

**Northwest TN Workforce Board  
American Job Center (AJC) Committee  
Monday, January 24, 2022 – 10:00 a.m.**

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

**Minutes**

**Committee Members Attending:** Rita Alexander, Ted Piazza

**Committee Members Attending via Zoom:** Jimmy Williamson, Kristie Bennett, Monica Heath, Mark Chandler, Sherry Fowler, Willie Huffman, Janna Hellums

**Staff and Contractors Attending:** Jennifer Bane, Ginger Powell, Laura Speer, LeAnn Lundberg, OSO Erica Nance

**Staff and Contractors Attending via Zoom:** Lana Burchfiel, Gina Johnson, Connie Stewart, Jennifer Eppley

**Guest Attending via Zoom:** Beth Duffield, AJ Douglas

**Review and Approval of Minutes of October 25, 2021 Meeting:** Rita Alexander called the meeting to order and asked the group for comments regarding the prior meeting's minutes.

- **MOTION: Ted Piazza moved to approve the October 25, 2021 minutes as presented and Mark Chandler seconded the motion. All were in favor and the motion carried.**

**Chair Elections:** Lana Hammons of Develey has been nominated for vice-chair and has agreed to serve. Rita Alexander opened the floor for other nominations, but none were made.

- **MOTION: Ted Piazza moved to elect Lana Hammons as Committee Vice-Chair and Kristie Bennett seconded the motion. All were in favor and the motion carried.**

**AJC Partner Update—Workforce Services, Business Services:** Beth Duffield, Director of Business Services for the Workforce Services division of the TN Department of Labor & Workforce Development, provided a brief update on TN's Business Solutions. Beth touched on Service to Employer Measures that may soon to be implemented, specifically Employer Penetration Rate and Repeat Business. The only way to track this is for AJC staff to enter appropriate activity codes in VOS. We are having system reporting issues, and the system reported we only served 7% of employers in the state, and we know this is incorrect. She wants to focus on understanding the needs of the employers and providing meaningful engagement with them. Business Solutions strategic plan revolves around Customer Service Excellence, Business Consulting (including Layoff Aversion Activities, preventative measures to prevent closure, and working with UTCIS to promote Smart Talent Systems), and Communications. Layoff Aversion funding, about \$57,000, is being offered to each local area. Beth also talked about Coursera, an online education platform that can be utilized by anyone with a Jobs4TN account, which may be helpful for Incumbent Worker Training. Courses can be catered to employers this year as a helpful tool to present work at your own pace courses where they can earn certificates.

**One-Stop Operator Report:** OSO Erica Nance presented the following from the attached reports:

- **AJC Partner Dashboard:** There were 2,172 visits through December and 4,598 services provided. Job Search Resource Room remained the number one visit reason for the quarter followed by Unemployment. Traffic count was up this quarter and there were several events held within the AJCs.
- **Survey Results:** There were 127 surveys completed for the quarter with 100% (127 out of 127) completely satisfied.
- **KPI Results:** Estimated KPI results for the quarter are listed in the Dashboard but must still be verified with the state. Title I exceeded their goal of 69 Adult / Dislocated Worker total enrollments with 72 enrolled, the goal of 14 new youth enrollments with 18 enrolled, and the goal of 11 re-entry enrollments with 17 enrolled. Title II's Jackson State exceed their goal of 71 with 93 enrollments and Weakley County Schools exceeded their goal of 62 with 78 enrollments. Title III New Enrollments results included Wagener Peyser, 216 of 272, SNAP E&T, 23 of 25, Veterans, 5 of 5, and Re-Entry Participants, 7 of 11. Co-Enrollments with Title I included RESEA, 10 of 8, and Trade Adjustment Assistance, 0% due to none of the four new TAA enrollments being eligible for Title I. Title V had 0 SCSEP participant Exits, not meeting their goal of 2.

- VOS Greeter Reports: The attached reports detail the breakdown of visits and reasons by AJC. AJC-Huntingdon met their goal and one other AJC (Benton) met at least 80% of their goal. Erica continues to work with the AJC staff on outreach to increase AJC visits and services.
- Enrollment Summary Report: The attached reports detail the number of new enrollments and carry over participants for several programs by county. There were 420 carry over and 303 new enrollments for Title I programs, with the breakdown of the new Title I cases by program and county included, along with a comparison of Title I numbers served by each area in the state. Our area receives about 4.8% of the state's allocation and has served about 6.8% of the state's total served. Our area accounted for 8.1% of new enrollments in the state during the second quarter of the program year.
- Co-Enrollment Summary Report: The attached report details the numbers of participants co-enrolled between Title I, Wagner Peyser, and TAA. As of December 31<sup>st</sup>, we had 18 of 46 TAA participants co-enrolled and 55 of Wagner Peyser participants co-enrolled in Title I. All new TAA enrollments after 9/1/20 are required to be co-enrolled with Title I if eligible, but none of the new enrollments were eligible.
- Adult Priority of Service Summary: The new report details the breakdown of new adult enrollments by priority category. State policy requires at least 75% be enrolled as categories 1 or 2 while federal guidance requires at least 50.1%. Of the 42 adults enrolled from October to December, 25 or 59.5% were in category 2 and 1 or 2.4% in category 1. Overall between July and December 43.3% of the Adults enrolled were in category 1 or 2.
- Target Populations Report: The attached report shows 633 active participants as of December, including 338 who are youth-aged individuals, and 479 individuals with barriers to employment including 43 individuals with disabilities, 207 underemployed, 78 offenders, 35 in a high poverty area, and 374 low-income individuals. The New Enrolled column indicates the numbers enrolled during the month of December.
- Employer Services and Survey Reports: There have been 2,144 services provided to 981 employers between July and December. The breakdown by service can be viewed on the attached report. We are seeing more events occurring in the AJCs with 43 job fair services provided so far this program year.

**Career Services Report**: Connie Stewart presented the attached report. The contracts for Employment Specialist in Lake and Gibson Counties were ended as of 12/31/21. The Career Advisors for those offices will take over RESEA. The job posting for In-School Youth and Obion/Lake Career Advisor positions were removed due to a decrease in staffing budget. We are funding quite a few truck drivers (27), nursing enrollments continue to be high, and a few have entered training in education. We are trying to serve more justice-involved participants and work experience enrollments have been steady. Everything seems to be on target.

**Business Services Report**: Ginger Powell discussed the following from the attached Business Services Report:

- On-the-Job Training (OJT): YTD, 80 individuals have been enrolled with 27 employers, 37 have completed, 19 did not complete, and 24 are still in training.
- Incumbent Worker Training (IWT): Three contracts were awarded using remaining Rural Initiative funds with 65 employees trained of the 55 proposed as of September 30<sup>th</sup>. For the Funding Cycle 2, one contract has been issued with 20 proposed to be trained. We requested and received some additional IWT funds and are currently working on issuing contracts. We expect to expend \$325,000.
- Job Fair/Hiring Events/Pending Events: Job Fairs were down last quarter, but we are seeing an increase in planned events for the current quarter.
- Apprenticeships: Staff continue to promote apprenticeships and have several new programs in the process of becoming registered. Showcases in the high schools for Amteck's REAP program are being scheduled.
- Rapid Response: There have been no new Rapid Response events since the last report.
- Other: Our current Work Ready Community goal status and speaking engagements are also listed on the attached report. National Manufacturing Day Events (all virtual) can be seen on the attached report.

**Other**: Jennifer Bane provided an update on funding opportunities. In addition to the \$325,000 IWT funding requested and received, an additional \$100,000 for participants was also requested and received. The \$57,000 in layoff aversion funds mentioned by Beth will be used for IWT if needed, OJT, REAP, and purchasing some new computers and hotspots if approved. Jennifer also has a request for additional In-School Youth (ISY) funding ready

to be submitted once the state's new fiscal system is available. We learned last month that the waiver allowing 35-50% of youth funding to be spent on ISY does not apply to the current year's funds, so we are limited to 25%, or about \$154,000. Without additional ISY funding, we will soon have to stop ISY enrollments until we receive new funds in April. We are still looking at outside grants as well. Unfortunately, we didn't get the Delta grant, but we did get the TANF pilot grant in partnership with SW, GM, and the University of Memphis, which gives us the opportunity to apply for the large TANF grants. We have to apply by the end of March and should know by the end of summer if we're awarded. Jennifer also reported that a meeting with the SW Mayors is planned to further discuss a possible partnership. Local and regional planning guidance will be coming soon for required plan updates. Updates are supposed to focus on strategies and service delivery. Jennifer also asked the committee for feedback for these committee meetings, and any changes that would be recommended.

**Future Meeting Dates & Upcoming Events:** Jennifer Bane reviewed the upcoming meeting dates and events as listed on the attached agenda.

Respectfully submitted,

Lana Burchfiel,  
Public Information Specialist

Northwest TN Workforce Board  
**American Job Center Committee**  
Monday, January 24, 2022 – 10:00 a.m.

DSCC Gibson County Center, Room 123  
2071 Hwy 45 Bypass  
Trenton, TN 38382

[Join Zoom Meeting](#)  
Meeting ID: 896 4940 1077  
Passcode: 829916

Chair - Rita Alexander  
Vice Chair – Vacant

Agenda

- |  |                |
|--|----------------|
| 1. Welcome and Call to Order   | Rita Alexander |
| 2. Review and Approval of Minutes – October 25, 2021 meeting<br><b>(Vote Required)</b> | Rita Alexander |
| 3. Vice-Chair Elections <b>(Vote Required)</b><br>Nominee: Lana Hammons, Develey       | All            |
| 4. AJC Partner Update – Workforce Services, Business Services                          | Beth Duffield  |
| 5. One-Stop Operator Report  | Erica Nance    |
| a. AJC Partner Dashboard   |                |
| i. Survey Results  |                |
| ii. KPI Results  |                |
| b. VOS Greeter Reports   |                |
| c. Enrollment Summary Reports  |                |
| d. Co-Enrollment Report  |                |
| e. Priority of Service Report  |                |
| f. Target Populations Report   |                |
| g. Employer Services Report  |                |
| 6. Career Services Report  | Connie Stewart |
| 7. Business Services Report  | Ginger Powell  |
| 8. Other   | Jennifer Bane  |

Future Meeting Dates & Upcoming Events

- Next Board Meeting: Tuesday, February 22<sup>nd</sup> at 12:00 pm (lunch at 11:30 am)  
Security Bank (Trenton) and Zoom
- State Board Meeting: March 25<sup>th</sup> (Nashville / YouTube)
- Conflict of Interest Form Renewal: January 2022
- Remaining 2022 Committee Meeting Dates, Monday, 10:00 am:
  - April 25<sup>th</sup>
  - July 25<sup>th</sup>
  - October 24<sup>th</sup>

**Northwest TN Workforce Board  
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**Monday, October 25, 2021 – 10:00 a.m.**

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**Minutes**

**Committee Members Attending:** Jimmy Williamson

**Committee Members Attending via Zoom:** Kristie Bennett, Monica Heath, Melinda Goode, Mark Chandler, Sherry Fowler, Kristy Mercer

**Staff and Contractors Attending:** Jennifer Bane, Ginger Powell, Laura Speer

**Staff and Contractors Attending via Zoom:** Lana Burchfiel, Gina Johnson

**Guest Attending via Zoom:** Shalondria Shaw (Apprenticeship TN)

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

**MOTION: Mark Chandler moved to approve the July 26, 2021 minutes as presented and Melinda Goode seconded the motion. All were in favor and the motion carried.**

**Chair Elections:**

**MOTION: Kristie Bennett moved to re-elect Rita Alexander as Committee Chair and Mark Chandler seconded the motion. All were in favor and the motion carried.**

No vice-chair nominations have been received at this time. The current vice-chair has resigned from her current employer leaving only three other possible private sector representatives. One has declined and the other two have not been very active. Jennifer will work on it before the next meeting.

**AJC Partner Update—Apprenticeship TN:** Shalondria Shaw, Region Director for West TN, provided a brief update on the Apprenticeship TN office. They are working on transitioning to the state being an approval agency which should lessen the turnaround time for the approval of new apprenticeships. National Apprenticeship Week starts November 15<sup>th</sup> and they are planning a conference. Jennifer has sent out the save date. Shalondria stated she will share the most recent apprenticeship numbers and thanked the staff for their partnership in growing apprenticeship opportunities.

**One-Stop Operator Report:** Jennifer Bane reviewed the following included reports for OSO Erica Nance:

- **AJC Partner Dashboard:** There were 2,426 visits through September and 3,775 services provided. Job Search Resource Room was the number one visit reason for the quarter followed by Unemployment. Traffic count was up this quarter and there were several events held within the AJCs.
  - **Survey Results:** There were 97 surveys completed for the quarter with 100% (97 out of 97) completely satisfied.
  - **KPI Results:** Title I exceeded their goal of 130 total enrollments with 163 enrolled, but only had 12 of the goal of 15 re-entry enrollments. Title II's Jackson State exceed their goal of 80 with 97 enrollments and Weakley County Schools had 71 of their goal of 80. These numbers have been difficult to determine and still need to be verified with the state. Title III New Enrollments included YTD enrollments of WP (138 of 239), SNAP (22 of 24), Veterans (2 of 3), and Re-Entry Participants (1 of 15). Co-Enrollments with Title I included RESEA (6 of 9) and Trade Adjustment Assistance (100%). Title V had 3 SCSEP participant Exits exceeding their goal of 1.
- **VOS Greeter Reports:** The attached reports detail the visits and reasons by AJC. Three AJCs met their goals and two met at least 80% of their goal. The OSO continues to work on outreach to increase customer visits.
- **Enrollment Summary Report:** The attached reports detail the number of new enrollments and carry over participants for several programs by county. There were 489 carry over and 217 new enrollments for Title I programs, with the breakdown of the new Title I cases by program and county included, along with a comparison of Title I numbers served by each area in the state. Our area receives about 4.5% of the state's allocation and has served about 7.6% of the state's total served. Our area accounted for 10.1% of new enrollments in the state during the first quarter of the program year.
- **Co-Enrollment Summary Report:** The attached report details the numbers of participants co-enrolled between Title I, Wagner Peyser, and TAA. As of September 30<sup>th</sup> we have 17 of 50 TAA participants co-enrolled. All new TAA enrollments after 9/1/20 are required to be co-enrolled with Title I.
- **Adult Priority of Service Summary:** The new report details the breakdown of new adult enrollments by priority category. State policy requires at least 75% be enrolled as categories 1 or 2 while federal guidance requires at least

50.1%. Of the 106 adults enrolled, 38 or 35.9% were in category 2 and none in category 1. We reached out to the state and asked for assistance when the policy was first implemented because we don't typically see a lot of individuals within these priority categories seeking services and did not want to have to turn away those who are seeking services. The state staff agreed we should not turn anyone away. We are working on ways of trying to increase priority enrollments.

- **Target Populations Report:** The attached report is just for September. There were 51 total including 15 who are youth-aged individuals, and 23 individuals with barriers to employment including 4 individuals with disabilities, 3 underemployed, 1 offender, none in a high poverty area, and 18 low income individuals.
- **Employer Services and Survey Reports:** There were 1,156 services provided to 602 employers through September. The breakdown by service can be viewed on the attached report.

**Career Services Report:** Jennifer Bane presented the attached report for Connie Stewart. Joy Cooper started as the Career Advisor for OJTs on 9/20/2021. The ISY Career Advisor position is still open. The breakdown of enrollments by county and service are listed. Each county has an enrollment goal they are working towards. Healthcare remains the largest training enrollment and transportation is second. The REAP program had 6 enroll and 5 complete, all of which are still working. They were hired in September and are now doing OJT training and participating in the registered apprenticeship program. Outreach for the quarter is listed on the attached report.

**Business Services Report:** Ginger Powell discussed the following from the attached Business Services Report:

- **On-the-Job Training (OJT):** Forty-four individuals have been enrolled with 25 employers, 7 have completed, 11 did not complete, and 26 are still in training.
- **Incumbent Worker Training (IWT):** There have been three contracts awarded using remaining Rural Initiative funds with 65 employees trained of the 55 proposed as of September 30<sup>th</sup>.
- **Job Fair/Hiring Events/Pending Events:** Several job fairs have been held, including a Regional Job Fair in August. Employer participation is high, but jobseeker attendance is still a struggle. For National MFG Day 2021 we are sharing videos on social media from MFG partners from all the counties for the whole month of October. We also shared these with our high schools and provided them the VirtualJobShadow.com login. We also have the nursing career exploration videos ready to be shared November 1<sup>st</sup> for HOSA week including the educator video from earlier this year and a new employer video featuring Obion, Lauderdale, and Tipton county employers. We are also providing bags full of education information and employer gifts to students which will wrap up our partnership with Dyersburg State for their GIVE grant. The next Virtually Speaking webinar will be December 2<sup>nd</sup> and will discuss using labor market information to build hiring strategies.
- **Apprenticeships:** New apprentices have been added this quarter for Alliance Staffing and Amteck. One new apprentice was added in October for Alliance, putting us at 83 of our goal of 89 apprentices under the Apprenticeship Expansion Grant, which ends this month. The state has given us the opportunity to request additional funds so we hope to have new funding for apprentices soon.
- **Rapid Response:** We had one Rapid Response event for Tecumseh (Henry County) in July. The affected employees did not have any problem finding re-employment.
- **Other:** Staff continue to produce EMSI reports for our employers and economic development partners. Several speaking events and presentations took place and are listed on the attached report. Staff welcome any other opportunities. Our current Work Ready Community goal status is also listed on the attached report.

**Other:** Jennifer Bane stated 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.

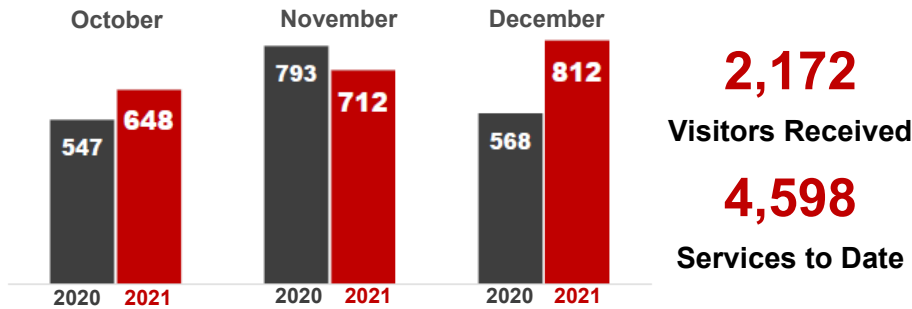
**Future Meeting Dates & Upcoming Events:** Jennifer Bane reviewed the upcoming meeting dates and events as listed on the attached agenda and added that National Apprenticeship week is the week of November 15<sup>th</sup> with the Apprenticeship TN office hosting a conference again this year. We will send Conflict of Interest Forms to be updated before the end of the year. Jimmy Williamson mentioned that we need some more volunteers for this committee.

Respectfully submitted,  
Lana Burchfiel, Public Information Specialist

# NORTHWEST TN

Serving the counties of Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, & Weakley

## NW TN American Job Center (AJC) Visits



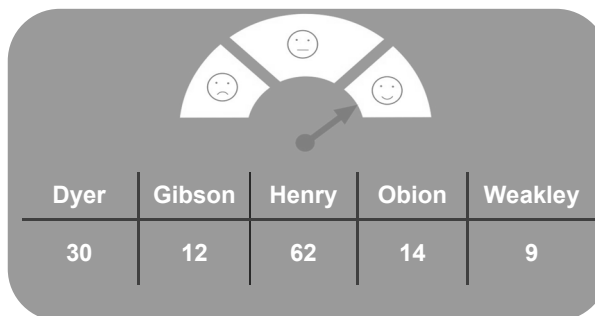
## AJC Surveys Results

Overall, how satisfied were you with our services?



\*From Oct-Dec 2021

Number of Completed AJC Surveys by County for PY22Q2



## Business Services

**27**  
Total On-the-Job  
Training Contracts as of  
12/31/21

**80**  
Enrolled in Training\*

**37 (46%)**  
Completed

**19 (24%)**  
Did not complete\*

**24 (30%)**  
Still in Training\*

**4**  
Total  
Incumbent  
Worker  
Training  
Contracts as of  
12/31/21

**75**  
Proposed to train

**65**  
Trained (87%)

**140**  
Job seekers attended  
Job Fairs

**8**  
Total Job Fairs hosted

**9**  
Registered Apprenticeship  
Occupations

**92**  
Apprentices Trained

\*From Jul 2021-Dec 2021

## PY21Q2 Top 10 Reasons for Visits

1. Job Search Resource Room
2. Unemployment
3. Career Coaching/WIOA Title I
4. Job Search Assistance
5. Adult Education
6. Other Resources
7. Networking Carroll Co Technical Center
8. Resume Assistance
9. Career Coaching/Workforce Essentials
10. RESEA

## Things to Note

- **NWTNWB Committee Meetings:**
  - American Job Center Committee meeting: January 24th, 10 am
  - Outreach & Opportunities Committee Meeting: January 24th, 1 pm
  - Executive Committee Meeting: January 26th, 10:00 am
- **Next Board Meeting:** February 22nd, 11:30 am
- **Virtually Speaking Webinar Series: Hot Topics of Employee Retention** March 3rd, 9:00 am
- Visit us online to view upcoming job fairs, workshops, and other events:

 @NWTNjobs

 @nwtjobs

 www.nwtjobs.org

**JOBS4TN.GOV**

## Current Unemployment Rate by County (November 2021)

Benton 3.7% ▼ | Carroll 3.2% ▼ | Crockett 2.7% ▼ | Dyer 3.6% ▼ | Gibson 3.1% ▼ | Henry 3.4% ▼ | Lake 4.5% ▼ | Obion 3.6% ▼ | Weakley 2.9% ▼

## *Title I Career & Training Services*

	Adult	Dislocated Workers	Youth	Total Title I	Re-Entry Enrollments
Oct.—Dec. Enrollment Goal	69		14	83	11
Oct.—Dec. 2021 New Enrollments	42	30	18	90	17

The Workforce Innovation and Opportunity Act (WIOA) consists of five core partner programs: Titles I—IV, and Temporary Assistance for Needy Families (TANF). These partners provide services through the American Job Center network in order to develop a quality workforce system to meet the needs of area employers and job seekers.

## *Title III & Other Employment Services*

New Enrollments	Oct-Dec New Enrollments	Oct-Dec Enrollment Goal
Wagner Peyser	216	272
SNAP E&T	23	25
Jobs for Veterans	5	5
Re-Entry Participants	7	11

## *Title II Adult Education Enrollments*

	Oct-Dec 2021 Enrollments	Oct-Dec 2021 Goal
Jackson State	93	71
Weakley County Schools	78	62

## *Temporary Assistance for Needy Families*

TANF had 111 active cases in Northwest TN, including 39 employed. Two were closed in successful employment.

Co-Enrollments with Title I	Oct-Dec Co-Enrollments	Oct-Dec Co-Enrollments Goal
RESEA	10	8
Trade Adjustment Assistance	0%	100%

## *Title IV Vocational Rehabilitation*

Vocational Rehabilitation served customers in Northwest Tennessee, including new enrollments during the quarter. were closed in successful employment.

## *Title V*

Participant Exits	Oct-Dec Goal Participant Exits	Oct-Dec Participant Exits
Senior Employment (SCSEP)	2	0

## *Special Projects*

**TRANSFRVR Virtual Reality Headsets to Offer Career Exploration for Lake County High School Students**  
Utilizing Rural Initiative Grant funding, the Northwest Tennessee Workforce Board was purchased five virtual reality career exploration headsets from TRANSFR VR for Lake County High School. The TRANSFRVR software, a virtual reality-based education and training workforce development platform, helps students and job seekers get on a path to middle skills employment. TRANSFRVR helps educators, workforce development professionals, economic development organizations, and employers provide simulations that allow students and job seekers to explore career pathways including Manufacturing, Automotive, Public Safety, Skilled Trades, Warehousing & Storage, and Hospitality & Tourism. New modules will be added as they become available, including Healthcare in 2022.





TRAFFIC COUNTS LIST BY MUTIPLE REASONS - 2021-2022

2021-2022	Camden	Alamo	Humboldt	Paris	Tiptonville	Union City	Dresden	Affiliate Subtotal	Dyersburg	Huntingdon	Comprehensive Subtotal	Total AJC
Jul-21	73	6	249	104	4	69	118	623	235	380	615	1,238
Aug-21	49	5	263	123	2	93	66	601	223	668	891	1,492
Sep-21	43	4	162	87	1	71	37	405	136	504	640	1,045
Oct-21	16	12	198	154	0	122	63	565	155	370	525	1,090
Nov-21	69	10	196	225	0	162	71	733	223	328	551	1,284
Dec-21	60	7	205	179	0	226	53	730	210	562	772	1,502
<b>Subtotal</b>	<b>310</b>	<b>44</b>	<b>1,273</b>	<b>872</b>	<b>7</b>	<b>743</b>	<b>408</b>	<b>3,657</b>	<b>1,182</b>	<b>2,812</b>	<b>3,994</b>	<b>7,651</b>
Mo. Avg	52	7	212	145	1	124	68	87	197	469	333	142
% Avg.	36.5%	5.2%	149.7%	102.6%	0.8%	87.4%	48.0%	61.5%	139.0%	330.8%	234.9%	100.0%

Source: Affiliates - VOS Greeter

TRAFFIC COUNTS LIST BY INDIVIDUAL VISIT 2021-2022

2021-2022	Camden	Alamo	Humboldt	Paris	Tiptonville	Union City	Dresden	Affiliate Subtotal	Dyersburg	Huntingdon	Comprehensive Subtotal	Total AJC
Jul-21	42	4	128	94	4	68	117	457	164	187	351	808
Aug-21	35	4	137	116	2	84	66	444	179	308	487	931
Sep-21	36	3	85	70	1	68	36	299	107	281	388	687
Oct-21	10	7	105	99	0	63	61	345	110	193	303	648
Nov-21	43	9	104	121	0	73	65	415	145	152	297	712
Dec-21	36	5	107	101	0	92	53	394	147	271	418	812
<b>Subtotal</b>	<b>202</b>	<b>32</b>	<b>666</b>	<b>601</b>	<b>7</b>	<b>448</b>	<b>398</b>	<b>2,354</b>	<b>852</b>	<b>1,392</b>	<b>2,244</b>	<b>4,598</b>
Mo. Avg	34	5	111	100	1	75	66	56	142	232	187	85
% Avg.	39.5%	6.3%	130.4%	117.6%	1.4%	87.7%	77.9%	65.8%	166.8%	272.5%	219.6%	100.0%

Individual Visit Monthly Average Goal

	Camden	Alamo	Humboldt	Paris	Tiptonville	Union City	Dresden	Affiliate Subtotal	Dyersburg	Huntingdon	Comprehensive Subtotal	Total AJC
<b>PY 21 Actual</b>	<b>34</b>	<b>5</b>	<b>111</b>	<b>100</b>	<b>1</b>	<b>75</b>	<b>66</b>	<b>56</b>	<b>142</b>	<b>232</b>	<b>187</b>	<b>85</b>
<b>Revised Goal</b>	40	26	159	144	12	140	118	91	316	216	266	130
<b>Difference</b>	-6	-21	-48	-44	-11	-65	-52	-35	-174	16	-79	-45
<b>% of Goal Met</b>	<b>84%</b>	<b>21%</b>	<b>70%</b>	<b>70%</b>	<b>10%</b>	<b>53%</b>	<b>56%</b>	<b>61%</b>	<b>45%</b>	<b>107%</b>	<b>70%</b>	<b>65%</b>

Visit Reason	Camden	Alamo	Humboldt	Paris	Tiptonville	Union City	Dresden	Dyersburg	Huntington	Totals
Job Search Resource Room	70	6	300	290		127	27	263	600	1,683
Unemployment	54	6	205	185		124	128	126	292	1,120
Cr. Coachg/ WIOA Title 1	8		16	52		39	30	55	31	231
Job Search Assist	1	1	14	8		105		19	66	214
Adult Education	9	1	56	1		2		26	12	107
Resources						81				81
Networking Event/Carroll County Technical Center									63	63
Resume Assistance		1	3	11		3		3	27	48
Cr.Coach WF Ess.							2	40		42
RESEA	2	5	2	8		2		5	14	38
HiSET								4	32	36
Networking Event/Carroll Co. Drug Coalition									36	36
Networking Event/Granges Training									26	26
Served in Military?		2		1				16	6	25
Cr.Coach/Youth		1	2			1		14		18
Networking Event/Huntingdon Special School District									17	17
SCSEP - Senior Emploment			1	1		11		4		17
Networking Event Community Advisory Board									13	13
Veterans Servs	1	3		1					6	11
Workshop						11				11
TAA/TRA								8	2	10
Employer Ck-in						3			5	8
Networking Event									5	5
Voc Rehab		2						1	2	5
Cr Coach/Work Keys Test									2	2
Hiring Event/MSHN									2	2
SNAP E&T (Appt)								2		2
SNAP E&T (Orient.)								2		2
Cr Coach/TN Reconnect		1								1
Hiring Event/Manpower						1				1
Workshop/CCTC									1	1
<b>TOTALS</b>	<b>145</b>	<b>29</b>	<b>599</b>	<b>558</b>	<b>0</b>	<b>510</b>	<b>187</b>	<b>588</b>	<b>1,260</b>	<b>3,876</b>
<b>List - INDIVIDUAL</b>	<b>89</b>	<b>21</b>	<b>316</b>	<b>321</b>	<b>0</b>	<b>228</b>	<b>179</b>	<b>402</b>	<b>616</b>	<b>2,172</b>

### Enrollment Summary By LWDA

- LWIA/Region: Northwest Tennessee  
 - Date Range: 07/01/2021 - December 31, 2021  
 - Report Run Time: 1/13/2022 8:39:25 AM

Office	WP		WIOA		TAA		SNAP		Adult Education		ALL PROGRAMS		% of NWTN	
	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>245</u>	<u>362</u>	<u>420</u>	<u>303</u>	<u>50</u>	<u>4</u>	<u>22</u>	<u>45</u>	<u>99</u>	<u>185</u>	836	899	100%	100%
American Job Center - Alamo-	0	<u>9</u>	<u>3</u>	<u>6</u>	0	0	<u>4</u>	3	0	0	7	18	0.8%	2.0%
American Job Center - Humboldt *	<u>32</u>	<u>43</u>	<u>67</u>	<u>30</u>	0	0	<u>3</u>	<u>11</u>	<u>27</u>	<u>42</u>	129	126	15.4%	14.0%
American Job Center - Paris	<u>19</u>	<u>16</u>	<u>43</u>	<u>23</u>	0	<u>1</u>	<u>4</u>	<u>6</u>	<u>12</u>	<u>27</u>	78	73	9.3%	8.1%
American Job Center - Camden-	<u>4</u>	<u>9</u>	<u>22</u>	<u>6</u>	0	0	0	<u>1</u>	<u>8</u>	<u>9</u>	34	25	4.1%	2.8%
American Job Center - Huntingdon *	<u>50</u>	<u>139</u>	<u>50</u>	<u>37</u>	<u>6</u>	<u>2</u>	<u>0</u>	<u>2</u>	<u>7</u>	<u>13</u>	113	193	13.5%	21.5%
American Job Center - Tiptonville -	<u>3</u>	<u>4</u>	<u>20</u>	<u>17</u>	0	0	<u>0</u>	1	1	0	24	22	2.9%	2.4%
AJC – NWTN Correctional Career	0	<u>1</u>	0	0	0	0	0	0	0	0	0	1	0.0%	0.1%
American Job Center - Dyersburg *	<u>102</u>	<u>85</u>	<u>112</u>	<u>52</u>	<u>41</u>	<u>1</u>	<u>5</u>	<u>16</u>	<u>20</u>	<u>26</u>	280	180	33.5%	20.0%
American Job Center - Dresden	<u>8</u>	<u>20</u>	<u>36</u>	<u>92</u>	0	0	<u>4</u>	<u>3</u>	<u>14</u>	<u>27</u>	62	142	7.4%	15.8%
American Job Center - Union City *	<u>24</u>	<u>35</u>	<u>67</u>	<u>40</u>	<u>3</u>	0	<u>2</u>	<u>2</u>	<u>10</u>	<u>41</u>	106	118	12.7%	13.1%
LWDA 12 000 Administrative Office *	<u>3</u>	<u>1</u>	0	0	0	0	0	0	0	0	3	1	0.4%	0.1%
LWIA/Office	WP		WIOA		TAA		SNAP		Adult Education		ALL PROGRAMS		% of NWTN	
Total:	<u>607</u>		<u>723</u>		<u>54</u>		<u>67</u>		<u>284</u>		<u>1,735</u>		<u>2</u>	

### WIOA Participants Served

by American Job Center

July 01, 2021 to December 31, 2021

County	Adults	Dislocated Worker	Youth	ISY	OSY	IWT	TOTAL Served	Percentage Served	Percentage of Allocation	Difference
Benton	19	7	2	0	2	0	28	3.9%	5.6%	-1.7%
Carroll	58	13	16	6	10	0	87	12.0%	10.0%	2.1%
Crockett	7	2	0	0	0	0	9	1.2%	3.7%	-2.4%
Dyer	96	20	48	10	38	0	164	22.7%	13.9%	8.8%
Gibson	65	9	23	19	4	0	97	13.4%	13.9%	-0.4%
Henry*	50	7	9	2	7	0	66	9.1%	29.1%	-20.0%
Lake	10	2	25	16	9	0	37	5.1%	3.1%	2.1%
Obion	73	20	14	2	12	13	107	14.8%	9.3%	5.5%
Weakley	109	7	12	7	5	55	128	17.7%	11.5%	6.2%
TOTALS	487	87	149	62	87	68	723	100%	100%	0%

\*Henry County share of the allocation greatly increased due to Tecumseh closure (was 12.2%).

**Enrollment Summary by LWDA**  
**Date Range 07/01/2021 - December 31, 2021**

Local Area	Carry Forward	New Enrollments	% of New Enrollments	Served	% Served	% of Allocation	Difference
Northeast Tennessee	439	177	4.7%	616	5.8%	7.2%	-1.4%
Southern Middle Tennessee	481	158	4.2%	639	6.0%	6.2%	-0.2%
Upper Cumberland	427	258	6.9%	685	6.4%	4.8%	1.6%
Northwest Tennessee	420	303	8.1%	723	6.8%	4.8%	2.0%
Southwest Tennessee	490	236	6.3%	726	6.8%	4.7%	2.1%
Southeast Tennessee	712	419	11.1%	1,131	10.6%	9.7%	0.9%
Greater Memphis	613	724	19.3%	1,337	12.5%	22.4%	-9.9%
East Tennessee	1,135	718	19.1%	1,853	17.3%	16.3%	1.0%
Northern Middle Tennessee	2,226	765	20.4%	2,991	28.0%	24.0%	4.0%
Total	6,943	3,758	100.0%	10,701	100%	100%	0%

### Co-Enrollment Summary

- LWIA/Region: Northwest Tennessee

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-Specialized CTR*New*	4	<u>4</u>	0	<u>8</u>	0	0	0	0
American Job Center - Humboldt * NEW *	34	<u>27</u>	<u>7</u>	<u>96</u>	<u>6</u>	0	0	0
American Job Center - Paris Specialized CTR*New*	9	<u>8</u>	<u>1</u>	<u>65</u>	<u>1</u>	<u>1</u>	0	<u>1</u>
American Job Center - Camden-Specialized CTR*NEW*	9	<u>7</u>	<u>2</u>	<u>27</u>	<u>2</u>	0	0	0
American Job Center - Huntingdon * NEW *	79	<u>62</u>	<u>17</u>	<u>84</u>	<u>9</u>	<u>4</u>	<u>2</u>	<u>2</u>
American Job Center - Tiptonville - Specialized CTR*New*	3	<u>3</u>	0	<u>37</u>	0	0	0	0
AJC – NWTN Correctional Career Center * NEW *	1	<u>1</u>	0	0	0	0	0	0
American Job Center - Dyersburg * NEW *	93	<u>72</u>	<u>21</u>	<u>152</u>	<u>10</u>	<u>37</u>	<u>13</u>	<u>24</u>
American Job Center - Dresden Specialized CTR *New*	8	<u>7</u>	<u>1</u>	<u>72</u>	<u>1</u>	0	0	0
American Job Center - Union City * NEW *	37	<u>31</u>	<u>6</u>	<u>91</u>	<u>5</u>	<u>3</u>	<u>1</u>	<u>2</u>
LWDA 12 000 Administrative Office * NEW *	1	<u>1</u>	0	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 Rows: 11</b>	<b>278</b>	<b>223</b>	<b>55</b>	<b>632</b>	<b>34</b>	<b>45</b>	<b>16</b>	<b>29</b>

## Adult Priority of Service Summary

July - December 2021

Priority Level	July - Sept. Number Eligible	Q1 % Enrolled	Oct. - Dec. Number Eligible	Q2 % Enrolled	YTD Number Eligible	YTD % Enrolled
*1 - Non-Covered Persons who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	0	0.0%	1	2.4%	1	0.7%
*2 - Veterans and Eligible Spouses who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	38	35.8%	25	59.5%	63	42.6%
3 - Veterans and Eligible Spouses who are not included in Priority Group 1	3	2.8%	1	2.4%	4	2.7%
5 - Non-Covered Persons Outside the WIOA-Priority Groups	65	61.3%	15	35.7%	80	54.1%
<b>Totals</b>	<b>106</b>	<b>100.0%</b>	<b>42</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>

\*TN Department of Labor and Workforce Development Policy requires 75% of Adults served to be eligible under Priority Category 1 or 2. USDOL requires at least 50.1%. As of December 2021, the NW percentage is 43.3% for categories 1 and 2.

### WIOA Targeted Population Summary

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/ Educ Svcs	Total Exited	With Credent
<b>Total</b>	<b><u>633</u></b>	<b><u>28</u></b>	<b><u>633</u></b>	<b><u>450</u></b>	0	<b><u>24</u></b>
<b>Gender</b>						
Female	<b><u>311</u></b> 49.13%	<b><u>15</u></b> 53.57%	<b><u>311</u></b> 49.13%	<b><u>208</u></b> 46.22%	0	<b><u>11</u></b> 45.83%
Male	<b><u>318</u></b> 50.24%	<b><u>13</u></b> 46.43%	<b><u>318</u></b> 50.24%	<b><u>240</u></b> 53.33%	0	<b><u>13</u></b> 54.17%
NA	<b><u>4</u></b> 0.63%	0	<b><u>4</u></b> 0.63%	<b><u>2</u></b> 0.44%	0	0
<b>Age</b>						
18 and Under	<b><u>106</u></b> 16.75%	<b><u>9</u></b> 32.14%	<b><u>106</u></b> 16.75%	<b><u>41</u></b> 9.11%	0	<b><u>3</u></b> 12.50%
19 to 24	<b><u>232</u></b> 36.65%	<b><u>7</u></b> 25.00%	<b><u>232</u></b> 36.65%	<b><u>169</u></b> 37.56%	0	<b><u>13</u></b> 54.17%
25 to 54	<b><u>267</u></b> 42.18%	<b><u>11</u></b> 39.29%	<b><u>267</u></b> 42.18%	<b><u>227</u></b> 50.44%	0	<b><u>8</u></b> 33.33%
55 and Older	<b><u>28</u></b> 4.42%	<b><u>1</u></b> 3.57%	<b><u>28</u></b> 4.42%	<b><u>13</u></b> 2.89%	0	0
<b>Race/Ethnicity</b>						
White	<b><u>490</u></b> 77.41%	<b><u>22</u></b> 78.57%	<b><u>490</u></b> 77.41%	<b><u>355</u></b> 78.89%	0	<b><u>20</u></b> 83.33%
African American/Black	<b><u>128</u></b> 20.22%	<b><u>4</u></b> 14.29%	<b><u>128</u></b> 20.22%	<b><u>81</u></b> 18.00%	0	<b><u>5</u></b> 20.83%
American Indian/Alaskan Native	<b><u>3</u></b> 0.47%	0	<b><u>3</u></b> 0.47%	<b><u>1</u></b> 0.22%	0	0
Hispanic	<b><u>19</u></b> 3.00%	0	<b><u>19</u></b> 3.00%	<b><u>14</u></b> 3.11%	0	<b><u>1</u></b> 4.17%
<b>Educational Status</b>						
In-school; Secondary School or less	<b><u>46</u></b> 7.27%	<b><u>3</u></b> 10.71%	<b><u>46</u></b> 7.27%	<b><u>6</u></b> 1.33%	0	<b><u>1</u></b> 4.17%
In-school; post Secondary School	<b><u>134</u></b> 21.17%	<b><u>2</u></b> 7.14%	<b><u>134</u></b> 21.17%	<b><u>101</u></b> 22.44%	0	<b><u>11</u></b> 45.83%
Not attending school or Secondary School Dropout	<b><u>30</u></b> 4.74%	<b><u>4</u></b> 14.29%	<b><u>30</u></b> 4.74%	<b><u>21</u></b> 4.67%	0	<b><u>1</u></b> 4.17%
Not attending school; Secondary School Graduate or has a recognized equivalent	<b><u>418</u></b> 66.03%	<b><u>16</u></b> 57.14%	<b><u>418</u></b> 66.03%	<b><u>322</u></b> 71.56%	0	<b><u>11</u></b> 45.83%
Not attending school; within age of compulsory school attendance	<b><u>5</u></b> 0.79%	<b><u>3</u></b> 10.71%	<b><u>5</u></b> 0.79%	0	0	0

UC Status						
Neither claimant or exhaustee	<u>1</u> 0.16%	0	<u>1</u> 0.16%	<u>1</u> 0.22%	0	<u>1</u> 4.17%
Veteran						
All Veterans	<u>11</u> 1.74%	0	<u>11</u> 1.74%	<u>9</u> 2.00%	0	0
Eligible Veteran Status	<u>11</u> 1.74%	0	<u>11</u> 1.74%	<u>9</u> 2.00%	0	0
Other Eligible Person/Veteran Spouse	0	0	0	0	0	0
Campaign Veteran	0	0	0	0	0	0
Disabled Veteran	<u>2</u> 0.32%	0	<u>2</u> 0.32%	<u>1</u> 0.22%	0	0
Transitioning Service Member	<u>1</u> 0.16%	0	<u>1</u> 0.16%	<u>1</u> 0.22%	0	0
Recently Separated Veteran	<u>3</u> 0.47%	0	<u>3</u> 0.47%	<u>3</u> 0.67%	0	0
Active Duty Military Spouse	0	0	0	0	0	0
Barriers						
Total With Significant Barriers to Employment	<u>479</u> 75.67%	<u>21</u> 75.00%	<u>479</u> 75.67%	<u>322</u> 71.56%	0	<u>23</u> 95.83%
Individuals with Disability	<u>43</u> 6.79%	<u>1</u> 3.57%	<u>43</u> 6.79%	<u>19</u> 4.22%	0	<u>4</u> 16.67%
Displaced Homemaker	0	0	0	0	0	0
Underemployed	<u>207</u> 32.70%	<u>5</u> 17.86%	<u>207</u> 32.70%	<u>170</u> 37.78%	0	<u>10</u> 41.67%
Dislocation Event	<u>10</u> 1.58%	0	<u>10</u> 1.58%	<u>1</u> 0.22%	0	0
Within 2 Years of Exhausting TANF	0	0	0	0	0	0
Hawaiian Native	0	0	0	0	0	0
Single Parent	<u>54</u> 8.53%	<u>5</u> 17.86%	<u>54</u> 8.53%	<u>38</u> 8.44%	0	0
Facing Substantial Cultural Barriers	0	0	0	0	0	0
Eligible Migrant and Seasonal Farmworker	0	0	0	0	0	0
Meets Governors Special Barrier	0	0	0	0	0	0
English Language Learner	<u>2</u> 0.32%	0	<u>2</u> 0.32%	<u>1</u> 0.22%	0	0
Basic Skills Deficient	<u>30</u> 4.74%	<u>4</u> 14.29%	<u>30</u> 4.74%	0	0	0
Offender	<u>78</u> 12.32%	<u>4</u> 14.29%	<u>78</u> 12.32%	<u>67</u> 14.89%	0	<u>4</u> 16.67%



Homeless	<u>6</u> 0.95%	<u>1</u> 3.57%	<u>6</u> 0.95%	<u>2</u> 0.44%	0	0
Runaway Youth	0	0	0	0	0	0
Foster Care (All)	<u>4</u> 0.63%	0	<u>4</u> 0.63%	<u>1</u> 0.22%	0	0
In Foster Care	<u>3</u> 0.47%	0	<u>3</u> 0.47%	<u>1</u> 0.22%	0	0
Aged Out of Foster Care	<u>1</u> 0.16%	0	<u>1</u> 0.16%	0	0	0
Pregnant or Parenting Youth	<u>36</u> 5.69%	<u>2</u> 7.14%	<u>36</u> 5.69%	<u>15</u> 3.33%	0	<u>2</u> 8.33%
Out of Home Placement	0	0	0	0	0	0
Eligible Under Section 477	0	0	0	0	0	0
Youth Requires Additional Assistance	<u>40</u> 6.32%	<u>1</u> 3.57%	<u>40</u> 6.32%	<u>15</u> 3.33%	0	<u>3</u> 12.50%
Long-Term Unemployed	<u>182</u> 28.75%	<u>11</u> 39.29%	<u>182</u> 28.75%	<u>110</u> 24.44%	0	<u>3</u> 12.50%
<b>Public Assistance</b>						
TANF	0	0	0	0	0	0
SNAP	<u>88</u> 13.90%	<u>5</u> 17.86%	<u>88</u> 13.90%	<u>56</u> 12.44%	0	<u>5</u> 20.83%
Social Security Disability Insurance (SSDI)	<u>2</u> 0.32%	0	<u>2</u> 0.32%	<u>2</u> 0.44%	0	0
Supplemental Security Income (SSI)	<u>8</u> 1.26%	0	<u>8</u> 1.26%	<u>3</u> 0.67%	0	0
General Assistance	0	0	0	0	0	0
Living in the High Poverty Area	<u>35</u> 5.53%	<u>4</u> 14.29%	<u>35</u> 5.53%	<u>7</u> 1.56%	0	0
Free or Reduced Lunch	<u>8</u> 1.26%	0	<u>8</u> 1.26%	<u>1</u> 0.22%	0	0
Low Income	<u>374</u> 59.08%	<u>12</u> 42.86%	<u>374</u> 59.08%	<u>261</u> 58.00%	0	<u>23</u> 95.83%
<b>Green Training</b>						
Received Green Training	0	0	0	0	0	0

## Services Provided Employer Report

### Total Employers Served by Service

<u>Services</u>	<u>JULY</u>	<u>AUG</u>	<u>SEP</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	<u>TOTAL</u>	<u>%</u>
E-17 Apprenticeship Employer Outreach	6	1	9	2	3	6	27	3%
E10-Employer Services Training	42	5	37	24	23	22	153	16%
E11-Employer Services Training-IWT	2		29	23	7	24	85	9%
E01-On-Site Visit Planning Layoff Response							0	0%
E93-Notification to employer or resumes via Virtual Recruiter			5	5	6	5	21	2%
E92-Notification to employer of potential applicant		4		1			5	1%
E07-Promotional Call	44	1	7	12	12	16	92	9%
E06-Provided Canadidate Pre-Screening							0	0%
E05-Provided Detail Labor Market Study	1		10	2	2	11	26	3%
E02-Provided Job Fair Services	10	26	4	2		1	43	4%
E03-Provided Job Order Follow-Up/Assistance	36	32	53	10	22	16	169	17%
E04-Provided Recruitment Services	30	3	6	6	4	3	52	5%
E12-Rapid Response Services/Business Downsizing							0	0%
E90-Referred Qualified Applicants-Staff Assisted							0	0%
E08-Reviewed Resumes and Referred Eligible Individuals	20	25	9	14	13	18	99	10%
E09-Services to Untapped Targeted Demographic Groups	6		19	7	6	3	41	4%
E13-Tax Credits or Incentives for Employers (WOTC)							0	0%
E15-Strategic Planning/ECD with Employers						1	1	0%
E14-Workforcce Information for Employers	36	2	82	14	15	18	167	17%
<b>Total Employers Served</b>	<b>233</b>	<b>99</b>	<b>270</b>	<b>122</b>	<b>113</b>	<b>144</b>	<b>981</b>	<b>100%</b>

### Total Services Provided

<u>Services</u>	<u>JULY</u>	<u>AUG</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	<u>TOTAL</u>	<u>%</u>
E-17 Apprenticeship Employer Outreach	15	1	10	4	9	12	51	2%
E10-Employer Services Training	58	8	57	39	44	33	239	11%
E11-Employer Services Training-IWT	2		37	38	11	31	119	6%
E01-On-Site Visit Planning Layoff Response							0	0%
E93-Notification to employer or resumes via Virtual Recruiter			34	72	95	74	275	13%
E92-Notification to employer of potential applicant		5		1			6	0%
E07-Promotional Call	47	1	8	13	12	18	99	5%
E06-Provided Canadidate Pre-Screening							0	0%
E05-Provided Detail Labor Market Study	3		10	3	2	11	29	1%
E02-Provided Job Fair Services	10	26	4	3		2	45	2%
E03-Provided Job Order Follow-Up/Assistance	49	39	59	18	36	22	223	10%
E04-Provided Recruitment Services	44	4	6	9	6	4	73	3%
E12-Rapid Response Services/Business Downsizing							0	0%
E90-Referred Qualified Applicants-Staff Assisted							0	0%
E08-Reviewed Resumes and Referred Eligible Individuals	178	202	50	91	60	128	709	33%
E09-Services to Untapped Targeted Demographic Groups	17		26	9	10	3	65	3%
E13-Tax Credits or Incentives for Employers (WOTC)							0	0%
E15-Strategic Planning/ECD with Employers						1	1	0%
E14-Workforce Information for Employers	47	2	97	18	20	26	210	10%
<b>Total Services Provided</b>	<b>470</b>	<b>288</b>	<b>398</b>	<b>318</b>	<b>305</b>	<b>365</b>	<b>2,144</b>	<b>100%</b>

## Career Services Provider Quarterly Report Dec-21

### Staff Hiring

Ending contracts for Employment Specialist in Lake and Gibson as of 12/31/21. The Career Advisors for those offices will take over RESEA. Removed job posting for In-School Youth and Obion/Lake Career Advisor positions due to decrease in staffing budget.

### Enrollments by Program (July 1, 2020 - June 30, 2021)

	Adult	DW	OSY	ISY	Total	Percentage
Occupational Skills Training	78	12	7	1	98	42%
Work Experience	6	2	8	21	37	16%
Youth Incentives			7	0	7	3%
Transitional Jobs	3	1			4	2%
On-the-Job Training	61	8	7	0	76	32%
Apprenticeship	0	0	0	0	0	0%
TAA Co-Enrollment		14			14	6%
<b>Total</b>	<b>148</b>	<b>37</b>	<b>29</b>	<b>22</b>	<b>236</b>	<b>100%</b>
Contract Goal	380			107	487	100%
YTD Total	185			51	236	48%
Remaining	195			56	251	52%

### Enrollments by County

	Adult	DW	OSY	ISY	Total	Percentage
Benton	3	2	1	0	6	3%
Carroll	24	8	3	2	37	16%
Crockett	4	1	0	0	5	2%
Dyer	37	9	8	3	57	24%
Gibson	18	7	3	1	29	12%
Henry	16	2	3	2	23	10%
Lake	3	0	1	11	15	6%
Obion	19	3	5	0	27	11%
Weakley	24	5	5	3	37	16%
<b>Total</b>	<b>148</b>	<b>37</b>	<b>29</b>	<b>22</b>	<b>236</b>	<b>100%</b>
Percentage	63%	16%	12%	9%	100%	

### Training Enrollments by Sector / Institution

Training Provider	Healthcare	Manufacturing	Other	Transportation	Grand Total
Bethel	1				1
Dental Staff School	1				1
Drive Train				1	1
DSCC	11	6	1		18
JSCC	5				5
NALTC			6		6
Road Runner				27	27
TCAT Covington					
TCAT Crump					
TCAT Jackson					
TCAT McKenzie			3	1	4
TCAT Newbern	8	2	1	2	13
TCAT Paris	9				9

<b>University of Memphis</b>					
<b>UTM</b>	4		4		8
<b>Union University</b>					
<b>East TN State Univ.</b>	1				1
<b>Murray State</b>	2		2		4
<b>Grand Total</b>	<b>42</b>	<b>8</b>	<b>17</b>	<b>31</b>	<b>98</b>

<b>Training Provider</b>	<b>Sum of Amount Paid *</b>
Road Runner	\$ 109,736.00
TCAT Jackson	\$ 36,904.00
Dental Staff	\$ 20,000.00
Follett Higher Ed. Group	\$ 5,389.74
DSCC	\$ 43,508.35
North American Lineman	\$ 12,000.00
Murray State University	\$ 14,000.00
TCAT Paris	\$ 6,194.67
Union University	\$ 11,694.00
Bethel	\$ 3,000.00
University of Memphis	\$ 7,353.75
University of Missouri	\$ 1,760.00
University of TN Martin	\$ 34,236.94
TCAT McKenzie	\$ 619.23
JSCC	\$ 4,668.72
TCAT Newbern	\$ 6,355.58
Amteck	\$ 23,648.71
<b>Grand Total</b>	<b>\$ 341,069.69</b>

*\*Reflective of invoices paid as of 7/1/21; may include prior year enrollments*

#### Registered Electrical Apprenticeship Preparation Program (REAP)

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Total</b>	<b>%</b>
<b>Enrolled</b>	11	10	6	27	100%
<b>Completed Classroom Training</b>	8	5	5	18	67%
<b>Exited</b>	11	10	0	21	78%
<b>Active</b>	0	0	6	6	22%
<b>Employed</b>	11	9	5	25	93%
<b>Employed with Amteck</b>	4	3	5	12	44%
<b>Unemployed</b>	0	1	1	2	7%

#### Events / Marketing

High Schools: Peabody, Gibson County Innovative H.S. Grant brunch,

Postsecondary: Dyersburg State A.A.S., SNAP, and TRIO students, Engineering Systems Advisory Committee, TCAT Newbern, Ripley, and Covington SNAP students, TCAT Paris and McKenzie new students

Other: Gibson County Workforce Development, Adult Education Lake County Courthouse Facebook page, Homeless Panel

# BUSINESS SERVICE REPORT

1/12/2022

Obligations: \$ 52,822.40

## On-the-Job Training - July 2021 - December 31, 2021

Total Paid to Date: \$ 84,294.60

Company	Year-to-date Active 7-1-21	Completed Training	Did Not Complete	Percent Complete	Currently in Training	Paid Invoice
ABB Enterprise Software, Inc.	3	1	1	50%	1	\$ 2,390.40
Allegion/Republic Door and Frames	6	5	1	83%	0	\$ 11,360.00
Allergy Lab Solutions, LLC	2	0	1	0%	1	\$ -
Alliance Staffing Group, LLC	17	4	1	80%	12	\$ 7,800.60
Amteck, LLC	5	5	0	100%	0	\$ 9,154.20
Auston Mealer's Restaurant Equipment Service	0	0	0	n/a	0	\$ -
BAM2 Inc	1	1	0	100%	0	\$ 3,200.00
Big Bore LLC	0	0	0	n/a	0	\$ -
City of Dyersburg	0	0	0	n/a	0	\$ -
City of Gleason	1	1	0	100%	0	\$ 2,400.00
Cox Oil Company, Inc.	0	0	0	n/a	0	\$ -
Dana Sealing Products, LLC	0	0	0	n/a	0	\$ -
Develey Mustard & Condiment Corp.	26	7	13	35%	6	\$ 16,537.60
Excel Boat Company	1	0	0	n/a	1	\$ -
Granges Americas, Inc.	11	10	1	91%	0	\$ 25,088.00
Greenfield Product	0	0	0	n/a	0	\$ -
Henry County Healthcare Center Nursing Home	0	0	0	n/a	0	\$ -
Henry County Medical Center	0	0	0	n/a	0	\$ -
Hornsby's Garage Inc.	2	0	0	n/a	2	\$ -
Jackson-Madison County General dba West Tennessee Dyersburg Hospital	3	3	0	100%	0	\$ 6,363.80
Maverick, Inc.	1	0	1	0%	0	\$ -
NSK Steering Systems America, Inc.	0	0	0	n/a	0	\$ -
Thor Boats	1	0	0	n/a	1	\$ -
Trenton Light and Water	0	0	0	n/a	0	\$ -
Twin Oaks Technology, LLC	0	0	0	n/a	0	\$ -
United Ammunition Container, Inc	0	0	0	n/a	0	\$ -
WorkCare Resources Inc (Rapid Care)	0	0	0	n/a	0	\$ -
<b>Total</b>	<b>80</b>	<b>37</b>	<b>19</b>	<b>66%</b>	<b>24</b>	<b>\$ 84,294.60</b>

cost per participant \$ 2,278.23

Paid: \$ 40,035.00

## Incumbent Worker Training - July 1, 2021 - December 31, 2021

Contracts: \$ 40,035.00

Company	Proposed # To Train	Current # Trained	Percent Trained	Contract Paid	Contract Amount
<i>Funding Cycle 1, Sept 2021 (Rural Grant funding)</i>					
First Community Bank of the Heartland	45	52	116%	\$ 25,000.00	\$ 25,000.00
Institutional Casework, Inc.	4	4	100%	\$ 1,850.00	\$ 1,850.00
Tyson - Union City	6	9	150%	\$ 13,185.00	\$ 13,185.00
<b>TOTAL</b>	<b>55</b>	<b>65</b>	<b>118%</b>	<b>\$ 40,035.00</b>	<b>\$ 40,035.00</b>
<i>Funding Cycle 2, Dec 2021 - June 2022 (State Reserve funds)</i>					
First Citizens National Bank	20	0	0	\$ -	\$ 24,996.00
<b>TOTAL</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>\$ -</b>	<b>\$ 24,996.00</b>

\* Additional contracts pending - expected obligation of \$325,000 in IWT cycle 2

## Recruitment Events/Job Fairs/Hiring Events - July 1, 2021 - December 31, 2021

Company / Host Agency	When	Where	Comments
Tecumseh Rapid Response Job Fair	7/15/2021	Henry Co	8 employers, 21 affected employees
American Job Center - Dyersburg	8/5/2021	Dyer Co	15 employers, 23 jobseekers - Regional Fair
American Job Center - Huntingdon	8/5/2021	Carroll Co	25 employers, 32 jobseekers - Regional Fair
American Job Center - Humboldt	8/5/2021	Gibson Co	22 employers, 17 jobseekers - Regional Fair
American Job Center - Union City	8/5/2021	Obion Co	12 employers, 10 jobseekers - Regional Fair
American Job Centers Regional Job Fair	8/5/2021	Regional	Regional Job Fair employers, 26 jobseekers
Allegion / Republic Door	8/26/2021	Henry Co	6 jobseekers in person, 11 virtual
Manpower	10/5/2021	Obion Co	1 employer, 5 jobseekers

## Pending Events Scheduled - January 1, 2022 - March 31, 2022

Transfer VR Oculus Headsets - Career Exploration	January 2022	Lake Co High School	Launch Event for CTE Students / Seniors
Tyson Humboldt Job Fair	TBD	Jackson	Planning Phase
Regional Healthcare Job Fair	2/14/2022	Humboldt Medical Cnt	
Henry Co Winter Job Fair	2/23/2022	Civic Center	quarterly job fair for Henry Co
Virtually Speaking Webinar Series	3/3/2022	Zoom Webinar	Hot Topics of Employee Retention
Mock it Till You Rock It	March 2022	Carroll Co Schools	Mock interviews for High School Students

## Pre-Apprenticeship/Apprenticeships July 1, 2021 - December 31, 2021

Company	When	Where
Amteck REAP 2021 (Dyer Co)	7/12/2021	Dyersburg Amteck - 6 students participate in pre-apprenticeship class
Amteck - 1st year Apprentices (Dyer Co)	9/15/2021	Dyersburg Amteck - 5 students from the pre-apprenticeship class are registered 1st year apprentices (OJT)
Alliance Staffing (Gibson Co)	9/22/2021	Alliance Staffing enrolled 1 new Production Technician Apprentice
Alliance Staffing (Gibson Co)	9/28/2021	Alliance Staffing enrolled 1 new Production Technician Apprentice
Alliance Staffing (Gibson Co)	10/1 & 10/13	Alliance Staffing enrolled 2 new Production Technician Apprentices
City of Gleason (Weakley Co)	10/5/2021	Registered a Water Systems Operator Apprenticeship with USDOL
City of Gleason (Weakley Co)	10/5/2021	City of Gleason enrolled 1 Water Systems Operator Apprentice
Amteck (Dyer Co)	11/4/2021	Amteck enrolled 8 first-year apprentices

Rasberry Tire (Gibson Co)	11/16/2021	Rasberry Tire registered a NAPA Automotive Service Technician Apprenticeship with USDOL
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#### **Rapid Response July 1, 2021 - December 31, 2021**

Company	Comments
Tecumseh LLC (Henry Co)	All Communications Meeting onsite - 62 affected - 7/15/2021; onsite job fair 7/15/2021

#### **Economic Development/Labor Market Information July 1, 2021 - December 31, 2021**

EMSI reports produced for:

Advantage Manufacturing (1)
Allegro Foods (1)
Benton County Government (6)
Big Bore LLC (1)
Centennial Bank (1)
Chicago Metallic (1)
Dana Incorporated (2)
Develey (3)
Dyersburg / Dyer Co Chamber of Commerce (1)
Dyersburg State Community College (2)
Gibson County Economic Development (6)
Gibson County Special School District (4)
Greenfield Products (2)
Hamilton Ryker - Obion Co (1)
HJL Foam (3)
Hollow Rock - Bruceton Special School District (9)
Huntingdon Special School District ( 11)
Kohler (1)
MIA Seating (2)
Obion Co Joint Economic Development Corp (3)
Paris Henry County Industrial Council (6)
Peabody High School (4)
Petainer Group (1)
Security Bank (1)
Touchstone Property Management (1)
Union City Fire Department (1)
United Ammunition Container (1)

#### **Presentations and Speaking Engagements - July 1, 2021 - December 31, 2021**

Workforce Strategy Discussion with TNDOL commissioner McCord	7/28/2021	Regional
TNDOL Conference - Refocus Convening TN Workforce - Panelist	8/17/21 - 8/21/2021	Statewide
Dyersburg Breakfast Rotary Speaker on Business Services	9/1/2021	Dyer Co
Virtually Speaking: #WorkLife: How Employers Benefit through a Partnership to Build a Young Talent Workforce in NW TN	9/2/2021	Regional - Premier Virtual
VIBE Workforce Panel - Panelist	9/14/2021	Obion Co
Workforce Services Webinar: Virtual Career Exploration through VirtualJobShadow.com	9/14/2021	Regional - Premier Virtual High School Educators
Society of Human Resource Managers (SHRM) meeting Speaker - Apprenticeship topic	9/21/2021	Dyer Co - Virtual
VIBE Meeting and Chamber Podcast Interview	10/19/2021	Obion Co
National HOSA Week - Nursing Career Exploration Videos - panelists from local health care facilities and post-secondary healthcare training providers (GIVE Grant collaboration)	11/1/2021	Obion Co, Lauderdale Co, Tipton Co
National Apprenticeship Week - Apprenticeship TN Conference, Crown Winery served as a Panelist for Hospitality session	11/16/2021	Statewide (Gibson Co Rep)
Virtually Speaking: Utilizing Labor Market Information to Build Your Hiring Strategy	12/2/2021	Regional - Zoom Webinar
Trenton Rotary Club Speaker on Business Services / Apprenticeship	12/7/2021	Gibson

*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.*

#### **National Manufacturing Day Events - MFG Day October 1, 2021**

MFG Day 2021 kickoff Facebook Live - J Paul Jackson, State Workforce Board Member & Thor Boats Manufacturer
MFG Day Social Media Campaign - micro videos from local creators - Carhartt, Ceco Door, Dana Incorporated, Develey, Ermco, Granges, McKenzie Value, MTD, NSK Steering Systems, Southern Pride, Thor Boats, Tyson
High Schools provided YouTube links to micro videos + login information for <a href="http://www.virtualjobshadow.com">www.virtualjobshadow.com</a>

#### **Work Ready Communities Status - December 2021**

County	Certified	Maintained
Benton	March 2015	June 2020
Carroll	October 2016	May 2021
Crockett	June 2016	August 2020
Dyer	January 2015	June 2017
Gibson	August 2016	80% of maintaining
Henry	June 2016	August 2020
Lake	April 2015	June 2017
Obion	September 2015	80% of maintaining
Weakley	June 2017	80% of maintaining

Progress - New Goal

80%

40%

80%

80%

need 1 improved certificate

60%

80%

need 35 emerging NCRCs

need 28 emerging NCRCs



**Business Solutions**

# Service to Employers Measures

WIOA requires the public workforce system to report a primary performance indicator of its effectiveness in serving employers.

- Retention with the Same Employer: Percentage of participants who exit and are employed with the same employer in the second and fourth quarters after exit.
- Repeat Business Customers: Percentage of employers receiving services in a given year who also received services within the previous three years.
- Employer Penetration Rate: Percentage of employers using services out of all employers in the state.



# Repeat Business Customers

**Total number of establishments served during the reporting period which have used a core program more than once in the previous three reporting periods**

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**Number of establishments served during the current reporting period**

# Employer Penetration Rate

**Total number of establishments that received a service or are continuing to receive a service or other assistance**

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**Total number of establishments as defined by the Bureau of Labor Statistics**

# Activity Codes in Jobs4TN

None Selected
E01 - On-Site Visit Planning Layoff Response
E02 - Provided Job Fair Services
E03 - Provided Job Order Follow-up/Assistance
E04 - Provided Recruitment Services
E05 - Provided Detailed Labor Market Study
E06 - Provided Candidate Pre-Screening
E07 - Promotional Call
E08 - Reviewed Resumes and Referred Eligible Individuals
E09 - Services to Untapped Targeted Demographic Groups
E10 - Employer Services Training
E11 - Employer Services- Incumbent Worker Training
E12 - Rapid Response Services/ Business Downsizing
E13 - Tax Credits or Incentives for Employers (WOTC)
E14 - Workforce Information for Employers
E15 - Strategic Planning / Economic Development with Employers
E90 - Referred Qualified Applicants-(Staff Assisted)
E16 - CRC-Employer Applicant Assessment
E92 - Notification to employer of potential applicant
E17 - Apprenticeship Employer Outreach

# Strategic Direction for Business Solutions

- Customer Service Excellence
- Business Consulting
  - Layoff Aversion Activities -- \$57K coming to local areas February 1
  - Looking at business applications that can help identify companies who may be in danger
  - Working with UTCIS to promote Smart Talent Systems
- Communications







Core Digital Literacy

+ Add Content   Edit   Delete   Export Gradebook

12 courses

Hide course recommend.

<input type="checkbox"/>	Recommendation Name	# Enrollments	# Completions
<input type="checkbox"/>	 <b>Communication in the 21st Century Workplace</b> University of California, Irvine	7	0
<input type="checkbox"/>	 <b>Work Smarter, Not Harder: Time Management for Personal &amp; Professional Productivity</b> University of California, Irvine	27	0
<input type="checkbox"/>	 <b>Collaborating with G Suite Apps</b> Coursera Project Network	4	2
<input type="checkbox"/>	 <b>Write Professional Emails in English</b> Georgia Institute of Technology	20	0