

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

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Attending

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Promising Practices/ Supplemental Grant Updates & New Opportunities:

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

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

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

Other: Jennifer Bane presented the following information:

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

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

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

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

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

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

NW TN Workforce Board Outreach and Opportunities Committee

Monday, July 26, 2021 – 1:00 p.m.

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

[Join Zoom Meeting](#)
Meeting ID: 832 5157 1360
Passcode: 287452

Chair – Ben Marks
Vice Chair – Glad Castellaw

Agenda

1. Welcome and Call to Order Ben Marks
2. Review and Approval of Minutes of April 26, 2021 Meeting **(Vote Required)** Ben Marks
3. Special Populations Updates Erica Nance
 - a. Target Populations Report
 - b. Youth Services Connie Stewart
 - o Youth Participant / Parent Report Ginger Powell
 - o WORKLife Program (Rural Initiative Funding) Ginger Powell
 - c. Offenders - RAMP (Rural Initiative Funding)
4. Consideration of Eligible Training Provider List Programs Laura Speer
 - a. Program Renewals **(Vote Required)**
5. Youth Eligibility – Basic Skills Deficient Definition Policy Change **(Vote Required)** Jennifer Bane
6. Promising Practices/ Supplemental Grant Updates & New Opportunities Jennifer Bane
 - 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
7. Other Jennifer Bane
 - a. Board Officer Elections (Chair, Vice-Chair, & Secretary)
 - b. Committee Officer Elections (Chair & Vice-Chair)

Future Meeting Dates & Upcoming Events

- TDLWD Commissioner Visit: Wednesday, July 28th, 2:00 – 3:30 pm
Crown Winery (3638 E Mitchell St, Humboldt, TN)
- Refocus TN Workforce System Convening Invitation: August 18-20 (Opryland Hotel)
- Next Board Meeting: Tuesday, August 24th at 11:30 am,
NW Development District / HRA (Martin)
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**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 key to success of the 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 have 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

WIOA Targeted Population Summary

- State Region: West TN

- LWIA/Region: Northwest Tennessee

- Filter By Date: Active Date

- Date Range: 6/1/2021 - 6/30/2021

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/ Educ Svcs	Total Exited	With Credent
Total	605	73	605	412	2	47
Gender						
Female	298 49.26%	31 42.47%	298 49.26%	204 49.51%	1 50.00%	23 48.94%
Male	304 50.25%	42 57.53%	304 50.25%	206 50.00%	1 50.00%	24 51.06%
NA	3 0.50%	0	3 0.50%	2 0.49%	0	0
Age						
18 and Under	107 17.69%	22 30.14%	107 17.69%	36 8.74%	0	7 14.89%
19 to 24	224 37.02%	23 31.51%	224 37.02%	155 37.62%	1 50.00%	23 48.94%
25 to 54	243 40.17%	24 32.88%	243 40.17%	206 50.00%	1 50.00%	15 31.91%
55 and Older	31 5.12%	4 5.48%	31 5.12%	15 3.64%	0	2 4.26%
Race/Ethnicity						
White	478 79.01%	57 78.08%	478 79.01%	337 81.80%	2 100.00%	39 82.98%
African American/Black	123 20.33%	19 26.03%	123 20.33%	70 16.99%	0	8 17.02%
American Indian/Alaskan Native	2 0.33%	1 1.37%	2 0.33%	1 0.24%	0	0
Hawaiian/Other Pacific Islander	1 0.17%	0	1 0.17%	0	0	0
Hispanic	19 3.14%	2 2.74%	19 3.14%	13 3.16%	0	4 8.51%
Educational Status						
In-school; Secondary School or less	39 6.45%	7 9.59%	39 6.45%	2 0.49%	0	1 2.13%
In-school; post Secondary School	137 22.64%	6 8.22%	137 22.64%	108 26.21%	0	18 38.30%
Not attending school or Secondary School Dropout	17 2.81%	8 10.96%	17 2.81%	10 2.43%	0	1 2.13%
Not attending school; Secondary School Graduate or has a recognized equivalent	412 68.10%	52 71.23%	412 68.10%	292 70.87%	2 100.00%	27 57.45%
UC Status						

Neither claimant or exhaustee	<u>2</u> 0.33%	0	<u>2</u> 0.33%	<u>2</u> 0.49%	0	<u>2</u> 4.26%
Veteran						
All Veterans	<u>9</u> 1.49%	<u>1</u> 1.37%	<u>9</u> 1.49%	<u>6</u> 1.46%	0	0
Eligible Veteran Status	<u>9</u> 1.49%	<u>1</u> 1.37%	<u>9</u> 1.49%	<u>6</u> 1.46%	0	0
Other Eligible Person/Veteran Spouse	0	0	0	0	0	0
Campaign Veteran	0	0	0	0	0	0
Disabled Veteran	<u>1</u> 0.17%	0	<u>1</u> 0.17%	<u>1</u> 0.24%	0	0
Transitioning Service Member	0	0	0	0	0	0
Recently Separated Veteran	<u>3</u> 0.50%	0	<u>3</u> 0.50%	<u>2</u> 0.49%	0	0
Active Duty Military Spouse	0	0	0	0	0	0
Barriers						
Total With Significant Barriers to Employment	<u>497</u> 82.15%	<u>55</u> 75.34%	<u>497</u> 82.15%	<u>326</u> 79.13%	<u>2</u> 100.00%	<u>45</u> 95.74%
Individuals with Disability	<u>44</u> 7.27%	<u>7</u> 9.59%	<u>44</u> 7.27%	<u>15</u> 3.64%	0	<u>5</u> 10.64%
Displaced Homemaker	0	0	0	0	0	0
Underemployed	<u>191</u> 31.57%	<u>20</u> 27.40%	<u>191</u> 31.57%	<u>154</u> 37.38%	0	<u>18</u> 38.30%
Dislocation Event	<u>10</u> 1.65%	0	<u>10</u> 1.65%	<u>1</u> 0.24%	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> 8.93%	<u>3</u> 4.11%	<u>54</u> 8.93%	<u>40</u> 9.71%	<u>1</u> 50.00%	<u>2</u> 4.26%
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> 0.33%	0	<u>2</u> 0.33%	<u>1</u> 0.24%	0	0

Basic Skills Deficient	<u>14</u> 2.31%	<u>7</u> 9.59%	<u>14</u> 2.31%	0	0	0
Offender	<u>72</u> 11.90%	<u>15</u> 20.55%	<u>72</u> 11.90%	<u>52</u> 12.62%	<u>1</u> 50.00%	<u>5</u> 10.64%
Homeless	<u>3</u> 0.50%	0	<u>3</u> 0.50%	<u>1</u> 0.24%	0	0
Runaway Youth	0	0	0	0	0	0
Foster Care (All)	<u>5</u> 0.83%	0	<u>5</u> 0.83%	<u>1</u> 0.24%	0	0
In Foster Care	<u>4</u> 0.66%	0	<u>4</u> 0.66%	<u>1</u> 0.24%	0	0
Aged Out of Foster Care	<u>1</u> 0.17%	0	<u>1</u> 0.17%	0	0	0
Pregnant or Parenting Youth	<u>50</u> 8.26%	<u>4</u> 5.48%	<u>50</u> 8.26%	<u>24</u> 5.83%	<u>1</u> 50.00%	<u>5</u> 10.64%
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>41</u> 6.78%	<u>11</u> 15.07%	<u>41</u> 6.78%	<u>12</u> 2.91%	0	<u>4</u> 8.51%
Long-Term Unemployed	<u>165</u> 27.27%	<u>25</u> 34.25%	<u>165</u> 27.27%	<u>90</u> 21.84%	<u>1</u> 50.00%	<u>5</u> 10.64%
Public Assistance						
TANF	<u>1</u> 0.17%	0	<u>1</u> 0.17%	<u>1</u> 0.24%	0	0
SNAP	<u>77</u> 12.73%	<u>15</u> 20.55%	<u>77</u> 12.73%	<u>48</u> 11.65%	<u>1</u> 50.00%	<u>8</u> 17.02%
Social Security Disability Insurance (SSDI)	<u>4</u> 0.66%	0	<u>4</u> 0.66%	<u>4</u> 0.97%	0	<u>1</u> 2.13%
Supplemental Security Income (SSI)	<u>9</u> 1.49%	<u>1</u> 1.37%	<u>9</u> 1.49%	<u>3</u> 0.73%	0	0
General Assistance	<u>1</u> 0.17%	<u>1</u> 1.37%	<u>1</u> 0.17%	0	0	0
Living in the High Poverty Area	<u>26</u> 4.30%	<u>12</u> 16.44%	<u>26</u> 4.30%	<u>2</u> 0.49%	0	0
Free or Reduced Lunch	<u>9</u> 1.49%	<u>1</u> 1.37%	<u>9</u> 1.49%	0	0	0
Low Income	<u>411</u> 67.93%	<u>35</u> 47.95%	<u>411</u> 67.93%	<u>287</u> 69.66%	<u>2</u> 100.00%	<u>44</u> 93.62%
Green Training						
Received Green Training	0	0	0	0	0	0

By County Quarterly Expenditure Report for Rural Initiative Funding - June 2021 (as of 6/28/21)

			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	4	50.00%
Northwest	Obion	\$ 50,045	\$ 3,031.62	\$ 23,020.00	\$ 26,051.62	52.06%	15	12	80.00%
Northwest	Carroll	\$ 50,865	\$ 3,081.30	\$ 19,000.00	\$ 22,081.30	43.41%	16	16	100.00%
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	\$ 49,476.66	\$ 59,877.78	34.87%	32	25	78.13%
Northwest	All Counties	\$ 373,147.00	\$ 22,604.49	\$ 140,474.90	\$ 163,079.39	43.70%	92	71	77.17%

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

*Expenditures are through 5/31/2021.

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

RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

7/14/2021

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	64/69
Percent Passed Assessment Taken	100%	100%	93%	98%	93%
Percent Passed of 76 Enrolled	96%	95%	86%	86%	84%

Performance Indicator	76	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	75	19	28	28	0
		25%	37%	37%	0%
Active Participants	1	0	0	1	0
		0%	0%	100%	0%
Total Performance		25%	37%	38%	0%

Current class began 6/26/2021 @ Orchard House with 18 male students participating - not reflected in this report

DYER COUNTY - Dyersburg State Community College - 5 classes

Female (23 students) Male (25 students)=48	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	36/40	26/29	18/19	15/15	15/15
Percent Passed Assessment Taken	90%	90%	95%	100%	100%
Percent Passed of 41 (48 Safety) Enrolled	75%	63%	44%	37%	37%

Performance Indicator	48	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	41	27	6	8	0
		66%	15%	20%	0%
Active Participants	7	0	0	2	5
		0%	0%	29%	71%
Total Performance		56%	13%	21%	10%

Class #5 was a per component class - not all students advanced beyond safety and no additional funds were expended

Current class #6 is per component and began 6/1/2021 with 9 students - not reflected in this report

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	2/11
Percent Passed Assessment Taken	65%	47%	50%	27%	18%
Percent of 20 Enrolled Passed	55%	35%	35%	15%	10%

Performance Indicator	20	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	20	5	3	12	0
		25%	15%	60%	0%
Active Participants	0	0	0	0	0
		0%	0%	0%	0%
Total Performance		25%	15%	60%	0%

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	0/1
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	12	5	1	6	0
		42%	8%	50%	0%
Active Participants	0	0	0	0	0
		0%	0%	0%	0%
Total Performance		42%	8%	50%	0%

CARROLL COUNTY - TCAT Paris - 1 class

Female (10 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	9/10	<i>class suspended due to COVID-19</i>			
Percent Passed Assessment Taken	90%				
Percent of 10 Enrolled Passed	90%				
<i>Performance Indicator</i>	10	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	8	1	2	5	0
		13%	25%	63%	0%
Active Participants	2	0	1	0	1
		0%	50%	0%	50%
Total Performance		10%	30%	50%	10%

OBION COUNTY - TCAT Newbern - 1 class					
Male (11 students)	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	6/8	3/7	4/5	4/5	3/4
Percent Passed Assessment Taken	75%	43%	80%	80%	75%
Percent of 11 Enrolled Passed	55%	27%	36%	36%	27%
<i>Performance Indicator</i>	11	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	4	0	3	1	0
		0%	75%	25%	0%
Active Participants	7	0	0	3	4
		0%	0%	43%	57%
Total Performance		0%	27%	36%	36%

TOTAL - ALL PROGRAMS - 18 classes					
Total Students - 177	Safety	Quality	Manufacturing	Maintenance	Full CPT
Total Assessments Passed	144	112	95	87	84
Percent Passed / Assessment Taken	92%	87%	84%	89%	84%
Percentage of 177 Enrolled Passed	81%	63%	54%	49%	47%
<i>Performance Indicator</i>	177	Exclusionary	Employed	Unemployed	Unknown
Exited Participants	160	57	43	60	0
		36%	27%	38%	0%
Active Participants	17	0	0	6	9
		0%	0%	35%	53%
Total Performance		32%	24%	37%	5%

Full CPT % is the number of participants who passed all 4 modules divided by the number of students who tested in all 4 modules

Provider Name	Program Title	CIP Title	Completion Level	# of WIOA Participants	WIOA Completion Rate	WIOA Employment 2nd QTR after Exit	Occupation Title	2021 Jobs	2025 Jobs	2021-2025 Change	Annual Openings	Avg. Hourly Earnings
UT MARTIN	PHARMACY TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	17	77.8%	33.3%	Pharmacy Technician	283	286	3	24	\$ 15.59
UT MARTIN	Veterinary Assistant Series (online) - formerly BECOME A VETERINARY ASSISTANT (ONLINE)	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	<10	n/a	n/a	Veterinary Assistant	12	17	5	3	\$ 13.28
UT MARTIN	Health and Human Performance (formerly Public Health / HHP)	Health and Physical Education, General.	A baccalaureate degree	<10	n/a	n/a	Health Education Specialists	23	24	1	2	\$ 21.16
UT MARTIN	ACCOUNTING	Accounting.	A baccalaureate degree	5	66.7%	100%	Accountants and Auditors	377	405	28	39	\$ 31.78
UT MARTIN	ADMINISTRATIVE PROFESSIONAL WITH MICROSOFT OFFICE SPECIALIST PROGRAM (ONLINE)	Computer and Information Sciences and Support Services, Other	A measurable skills gain leading to a credential	0	0%	0%	Secretaries and Administrative Assistants	1,045	1,020	-25	106	\$ 17.58
UT MARTIN	AGRICULTURAL BUSINESS	Agribusiness/Agricultural Business Operations.	A baccalaureate degree	8	66.7%	100%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75
UT MARTIN	AGRICULTURE SCIENCE NON-LIC	Agriculture, General	A baccalaureate degree	4	0%	0%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75
UT MARTIN	ANIMAL SCIENCE GENERAL	Agriculture, General	A baccalaureate degree	0	0%	0%	Farmers, Ranchers, and other Agricultural Managers	1,363	1,406	43	150	\$ 23.75
UT MARTIN	BACHELOR OF INTERDISCIPLINARY STUDIES	Multi-/Interdisciplinary Studies, Other.	A baccalaureate degree	12	45.5%	90.9%	Project Management Specialists and Business Operations Specialist	283	305	22	31	\$ 26.16
UT MARTIN	BIOLOGY	Biology/Biological Sciences, General.	A baccalaureate degree	8	33.3%	0%	Environmental Scientists	13	15	2	2	\$ 23.81
UT MARTIN	CHEMISTRY	Chemistry, General.	A baccalaureate degree	1	0%	0%	Chemists	44	44	0	4	\$ 40.27
UT MARTIN	CHILD, FAMILY & CONS. ED.	Family and Consumer Sciences/Human Sciences, General.	A baccalaureate degree	4	0%	0%	Child, Family, and School Social Worker	168	179	11	18	\$ 22.72
UT MARTIN	CLINICAL MEDICAL ASSISTANT	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	2	50%	0%	Medical Assistant	211	206	-5	22	\$ 13.63
UT MARTIN	COMPTIA A+ CERTIFICATION PREP COURSES (ONLINE)	Computer and Information Sciences and Support Services, Other	A measurable skills gain leading to a credential	0	0%	0%	Computer Network Support Specialist	44	45	1	3	\$ 25.57
UT MARTIN	COMPUTER SCIENCE	Computer Science.	A baccalaureate degree	2	50%	0%	Computer Information Systems Managers	85	91	6	7	\$ 49.38
UT MARTIN	CRIMINAL JUSTICE	Criminal Justice/Law Enforcement Administration.	A baccalaureate degree	7	33.3%	66.7%	Detectives and Criminal Investigators	43	46	3	3	\$ 26.33
UT MARTIN	ECONOMICS	Business/Managerial Economics.	A baccalaureate degree	0	0%	0%	General and Operations Managers	1,289	2,355	66	144	\$ 41.43
UT MARTIN	EDUCATION - SECONDARY MATH	Mathematics, General.	A baccalaureate degree	0	0%	0%	Secondary School Teacher	658	675	17	48	\$ 24.88
UT MARTIN	EDUCATION INTEGRATED STUDIES	Teacher Education, Multiple Levels.	A baccalaureate degree	2	50%	100%	Instructional Coordinators	114	116	2	11	\$ 31.92
UT MARTIN	EDUCATION K-8 LICENSURE	Education, General.	A baccalaureate degree	2	0%	0%	Elementary School Teacher	1,042	1,065	23	78	\$ 23.52
UT MARTIN	EKG TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.	A measurable skills gain leading to a credential	0	0%	0%	Cardiovascular Technicians	14	12	-2	1	\$ 10.22
UT MARTIN	ENGINEERING	Engineering, General.	A baccalaureate degree	7	50%	0%	Mechanical Engineer	78	91	13	8	\$ 41.21
UT MARTIN	ENGLISH	English Language and Literature, General.	A baccalaureate degree	2	50%	0%	Writers and Authors	27	28	1	3	\$ 38.29
UT MARTIN	ENVIRONMENTAL MANAGEMENT	Natural Resources Management and Policy.	A baccalaureate degree	0	0%	0%	Natural Sciences Manager	15	15	0	1	\$ 64.31
UT MARTIN	FINANCE	Finance, General.	A baccalaureate degree	5	66.7%	100%	Financial and Investment Analysts	103	105	2	8	\$ 28.82
UT MARTIN	FINE AND PERFORMING ARTS	Visual and Performing Arts, General.	A baccalaureate degree	0	0%	0%	Art Directors	15	16	1	2	\$ 34.28
UT MARTIN	FRENCH	Foreign Languages, Literatures, and Linguistics, Other.	A baccalaureate degree	0	0%	0%	Interpreters and Translators	42	46	4	5	\$ 18.90
UT MARTIN	GEOSCIENCE - GEOLOGY	Geology/Earth Science, General.	A baccalaureate degree	0	0%	0%	Environmental Scientists	13	15	2	2	\$ 23.81
UT MARTIN	HISTORY	History, General.	A baccalaureate degree	0	0%	0%	Archivists	10	10	0	1	\$ 18.37
UT MARTIN	HOME INSPECTOR CAREER CERTIFICATE PROGRAM (ONLINE)	Family and Consumer Sciences/Human Sciences, Other	An industry-recognized certificate or certification	4	0%	0%	Construction and Building Inspector	40	43	3	5	23.4
UT MARTIN	INFORMATION SYSTEMS	Management Information Systems, General.	A baccalaureate degree	2	50%	0%	Computer Information Systems Managers	85	91	6	7	\$ 49.38

UT MARTIN	INTERNATIONAL STUDIES	International Relations and Affairs.	A baccalaureate degree	0	0%	0%	Project Management Specialists and Business Operations Specialist	283	305	22	31	\$ 26.16
UT MARTIN	MANAGEMENT	Business Administration and Management, General.	A baccalaureate degree	8	60%	100%	General and Operations Managers	1,289	2,355	66	144	\$ 41.43
UT MARTIN	MARKETING	Marketing/Marketing Management, General.	A baccalaureate degree	8	50%	83.3%	Marketing Managers	64	67	3	6	\$ 57.94
UT MARTIN	MATHEMATICS	Mathematics, General.	A baccalaureate degree	0	0%	0%	Operations Research Analysts	18	19	1	1	\$ 21.76
UT MARTIN	MEDICAL BILLING AND CODING (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0	0%	0%	Billing and Posting Clerks	200	199	-1	20	\$ 17.56
UT MARTIN	MEDICAL CODING AND BILLING CAREER CERTIFICATE PROGRAM (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0	0%	0%	Billing and Posting Clerks	200	199	-1	20	\$ 17.56
UT MARTIN	MEDICAL TRANSCRIPTION (ONLINE)	Health Professions and Related Clinical Sciences, Other.	An industry-recognized certificate or certification	0	0%	0%	Medical Transcriptionists	14	13	-1	2	\$ 14.48
UT MARTIN	MUSIC	Music, Other.	A baccalaureate degree	5	50%	0%	Musicians and Singers	102	105	3	12	\$ 34.72
UT MARTIN	NURSING	Registered Nursing/Registered Nurse.	A baccalaureate degree	17	50%	75%	Registered Nurses	1,227	1,208	-19	64	\$ 28.90
UT MARTIN	PARALEGAL COURSE SERIES (ONLINE)	Legal Assistant/Paralegal.	An industry-recognized certificate or certification	0	0%	0%	Paralegals and Legal Assistants	72	73	1	8	\$ 17.92
UT MARTIN	PHILOSOPHY	Philosophy.	A baccalaureate degree	0	0%	0%	Public Relations Specialists	47	49	2	5	\$ 26.77
UT MARTIN	POLITICAL SCIENCE	Political Science and Government, General.	A baccalaureate degree	2	0%	0%	Legislators	53	55	2	4	\$ 21.92
UT MARTIN	PSYCHOLOGY	Psychology, General.	A baccalaureate degree	9	40%	100%	Psychologists	23	24	1	2	\$ 41.92
UT MARTIN	SECONDARY EDUCATION	Education, General.	A baccalaureate degree	0	0%	0%	Secondary School Teacher	658	675	17	48	\$ 24.88
UT MARTIN	SOCIAL WORK	Social Work.	A baccalaureate degree	4	66.7%	100%	Child, Family, and School Social Worker	168	179	11	18	\$ 22.72
UT MARTIN	SOCIOLOGY	Sociology.	A baccalaureate degree	2	50%	100%	Social and Community Service Managers	43	50	7	5	\$ 27.18
UT MARTIN	SPANISH	Spanish Language and Literature.	A baccalaureate degree	2	50%	100%	Interpreters and Translators	42	46	4	5	\$ 18.90
UT MARTIN	SPECIAL EDUCATION K-12	Special Education and Teaching, General.	A baccalaureate degree	0	0%	0%	Special Education Teachers, Secondary School	49	51	2	4	\$ 24.91
UT MARTIN	SPORTS MANAGEMENT/Health and Human Performance	Health and Physical Education, General.	A baccalaureate degree	12	50%	50%	Coaches and Scouts	153	156	3	22	\$ 19.52
UT MARTIN	Music (BM) (formerly PERFORMANCE - INSTRUMENTS)	Visual and Performing Arts, Other.	A baccalaureate degree	0	0%	0%	Musicians and Singers	102	105	3	12	\$ 34.72
UT MARTIN	Communications (formerly Communications Broadcasting)	Communication, General. (NEW)	A baccalaureate degree	4	50%	100%	Producers and Directors	14	15	1	1	\$ 36.51
DSCC	Administrative Assistant with Microsoft Office 2019- Continuing Ed	Administrative Assistant and Secretarial Science, General.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential	0	0%	0%	Secretaries and Administrative Assistants	1,045	1,020	-25	106	\$ 17.58
DSCC	Certified Dental Assistant- Continuing Education	Dental Assisting/Assistant.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0%	0%	Dental Assistants	139	141	2	16	\$ 20.56
DSCC	Certified Master Automotive Technician - Continuing Education	Automobile/Automotive Mechanics Technology/Technician.	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0%	0%	Automotive Service Technicians and Mechanics	530	549	19	52	\$ 17.34
DSCC	Human Resources Manager with PHR- Continuing Education	Human Resources Management/Personnel Administration, General	An industry-recognized certificate or certification, A measurable skills gain leading to a credential, A measurable skills gain leading to employment	0	0%	0%	Human Resources Managers	74	75	1	6	\$ 37.14
DSCC	Industrial Safety	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0	0%	0%	Occupational Health and Safety Specialists	40	42	2	3	\$ 34.70
DSCC	Manufacturing Processes	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0	0%	0%	Production, Planning, and Expediting Clerks	229	239	10	25	\$ 21.51
DSCC	Quality and Inspection	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0	0%	0%	Inspectors, Testers, Sorters, Samplers, and Weighers	506	499	-7	58	\$ 17.47
DSCC	Total Productive Maintenance	Industrial Mechanics and Maintenance Technology.	A measurable skills gain leading to a credential	0	0%	0%	Industrial Machinery Mechanics	276	314	38	33	\$ 22.29
DSCC	AAS - PARAMEDIC TO RN PROGRAM	Registered Nursing/Registered Nurse.	An associate degree	5	66.7%	0%	Registered Nurses	1,227	1,208	-19	64	\$ 28.90

Determining Basic Skills Deficiency

~~An individual~~ youth that has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test or a youth or adult who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society, is considered basic skills deficient. If an individual is found to be basic skills deficient, this must be recorded in Jobs4TN.

Testing for basic skills deficiency based on grade level is recommended to be done through the Tennessee Department of Adult Education when applicable. When testing through the TN Department of Adult Education is not applicable, local providers are permitted to administer testing. Formalized testing instruments that are valid, reliable, appropriate, fair, cost effective, well-matched to the test administrator's qualifications, and easy to administer and interpret results must be used with approval of the Board. Assessment instruments must also be appropriate for the target population, and reasonable accommodations must be provided in the assessment process, if necessary, for individuals with disabilities.

Assessing whether a youth or adult is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society may be accomplished using formalized testing as described above, or it may be determined through:

- Staff observation, such as witnessing an individual experience difficulty in reading or writing on enrollment forms or computing or solving mathematical programs. Specific staff observation(s) of the basic skills deficiency must be documented in case notes.
- Workplace assessments, such as the National Career Readiness certificate
- Applicable records from an education Institution, such as transcripts, academic assessments, or other school documentation such as records [ACT scores below minimum benchmarks](#) or remedial classes may also be utilized to document skills below those necessary to function on the job or in society.

Services Provided Individuals - All Services

- Program: Title III - Wagner-Peyser (WP)
- LWIA Record Set Location: Activity Record
- Region/Lwia: Northwest Tennessee

Activity/Description	Distinct Users	Total Services	% of Total
190 - First Scheduled RESEA	446	451	14.43%
191 - RESEA Reschedule	42	50	1.60%
192 - RESEA Failed to Report	68	73	2.34%
193 - RESEA Placement	43	43	1.38%
194 - RESEA Exempt	26	27	0.86%
195 - RESEA UI Eligibility	460	964	30.84%
196 - RESEA Subsequent Schedule	359	360	11.52%
197 - RESEA Subsequent Completed	355	410	13.12%
198 - RESEA Program Completed	314	315	10.08%
592 - RESEA Referred to Reemployment	319	320	10.24%
593 - RESEA Referred to Training	43	43	1.38%
19A - RESEA Compliant	30	33	1.06%
19B - RESEA Refused Service	3	3	0.10%
19R - RESEA Referred to Title I	31	31	0.99%
19E - RESEA Enrolled in Title I	3	3	0.10%
Activity/Description	Distinct Users	Total Services	% of Total
	2,542	3,126	100%

NW National Dislocated Worker Grant Report, June 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>						

[illegible]



Quarterly Report – Narrative Questions

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

Submission Date: July 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	73
Industry Certificates Awarded	20	22
Job Created	8	9
Jobs Retained	8	64
Employer Outreach Events	18	12
Registered Apprenticeship Occupations	6	6
Secure Support	6	7
Pre-Apprenticeships	2	2
Jobseeker Recruitment Events	12	19
Funding Support	\$45,000	\$93,240.21

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 April 2021 – June 2021) of project activities to push northwest Tennessee toward our ultimate goal:

April 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 4/12/2021 met with County Jail Administrator and Education Director (Dyer Co.) to discuss the development of a Production Technician Apprenticeship for their Work Release community working in manufacturing facilities
 - 4/19/2021 Tyson Newbern (Dyer Co.) discussed apprenticeship opportunities for entry level production positions and youth apprenticeships
 - 4/22/2021 Mike's Pools and Spa (Lake Co.) discussed apprenticeship opportunity for Pool Technicians
- Speaking Engagements and Events:
 - 4/8/2021 West Carroll High School (Carroll Co.) Amteck University REAP Showcase to recruit for summer 2021 electrical pre-apprenticeship / apprenticeship
 - 4/9/2021 Milan High School (Gibson Co.) Amteck University REAP Showcase to recruit for summer 2021 electrical pre-apprenticeship / apprenticeship
 - 4/13/2021 Dyer County High School (Dyer Co.) Amteck University REAP Showcase to recruit for summer 2021 electrical pre-apprenticeship / apprenticeship
 - 4/20/2021 Lake County High School (Lake Co.) Amteck University REAP Showcase to recruit for summer 2021 electrical pre-apprenticeship / apprenticeship
- Social Media:
 - 4/7/2021 posted a Job Opening to the American Jobs Centers of Northwest TN Facebook page for Apprentice Electricians for the Amteck REAP program
 - 4/15/2021 posted an Event to Facebook for Amteck REAP Shock and Awe Day with online registration available – included pictures of past pre-apprentices at graduation
 - 4/21/2021 shared WBBJ 7 Eyewitness News' post on the Pre-Vocational training program – Amtecks Registered Electrical Pre-Apprenticeship Program with a link to www.nwtnjobs.org/reap for information and registration
 - 4/29/2021 shared the REAP Showcase 2021 (virtual) video and registration information for Shock and Awe! Day
 - 4/30/2021 posted the wage scale for Electrical Apprentices at Amteck along with registration information for Shock and Awe! Day

May 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 5/1/2021 Davis Automotive (Weakley Co.) meeting regarding re-starting their apprenticeship program and talent recruitment strategies
 - 5/27/2021 First Citizens National Bank (Dyer Co.) meeting to discuss apprenticeship opportunities within banking
- Speaking Engagements and Events:
 - 5/1/2021 Amteck's Shock and Awe! Day Event held onsite to introduce young adults to their electrical pre-apprenticeship and apprenticeship program; 12 recent graduates from Brighton HS, Halls HS, Dyersburg HS, Dyer Co HS, Union City HS, Gibson Co HS, and homeschool attended the event
- New Apprenticeships:
 - 5/17/2021 Alliance Staffing's (Gibson Co.) Production Technician apprenticeship registered by USDOL
 - 5/28/2021 United Ammunition Containers' (Gibson Co.) Industrial Machine System Technician registered by USDOL

June 2021 –

- NW TN Workforce Board staff met with employers to discuss the benefits of beginning a Registered Apprenticeship Program:
 - 6/10/2021 Baptist Hospital- Huntingdon (Carroll Co.) discussed possible apprenticeship for Phlebotomy and Central Sterile Supply
 - 6/22/2021 Baptist Hospital – Union City (Obion Co.) discussed possible apprenticeship for Phlebotomy and Central Sterile Supply
 - 6/22/2021 Hornsby's Garage (Obion Co.) discussed apprenticeship opportunities for automotive technician
 - 6/23/2021 West TN Moving and Storage discussed apprenticeship opportunity for a Relocation Specialist
- Speaking Engagements and Events:
 - 6/3/2021 Virtually Speaking 2021 Workforce Development Webinar – Apprenticeships: How, Who, and Why Your Company Should Have One. Guest panelists included Director for the TN Office of Apprenticeship, Owner of Crown Winery and two apprentices at Crown Winery – a Vineyard Manager and Tasting Room Associate
- New Apprentices:
 - 6/26/2021 Alliance Staffing enrolled thirteen (13) new justice involved Production Technician Apprentices. All sat for the National Career Readiness Certificate assessment
- Social Media
 - 6/23/2021 shared press release on City of Alamo Employees Receives Specialized Training along with a photo of two new apprentices engaged in the Water Treatment Operator apprenticeship

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. During this period of performance, we had 2 apprenticeship programs registered with USDOL reaching our goal of 6. We have far exceed the number of apprentices enrolled and are approaching another enrollment period with our Amteck electrical partnership. With a large manufacturing base in NW Tennessee, we are working closely with providers of Certified Production Technician training to increase Production Technician apprenticeships. Additionally, we are working with Healthcare Providers to meet talent and training needs. The Northwest Tennessee Business Services Representatives are continuing to meet with employers introducing the apprenticeship model. The Tennessee Office of Apprenticeship is assisting us in our efforts to continue to grow apprenticeship in our rural region.

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

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

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

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

Not at this time.

Registered Electrical Apprenticeship Preparation Program (REAP) Report

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

Results from Previous Years				
	2019	2020	Total	Percentage
Enrolled	11	10	21	100%
Completed Classroom Training	8	5	13	62%
Exited	11	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%

Families First Program Fact Sheet

(Tennessee's Temporary Assistance for Needy Families, or TANF Program)

Families First, the state's Temporary Assistance for Needy Families (TANF) program, is a workforce development and employment program. The Families First program emphasizes work, training, and personal responsibility. It is temporary and has a primary focus on gaining self-sufficiency through employment. The Families First program helps participants reach this goal by providing temporary cash assistance, transportation, child care assistance, education, job training, employment activities, and other support services.



How to apply:

People may apply for Families First benefits at their local Department of Human Services county office or by applying online using the Family Assistance (FA) Online application.

Who is eligible:

To get Families First, there must be a needy child present, and the household must meet the Families First income standards. The applicant must be a U.S. citizen or qualified non-citizen and live in Tennessee. To maintain eligibility for the program, you must agree to follow a Personal Responsibility Plan (PRP).

How much can a person make and still get help?

To get Families First, your gross monthly income must be at or less than the Families First **Gross Income Standard** and within the **Consolidated Need Standard**. In other words, you will need to fit within two income tests to be eligible.

What services are available as part of the Families First Program?

Employment preparation and enhancement services such as vocational education, adult education, post secondary education, job skills training as well as supportive services such as cash assistance, child care assistance, family focused solutions, counseling and other supports.

What is a Personal Responsibility Plan?

The Personal Responsibility Plan is a document that says you will do certain things to support your family and move toward self-sufficiency including but not limited to:

- Maintaining child health checks, immunizations, school attendance and progress
- Work with Child Support Services to collect child support.
- Work with a work activity contractor or a vocational rehabilitation counselor and take part in work or training activities for 30 hours per week.
- You agree not to knowingly access your public benefits at any casino, gambling casino, liquor store, or adult cabaret. As of July 1, 2016 stores that derive most of their sales from tobacco products will also be included.

 **kidcentral tn**
KIDCENTRALTN.COM
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Tennessee families to raise
healthy and happy kids.

Learn more about Tennessee programs that assist with educational opportunities and workforce development :

Tennessee Promise— tnpromise.gov

Tennessee Reconnect— tnreconnect.gov

For More Information:

Web: <https://www.tn.gov/humanservices/families/families-first-tanf.html>

Phone: Family Assistance Service Center
615-743-2000 (Nashville area)
1-866-311-4287 (Toll free)

FF Amounts Effective July 1, 2021

AU/HH Size	1	2	3	4	5	6	7	8	9	10
FF Gross (GIS)	\$1,806	\$2,535	\$2,866	\$3,241	\$3,487	\$3,717	\$3,924	\$4,114	\$4,255	\$4,390
FF Net (CNS)	\$976	\$1,370	\$1,549	\$1,752	\$1,885	\$2,009	\$2,121	\$2,224	\$2,300	\$2,373
FF Grant	\$244	\$343	\$387	\$438	\$471	\$502	\$530	\$582	\$643	\$704
FF Diff	\$344	\$443	\$487	\$538	\$571					

AU/HH Size	11	12	13	14	15	16	17	18	19	20
FF Gross (GIS)	\$4,695	\$4,836	\$4,956	\$5,067	\$5,173	\$5,278	\$5,374	\$5,469	\$5,561	\$5,650
FF Net (CNS)	\$2,538	\$2,614	\$2,679	\$2,739	\$2,796	\$2,853	\$2,905	\$2,956	\$3,006	\$3,054
FF Grant	\$766	\$829	\$894	\$960	\$1,028	\$1,096	\$1,164	\$1,230	\$1,295	\$1,354

Previous FF amounts

AG/HH Size	1	2	3	4	5	6	7
FF Gross (GIS)-07/01/08	1288	1658	1972	2240	2470	2666	2838
FF Net (CNS) -07/01/08	696	896	1066	1211	1335	1441	1534
FF Grant - 12-01-18	153	215	277	339	401	461	522
FF Diff Pay - 12-01-18	203	265	327	389	451	461	522



Child Care Payment Assistance Fact Sheet

The Tennessee Department of Human Services (TDHS) provides child care payment assistance to families who are working, in post-secondary education programs, teen parents who are enrolled in high school or those who are participating in the Families First program. Child care payment assistance not only allows parents and guardians a sense of security while they work or pursue educational goals, it also promotes children's learning and development in child care environments. TDHS provides financial assistance with child care costs for families meeting income guideline criteria through several child care assistance programs. Eligibility is re-determined every twelve (12) months.

Types of Child Care Payment Assistance:

Families First participants are eligible to receive child care to assist in completing their approved activity on their Personal Responsibility Plan (PRP). Families must be determined eligible for Temporary Assistance for Needy Families (TANF) by TDHS staff before they can participate in the program.

Transitional Child Care or TCC is available for qualifying families for 18 months following the successful closure of Families First cash assistance. Thirty hours of paid work per week, including self-employment and/or education and training hours must be met to receive TCC.

The **At-Risk Child Care** program serves guardians of Families First child-only cases that are working and/or post-secondary education programs. Child-only guardians are typically grandparents, aunts, or uncles that have care and control of a relative child. Thirty hours of paid work including self-employment and/or education and training hours must be met to receive ARCO.

Smart Steps Child Care Payment Assistance is available to income eligible families who are working or enrolled in post-secondary education programs. Smart Steps was established to provide child care financial assistance to eligible families with children ages six (6) weeks until kindergarten. The family is not required to receive other benefits through TDHS to qualify.

The **Teen Parent Child Care Program** serves teen parents who are enrolled in and attending high school and who meet income guidelines. Assistance may be available for eligible teens living at home with their parent(s) or those who are emancipated and living independently from their parent(s). Written or verbal communication from school staff that the school's requirements are met is adequate verification for school enrollment.

How to Apply

To apply for services, contact your local Tennessee Department of Human Services Office or Child Care Certificate Program Office in your area. The office locator is available on our website: <https://www.tn.gov/humanservices/need-help/tdhs-find-our-offices.html>

Did you know?

Once approved for child care payment assistance the family may choose the type of care their best meets their needs. A child find locator is available to assist families in locating TDHS licensed or DOE approved agencies. This locator is available on our TDHS website: <https://www.tn.gov/humanservices/for-families/child-care-services.html>



A free, one stop resource for Tennessee families to raise healthy and happy kids.

For More Information:

Web: <https://www.tn.gov/humanservices/for-families/child-care-services.html>

Child Care Complaint Hotline: 1-800-462-8261