

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

Minutes

Committee Members Attending: Justin Crice, Jon Dougherty, Ronnie Gunnels, Lindsay Frilling, Brad Hurley, Ben Marks, David Parrish, Dr. Randy Shannon

Staff and Contractors Attending: Jennifer Bane, Lana Burchfiel, Gina Johnson, LeAnn Lundberg, Ginger Powell, Laura Speer, Erica Nance (OSO), Jennifer Eppley (OSO), James Starnes (OSO), and Connie Stewart (CSP)

Guests Attending: Gina Abbott, Kristie Bennett, Kemisha Thompson

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

- **MOTION:** Justin Crice moved to approve the January 25, 2021 minutes as presented. Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

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

- **Target Populations Report:** There were 539 total enrollments and 24 new enrollments including 13 who are youth-aged individuals, and 17 individuals with barriers to employment including 4 individuals with disabilities and 4 underemployed, as well as 13 low income individuals. The full breakdown can be viewed in the attached report.
- **Youth Services:**
 - **Youth Participant Report:** Connie Stewart introduced Kemisha Thompson to talk about her experience in the Youth Program. Right after high school she attended the University of Memphis but dropped out after three semesters. She came to the Youth program expressing her wish to be a math teacher. She was placed at Dyersburg Middle School (DMS) as a teacher assistant where she got the experience that helped her with her teaching degree. She has now passed all of her exams and is finishing up student teaching at DMS where she has received a job offer. Kemisha did all of this in just five years as the mother of three young children. She had great mentors from her worksite and Connie said that her story helps support the idea that good mentorship is the key to success in this program.
 - **WORKLife Program (Rural Initiative Funding):** Ginger Powell reported plans to match up the youth with their career interests and place them in work experience (WE) at a worksite this summer into early fall. Carroll County has 6 projected to be served since we are unable to move forward with another RAMP class. Lake County will be the biggest focus since we have funds for 23 full-time participants there. We could also place some In-School Youth. The mayor has been very supportive and has recruited several worksites. We will hold a recruitment event May 18th at our AJC location in the courthouse. Connie has made contact with every junior and senior in Lake County. Many of the seniors already have jobs so we are also recruiting Out-of-School Youth. Lake County received the largest allotment of funding since they are a distressed county. In addition to the rural funding, we do have WE that is year-round. We are also working on placing a few in Weakley County and are waiting to find out if Obion County will move forward with another RAMP class or will focus on WE instead.
- **Offenders; RAMP (Rural Initiative Funding):** Ginger Powell presented the attached report on RAMP. There has not been a lot of change on the report since jails have had a lot of challenges due to COVID. Obion County will have a second class if there is enough interest. Obion's first class finished and they have resumed the work release program. Carroll County's class is still suspended. All but two of the inmates were released or transferred and there are not enough inmates to fill a new class. Benton County was not ready to start at the time rural projects were proposed, and Weakley County was new to work-release, which is what they were planning on doing, but decided against due to COVID.

Consideration of Eligible Training Provider List Programs: The committee reviewed the attached handouts with the details of the current programs due for renewal and the related labor market information. There were no new programs. The program performance information for each was suppressed in VOS due to each having less than 10 WIOA students.

- **MOTION:** Brad Hurley moved to recommend renewal of the existing ETPL programs as listed in the attachment and Randy Shannon seconded the motion. All were in favor and the motion carried.

Promising Practices/ Supplemental Grant Updates & New Opportunities

- **RESEA Grant:** Jennifer Bane presented the attached handout. RESEA services are up quite a bit since they were suspended March through November. We have had 327 unique individuals selected for RESEA services. Of those, 236 of those completed subsequent appointments, 33 were placed in employment, 24 were referred to training, and 14 were referred to Title I. Our current funds end in June and we are waiting on guidance on requesting funds for the next program year.
- **National Dislocated Worker Grant (DWG):** The attached report shows the funds expended and participants served through March. We had proposed to place 18 participants for disaster-relief clean up. As of the end of April we were up to 8. We had originally proposed to serve two individuals per county in the courthouse or other county facilities, but some counties ended up needing only one or none. We have added additional worksites, such as the AJCs, TCATs, and a library and increased the number of hours per person, so will still spend the money, but it will end up being for 13-15 individuals. We also proposed to serve 105 through training and had served 43 as of the end of March. Our enrollments started out slow so we had to submit a plan to the state staff on how we will increase enrollments and expenditures, but enrollments have picked up since then and were up to 54 total by last week.
- **Apprenticeship Grants (TDLWD & DRA):** Ginger Powell presented the attached handout regarding apprenticeships. We are on track for meeting our goals of the DRA grant. We still need to have two more registered apprenticeships by the end of this year to meet our goals. We have one submitted for approval and one submission pending. During this last quarter we enrolled two new apprentices in Alamo. Amteck's pre-apprenticeship has been certified by the Apprenticeship TN office and Shock and Awe! Day is scheduled for May 1st. Our TDLWD apprenticeship grant funds must be 90% expended by May 31st or any unspent funds will be recaptured and distributed to other areas who have expended at least 90% of their funds to be spent by December. The grant actually goes through June 2022, so Jennifer is going to request an extension on our funds until September 30th. We will be having a webinar June 3rd for any businesses interested in starting an apprenticeship with Tyra Copas from the Apprenticeship TN office and a local employer representative participating as panelists.
- **GIVE – Partnership with DSCC:** Ginger Powell reported on the partnership with DSCC for nursing career exploration events. Initially we were going to have an in-person event but ended up doing videos for high school students interested in healthcare careers. Lake and Dyer County were the target groups. There was one video for an employer panel and another one for an educator panel. We will be working on an employer video for Obion, Lauderdale, and Tipton County event planned for this fall.

Other: Jennifer Bane reported that there are two policies currently posted for public comment for the June State Workforce Development Board meeting. The KPI policy changes the goals to program year goals instead of calendar year goals and makes them hard targets with possible sanctions for failure to meet goals and possible incentive money for meeting goals. We are concerned that local boards will be penalized for state programs and partner programs, that are not under contract with the board, failing to meet their goals. The State Board will also review a revised version of the Board Hiring Procedures policy that was posted for public comment before the March meeting.

Future Meeting Dates & Upcoming Events: The below upcoming meeting dates were reviewed:

- Next Board Meeting: Tuesday, May 18th at 11:30 am (Zoom)
- State Board Meeting: June 18th (YouTube)
- Remaining 2021 Committee Meeting Dates: Monday, 1:00 pm, July 26th, October 25th

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

NW TN Workforce Board Outreach and Opportunities Committee

Monday, April 26, 2021 – 1:00 p.m.

[Zoom Meeting](#)

Meeting ID: 879 2291 0378

Passcode: 975597

Chair – Ben Marks

Vice Chair – Glad Castellaw

Agenda

1. Welcome and Call to Order Ben Marks
2. Review and Approval of Minutes of January 25, 2021 Meeting **(Vote Required)** Ben Marks
3. Special Populations Updates
 - a. Target Populations Report Erica Nance
 - b. Youth Services
 - o Youth Participant / Parent Report Connie Stewart
 - o WORKLife Program (Rural Initiative Funding) Ginger Powell
 - c. Offenders - RAMP (Rural Initiative Funding) Ginger Powell
4. Consideration of Eligible Training Provider List Programs Laura Speer
 - a. Program Renewals **(Vote Required)**
5. 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 Ginger Powell
 - GIVE – Partnership with DSCC
 - Part 1 Employer Panel: <https://youtu.be/tEtT-xs8KzE>
 - Part 2 Educator Panel: <https://youtu.be/rQIWEUGkZyc>
6. Other Jennifer Bane

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

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

Committee Members: Dr. Karen Bowyer, Justin Crice, Lindsay Frilling, Landy Fuqua, Ronnie Gunnels, Brad Hurley, Ben Marks, Amy McDonald, David Parrish, Dr. Randy Shannon, Eddie White

Staff and Contractors: Jennifer Bane, Lana Burchfiel, Gina Johnson, LeAnn Lundberg, Ginger Powell, Laura Speer, Connie Stewart (CSP), Erica Nance (OSO), Jennifer Eppley (OSO)

Guest Attending: Kristie Bennett

Review and Approval of Minutes of October 26, 2020 Meeting: Ben Marks called the meeting to order and the group was asked for comments regarding the prior meeting's minutes. Jennifer Bane said that future meetings were listed at 1:30 pm, but will be corrected to 1 pm.

- **MOTION:** Justin Crice moved to approve the October 26, 2020 minutes with the correction of the future meeting times from 1:30 pm to 1:00 pm. Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

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

- **Target Populations Report:** There were 550 total enrollments and 45 new enrollments including 24 who are youth-aged individuals, and 31 individuals with barriers to employment including 3 individuals with disabilities, and 26 low income individuals. The full breakdown can be viewed in the attached report.
- **Youth Services:**
 - **Youth Participant Report:** Connie Stewart introduced Mr. Sam Smith, grandfather of a current youth participant, to provide the committee with feedback on the youth program. Mr. Sam referred his grandson to the youth Work Experience after he dropped out of college at Knoxville. Mr. Sam was looking for a program to get his grandson focused on his future and career. Since his grandson has been enrolled in the Youth Program, Mr. Sam says he has been more focused and changed his mindset toward his goals. He is now hoping to return to college. Mr. Sam expressed the importance of the youth program and about the need for young adults to have mentors to provide guidance and to demonstrate work ethic and set goals—preferably before they graduate or drop out—because they can't make it without work. Although the program does provide work experience, tuition assistance, and drug screens, Mr. Sam mentioned many low income out-of-school youth need food as well.
 - **Registered Electrical Apprenticeship Preparation (REAP):** Ginger Powell reported that staff are working with Jon Dougherty of Amteck to record his presentation he normally makes in person at the schools each year to promote the program. The video and other recruitment materials will be rolling out soon in classrooms and on social media. Like last year, we will also recruit out of school youth up to age 24. Ben Marks inquired about the status of participants of previous classes. Jennifer Bane reported that of the five who completed the two-week class last year, four are still employed with Amteck. Of the eight who completed the class in 2019, four are still employed with Amteck.
 - **Benton County WORKLife Program (Rural Initiative Funding):** Ginger Powell reported that in March/early April, we will hold a few WORKLife programs in Benton, Weakley, Obion, Carroll and Lake Counties to connect graduating seniors with summer work experience utilizing our rural initiative funds. We will also utilize Youth funding to serve additional participants. Lake County will be our biggest endeavor since they

received the most funds for being a distressed county. We have reached out to the County Mayor and Chamber to assist in identifying organizations and non-profit agencies to serve as worksites since there are not many private employers in Lake County. Events will be held virtually while schools are still in attendance. Dr. Randy Shannon reported that he was pleased with the event in Benton County last year and is excited that the events this year will be during school.

- Offenders; RAMP (Rural Initiative Funding): Ginger Powell presented the attached report on RAMP. Classes have not resumed in most counties due to COVID restrictions. Dyer County will soon offer the Safety component as an individual credential, which should hopefully help participants complete since the length of class will be much shorter. Carroll County's class was suspended last spring due to COVID, and since outside visitors are still not allowed, we are attempting to change the class to a virtual setting. We are working through a variety of logistical and connectivity issues, as well as trying to identify more eligible females for the class since only two of the original class are still incarcerated in the jail. Inmate populations are down across the board, so there are less individuals available to participate, but they may be able to transfer some in from other facilities. They will also have to have a correctional officer trained as a proctor since an on-site proctor is required. The Obion County class recently completed but unfortunately lost several due to release and transfer. Of the five students remaining, four passed the last two credentials and three earned all four credentials to become Certified Production Technicians. They are considering one more class which will be partially funded with remaining rural initiative funds, and partly with youth funds for youth participants, but they are not currently allowing anyone to leave on work release.

Consideration of Eligible Training Provider List Programs: The committee reviewed the attached handouts with the details of the programs and the related labor market information.

- Program Renewals
 - **MOTION: Randy Shannon moved to recommend renewal of the existing ETPL programs and Justin Crice seconded the motion. All were in favor and the motion carried with Dr. Bowyer abstaining from voting and discussion on this item.**
- New Programs—Dyersburg State Community College
 - Pharmacy Technician
 - Mental Health Technician
 - Veterinary Assistant
 - Paralegal
 - **MOTION: Randy Shannon moved to recommend approval of Dyersburg State's new programs as listed above for the eligible training provider list and Landy Fuqua seconded the motion. All were in favor and the motion carried with Dr. Bowyer abstaining from voting and discussion on this item.**
- New Programs—Bethel University:
 - Business Administration Graduate Certificate
 - Business Management Undergraduate Certificate
 - Post Criminal Justice Graduate Certificate
 - Pre-Criminal Justice Undergraduate Certificate
 - Customer Relationship Undergraduate Management Certificate
 - Emergency Services Undergraduate Management Certificate
 - Healthcare Administration Graduate Certificate
 - Healthcare Management Undergraduate Certificate
 - Information Undergraduate Technology Certificate
 - Human Resource Management Graduate Certificate

The committee reviewed the definition of a credential from a Training and Employment Guidance Letter from the USDOL, which clarifies that graduate programs do not meet that definition, except for Vocational Rehabilitation programs. Since graduate programs do not meet the definition for our performance, we would not be able to fund them through our programs.

- **MOTION:** Ronnie Gunnels moved to recommend denial of Bethel's graduate certificate programs as noted above for the eligible training provider list and Randy Shannon seconded the motion. All were in favor and the motion carried.
- **MOTION:** Randy Shannon moved to recommend approval Bethel's undergraduate certificate programs as noted above for the eligible training provider list and Landy Fuqua seconded the motion. All were in favor and the motion carried.

Promising Practices/ Supplemental Grant Updates & New Opportunities

- **RESEA Grant:** Jennifer Bane presented the attached handout. RESEA services were suspended in March but have been slowly restarting since November. Since July 1st there have been 136 first scheduled RESEA services, and 101 completing subsequent visits. There were 94 deemed job-ready and referred to reemployment, and 9 referred to training in order to become job-ready. There were only two referred to Title I and no co-enrollments. There were 85 individuals who completed the program.
- **National Dislocated Worker Grant (DWG):** The attached report shows the funds expended and participants served through December. We have only had four individuals placed in disaster-relief positions so far, and have another 12 receiving career and training services. We need to serve an additional 107 participants to reach the number we proposed over the two-year grant. Ten percent of each area's original request was reserved at the state level since expenditures have been low in many areas. The funds may be redistributed to areas who have the greatest need.
- **Apprenticeship Grants (TDLWD & DRA):** Ginger Powell presented the attached handout regarding apprenticeships. We are on track for meeting our goals of the DRA grant. We had proposed 24 apprentices, and we have funded 56. We have developed four new apprenticeships and have submitted another for Alliance Staffing to register their Production Technician position that is still pending approval from USDOL. The apprenticeship will include the Certified Production Technician (CPT) class being taught at the Gibson County jail for the inmates as the related technical instruction. The class will likely be taught at The Orchard House where inmates are furloughed for work release rather than at the jail due to COVID restrictions. As part of work release or upon release they can work full-time and begin their on-the-job learning component of the apprenticeship. Alliance has about 17 individuals ready to begin the apprenticeship once approved. Ginger has also been working with Auston Meeler and we have enrolled 13 apprentices in their program.
- **Others (GIVE – Partnership with DSCC; DSCC Delta Healthcare Grant Partnership):** Ginger Powell reported that we are working with Dyersburg State to offer a virtual Nursing Career Pathway video. We will include an education panel and an employer panel for nursing jobs from CNA to Nurse Practitioner. Dyer and Lake Counties are the focus areas from our region for the GIVE grant, so the panelists represent and / or serve those areas. The video should be ready toward the end of February and will be shared with our schools and on our YouTube channel.

Other: Jennifer Bane reported that the AJC-Humboldt will be closed due to an issue with their sprinkler system. Staff will continue to provide services virtually. All other AJCs continue to primarily focus virtual services with limited in-person appointments offered if needed.

Future Meeting Dates & Upcoming Events: Jennifer Bane reminded the group to complete an annual Conflict of Interest form if they have not already and reviewed the following upcoming meetings:

- Next Board Meeting: Tuesday, February 23rd at 11:30 am (Zoom)
- State Board Meeting: March 26th (TBD)
- Remaining 2021 Committee Meeting Dates: Monday, 1:00 pm – April 26th, July 26th, October 25th

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

WIOA Targeted Population Summary

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/ Educ Svcs	Total Exited	With Credent
Total	539	24	539	439	1	78
Gender						
Female	268 49.72%	10 41.67%	268 49.72%	221 50.34%	0	38 48.72%
Male	268 49.72%	13 54.17%	268 49.72%	216 49.20%	1 100.00%	40 51.28%
NA	3 0.56%	1 4.17%	3 0.56%	2 0.46%	0	0
Age						
18 and Under	61 11.32%	4 16.67%	61 11.32%	36 8.20%	0	8 10.26%
19 to 24	204 37.85%	9 37.50%	204 37.85%	161 36.67%	0	34 43.59%
25 to 54	248 46.01%	10 41.67%	248 46.01%	228 51.94%	0	34 43.59%
55 and Older	26 4.82%	1 4.17%	26 4.82%	14 3.19%	1 100.00%	2 2.56%
Race/Ethnicity						
White	438 81.26%	18 75.00%	438 81.26%	360 82.00%	1 100.00%	64 82.05%
African American/Black	94 17.44%	3 12.50%	94 17.44%	75 17.08%	0	14 17.95%
Hawaiian/Other Pacific Islander	1 0.19%	0	1 0.19%	0	0	0
Hispanic	17 3.15%	1 4.17%	17 3.15%	14 3.19%	0	5 6.41%
Educational Status						
In-school; Secondary School or less	19 3.53%	3 12.50%	19 3.53%	2 0.46%	0	1 1.28%
In-school; post Secondary School	146 27.09%	2 8.33%	146 27.09%	122 27.79%	0	31 39.74%
Not attending school or Secondary School Dropout	12 2.23%	0	12 2.23%	12 2.73%	0	3 3.85%
Not attending school; Secondary School Graduate or has a recognized equivalent	362 67.16%	19 79.17%	362 67.16%	303 69.02%	1 100.00%	43 55.13%
UC Status						
Neither claimant or exhaustee	2 0.37%	0	2 0.37%	2 0.46%	0	2 2.56%
Veteran						

All Veterans	13 2.41%	0	13 2.41%	8 1.82%	1 100.00%	0
Eligible Veteran Status	13 2.41%	0	13 2.41%	8 1.82%	1 100.00%	0
Other Eligible Person/Veteran Spouse	0	0	0	0	0	0
Campaign Veteran	0	0	0	0	0	0
Disabled Veteran	2 0.37%	0	2 0.37%	2 0.46%	0	0
Transitioning Service Member	0	0	0	0	0	0
Recently Separated Veteran	5 0.93%	0	5 0.93%	3 0.68%	0	0
Active Duty Military Spouse	0	0	0	0	0	0
Barriers						
Total With Significant Barriers to Employment	454 84.23%	17 70.83%	454 84.23%	362 82.46%	1 100.00%	70 89.74%
Individuals with Disability	35 6.49%	4 16.67%	35 6.49%	18 4.10%	0	6 7.69%
Displaced Homemaker	0	0	0	0	0	0
Underemployed	176 32.65%	4 16.67%	176 32.65%	162 36.90%	1 100.00%	32 41.03%
Dislocation Event	11 2.04%	0	11 2.04%	0	0	0
Within 2 Years of Exhausting TANF	0	0	0	0	0	0
Hawaiian Native	0	0	0	0	0	0
Single Parent	56 10.39%	1 4.17%	56 10.39%	46 10.48%	0	6 7.69%
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	2 0.37%	0	2 0.37%	1 0.23%	0	0
Basic Skills Deficient	5 0.93%	1 4.17%	5 0.93%	0	0	0
Offender	67 12.43%	0	67 12.43%	63 14.35%	0	8 10.26%
Homeless	2 0.37%	1 4.17%	2 0.37%	1 0.23%	0	0
Runaway Youth	0	0	0	0	0	0
Foster Care (All)	6 1.11%	1 4.17%	6 1.11%	1 0.23%	0	0
In Foster Care	5	1	5	1	0	0

	0.93%	4.17%	0.93%	0.23%		
Aged Out of Foster Care	<u>1</u> 0.19%	0	<u>1</u> 0.19%	0	0	0
Pregnant or Parenting Youth	<u>42</u> 7.79%	<u>4</u> 16.67%	<u>42</u> 7.79%	<u>23</u> 5.24%	0	<u>6</u> 7.69%
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>22</u> 4.08%	<u>1</u> 4.17%	<u>22</u> 4.08%	<u>12</u> 2.73%	0	<u>5</u> 6.41%
Long-Term Unemployed	<u>133</u> 24.68%	<u>9</u> 37.50%	<u>133</u> 24.68%	<u>92</u> 20.96%	0	<u>9</u> 11.54%
Public Assistance						
TANF	<u>1</u> 0.19%	0	<u>1</u> 0.19%	<u>1</u> 0.23%	0	0
SNAP	<u>64</u> 11.87%	<u>3</u> 12.50%	<u>64</u> 11.87%	<u>50</u> 11.39%	0	<u>11</u> 14.10%
Social Security Disability Insurance (SSDI)	<u>4</u> 0.74%	0	<u>4</u> 0.74%	<u>4</u> 0.91%	0	<u>1</u> 1.28%
Supplemental Security Income (SSI)	<u>5</u> 0.93%	<u>1</u> 4.17%	<u>5</u> 0.93%	<u>3</u> 0.68%	0	0
General Assistance	0	0	0	0	0	0
Living in the High Poverty Area	<u>3</u> 0.56%	0	<u>3</u> 0.56%	<u>1</u> 0.23%	0	0
Free or Reduced Lunch	<u>5</u> 0.93%	<u>2</u> 8.33%	<u>5</u> 0.93%	0	0	0
Low Income	<u>412</u> 76.44%	<u>13</u> 54.17%	<u>412</u> 76.44%	<u>327</u> 74.49%	<u>1</u> 100.00%	<u>66</u> 84.62%

RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

3/31/2021

GIBSON COUNTY - TCAT Jackson - 8 classes					
Male (68 students) Female (8 students) = 76	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	73/73	72/72	65/70	65/66	64/76
Percent Passed Assessment Taken	100%	100%	93%	98%	
Percent Passed of 76 Enrolled	96%	95%	86%	86%	84%
Performance Indicator	76	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	48	15	20	13	0
		31%	42%	27%	0%
Active Participants	28	0	8	11	9
		0%	29%	39%	32%
Total Performance		20%	37%	32%	12%

DYER COUNTY - Dyersburg State Community College - 5 classes					
Female (23 students) Male (26 students)=49	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	37/41	22/25	16/18	14/14	14/41
Percent Passed Assessment Taken	90%	88%	89%	100%	
Percent Passed of 41 Enrolled	76%	54%	39%	34%	34%
Performance Indicator	49	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	36	26	7	3	0
		72%	19%	8%	0%
Active Participants	13	0	0	13	0
		0%	0%	100%	0%
Total Performance		53%	14%	33%	0%

***Class #5 is a per component class beginning with safety (only updated cells)**no other modules complete at this time*

HENRY COUNTY - TCAT Paris - 2 classes					
Male (20 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	11/17	7/15	7/14	3/11	2/20
Percent Passed Assessment Taken	65%	47%	50%	27%	
Percent of 20 Enrolled Passed	55%	35%	35%	15%	10%
Performance Indicator	20	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	10	5	1	4	0
		50%	10%	40%	0%
Active Participants	10	0	5	2	3
		0%	50%	20%	30%
Total Performance		25%	30%	30%	15%

LAKE COUNTY - TCAT Newbern - 1 class					
Male (12 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	9/9	4/6	2/5	0/1	0/12
Percent Passed Assessment Taken	100%	67%	40%	0%	0%
Percent of 12 Enrolled Passed	75%	33%	17%	0%	0%
Performance Indicator	12	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	4	4	0	0	0
		100%	0%	0%	0%
Active Participants	8	0	0	5	3
		0%	0%	63%	38%
Total Performance		33%	0%	42%	25%

CARROLL COUNTY - TCAT Paris - 1 class					
Female (10 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	9/10	class suspended due to COVID-19			
Percent Passed Assessment Taken	90%				
Percent of 10 Enrolled Passed	90%				

Performance Indicator	10	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	0	0	0	0	0
		0%	0%	0%	0%
Active Participants	10	0	0	10	0
		0%	0%	100%	0%
Total Performance		0%	0%	100%	0%

OBION COUNTY - TCAT Newbern					
Male (10 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	6/8	3/7	4/5	4/5	3/10
Percent Passed Assessment Taken	75%	43%	80%	80%	
Percent of 10 Enrolled Passed	60%	30%	40%	40%	30%

Performance Indicator	10	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	0	0	0	0	0
		0%	0%	0%	0%
Active Participants	10	0	0	0	3
		0%	0%	0%	30%
Total Performance		0%	0%	0%	30%

TOTAL - ALL PROGRAMS - 16 classes (total percentage excludes Carroll and Dyer County individual modules not taken)					
Total Students - 177	Safety	Quality	Manufacturing	Maintenance	Full CPT
Total Assessments Passed	145	108	94	86	83
Percent Passed / Assessment Taken	92%	86%	84%	89%	97%
Percentage of 159 / 177 Enrolled Passed	82%	68%	59%	54%	52%

Performance Indicator	177	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	98	50	28	20	0
		51%	29%	20%	0%
Active Participants	67	0	21	31	15
		0%	31%	46%	22%
Total Performance		28%	28%	29%	8%

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

			Expenditures*				Participant Outomes		
LWDA	County	Funding Amount	Admin	Program	Total	% Expended	Goal**	Actual	% Towards Goal
Northwest	Weakley	\$ 46,119	\$ 2,793.80	\$ -	\$ 2,793.80	6.06%	8	0	0.00%
Northwest	Obion	\$ 50,045	\$ 3,031.62	\$ 23,020.00	\$ 26,051.62	52.06%	15	10	66.67%
Northwest	Carroll	\$ 50,865	\$ 3,081.30	\$ 19,000.00	\$ 22,081.30	43.41%	16	10	62.50%
Northwest	Benton	\$ 54,420	\$ 3,296.65	\$ 48,978.24	\$ 52,274.89	96.06%	21	14	66.67%
Northwest	Lake	\$ 171,698	\$ 10,401.12	\$ 47,897.50	\$ 58,298.62	33.95%	32	9	28.13%
Northwest	All Counties	\$ 373,147.00	\$ 22,604.49	\$ 138,895.74	\$ 161,500.23	43.28%	92	43	46.74%

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

**Expenditures are through 2/28/2021.*

***Revised effective 11/4/20/20 - WBL projects will likely begin in May.*

Eligible Training Provider List Program Renewals with Labor Market Information

Provider Name	Program Title	Completion Level	Occupation Title	2021 Jobs	2025 Jobs	2021-2025 Change	Annual Openings	Avg. Hourly Earnings
BETHEL UNIVERSITY	Associate of Arts in Customer Relationship Management	An associate degree	Customer Care Rep, Customer Services Rep, Customer Service Specialist	898	898	0	110	\$ 15.01
BETHEL UNIVERSITY	B.S. NURSING	A baccalaureate degree	Registered Nurses*	1,085	1,071	-14	58	\$ 28.13
BETHEL UNIVERSITY	Bachelor of Science Business Administration	A baccalaureate degree	Management Occupations	5,924	6,190	266	542	\$ 34.01
BETHEL UNIVERSITY	CRIMINAL JUSTICE	A baccalaureate degree	Probation Officers & Correctional Treatment Specialists	99	105	6	9	\$ 20.37
BETHEL UNIVERSITY	SUCCESS PROGRAM	A baccalaureate degree	Management Occupations	5,924	6,190	266	542	\$ 34.01
DYERSBURG STATE COMMUNITY COLLEGE	AAS IN ADV. EMERGENCY MEDICAL TECH. CONCENTRATION	An associate degree	Emergency Medical Technician and Paramedics	347	353	6	25	\$ 17.73
DYERSBURG STATE COMMUNITY COLLEGE	AAS-PARAMEDIC CONCENTRATION	An associate degree	Emergency Medical Technician and Paramedics	347	353	6	25	\$ 17.73
DYERSBURG STATE COMMUNITY COLLEGE	Advanced Programmable Logic Controllers	An industry-recognized certificate or certification	Computer Numerically Controlled Tool Operators and Programmers	128	139	11	15	\$ 19.24
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - BUSINESS	An associate degree	Management Occupations	5,924	6,190	266	542	\$ 34.01
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - COMPUTER INFORMATION TECHNOLOGY	An associate degree	Computer Support Specialists	150	158	8	13	\$ 22.54
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - EARLY CHILDHOOD EDUCATION	An associate degree	Education and Childcare Administrators	358	364	6	27	\$ 39.55
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - HEALTH INFORMATION TECHNOLOGY	An associate degree	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers**	26	25	-1	1	\$ 24.33
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - NURSING	An associate degree	Registered Nurses*	1,085	1,071	-14	58	\$ 28.13
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE - NURSING -MAJOR & CONCENTRATION ADVANCED STANDING	An associate degree	Registered Nurses*	1,085	1,071	-14	58	\$ 28.13
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE IN ENGINEERING SYSTEMS TECHNOLOGY	An associate degree	Engineering Technologists and Technicians	408	427	19	40	\$ 23.53
DYERSBURG STATE COMMUNITY COLLEGE	ASSOCIATE OF APPLIED SCIENCE-CRIMINAL JUSTICE	An associate degree	Probation Officers & Correctional Treatment Specialists	99	105	6	9	\$ 20.37
DYERSBURG STATE COMMUNITY COLLEGE	CERTIFIED PRODUCTION TECHNICIAN	An industry-recognized certificate or certification	Production Workers	1,228	1,255	27	149	\$ 16.61

DYERSBURG STATE COMMUNITY COLLEGE	COMPUTER SYSTEMS OPERATIONS & MAINTENANCE TECHNICAL CERTIFICATE	An industry-recognized certificate or certification	Computer, Automated Teller, and Office Machine Repairers	31	32	1	3	\$ 19.38
DYERSBURG STATE COMMUNITY COLLEGE	CORRECTIONS AND LAW ENFORCEMENT CERTIFICATE	An industry-recognized certificate or certification, A community college certificate of completion	Police Officers	572	598	26	46	\$ 18.77
DYERSBURG STATE COMMUNITY COLLEGE	EARLY CHILDHOOD EDUCATION TECHNICAL CERTIFICATE	An industry-recognized certificate or certification, A community college certificate of completion	Childcare Workers***	674	645	-29	93	\$ 10.44
DYERSBURG STATE COMMUNITY COLLEGE	ELECTRONIC HEALTH RECORD TECHNICAL CERTIFICATE	An industry-recognized certificate or certification, A community college certificate of completion	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers**	26	25	-1	1	\$ 24.33
DYERSBURG STATE COMMUNITY COLLEGE	EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC CERTIFICATE	An industry-recognized certificate or certification, A community college certificate of completion	Emergency Medical Technician and Paramedics	347	353	6	25	\$ 17.73
DYERSBURG STATE COMMUNITY COLLEGE	MEDICAL CODING TECHNICAL CERTIFICATE	An industry-recognized certificate or certification, A community college certificate of completion	Information and Record Clerk	74	76	2	8	\$ 12.90
DYERSBURG STATE COMMUNITY COLLEGE	PROGRAMMABLE LOGIC CONTROLLERS	An industry-recognized certificate or certification	Computer Numerically Controlled Tool Operators and Programmers	128	139	11	15	\$ 19.24
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT PARIS	Industrial Maintenance Technology CPT	An industry-recognized certificate or certification, A measurable skills gain leading to a credential	Industrial Machinery Installation, Repair, and Maintenance Workers	461	508	47	51	\$ 23.28
UNIVERSITY OF TENNESSEE AT MARTIN	Communications News Editorial	A baccalaureate degree	New Analysts, Reporters, and Journalists	21	21	0	3	\$ 15.46

Program performance information has been suppressed due to all programs having less than 10 WIOA students enrolled.

	LMI for all of West TN, excluding Shelby County				
*Registered Nurses	4,768	4,888	120	280	\$ 27.90
**Health Information Technologists	138	141	3	8	\$ 25.51
***Childcare Workers	1,831	1,781	-50	258	\$ 10.59

Services Provided Individuals - All Services

- Program: Title III - Wagner-Peyser (WP)

- Start Date: 7/1/2020

- End Date: 3/31/2021

Activity/Description	Distinct Users	Total Services	% of Total
190 - First Scheduled RESEA	327	330	15.57%
191 - RESEA Reschedule	31	38	1.79%
192 - RESEA Failed to Report	46	47	2.22%
193 - RESEA Placement	33	33	1.56%
194 - RESEA Exempt	20	21	0.99%
195 - RESEA UI Eligibility	338	676	31.90%
196 - RESEA Subsequent Schedule	240	240	11.33%
197 - RESEA Subsequent Completed	236	267	12.60%
198 - RESEA Program Completed	195	195	9.20%
592 - RESEA Referred to Reemployment	216	216	10.19%
593 - RESEA Referred to Training	24	24	1.13%
19A - RESEA Compliant	15	16	0.76%
19B - RESEA Refused Service	2	2	0.09%
19R - RESEA Referred to Title I	14	14	0.66%
	1,737	2,119	100%

NW National Dislocated Worker Grant Report, March 2021

Local Area Number and Name	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><u>\$ 807,777.78</u></u>						

Participants Served (Actual)	Participants DRE	Participants C&T	DRE %	C&T %	Cumulative Quarterly Expenditures	CQE %	Contact Tracing Provided	Number of sites Cleaned	Positive Outcomes
5	2	3	100.00%	100.00%	\$ 27,231.05	79.56%	0	1	4
2	1	1	50.00%	20.00%	\$ 8,791.79	23.22%	0	1	
1	1	0	50.00%	0.00%	\$ -	0.00%	0	1	
12	1	11	50.00%	34.38%	\$ 16,715.00	17.32%	0	1	3
6	0	6	0.00%	37.50%	\$ 13,574.00	21.69%	0	0	3
10	0	10	0.00%	50.00%	\$ 8,496.41	11.87%	0	0	5
0	0	0	0.00%	0.00%	\$ -	0.00%	0	0	
9	1	8	50.00%	47.06%	\$ 3,814.50	5.98%	0	1	1
5	1	4	50.00%	50.00%	\$ 16,861.85	37.09%	0	1	
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50	7	43	38.89%	40.95%	\$ 95,484.60	20.02%	0	6	16
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41%



Quarterly Report – Narrative Questions

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

Submission Date: April 15, 2021

Grant Recipient: Northwest Tennessee Workforce Board

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

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

Point of Contact: Jennifer Bane

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

	Proposed Outcomes	Actual Outcomes
Individuals Trained (pre-apprenticeship or apprenticeship)	24	60
Industry Certificates Awarded	20	22
Job Created	8	9
Jobs Retained	8	51
Employer Outreach Events	18	11
Registered Apprenticeship Occupations	6	4
Secure Support	6	2
Pre-Apprenticeships	2	2
Jobseeker Recruitment Events	12	14
Funding Support	\$45,000	\$93,963.81

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 January 2021 – March 2021) of project activities to push northwest Tennessee toward our ultimate goal:

January 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship program:
 - 1/7/2021 Nortek (Dyer Co.) discussed several occupations for apprenticeship (Braziers, Quality Control, HVAC Technician, etc.)
 - 1/22/2021 Alamo Water and Sewer (Crockett Co.) – Water Systems Operator Apprenticeship registered through Sponsor Tennessee Association of Utility Districts September 2020
 - 1/25/2021 Bongards (Gibson Co.) – Water Systems Operator apprenticeship
 - 1/27/2021 Trenton Light and Water (Gibson CO.) – Water Systems Operator Apprenticeship registered through Sponsor Tennessee Association of Utility Districts and Lineman, not currently registered with USDOL
 - 1/27/2021 United Ammunition Container – Maintenance Technician and Production Technician
- Speaking Engagements & Events:
 - Amteck (Dyer Co) filmed Amteck's Electrical Apprenticeship "Showcase Visit" PowerPoint presentation via Zoom Webinar for distribution to area high school seniors and through Social Media. In-person presentation not available due to Covid restrictions.
 - GibCo Human Resources Managers Monthly Meeting (Gibson Co) served as Guest Speaker, topic Apprenticeship
 - Tyson Foods Humboldt (Gibson Co) served as a Panelist alongside three Chamber of Commerce Directors to share Workforce Services for the new plant. Topic, Apprenticeship opportunities
- New Apprentices: Town of Alamo / Alamo Water & Sewer enrolled two (2) new Water System Operator apprentices into RAPIDS – Sponsor Tennessee Association of Utility Districts
- Social Media:
 - 1/14/2021: Shared story Your Teen Might Benefit from An Apprenticeship Instead of College

February 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship program:
 - 2/12/2021 First Citizens National Bank (Dyer Co.) – Teller and Branch Manager apprenticeships with Sponsor Dyersburg State Community College
 - 2/24/2021 United Ammunition Container (Gibson Co.) – follow up with TN Office of Apprenticeship Director, preparing submission
- Submitted Apprenticeship Applications:
 - 2/15/2021 Amteck submitted Amteck University REAP (Registered Electrical Apprenticeship Preparation) program Pre-Apprenticeship for Certification through the Tennessee Office of Apprenticeship
- Social Media:
 - 2/9/2021 Shared Discover Apprenticeship: State you Dream Faster video post including the www.apprenticeship.gov link for jobseekers and nwnjobs.org link for employers interested in learning more about apprenticeship opportunities

March 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship program:

- 3/8/2021 Develey (Dyer Co.) discussed several occupations for apprenticeship; how apprenticeship can advance their knowledge base as a newer US company
- Speaking Engagements & Events:
 - 3/3/2021 Hosted REAP (Registered Electrical Apprenticeship Preparation) program Educators Preview with live demo of Premier Virtual booth. High schools will access all Amteck University Showcase Visit information virtually, view a video presentation, the electronic student packet, and register online to attend Shock and Awe Day. This Educators Preview allowed the educators to see all of the virtual format in advance.
 - 3/5/2021 Official Launch of the Amteck University REAP program virtual showcases to the high school throughout NW Tennessee
 - 3/10/2021 Peabody High School (Gibson Co.) Amteck University REAP Showcase to recruit for summer 2021 electrical pre-apprenticeship / apprenticeship
 - 3/18/2021 Gibson Co High School and South Gibson County High Schools (Gibson Co.) Amteck University REAP Showcase to recruit for Summer 2021 electrical pre-apprenticeship / apprenticeship
- New Apprentices: Auston Mealer Restaurant Equipment Repair (Dyer Co.) enrolled two new apprentices in the HVAC Technician Apprenticeship
- New Apprenticeships: Alliance – Production Technician (submitted Dec 2020, pending) submitted employer agreements letters (3) to assist in the USDOL registration process

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

The Northwest Tennessee Workforce Board is on track to complete all proposed deliverables and reach all outcomes projected. With the remaining time period for the grant, we expect to accomplish all tasks. We have exceeded the majority of our goals and are on track to accomplish the remaining objectives. We submitted a Production Technician Apprenticeship to USDOL for approval in December and follow-up materials in March 2021 and are eagerly awaiting approval with apprentices identified for enrollment and training. Amteck University Showcase visits are underway in all area high school for recruitment purposes. With a large manufacturing base in NW Tennessee, we are working closely with providers of Certified Production Technician training to increase Production Technician apprenticeships. The Northwest Tennessee Business Services Representatives are continuing to meet virtually with employers introducing the apprenticeship model. The Tennessee Office of Apprenticeship's West Tennessee Director 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?

- 60 first-year apprentices enrolled in registered apprenticeships
 - Coordination of funds for apprentices
- 4 newly developed apprenticeships registered through USDOL (1 currently pending approval)
- 2 new Pre-Apprenticeship Work Experiences developed
- 25 Speaking Engagements & Events held
- 26 posts to our American Job Centers of Northwest TN Facebook page promoting Apprenticeships

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

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

Not at this time.

Registered Electrical Apprenticeship Preparation Program (REAP) Report

2021 Program Updates

Event	Date
Zoom Educators Preview	March 3, 2021
Premier Virtual REAP Booth	March 3 - April 30, 2021
Trenton Peabody High School Showcase	March 10 -25, 2021
Gibson County High School Showcase	March 18, 2021
South Gibson County High School Showcase	March 18, 2021
West Carroll High School Showcase	April 8, 2021
Milan High School Showcase	April 9, 2021
Dyer County High School Showcase	April 13, 2021
Lake County High School Showcase	Pending
Crockett County High School Showcase	Pending
Amteck Promotional Blast	Apr-21
Social Media Outreach to Out-of-School Youth	Apr-21
Shock & Awe Day	May 1, 2021
Two-Week Pre-Apprenticeship	July 12 - 23, 2021

Results from Previous Years

	2019	2020	Total	Percentage
Enrolled	11	10	21	100%
Completed Classroom Training	8	5	13	62%
Exited	11	5	16	76%
Active	0	5	5	24%
Employed	10	9	19	90%
Employed with Amteck	4	4	8	38%
Unemployed	1	1	2	10%