is majoring in Software Development. He reports classes are going really well. He has applied for a job at Food Rite.
Participant #6	Peabody	OSY	Started OJT on 9/27/19. Headed to Arizona.
Participant #7	Peabody	Adult	Started OJT on 9/27/19. Headed to Arizona.
Participant #8	Peabody	ISY	Started OJT at Amteck on 9/11/19.
Participant #9	Peabody	ISY	Quit program on 8/12/19. Started working at Gibson County Water Department on 8/15/19.
Participant #10	Peabody	OSY	Quit program after the first couple days of training. Started working at Crenshaw's Catfish on 8/26/19.
Participant #11	Peabody	OSY- 5% exception	Hired at Amteck on 9/16/19

### Justice Involved Youth:

Outreach: Met with Department of Corrections on 9/25/19. I sent them a copy of the referral form and the DOC letter / list of available services.

### Best Practices / Success Stories:

- Youth enrolled in Amteck Electrical Pre-Apprenticeship due to juvenile justice involvement. He completed the program and was hired on 9/16/19.
- Youth enrolled in Amteck Electrical Pre-Apprenticeship due to juvenile justice involvement. She was hired 9/19/19.

Career Services Monthly Report  
 Connie Stewart  
 October 2019

Youth Experience Goals:

Benton (Youth Goal: 5)	Carroll (Youth Goal: 10)	Crockett (Youth Goal: 5)	Dyer (Youth Goal: 20)	Gibson (Youth Goal: 18)	Henry (Youth Goal: 8)	Lake (Youth Goal: 5)	Obion (Youth Goal: 12)	Weakley (Youth Goal: 7)
Goal Met 7 / 5	6 / 10	Goal Met	17 / 20	7 / 18	0 / 8	Goal Met 8 / 5	9 / 12	2 / 7

Adult or Transitional Work Experience:

Benton	Carroll	Crockett	Dyer	Gibson	Henry	Lake	Obion	Weakley
1	0	0	12	4	0	0	0	0

Occupational Skills Training Enrollments 2018 / 2019:

Month	Adult	Dislocated Workers	Youth	Total
October 18	13	1	0	14
November 18	16	1	2	19
December 18	20	2	2	24
January 19	16	1	6	23
February 19	1	0	0	1
March 19	3	0	0	0
April 19	39	7	3	49
May 19	18	5	11	34
June 19	2	2	1	5
July 19	28	6	2	36
August 19	27	4	1	32
Sept 19	1	1	0	2
<b>Contract # 2 Total</b>	<b>184</b>	<b>30</b>	<b>28</b>	<b>239</b>
October 2019	7	0	4	11

October Training Enrollments by Occupation:

SOC	Description	Annual Openings	Average Hourly Wage	Program of Study	Provider	Number Trained	Remaining Annual Openings
51-9198	Helpers- Production Workers	63	\$14.36	Certified Production Technician	TCAT McKenzie	6 Adult and 4 OSY	53
53-3032	Heavy and Tractor Trailer Truck Drivers	282	\$20.46	Truck Driving	Road Runner	1 Adult	281

**BUSINESS SERVICE REPORT**

REVISED 10/18/2019

**On-the-Job Training - July 2019 - June 2020**

**Total Paid to Date: \$ 71,989.60**

Company	Year-to-date Beginning 7-1-19	Completed Training	Did Not Complete	Percent Complete	Current In Training	Paid Invoice
Allergy Lab Solutions	2	0	0	N/A	2	\$ -
Amteck, LLC	8	0	1	0%	7	\$ -
Center Point Business Solutions	11	1	3	25%	7	\$ 1,440.00
City of Dyersburg	5	3	1	75%	1	\$ 6,600.80
Cutting Specialists, Inc.	5	0	1	0%	4	\$ -
Develey Mustard and Condiment Corporation	10	6	1	86%	3	\$ 13,840.00
Discovery Park of America, Inc.	1	1	0	100%	0	\$ 1,920.00
Eaton Aeroquip, LLC	1	0	0	N/A	1	\$ -
ECM of Ridgely, LLC	9	6	0	100%	3	\$ 11,360.00
FW United Group	32	2	3	40%	27	\$ 2,880.00
Henry County Government	1	0	0	N/A	1	\$ -
Hexpol Compounding	1	1	0	100%	0	\$ 2,204.80
InSource Materials, LLC	5	1	0	100%	4	\$ 1,600.00
NSK Steering Systems, Inc.	20	9	2	82%	9	\$ 17,030.40
PML, Inc.	4	3	1	75%	0	\$ 6,480.00
Pottery Direct McKenzie, LLC	1	0	0	N/A	1	\$ -
West Tennessee Healthcare Dyersburg Hospital	3	3	0	100%	0	\$ 6,633.60
<b>Total</b>	<b>119</b>	<b>36</b>	<b>13</b>	<b>73%</b>	<b>70</b>	<b>\$ 71,989.60</b>

**Incumbent Worker Training - October 2018 - September 2019**

Paid: \$ 238,825.99

Contracts: \$ 301,884.75

Company	Proposed # To Train	Current # Trained	Percent Trained
Develey Mustard & Condiments	16	15	94%
Greenfield Products	10	12	120%
PolyOne Corporation	23	23	100%
Cox Oil	28	28	100%
Maverick, Inc.	5	5	100%
Ermco, Inc.	80	76	95%
Firestone Industrial Products	21	20	95%
Choctaw Transportation Company	16	16	100%
KMI Group, Inc.	5	5	100%
Cavalier Pharmacy, LLC	4	4	100%
Dyer Station Pharmacy, LLC	10	14	140%
Nortek Global HVAC, LLC	14	15	107%
Frazier Industries	7	7	100%
Tyson	60	35	58%
Brad Russom Motor dba Carstar Russoms	8	8	100%
Develey Mustard & Condiments #2	5	5	100%
NSK Steering Systems, Inc.	5	5	100%
Ceco Door / AAGD, Inc.	10	10	100%
Institutional Casework #1	38	31	82%
Institutional Casework #2	165	147	89%
United Ammunition Container, Inc	12	14	117%
Tri County Publishing	6	6	100%
Dana Sealing Products, LLC	64	61	95%
Carroll Bank & Trust	2	2	100%
Nobel Automotive	37	22	59%
Rett Express, LLC	7	6	86%
American Woodmark Corporation	6	6	100%
Allergy Lab Solutions, LLC	3	4	133%
CableSouth Media 3 dba Swyft Connect, LLC	20	20	100%
Southern Source Industrial Services	1	1	100%
MacLean Systems, LLC	6	6	100%
<b>Total</b>	<b>694</b>	<b>629</b>	<b>91%</b>

Training is complete, 3 invoices pending

Contract Paid	Contract Amount
\$ 13,653.37	\$ 24,696.00
\$ 3,500.00	\$ 4,000.00
\$ -	\$ 9,350.00
\$ 1,104.00	\$ 1,150.00
\$ 352.00	\$ 352.00
\$ 5,500.00	\$ 5,500.00
\$ 23,980.00	\$ 25,000.00
\$ 1,280.00	\$ 1,280.00
\$ 12,818.75	\$ 20,143.75
\$ 2,000.00	\$ 4,000.00
\$ 8,980.00	\$ 11,000.00
\$ -	\$ 6,750.00
\$ 32,176.00	\$ 32,176.00
\$ 10.00	\$ 14,000.00
\$ 10,000.00	\$ 4,205.00
\$ 4,000.00	\$ 4,000.00
\$ -	\$ 6,600.00
\$ 22,000.00	\$ 22,000.00
\$ 11,177.78	\$ 13,500.00
\$ 6,351.11	\$ 8,020.00
\$ 18,700.00	\$ 18,700.00
\$ 2,200.00	\$ 2,200.00
\$ 23,927.00	\$ 23,927.00
\$ 2,330.00	\$ 2,330.00
\$ 18,000.00	\$ 18,000.00
\$ 3,445.98	\$ 7,665.00
\$ 2,150.00	\$ 2,150.00
\$ 750.00	\$ 750.00
\$ 7,000.00	\$ 7,000.00
\$ 750.00	\$ 750.00
\$ 690.00	\$ 690.00
\$ 238,825.99	\$ 301,884.75

**Recruitment Events/Job Fairs/Hiring Events - July 1, 2019 - September 30, 2019**

Company	When	Where	Comments
MacLean Power Systems	7/1 - 2/2019	Gibson Co.	Job Fair onsite
Pictsweet	7/18/2019	Crockett Co	Job Fair held at Crockett County Memorial Library
Allegion	8/5/2019	Carroll Co	Job Fair held at AIC Huntingdon
Multiple Employers (24 employers)	8/19/2019	Carroll Co.	Regional Job Fair - TCAT McKenzie
Tyson	9/9/2019	Obion Co.	Facebook Live recruitment event
NW TN HRA Public Transportation	9/9 - 10/2019	Regional	Job Fair held at AIC Dyersburg
Wise Staffing, Pilgrims Pride, TN Dept. of Corrections, Census 2020	9/10/2019	Obion Co.	Job Fair in South Fulton
Institutional Casework, Inc.	9/27/2019	Obion Co.	Job Fair onsite

**Pending Events Scheduled - October 2019 - December 2019**

NW TN HRA Public Transportation	10/7/2019	Weakley / Dyer Co.	Job Fair held at AIC Dyersburg
NW TN HRA Public Transportation	10/8/2019	Weakley / Carroll Co.	Job Fair held at Senior Center in Dresden
Tyson	10/9/2019	Obion Co.	Job Fair held at Union City Library
Multiple Employers	10/31/2019	Jackson Civic Center	Mega Regional Job Fair NW/SW/GM

**Pre-Apprenticeship/Apprenticeships**

Company	When	Where
Amteck REAP	7-8-19 to 7-19-19	Dyersburg Amteck - 10 students enrolled in pre-apprenticeship
Amteck Shock & Awe!	4/20/2019	Dyersburg Amteck
Amteck Showcases	1-19-19 to 4-18-19	High Schools - Milan, Trenton Peabody, Dyer County, Gibson County, South Gibson, Obion Central, South Fulton, Dyersburg, Lake County
Amteck - 1st year Apprentices (Dyer Co)	7/31/2019	Dyersburg Amteck - 8 students from the pre-apprenticeship class are registered 1st year apprentices (OJT)
Dana (Gibson Co)	9/5/2019	Informational meeting - interested in apprenticeship for Multicraft Maintenance & Tool Maker
White Squirrel Vineyard (Obion Co)	9/30/2019	Information meeting - interested in apprenticeship for Manufacturing Production Technician

**Rapid Response**

Company	Comments
Hobbs Bonded Fiber	Conducted initial and mass meetings; job fair hosted on-site; company closed 6-30-19.
Caterpillar	Multi-Employer Job Fair held onsite
Heckethorn	Preliminary meetings Jan-March; April Mobile Coach Resume Writing (3 days); On-site Job Fair.
Fred's (Lake Co.)	Rapid Response Informational Packets provided to employees onsite 8-15-2019

**Economic Development/Labor Market Information**

EMSI reports produced for:	Greater Gibson County Chamber of Commerce (5)
	Gibson County Special School District
	Weakley County Industrial Development Board
	Carroll County Mayor (4)
	Obion County Joint Economic Development Board (2)
	PictSweet
	Henry County Chamber of Commerce
	Benton County Mayor (2)
	Allergy Lab Solutions, LLC
	Crockett County Chamber (3)
	Lake County Nursing Home
	Develey Mustard (2)
	Lake County Chamber of Commerce (3)
	Ermco
	Dilla's Sewing
	Discovery Park of America
	Frazier Industrial
	Dyersburg / Dyer County Chamber of Commerce

**Presentations and Speaking Engagements - July 1, 2019 - September 30, 2019**

Milan, TN	7/1/2019	Technical Center Coalition Meeting
Union City, TN	8/14/2019	Discover Your Future in Obion County - Outreach
McKenzie, TN	8/15/2019	WBBJ Mid-Day Show interview - Job Fair promotion
Trenton, TN	8/23/2019	REAP Presentation to CTE Students - Peabody HS
Regional, Dover, TN	9/12/2019	Annual Utility District Workers training

Business Service Representatives continuously meet with individual employers and employer related organizations to share services.  
 Business Service Representatives are providing job placement support for the youth and transitional work experience program.

**Daily Average Traffic Count by Center and Day**

PY19 Q1 Average by Center	Benton	Carroll	Crockett	Dyer	Gibson	Henry	Lake	Obion	Weakley	Totals	PY 2019 Q1 %	PY 2018 %	Average %
Monday	11	48	6	52	28	20	2	28	29	25	34%	28%	31%
Tuesday	6	20	4	33	13	17	2	26	12	15	20%	22%	21%
Wednesday	4	19	3	31	13	13	2	15	10	12	17%	20%	18%
Thursday	5	16	4	26	16	12	1	16	9	12	16%	16%	16%
Friday	4	9	2	25	16	12	2	12	8	10	14%	14%	14%
Totals	6	22	4	33	17	15	2	19	13	15			
Percentage	4.6%	16.9%	3.0%	25.2%	12.9%	11.2%	1.3%	14.6%	10.2%	100%			
Percentage of Population (20-64)	6.3%	11.1%	5.8%	15.2%	19.6%	12.8%	3.6%	12.1%	13.7%	100%			
Difference	-1.7%	5.8%	-2.8%	10.0%	-6.7%	-1.6%	-2.2%	2.6%	-3.4%	0%			