

**Northwest TN Workforce Board
Outreach and Opportunities Committee
Monday, January 24, 2022 – 1:00 p.m.
Zoom Meeting**

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

Committee Members Attending via Zoom: David Parrish, John Glad Castellaw, Jon Dougherty, Dr. Randy Shannon, Ronnie Gunnels, Ben Marks, Landy Fuqua, Lindsay Frilling, Justin Crice, Brad Hurley

Staff and Contractors Attending in-person: Jennifer Bane, Ginger Powell, LeAnn Lundberg, Erica Nance (OSO)

Staff and Contractors Attending via Zoom: Lana Burchfiel, Gina Johnson, Connie Stewart (CSP), Alyssa Roberts (CSP), Jennifer Eppley (OSO), James Starnes (OSO)

Guests Attending via Zoom: A.J. Douglas

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

- **MOTION:** Glad Castellaw moved to approve the October 25, 2021 minutes as presented and Landy Fuqua seconded the motion. All were in favor and the motion carried.

Youth Design and Incentives Policy Update: Jennifer Bane reviewed the attached proposed changes as noted in red in the handouts. The change would allow for individuals who are referred to Title I from Adult Education to also receive the HiSet incentives, as opposed to only individuals who first started with Title I as the policy was originally written.

- **MOTION:** Brad Hurley moved to approve the policy updates as presented and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

Special Populations Updates:

- **Target Populations Report:** Erica Nance presented the following from the attached reports: as of December there were 633 total active Title I cases 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.
- **Youth Services:**
 - **Youth Participant Report:** Alyssa Roberts spoke on how the Youth Work Experience (WE) program helped her. She started in the WE program and finished as a Career Advisor. She was working 60 hours a week in a coffee shop as a single mom, and now gets to work 40 hours in an office. Alyssa is going back to school at UT Martin for a business degree after she earned an associate degree at DSCC. Alyssa has been working with other youth in the program and helps them with budgeting (adjusting to getting paid once a month), and encourages them to go back to school. She feels her experience in the program has helped her be an advisor to the participants.
 - **Other Updates:** Dakota Hassell was hired in January at TenCom and Kamisha Thompson is going to be featured in the Dyersburg State Gazette soon. Jennifer Bane also reported that we learned last month that the waiver allowing 35-50% of youth funding to be spent on In-School Youth (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.

Offenders - RAMP (Rural Initiative Funding): Ginger Powell presented the attached report on the Re-Entry Advanced Manufacturing Program (RAMP). We don't have as many of our jails participating since the jails have withdrawn from participating due to Covid complications. Gibson County is not actually housed in the jail but at the Orchard House, a transitional house. This class is not finished yet, but there have been some challenges with the class stopping several times due to Covid. These students are also working full-time and overtime due to the labor shortage, causing less time to be available for the class to meet. Since we have started the program, some guys have been released, but the ones assessed have done well. We hope the class will complete in February and that the next class will move back to the jail in the spring, if Covid allows, so individuals can participate before going to work. Dyer County is just offering individual components, and they are having more success with this model.

Consideration of Eligible Training Provider List (ETPL) Programs: Jennifer Bane presented the following items:

- Program Renewals: The committee reviewed the attached handout with the details of the performance of programs due for renewal and the related labor market information. Jennifer mentioned that all but one of the programs have not had any WIOA students and that we may want to change the way we look at these programs for renewal if they haven't had any WIOA students within a certain time.
 - **MOTION: Brad Hurley moved to recommend renewal of the existing ETPL programs and Justin Crice seconded the motion. All were in favor and the motion carried.**
- New Programs: The committee reviewed the details of the new programs proposed for approval from UT Martin for Cell & Molecular Biology, Mechanical Engineering, Veterinary Science & Technology, and Video Game Design. Jennifer mentioned that a few of the programs don't have much growth, so if added to the ETPL, there would be a limited number of individuals funded. Jennifer also stated that the Video Game Design program would not likely be funded often due to being a credential that would likely need to be stacked onto a Bachelor or Associate degree to be marketable, and we don't typically fund individuals with marketable credentials. The group discussed that having the programs on the list would at least allow individuals to participate in the training when appropriate.
 - **MOTION: Ronnie Gunnels moved to recommend approval of the new ETPL programs and Glad Castellaw seconded the motion. All were in favor and the motion carried.**
- ETPL Policy Discussion: We have a lot of programs we haven't seen participants using, so it might be useful to look at removing programs that are not being utilized. The extensive and difficult reporting processes may make it too burdensome to keep programs on the list if they aren't being utilized. Due to troubles with reporting, we can delay this action, but we are going to have to look at removing programs that are not reaching the required performance measures in the future – 40% completion and employment rates for WIOA students and 70% completion and employment rates for all students. When we get WIOA reporting data, we can verify the data provided by the institutions, but we really don't have a good way to know if reporting on all students is accurate. The numbers displayed in Jobs4TN isn't matching what is reported on spreadsheets and uploaded to the system by training providers, so we don't know if we have correct data. The training providers are limited in how they report to us. Brad asked if we have met with the training providers to address the reporting concerns and explain how we are going to have to remove the programs. Jennifer said they should all be aware as this requirement was expected to be implemented this year. They were made aware by Laura Speer and the state staff when reporting was due, and Laura also checks on the training provider performance as programs become due for renewal and works with them to correct data issues that are identified. Any suggestions for managing ETPL programs should be submitted to Jennifer.

Promising Practices/ Supplemental Grant Updates & New Opportunities:

- RESEA Grant: Jennifer Bane presented the attached handout. We have had 61 unique individuals selected for RESEA services, 41 who completed a subsequent visit, 16 who were placed in employment, and 31 who completed the program. There were 28 referred to Title I and 12 co-enrolled, meeting the goal for this quarter for co-enrollment. We have continued to see a decrease in number of RESEA individuals served, which negatively impacts our Title I budget as shared staff spend less time on RESEA and more time on Title I

when RESEA counts are down. The state staff are making changes to increase numbers, but we haven't seen an increase yet.

- National Dislocated Worker Grant (DWG): The attached report shows the funds expended and participants served through December 31st. We have enrolled 92 of the 105 training enrollments proposed, including two who were also enrolled in disaster-relief employment (DRE). There has been a total of 18 individuals enrolled in DRE, meeting our DRE enrollment goal. We've expended about 64% of the funds awarded and the grant goes through June. Training must be completed by the grant end date, so it's only good for the short-term programs or credentials unless an extension is approved. We asked for an extension to 12/31/21 to wrap up the last 10% of the funds originally requested since we have only received 90% of our original request so far.
- Apprenticeship Grants (TDLWD & DRA): Ginger Powell presented the below information from the attached handout regarding apprenticeships. We have several new ones on the horizon and met or exceeded all of the goals proposed under the DRA grant that ended in December. We served 96 apprentices, exceeding our goal of 24, and registered 8 new programs, exceeding our goal of 6. Under the state's Apprenticeship Expansion grant that ended in October, we served 83 of the goal of 89. We have received some additional funds to serve 32 first-year apprenticeship by June 30th.
 - Registered Electrical Apprenticeship Preparation (REAP): The recruitment showcases are coming up. Shock and Awe is in April and the Pre-Apprenticeship will be in June. We are opening it up beyond high school students and opening it up to Dislocated Workers. Jon asked that we help promote the program to get a larger turnout for Shock and Awe. We had five of six complete the last REAP apprenticeship program and work experience for Amteck. They have all 5 been hired by Amteck and are now employees of Amteck.
- Others: Jennifer Bane provided an update on the below grant opportunities and partnerships:
 - DRA 2021 Delta Workforce Grant: Our DRA grant ended in December and we applied for the same grant again, but we didn't get it this year.
 - National DWG for Tornado Relief: We have applied to hire 10 participants for disaster-relief employment positions, as well as additional funds for staff and training services.
 - SNAP E&T/AARP Grant: We are working with the Greater Memphis (GM) to increase enrollment for individuals 50 and older in the SNAP Employment & Training program.
 - TANF Opportunity Act: We were a partner, along with the GM and SW areas, under the University of Memphis's planning grant application. We were awarded a planning grant through end of March and have the opportunity to apply for the full grant. Erica has been working with AJC staff to get 70 surveys of TANF recipients, former recipients, or other eligible individuals, and then we will address the employer portion by interviewing them on their struggles with recruiting and retaining such individuals. This will be a whole West TN wide project and would give us another significant funding resource if awarded.
 - EDA Good Jobs Grant: Greater Memphis is leading the project. They have included NW and SW for increasing short-term training credentials. It has several phases to it with the first being due soon.

Other: Jennifer 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 they would recommend.

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

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

Respectfully submitted,
Lana Burchfiel, Public Information Specialist

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

Monday, January 24, 2022 – 1:00 p.m.

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

[Join Zoom Meeting](#)
Meeting ID: 872 3224 1870
Passcode: 563911

Chair – Ben Marks
Vice Chair – Glad Castellaw

Agenda

1. Welcome and Call to Order Ben Marks
2. Review and Approval of Minutes of October 25, 2021 Meeting **(Vote Required)** Ben Marks
3. Youth Design & Incentives Policy Update **(Vote Required)** Jennifer Bane
4. Special Populations Updates
 - a. Target Populations Report Erica Nance
 - b. Youth Services Connie Stewart
 - o Youth Participant / Parent Report
 - c. Offenders - RAMP Ginger Powell
5. Consideration of Eligible Training Provider List Programs Jennifer Bane
 - a. Program Renewals **(Vote Required)**
 - b. New Programs **(Vote Required)**
UT Martin: Cell & Molecular Biology, Mechanical Engineering, Veterinary Science & Technology, Video Game Design
 - c. ETPL Policy Discuss
6. Promising Practices/ Supplemental Grant Updates & New Opportunities
 - a. RESEA Grant Jennifer Bane
 - b. National Dislocated Worker Grant (DWG) Jennifer Bane
 - c. Apprenticeship Grants (TDLWD & DRA) Ginger Powell
 - Registered Electrical Apprenticeship Preparation (REAP)
 - d. Others Jennifer Bane
 - DRA 2021 Delta Workforce Grant
 - National DWG for Tornado Relief
 - SNAP E&T / AARP Grant
 - TANF Opportunity Act
 - EDA Good Jobs Grant
7. Other Jennifer Bane

Future Meeting Dates & Upcoming Events

- Next Board Meeting: Tuesday, February 22nd at 12:00 pm (lunch at 11:30 am)
Security Bank (Trenton) and Zoom
- State Board Meeting: March 25th (Nashville / YouTube)
- Conflict of Interest Form Renewal: January 2022
- Remaining 2022 Committee Meeting Dates, Monday, 1:00 pm:
 - o April 25th
 - o July 25th
 - o October 24th

**Northwest TN Workforce Board
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Monday, October 25, 2021 – 1:00 p.m.**

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

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

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

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

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

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

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

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

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

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

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

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

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

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

Promising Practices/ Supplemental Grant Updates & New Opportunities:

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

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

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

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

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

Respectfully submitted,
Lana Burchfiel, Public Information Specialist

Youth Incentives

Under WIOA, a much higher percentage of available local Youth funds must go toward OSY — 75% (versus 30% under WIA). Strategies for recruiting and serving more of these young people must be a focus more than ever before. While OSY who are not working, often referred to as “disconnected” or “opportunity” youth, may seek out opportunities to connect to training and work, according to MDRC’s [Serving Out-of-School Youth Under the Workforce Innovation and Opportunity Act \(2014\)](#), “youth programs often report difficulties in sustaining participation after the initial connection is made. WIOA-funded service providers will not only have to reach more out-of-school youth, they will also need strategies to stimulate sustained, intense engagement in services.” According to the report, the presence of the following elements indicate that young people are more likely to engage:

1. Financial incentives and opportunities for paid training and work.
2. Opportunities to feel connected to caring adults and to a community.
3. Support services that address a young person’s barriers to participant.

The report states “Incentives and stipends are a key form of positive reinforcement to sustain motivation, especially when tied to benchmarks such as earning academic credentials or acquiring specific competencies. They also can be an important source of support to meet the economic challenges these young people face.” 20 CFR § 681.640 and TEGL 21-16 indicate that incentive payments to youth participants are permitted as an allowed payment for recognition and achievement directly tied to work experience, education, and training. Incentive payments must be:

1. Tied to the goals of the specific program;
2. Outlined in writing before the commencement of the program that may provide incentive payments;
3. Align with the local program's organizational policies; and
4. Offered in accordance with the requirements contained in 2 CFR part 200. For example, Federal funds must not be spent on entertainment costs. Therefore, incentives must not include entertainment, such as movie or sporting event tickets or gift cards to movie theaters or other venues whose sole purpose is entertainment. Additionally, there are requirements related to internal controls to safeguard cash, which also apply to safeguarding of gift cards, which are essentially cash.

TEGL 21-16 also states that while the DOL recognizes that incentives could be used as motivators for various activities such as recruitment, submitting eligibility documentation, and participation in the program, incentives paid for with WIOA funds **must** be connected to recognition of achievement of milestones in the program tied to work experience, education, or training. Such incentives for achievement could include improvements marked by acquisition of a credential or other successful outcomes. Incentive payments may be provided to both ISY and OSY as long as they comply with the requirements of 20 CFR § 681.640.

To increase engagement among young people, provide positive reinforcement to sustain motivation, increase educational attainment and self-sufficient employment, and help support participants in facing economic challenges, the following incentives will be offered to Youth participants:

Work Experience Incentives	Amount
Successful completion of the first 2 weeks of paid work experience	\$50
Successful completion of the first 4 weeks of paid work experience	\$100

Additionally, for Youth participants who are, have been, **or will be** participating in work experience, **education, training, or other workforce preparation activities, and** who are in need of a high school equivalency diploma, the following incentives will also be offered:

Attending 4 HiSet classes after orientation totaling 12 class hours	\$100
Completion of the HiSET voucher	\$150
Completion of the HiSET	\$250

For OSY work experience participants, the following incentive will also be offered:

Transitioning into postsecondary during participation or within 2 quarters after exit	\$50
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Credential Attainment Incentives

Amount

Attainment of a credential during participation or within 1 year after exit	\$100
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As part of the Work Ready Community (WRC) initiative, which seeks designation as a regional economy with a pool of qualified workers, area residents must achieve the necessary levels on the ACT assessment to be granted a National Career Readiness Certificate (NCRC). By achieving an NCRC, participants are able to demonstrate their employability skills to potential employers who may prefer or require the assessment for entry into a position. Youth participants who may benefit from earning an NCRC, as determined through the assessment process, may earn the following incentive:

Attainment of a National Career Readiness Certificate (NCRC)	\$25
Improved NCRC Certificate Level	\$25

Note: Participants may only receive an improved NCRC certificate incentive payment if there is a documented need for a higher NCRC level (e.g. a position requires a higher level, the participant is seeking to enter into training for an occupation that typically requires a higher level, etc.).

Placement in Postsecondary / Employment Incentives	Amount
Placement in regular part-time or full-time employment for each quarter after exit OR	\$100 / Qrt (\$400 total)
For individuals originally enrolled as ISY in secondary school or OSY for non-occupational skills training or related services, placement in postsecondary training program for each quarter after exit	\$100 / Qrt (\$400 total)

Note: Participants can only earn one of the two placement incentives per quarter and cannot exceed \$400 total for four quarters. For instance, a participant who is both employed and enrolled in postsecondary training during a quarter after exit may only receive one \$100 incentive payment for that quarter. Participants can receive a combination of employment and postsecondary placement incentives throughout the four quarters. For instance, a participant may earn a postsecondary placement incentive for the first two quarters, and an employment incentive for the last two quarters.

Supporting documentation is required for payment of these incentives and must be uploaded into VOS. Supporting documentation may include pay stubs, postsecondary acceptance letter/schedule, transcripts, diploma, Ged/HiSet, High school diploma, postsecondary credential, certificate, or copy of licensure, and/or ACT NCRC scores. Incentive payments to participants must be issued in the form of check or direct deposit, in order to ensure proper internal controls in accordance with 2 CFR part 200, and recorded properly in VOS. At the request of the Career Service Provider, an alternate payment system may be approved by the Executive Director, in consultation with the Board Chair, if proper internal controls have been established and can ensure safeguarding of incentive payments. Availability of incentives is contingent upon funding levels, and this policy may be suspended by the Executive Director, with approval of the Board Chair, to accommodate decreases in funding.

WIOA Targeted Population Summary

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

RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

GIBSON COUNTY (Orchard House Apprenticeship) - TCAT Jackson - 1 class					
Male (18 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	11/11	9/9	0/0	0/0	0/0
Percent Passed Assessment Taken	100%	100%	0%	0%	0%
Percent Passed of 18 Enrolled	61%	50%	0%	0%	0%

<i>Performance Indicator</i>	18	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	0	0	0	0	0
		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Active Participants	18	0	10	3	5
		0%	56%	17%	28%
Total Performance		0%	56%	17%	28%

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

DYER COUNTY (Per Component) - DSCC					
Male (15 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	12/13	9/9	7/7	4/4	4/4
Percent Passed Assessment Taken	92%	100%	100%	100%	100%

<i>Performance Indicator</i>	15	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	0	0	0	0	0
		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Active Participants	15	0	3	10	2
		0%	20%	67%	13%
Total Performance		0%	20%	67%	13%

Eligible Training Provider List (ETPL) Program Renewals

Provider Name	Program Title	CIP Title	Completion Level	Overall Completion Rate	Overall Employment 2nd QTR after Exit	WIOA Total Enrolled	WIOA Completion Rate	WIOA Employment 2nd QTR after Exit	Occupation Title	2021 Jobs	2025 Jobs	2021 - 2025 Change	Annual Openings	Avg. Hourly Earnings
BETHEL UNIVERSITY	Business Management Certificate	Business Administration and Management, General.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Project Management Specialists and Business Operations Specialists	292	316	24	28	\$ 26.65
BETHEL UNIVERSITY	Criminal Justice Certificate	Corrections and Criminal Justice, Other.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Correctional Officers and Jailers	712	715	3	69	\$ 17.22
									Detectives and Criminal Investigators	43	45	2	4	\$ 24.37
BETHEL UNIVERSITY	Customer Relationship Management Certificate	Customer Service Management.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Customer Service Representative	1094	1082	-12	140	\$ 14.95
									First-line Supervisors of Non-Retail Sales Workers	164	170	6	17	\$ 36.87
BETHEL UNIVERSITY	Emergency Services Management Certificate	Crisis/Emergency/Disaster Management. (NEW)	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Emergency Management Directors	<10				
									Medical and Health Services Managers	210	226	16	21	\$ 40.56
									Social and Community Service Managers	43	49	6	6	\$ 27.08
BETHEL UNIVERSITY	Healthcare Management Certificate	Health/Health Care Administration/Management.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Medical and Health Services Managers	210	226	16	21	\$ 40.56
BETHEL UNIVERSITY	Information Technology Certificate	Information Resources Management/CIO Training.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential	0	0	0	0	0	Network and Computer Systems Administrators	80	84	3	6	\$ 34.39
DSCC	Certified Mental Health Technician- Continuing Education	Mental and Social Health Services and Allied Professions, Ot	An industry-recognized certificate or certification, A community college certificate of completion, Employment, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0	0	0	0	Mental Health and Substance Abuse Social Workers	29	33	4	4	\$ 19.47
DSCC	Certified Paralegal-Continuing Education	Legal Assistant/Paralegal.	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0	0	0	0	Paralegals and Legal Assistants	71	72	1	8	\$ 17.91
DSCC	Certified Veterinary Assistant- Continuing Education	Animal Health.	An industry-recognized certificate or certification, A license recognized by the State involved or the Federal Government, Employment, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0	0	0	0	Veterinary Technologists and Technicians	59	61	2	5	\$ 12.17
DSCC	Pharmacy Technician Online- Continuing Education	Pharmacy Technician/Assistant.	An industry-recognized certificate or certification, A community college certificate of completion, Employment, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0	0	0	0	Pharmacy Technician	283	282	-2	22	\$ 15.67
DSCC	Certified Nursing Assistant	Health Services/Allied Health/Health Sciences, General.	A license recognized by the State involved or the Federal Government, A secondary school diploma or its equivalent	83%	83%	12	83%	83%	Nursing Assistants	1286	1309	23	168	\$ 12.62
DSCC	Pharmacy Technician	Pharmacy Technician/Assistant.	An industry-recognized certificate or certification, Employment, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0	0	0	0	Pharmacy Technician	283	282	-2	22	\$ 15.67

New Programs for the ETPL

Provider Name	Program Title	CIP Title	Completion Level	Occupation Title	2021 Jobs	2025 Jobs	2021 - 2025 Change	Annual Openings	Avg. Hourly Earnings
UTM	Video Game Design	Game and Interactive Media Design	An industry-recognized certificate or certification, A community college certificate of completion, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	Software Developers and Software Quality Assurance Analysts and Testers	135	168	33	19	\$ 36.66
				Web Developers and Digital Interface Designers	44	45	1	4	\$ 43.98
				Computer Occupations, All Other (Game Designer)	78	81	3	7	\$ 25.39
UTM	Cell & Molecular Biology <i>**grads may advance to graduate or professional school</i>	Cell & Molecular Biology	Bachelor's Degree	Clinical Laboratory Technologists and Technicians	89	87	-2	6	\$ 23.00
UTM	Mechanical Engineering	Mechanical Engineering	Bachelor's Degree	Mechanical Engineers	74	86	12	8	\$ 41.21
UTM	Veterinary Science and Technology <i>**grads may advance to professional school</i>	Veterinary Sciences/Veterinary Clinical Sciences, General	Bachelor's Degree	Veterinary Technologists and Technicians	59	61	2	5	\$ 12.17
				Veterinary Assistants and Laboratory Animal Caretakers	12	16	4	3	13.28
				*Veterinarians	23	24	1	1	52.53

ETPL Application

Education Program Information		
Provider: UNIVERSITY OF TENNESSEE AT MARTIN	Program: CELL & MOLECULAR BIOLOGY	Program ID: 1009461
CIP Code: 260406 - Cell/Cellular and Molecular Biology.		
General Information		
Status: Active	Purpose for adding program: Submit for ETPL Approval and accept participants	Education Program Type: PS - Approved Provider Training - ITA
Associated Services Code(s): 300 - Occupational Skills Training - Approved Provider List (ITA); 303 - Distance Learning; 314 - Enrolled In Apprenticeship Training; 324 - Adult Educ w/ Occ. Skills Training - Approved Provider List (ITA); 416 - Youth-Occupational Skills Training - Approved Provider List; 607 - WTP Vocational Education- Training Approved Provider List; 630 - SNAP-Enroll in Voc/Tech training- Approved ETPL provider	Apprenticeship: No	Education Program is a Registered Apprenticeship : No
Industry Recognized Apprenticeship Program (IRAP) ? No	CIP Code: 260406 - Cell/Cellular and Molecular Biology.	Education Program Name: CELL & MOLECULAR BIOLOGY
Education Program Description: An integrated combined program that focuses on the scientific study of cells cellular systems and the molecular basis of cell structure and function. Includes instruction in cell biology cell chemistry molecular biology biophysics and structural b		
Potential Outcome(s): A baccalaureate degree	This program lead to a credential or degree: Yes	Name of Associated Credential: BS Cell & Molecular Biology
Completion Level: Bachelor's Degree	Attain Credential: BA/BS Degree	Other, Specify
Certification/License Title:	Certification/License Type:	Green Job Training:
Partner Business: No		
Description of the partnership or plans to develop partnership:		
LWDB Submitted:		
Apprenticeship		
Apprenticeship Registration Date:	Apprenticeship Description:	Number of active apprentices:
Instruction Methods:	Instruction Length in Weeks:	Tech, Instruction is provided by another provider:
Instruction Provider Name:	Address 1:	Address 2:
Zip:	City:	State:

ETPL Application

Program Model:	Apprenticeship program sponsored by another organization:	
Program Sponsor Name:	Address 1:	Address 2:
Zip:	City:	State:

Additional Details		
Financial Aid Available: Federal Loan; Institutional Scholarship; Other; Pell Grant	URL of Training Program:	Program Prerequisites: High School Diploma or Equivalent
Date and Program First Offered: 08/23/2021	Please provide a reasonable explanation regarding why this is a new program: This new program allows biology students to earn a specific degree in molecular biology	Minimum Class Size:
Maximum Class Size:	Number Of Instructors:	
Describe the minimum entry level requirements or prerequisites:	Drug/Alcohol Screening Required:	Accessibility:
Describe any equipment used in this program and its adequacy and availability:	Grievance Procedure:	Grievance Procedure URL:
Refund Policy:	Refund Policy:	Quality Pre-Apprenticeship:
State Use 1:	State Use 2:	State Use 3:
State Use 4::	State Use 5:	

Related Training and Instruction						
Provider Name:	Location:	Organization Type:	Provider for Profit:	Leads to Credential/Degree	CiIP Code:	Status:

Occupations Skills	
Code	Occupation Skills
0035	analyze biological research, test, or analysis data
0421	collect scientific or technical data
6065	conduct analyses or tests of organic compounds
0531	conduct standardized qualitative laboratory analyses
0543	develop new products based on scientific research results
1243	follow microbiology procedures
6591	plan scientific research or investigative studies
1343	prepare vaccines, biologicals, or serums

ETPL Application

6590	standardize drug dosages or methods of immunization
6056	study structure or properties of submicroscopic matter
1681	use biological research techniques
1682	use biological testing instruments
Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand	

Completion Expectation		
Number of Credits: 120	Credit Earned Duration: Semester	Hourly wage :
Scheduling		
Class Time: 120	Lab Time:	Other Time:
Class Frequency:		
Clock/Contact Hours: 120	Full-time weeks: 60	Program Format: In-person
Duration		
Duration Title: Cell & Molecular Biology	Primary Duration: True	Duration: 8
Schedule Intensity: Full-Time	Weekly Schedule: Daily	Class Offered: Day, Night
Location		
Location Name: UNIVERSITY OF TENNESSEE AT MARTIN	Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , MARTIN, TN, 38238	Billing Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , Martin, TN, 38238
External Approvals		
State Approving Agency:	State Approving Agency Status:	Approval Expiration Date: 01/01/1900
Other State Approving Agency Approved Programs: No	DOE Approved: No	Community College Chancellor's Office Approved: No
Community College ID: NO	Listed on another state's ETPL? NO	
Cost Details		
Cost Structure(s):	Total Cost: \$45,648.00	
Line item	Amount	
Books/Fee	\$39,648.00	
Books	\$6000.00	
Tools	\$0.00	

ETPL Application

Education Program Information

Provider: UNIVERSITY OF TENNESSEE AT MARTIN	Program: MECHANICAL ENGINEERING	Program ID: 1009460
CIP Code: 141901 - Mechanical Engineering.		

General Information

Status: Active	Purpose for adding program: Submit for ETPL Approval and accept participants	Education Program Type: PS - Approved Provider Training - ITA
Associated Services Code(s): 300 - Occupational Skills Training - Approved Provider List (ITA); 303 - Distance Learning; 314 - Enrolled In Apprenticeship Training; 324 - Adult Educ w/ Occ. Skills Training - Approved Provider List (ITA); 416 - Youth-Occupational Skills Training - Approved Provider List; 607 - WTP Vocational Education- Training Approved Provider List; 630 - SNAP-Enroll in Voc/Tech training- Approved ETPL provider	Apprenticeship: No	Education Program is a Registered Apprenticeship : No
Industry Recognized Apprenticeship Program (IRAP) ? No	CIP Code: 141901 - Mechanical Engineering.	Education Program Name: MECHANICAL ENGINEERING

Education Program Description: A program that prepares individuals to apply mathematical and scientific principles to the design development and operational evaluation of physical systems used in manufacturing and end-product systems used for specific uses including machine tools

Potential Outcome(s): A baccalaureate degree	This program lead to a credential or degree: Yes	Name of Associated Credential: BS Mechanical Engineering
Completion Level: Bachelor's Degree	Attain Credential: BA/BS Degree	Other, Specify
Certification/License Title:	Certification/License Type:	Green Job Training:

Partner Business: No

Description of the partnership or plans to develop partnership:

LWDB Submitted:

Apprenticeship

Apprenticeship Registration Date:	Apprenticeship Description:	Number of active apprentices:
Instruction Methods:	Instruction Length in Weeks:	Tech, Instruction is provided by another provider:
Instruction Provider Name:	Address 1:	Address 2:
Zip:	City:	State:

ETPL Application

Program Model:	Apprenticeship program sponsored by another organization:	
Program Sponsor Name:	Address 1:	Address 2:
Zip:	City:	State:

Additional Details		
Financial Aid Available: Federal Loan; Institutional Scholarship; Other; Pell Grant	URL of Training Program:	Program Prerequisites: High School Diploma or Equivalent
Date and Program First Offered: 01/01/2021	Please provide a reasonable explanation regarding why this is a new program: This allows engineering students to earn a degree specifically in mechanical	Minimum Class Size:
Maximum Class Size:	Number Of Instructors:	
Describe the minimum entry level requirements or prerequisites:	Drug/Alcohol Screening Required:	Accessibility:
Describe any equipment used in this program and its adequacy and availability:	Grievance Procedure:	Grievance Procedure URL:
Refund Policy:	Refund Policy:	Quality Pre-Apprenticeship:
State Use 1:	State Use 2:	State Use 3:
State Use 4::	State Use 5:	

Related Training and Instruction						
Provider Name:	Location:	Organization Type:	Provider for Profit:	Leads to Credential/Degree	CiIP Code:	Status:

Occupations Skills	
Code	Occupation Skills
0007	adhere to safety procedures
6511	advise enforcement personnel on environmental standards
0042	analyze engineering design problems
6015	analyze engineering test data
5505	analyze project proposal to determine feasibility, cost, or time
0061	analyze scientific research data or investigative findings
1930	calculate engineering specifications
4767	compare findings with specifications to ensure conformance to standards
0526	conduct performance testing

ETPL Application

1635	convert design specifications to cost estimates
1005	coordinate engineering project activities
0573	delegate authority for engineering activities
0578	design aircraft or aerospace equipment
0585	design control systems
1944	design electro-mechanical equipment
0599	design engineered systems
6057	design equipment, apparatus, or instruments for scientific research
0603	design machines
0606	design power equipment
0598	design tools or mechanical devices
0607	design transmission equipment
4765	determine specifications
4772	determine specifications or testing procedures
0997	direct and coordinate civil engineering projects
6618	ensure prescribed safe radiation levels are maintained
0747	evaluate costs of engineering projects
0748	evaluate engineering data
6439	evaluate equipment for compliance with standards
0760	evaluate product design
0766	evaluate tool designs
6662	examine engineering documents for completeness or accuracy
5510	recommend materials for products
1591	supervise engineering managers or staff
1601	supervise quality control workers
0894	understand engineering data or reports
Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand	

Completion Expectation		
Number of Credits: 128	Credit Earned Duration: Semester	Hourly wage :
Scheduling		
Class Time: 128	Lab Time:	Other Time:
Class Frequency:		
Clock/Contact Hours: 128	Full-time weeks: 60	Program Format: In-person
Duration		

ETPL Application

Duration Title: Mech Engineering	Primary Duration: True	Duration: 8
Schedule Intensity: Full-Time	Weekly Schedule: Daily	Class Offered: Day, Night
Location		
Location Name: UNIVERSITY OF TENNESSEE AT MARTIN	Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , MARTIN, TN, 38238	Billing Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , Martin, TN, 38238
External Approvals		
State Approving Agency:	State Approving Agency Status:	Approval Expiration Date: 01/01/1900
Other State Approving Agency Approved Programs: No	DOE Approved: No	Community College Chancellor's Office Approved: No
Community College ID: NO	Listed on another state's ETPL? NO	
Cost Details		
Cost Structure(s):	Total Cost: \$45,648.00	
Line item	Amount	
Books/Fee	\$39,648.00	
Books	\$6000.00	
Tools	\$0.00	

ETPL Application

Education Program Information		
Provider: UNIVERSITY OF TENNESSEE AT MARTIN	Program: VETERINARY SCIENCE &TECHNOLOGY	Program ID: 1009462
CIP Code: 512501 - Veterinary Sciences/Veterinary Clinical Sciences, General (C)		
General Information		
Status: Active	Purpose for adding program: Submit for ETPL Approval and accept participants	Education Program Type: PS - Approved Provider Training - ITA
Associated Services Code(s): 300 - Occupational Skills Training - Approved Provider List (ITA); 303 - Distance Learning; 314 - Enrolled In Apprenticeship Training; 324 - Adult Educ w/ Occ. Skills Training - Approved Provider List (ITA); 416 - Youth-Occupational Skills Training - Approved Provider List; 607 - WTP Vocational Education- Training Approved Provider List; 630 - SNAP-Enroll in Voc/Tech training- Approved ETPL provider	Apprenticeship: No	Education Program is a Registered Apprenticeship : No
Industry Recognized Apprenticeship Program (IRAP) ? No	CIP Code: 512501 - Veterinary Sciences/Veterinary Clinical Sciences, General (C)	Education Program Name: VETERINARY SCIENCE &TECHNOLOGY
Education Program Description: An integrated program of study in one or more of the veterinary medical or clinical sciences or a program undifferentiated as to title.		
Potential Outcome(s): An associate degree	This program lead to a credential or degree: Yes	Name of Associated Credential: BSVST Veterinary Science & Technology
Completion Level: Bachelor's Degree	Attain Credential: BA/BS Degree	Other, Specify
Certification/License Title:	Certification/License Type:	Green Job Training:
Partner Business: No		
Description of the partnership or plans to develop partnership:		
LWDB Submitted:		
Apprenticeship		
Apprenticeship Registration Date:	Apprenticeship Description:	Number of active apprentices:
Instruction Methods:	Instruction Length in Weeks:	Tech, Instruction is provided by another provider:
Instruction Provider Name:	Address 1:	Address 2:
Zip:	Clty:	State:

ETPL Application

Program Model:	Apprenticeship program sponsored by another organization:	
Program Sponsor Name:	Address 1:	Address 2:
Zip:	City:	State:

Additional Details		
Financial Aid Available: Federal Loan; Institutional Scholarship; Other; Pell Grant	URL of Training Program:	Program Prerequisites: High School Diploma or Equivalent
Date and Program First Offered: 08/23/2021	Please provide a reasonable explanation regarding why this is a new program: This program allows students to complete the requirements for entrance into UT's veterinary school or prepare for a career in a clinical/ research setting, veterinary drug sales, etc.	Minimum Class Size:
Maximum Class Size:	Number Of Instructors:	
Describe the minimum entry level requirements or prerequisites:	Drug/Alcohol Screening Required:	Accessibility:
Describe any equipment used in this program and its adequacy and availability:	Grievance Procedure:	Grievance Procedure URL:
Refund Policy:	Refund Policy:	Quality Pre-Apprenticeship:
State Use 1:	State Use 2:	State Use 3:
State Use 4::	State Use 5:	

Related Training and Instruction						
Provider Name:	Location:	Organization Type:	Provider for Profit:	Leads to Credential/ Degree	CiIP Code:	Status:

Occupations Skills	
Code	Occupation Skills
6208	groom animals
6990	monitor animal care
6550	monitor animal health or quality
Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand	

Completion Expectation	
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ETPL Application

Number of Credits: 122	Credit Earned Duration: Semester	Hourly wage :
Scheduling		
Class Time: 122	Lab Time:	Other Time:
Class Frequency:		
Clock/Contact Hours: 122	Full-time weeks: 60	Program Format: In-person
Duration		
Duration Title: Vet Science & Technology	Primary Duration: True	Duration: 8
Schedule Intensity: Full-Time	Weekly Schedule: Daily	Class Offered: Day
Location		
Location Name: UNIVERSITY OF TENNESSEE AT MARTIN	Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , MARTIN, TN, 38238	Billing Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , Martin, TN, 38238
External Approvals		
State Approving Agency:	State Approving Agency Status:	Approval Expiration Date: 01/01/1900
Other State Approving Agency Approved Programs: No	DOE Approved: No	Community College Chancellor's Office Approved: No
Community College ID: NO	Listed on another state's ETPL? NO	
Cost Details		
Cost Structure(s):	Total Cost: \$45,648.00	
Line item	Amount	
Books/Fee	\$39,648.00	
Books	\$6000.00	
Tools	\$0.00	

ETPL Application

Education Program Information

Provider: UNIVERSITY OF TENNESSEE AT MARTIN	Program: VIDEO GAME DESIGN	Program ID: 1009463
CIP Code: 500411 - Game and Interactive Media Design. (NEW)		
General Information		
Status: Active	Purpose for adding program: Submit for ETPL Approval and accept participants	Education Program Type: PS - Approved Provider Training - ITA
Associated Services Code(s): 300 - Occupational Skills Training - Approved Provider List (ITA); 303 - Distance Learning; 314 - Enrolled In Apprenticeship Training; 324 - Adult Educ w/ Occ. Skills Training - Approved Provider List (ITA); 416 - Youth-Occupational Skills Training - Approved Provider List; 607 - WTP Vocational Education- Training Approved Provider List; 630 - SNAP-Enroll in Voc/Tech training- Approved ETPL provider	Apprenticeship: No	Education Program is a Registered Apprenticeship : No
Industry Recognized Apprenticeship Program (IRAP) ? No	CIP Code: 500411 - Game and Interactive Media Design. (NEW)	Education Program Name: VIDEO GAME DESIGN

Education Program Description: A program that focuses on the design development and programming of interactive media entertainment including computer and video games virtual environments Internet applications and other interactive media. Includes instruction in theory of games turn-based games real-time games visual and interactive design story development animation simulation and programming.

Potential Outcome(s): A measurable skills gain leading to a credential; A measurable skills gain leading to employment	This program lead to a credential or degree: Yes	Name of Associated Credential: Certificate Video Game Design
Completion Level: Certificate < 1 year	Attain Credential: Occupational Skills certificate or credential	Other, Specify
Certification/License Title:	Certification/License Type:	Green Job Training:

Partner Business: No

Description of the partnership or plans to develop partnership:

LWDB Submitted:

Apprenticeship

Apprenticeship Registration Date:	Apprenticeship Description:	Number of active apprentices:
Instruction Methods:	Instruction Length in Weeks:	Tech, Instruction is provided by another provider:
Instruction Provider Name:	Address 1:	Address 2:
Zip:	City:	State:

ETPL Application

Program Model:	Apprenticeship program sponsored by another organization:	
Program Sponsor Name:	Address 1:	Address 2:
Zip:	City:	State:

Additional Details		
Financial Aid Available:	URL of Training Program:	Program Prerequisites: High School Diploma or Equivalent
Date and Program First Offered: 08/24/2020	Please provide a reasonable explanation regarding why this is a new program: Program is designed with a hands-on component to allow students to learn the technical concepts & skills needed for employment in a very popular industry.	Minimum Class Size:
Maximum Class Size:	Number Of Instructors:	
Describe the minimum entry level requirements or prerequisites:	Drug/Alcohol Screening Required:	Accessibility:
Describe any equipment used in this program and its adequacy and availability:	Grievance Procedure:	Grievance Procedure URL:
Refund Policy:	Refund Policy:	Quality Pre-Apprenticeship:
State Use 1:	State Use 2:	State Use 3:
State Use 4::	State Use 5:	

Related Training and Instruction						
Provider Name:	Location:	Organization Type:	Provider for Profit:	Leads to Credential/ Degree	CiIP Code:	Status:

Occupations Skills	
Code	Occupation Skills
1704	use computer graphics design software
1793	use knowledge of multi-media technology
Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand	

Completion Expectation		
Number of Credits: 18	Credit Earned Duration: Semester	Hourly wage :

ETPL Application

Scheduling		
Class Time: 18	Lab Time:	Other Time:
Class Frequency:		
Clock/Contact Hours: 18	Full-time weeks: 15	Program Format: In-person
Duration		
Duration Title: Vide Game Design	Primary Duration: True	Duration: 2
Schedule Intensity: Full-Time	Weekly Schedule: Daily	Class Offered: Day
Location		
Location Name: UNIVERSITY OF TENNESSEE AT MARTIN	Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , MARTIN, TN, 38238	Billing Address: 116 HALL-MOODY ADMINISTRATION BUILDING, , Martin, TN, 38238
External Approvals		
State Approving Agency:	State Approving Agency Status:	Approval Expiration Date: 01/01/1900
Other State Approving Agency Approved Programs: No	DOE Approved: No	Community College Chancellor's Office Approved: No
Community College ID: NO	Listed on another state's ETPL? NO	
Cost Details		
Cost Structure(s):	Total Cost: \$11,412.00	
Line item	Amount	
Books/Fee	\$9,912.00	
Books	\$1500.00	
Tools	\$0.00	

Services Provided Individuals - All RESEA Services

- Start Date: 10/1/2021

- End Date: 12/31/2021

- Region/Lwia: Northwest Tennessee

Activity/Description	Distinct Users	Total Services	% of Total
<u>190 - First Scheduled RESEA</u>	61	61	13.71%
<u>191 - RESEA Reschedule</u>	3	3	0.67%
<u>192 - RESEA Failed to Report</u>	10	10	2.25%
<u>193 - RESEA Placement</u>	16	16	3.60%
<u>194 - RESEA Exempt</u>	12	12	2.70%
<u>195 - RESEA UI Eligibility</u>	75	135	30.34%
<u>196 - RESEA Subsequent Schedule</u>	42	42	9.44%
<u>197 - RESEA Subsequent Completed</u>	41	45	10.11%
<u>198 - RESEA Program Completed</u>	31	31	6.97%
<u>592 - RESEA Referred to Reemployment</u>	32	33	7.42%
<u>593 - RESEA Referred to Training</u>	11	11	2.47%
<u>19A - RESEA Compliant</u>	5	5	1.12%
<u>19B - RESEA Refused Service</u>	1	1	0.22%
<u>19R - RESEA Referred to Title I</u>	28	28	6.29%
<u>19E - RESEA Enrolled in Title I</u>	12	12	2.70%
Activity/Description	Distinct Users	Total Services	% of Total
October - December 2021 Total	380	445	100%
July - September 2021 Total	403	448	100%
PY 21 YTD Total	783	893	100%

NW National Dislocated Worker Grant Report, Dec. 2021

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

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

Local Area Number and Name	Participants Served (Actual)	Participants DRE	Participants C&T	DRE %	C&T %	Cumulative Expenditures	CQE %	Contact Tracing Provided	Number of sites Cleaned	Positive Outcomes
Benton	9	2	7	100.00%	233.33%	\$ 34,651.29	101.24%	0	1	5
Carroll	12	2	10	100.00%	200.00%	\$ 48,507.82	128.13%	0	2	8
Crockett	2	2	0	100.00%	0.00%	\$ 5,477.67	16.68%	0	1	2
Dyer	23	2	21	100.00%	65.63%	\$ 69,491.57	72.02%	0	2	15
Gibson	17	2	15	100.00%	93.75%	\$ 46,020.69	73.53%	0	1	8
Henry	18	2	16	100.00%	80.00%	\$ 31,862.02	44.51%	0	2	10
Lake	2	1	1	50.00%	50.00%	\$ 17,828.49	55.45%	0	1	
Obion	18	4	14	200.00%	82.35%	\$ 21,553.76	33.78%	0	2	7
Weakley	9	1	8	50.00%	100.00%	\$ 28,627.82	62.96%	0	1	3
				#DIV/0!	#DIV/0!		#DIV/0!			
Total Program	110	18	92	100.00%	87.62%	\$ 304,021.13	63.74%	0	13	58
	89.43%		<i>Includes 2 DRE individuals</i>							53%



Quarterly Report – Narrative Questions

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

Submission Date: January 11, 2022

Grant Recipient: Northwest Tennessee Workforce Board

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

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

Point of Contact: Jennifer Bane

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

	Proposed Outcomes	Actual Outcomes
Individuals Trained (pre-apprenticeship or apprenticeship)	24	96
Industry Certificates Awarded	20	27
Job Created	8	15
Jobs Retained	8	72
Employer Outreach Events	18	21
Registered Apprenticeship Occupations	6	8
Secure Support	6	8
Pre-Apprenticeships	2	2
Jobseeker Recruitment Events	12	19
Funding Support	\$45,000	\$157,862.72

Page Break

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

The overarching goal of the EARN\$TN grant proposal is to grow apprenticeships in rural northwest Tennessee. All outcomes are listed below in the response to question 3. Below is a chronological account

(during this period of performance October 2021 – December 11, 2021) of project activities to push northwest Tennessee toward our ultimate goal:

October 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 10/20/2021 Big Bore LLC (Henry Co) apprenticeship meeting to discuss an apprenticeship for a Restoration Specialist
 - 10/22/2021 Tencom (Dyer Co) apprenticeship meeting to discuss an IT Technician Apprenticeship. Employer is moving forward in the registration process with assistance from Apprenticeship TN staff.
- Speaking Engagements and Events:
 - 10/5/2021 Gleason Water and Wastewater (Weakley Co) Apprenticeship Signing Day for a Water Systems Operator Apprenticeship
 - 10/19/2021 Served as panelists for the Obion County Chamber's V.I.B.E. (Very Important Business Event) discussing benefits to employers through the apprenticeship model
 - 10/25/2021 (Regional) Shalondria Shaw, West Director for Apprenticeship TN, presented to the American Job Center Committee on apprenticeship development
- New Apprenticeship:
 - 10/5/2021 Gleason Water and Wastewater (Weakley Co) registered a Water Systems Operator through their Sponsor Tennessee Association of Utility Districts
- New Apprentices:
 - 10/5/2021 Gleason Water and Wastewater (Weakley Co) enrolled a Water Systems Operator apprentice in a 2-year program sponsored by the Tennessee Association of Utility Districts
 - 10/1/2021 and 10/13/2021 Alliance Staffing (Gibson Co) enrolled 2 new apprentices in their 1-year Production Technician Apprenticeship
- Social Media:
 - 10/12/2021 shared the Apprenticeship TN post and photo from Gleason Water and Wastewater Signing Day for their newly registered Water Systems Operator apprenticeship #ApprenticeshipTN and shared our website for more information on apprenticeship opportunities.

November 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 11/24/2021 Rasberry Tire (Gibson Co) met with apprenticeship Sponsor to discuss costs of the NAPA courses (RTI) for their Service Technician apprenticeship currently developing to provide grant support to the employer
- Speaking Engagements and Events:
 - 11/16/2021 Crown Winery Owner and apprenticeship partner represented Northwest Tennessee in the Hospitality session offered by Apprenticeship TN for National Apprenticeship Week. The sessions were virtual and reached employers statewide.
 - 11/19/2021 Innovative High School Grant Advisory Council Luncheon (Gibson Co) staff provided a presentation on apprenticeship
- New Apprenticeships:
 - 11/16/2021 Rasberry Tire (Gibson Co) NAPA Automotive Service Technician
- New Apprentices:
 - 10/4/2021 Amteck (Dyer Co) enrolled 8 new 1st-year apprentices in their Electrician apprenticeship
- Social Media:
 - 11/1/2021 Shared the Apprenticeship TN post regarding the upcoming 2021 Apprenticeship TN Conference with three separate sessions focusing on Healthcare, Hospitality, and Manufacturing sector apprenticeships. Shared graphics and registration links.
 - 11/15/2021 (Dyer Co) posted about National Apprenticeship Week along with a photo of Amteck's Education Director and quotes from him about the benefits of apprenticeship for their company and employees. #NAW2021 apprenticeship.gov/NAW

- 11/16/2021 posted about National Apprenticeship Week along with a photo of Auston Mealer's Restaurant Equipment Repair's HVAC apprentices (Dyer Co) and a quote from the business owner, Auston Mealer.
- 11/17/2021 shared a post from BestColleges.com Apprenticeship Gaining a Strong Foothold in Higher Education
- 11/18/2021 (Gibson Co) posted about National Apprenticeship Week along with a photo of Alliance Staffing's Production Technician apprentices and TN College of Applied Technology Instructor and a quote from the Alliance Staffing Program Manager regarding the newly established apprenticeship.

December 2021 (through grant end date of 12/11/2021) –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 12/6/2021 Develey (Dyer Co) apprenticeship meeting to discuss Maintenance and Automation Maintenance apprenticeship opportunities
 - 12/6/2021 NSK (Dyer Co) apprenticeship meeting and tour to discuss Maintenance apprenticeship opportunities
- Speaking Engagements and Events:
 - 12/7/2021 Trenton Rotary Club (Gibson Co) apprenticeship overview presentation

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

The Northwest Tennessee Workforce Board met or exceeded all proposed deliverables and reached all outcomes projected. We have far exceeded the number of apprentices enrolled and are continuing to preform outreach to the employer community with ongoing events in addition to one-on-one personalized employer outreach meetings. With a large manufacturing base in NW Tennessee, we are working closely with providers of Certified Production Technician training to increase Production Technician apprenticeships. We have experience great interest in Industrial Maintenance apprenticeships during this period of grant performance and are working with local training providers to meet the Related Technical Instruction needs of those employers to move forward on registering apprenticeships. Additionally, we are working with Healthcare Providers to meet talent and training needs. The Northwest Tennessee Business Services Representatives are continuing to meet with employers introducing the apprenticeship model. The Tennessee Office of Apprenticeship is assisting us in our efforts to continue to grow apprenticeship in our rural region.

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

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

All proposed outcomes have been achieved during the period of performance.

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

Not at this time.

Registered Electrical Apprenticeship Preparation Program (REAP) Report

2022 Program Updates

Event	Date
Amteck Preparation Meeting	January 21, 2022
Shock & Awe Day	April 30, 2022
Two-Week Pre-Apprenticeship	June 13 - 24, 2021

Results from Previous Years

	2019	2020	Total	Percentage
Enrolled	11	10	21	100%
Completed Classroom Training	8	5	13	62%
Exited	11	10	21	100%
Active	0	0	0	0%
Employed	11	9	20	95%
Employed with Amteck	4	3	7	33%
Unemployed	0	1	1	5%

2021 Class

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