

Northwest TN Workforce Board
Outreach and Opportunities Committee
Monday, July 29, 2019 – 1:00 p.m.
Dyersburg State Gibson County Center, Room 129
2071 US 45 Bypass, Trenton TN
Conference Call – 1-877-216-1555 #845157

Chair – Ben Marks
Vice Chair – Glad Castellaw

Minutes

Committee Members attending: David Parrish, Ben Marks, Justin Crice, Ronnie Gunnels

Committee members via conference call: Lindsey Frilling

Staff Attending: Jennifer Bane, Laura Speer, LeAnn Lundberg, Margaret Prater, Gina Johnson

Others attending: Erica Nance, Gina Abbott, Kristie Bennett, Connie Stewart

Others via conference call:

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

- **MOTION: Ronnie Gunnels moved to approve the April 29, 2019 minutes and Justin Crice seconded the motion. All were in favor and the motion carried.**

Consideration of Eligible Training Provider List Program Renewals: Laura Speer referenced the attached list of current programs on the Eligible Training Provider List that are due for renewal. There have not been any issues with any of the programs but there are few showing little or no growth in our area, which are shown in red on the handout. When expanded to include surrounding counties, there is growth for all programs. Additionally, some of the schools such as The University of Tennessee at Martin serve a large area, and if our area doesn't approve for it to be on the list, no other area can use it. Demand is also still determined on an individual basis by Career Advisors prior to approving training.

- **MOTION: Justin Crice moved to recommend approval of renewing the Eligible Training Provider Programs and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.**

Promising Practices/Supplemental Grant Updates & New Opportunities:

- **Bongards Creamery / Workforce Opportunity for Rural Communities Grant:** Margaret Prater told the committee that the Bongards grant is being repurposed towards a Gibson County Training Center and the original plan for a tractor-trailer truck to promote manufacturing careers is being incorporated into a National Dislocated Worker Reserve Workforce Opportunity for Rural Communities Grant which will also be used towards the training center. The training center will help fill the anticipated 1,600 jobs at the coming Tyson facility in Humboldt. Since several grants being used for the project cannot be used on construction, the \$175,000 from Bongards is being re-purposed toward the facility and the trailer is being incorporated into the new grant opportunity to help demonstrate the workforce pipeline as required by the grant.
- **Delta Workforce Grant Program:** Jennifer Bane explained that this grant is \$150,000 for up to two years. Originally we thought we might apply the funds to support the Re-Entry Advanced Manufacturing (RAMP) program in the jails but expanding apprenticeships fit better with the grant criteria. This could also help us support the state's new Registered Apprenticeship grant.
- **Registered Apprenticeship Grant:** Jennifer Bane explained that this is a \$1.4 million grant for the state in which they will hire 3 intermediaries, one per grand division, who will provide assistance with establishing registered apprenticeships. The state staff are still working on the plan for using the funds and each planning region will have to develop a proposal. During the initial meeting in Nashville, West TN representatives discussed opportunities in healthcare. The Greater Memphis area has had an employer in the healthcare sector reach out to them. Part of the grant is to try to expand beyond traditional apprenticeships such as construction and manufacturing.

- Governor's Investment in Vocational Education (GIVE): Gibson County is also planning to apply for this grant to support a training center. TCAT Newbern is also applying for a welding program in Lake County and would use existing equipment at the high school for an adult program. Dyersburg State is also applying to expand the healthcare career pathway in Dyer, Lake, Obion, Lauderdale and Tipton counties by increasing the number of dual enrollment CNA programs and possibly adding an evening class for Adults, partnering with TCAT Ripley to add a cohort LPN program for these students, and also possibly adding another LPN to RN program. The grant is up to \$1 million and applicants must have a TBR TCAT or College as the fiscal agent and a workforce board as a partner.
- National Emergency Grant to Address the Opioid Crisis: The State heard back from the federal department of labor and have been asked for more information.
- DSCC Delta Healthcare Grant Partnership: We haven't received any updates on this grant that would allow for handouts and education about the opioid crisis to be available at the American Job Centers (AJCs), along with workshops.

Special Populations Updates:

Target Populations Report: Erica Nance reported we had 43 new enrollments in June. Out of these new enrollments there were 18 youth, 17 long-term unemployed, 2 Veterans, 2 Individuals with disabilities, and 10 offenders which are similar to the numbers we've been seeing. She is working with a private corrections company to partner with them in their Trenton, Milan, and Crockett County offices.

Youth Services:

- Registered Electrical Apprenticeship Preparation (REAP): Margaret Prater said everyone met after the program last year to discuss what we might want to change. This year Amteck held 8 showcases where they met with 100s of students and then later had the Shock and Awe day with 18 attending. At that point we had not enrolled anybody. In the end we enrolled 11 in the pre-apprenticeship class and only decided during the class that it wasn't the right fit for him. The remaining 10 students graduated and will be offered employment by Amteck. Amteck invests a lot of time and money into these students which makes it successful. Justin Crice asked if Amteck would be interested in being featured in a promotional video. Staff explained that we can basically use the Amteck model to make sure we can get the interested kids into the pre-apprenticeship class.
- #WORKlife Summer Work Experience: Connie Stewart explained that in trying to recruit graduating seniors at the high schools, it is very difficult at the end of the year due to testing and many other activities occurring during that time. We hope to find additional ways of outreach to make sure schools, parents, and students are aware of the program throughout the year and for next summer. The majority of the enrollments were from Lake County High School.

Offenders:

- Re-entry Advanced Manufacturing Program (RAMP) Update (Gibson, Dyer, and Henry Counties): Margaret Prater told the committee we have completed 6 classes now in Gibson County. They have a very good completion rate with 86% of the men earning full Certified Production Technician (CPT) status. The women's class had a 75% completion rate. The completion rates are even higher when you only look at the number taking the assessment versus the total enrolled. We have had an instructor change, so these classes will not start again until mid to late August, but we also have the Orchard House starting up that will house and put over 100 men to work, including some of our RAMP students. We have partnered with them to offer On-the-Job Training (OJT) and they will pass the incentives onto the employers participating in the program.

The Dyersburg results are not as good. We are taking a pause until the women's facility is finished to allow for segregation of the population during the training and evaluation of the instruction methods. Henry County has only had one class so far that was also not as successful as the Gibson County classes. They are about to start another class and we hope to see a much higher success rate. We are also placing Henry County individuals in OJT as part of their work release program. We are working on scheduling a date to meet with Obion County about

implementing a program in their jail as well. We will highly recommend that they have a workhouse in place so that once they finish training they can go to work. Completion of the training also provides inmates with a 60-day sentence reduction. Lake County is also still looking at RAMP and maybe a welding program as well. We are looking at the possibility of virtual welders being placed in the jail for the initial part of the welding program and then once released, they could possibly continue into an evening adult program at the high school, but after the first trimester of training, they would already be employable.

- Local and Regional Corrections Partnership: Jennifer Bane explained that we are continuing to work as a regional and in our local area to form additional corrections partnerships. The Memphis area has a commission for offenders that will be discussed at the upcoming regional planning council meeting to possibly replicate it in other areas.
- Others: Jennifer Bane specified that there were 17 long-term unemployed enrolled in June for a total of 171 this year. There were no Dislocated Workers enrolled in June and only 10 in the year. There were 4 new Veterans enrolled with a total of 127 for the year. Erica is trying to increase services to veterans. There will be an event at the National Guard in Union City and we are discussing doing something similar with the National Guard in Lake County. There were two individuals with disabilities enrolled in June and a total of 49 for the year. We haven't made any progress on the Forklift Training Opportunity. Hoping to partner with Vocational Rehab to train on their site. Youth aging out of foster care would be another target group we are talking about trying to work with. A lot of them need their hi-set, and adult ed would be a good partner for that.

Other: Jennifer Bane provided the following updates:

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

MOTION: Ronnie Gunnels moved to conclude the meeting and Justin Crice seconded the motion. All were in favor and the motion carried.

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

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Monday, July 29, 2019 – 1:00 p.m.
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Chair – Ben Marks
Vice Chair – Glad Castellaw

Agenda

1. Welcome and Call to Order Ben Marks
2. Review and Approval of Minutes of April 29, 2019 Meeting (**Vote Required**) Ben Marks
3. Consideration of Eligible Training Provider List Program Changes Laura Speer
 - a. Program Renewals (**Vote Required**)
4. Promising Practices/ Supplemental Grant Updates & New Opportunities
 - a. Bongards Creamery Community Grant / National Dislocated Worker Reserve - Workforce Opportunity for Rural Communities (WORC) Grants Margaret Prater
 - b. Delta Workforce Grant Program Jennifer Bane
 - c. Governor's Investment in Vocational Education (GIVE) Jennifer Bane
 - d. Registered Apprenticeship Grant Jennifer Bane
 - e. National Emergency Grant to Address the Opioid Crisis Jennifer Bane
 - f. DSCC Delta Healthcare Grant Partnership Jennifer Bane
5. Special Populations Updates
 - a. Target Populations Report Erica Nance
 - b. Youth Services
 - o Registered Electrical Apprenticeship Preparation (REAP) Margaret Prater
 - o #WORKlife Summer Work Experience Connie Stewart
 - c. Offenders
 - o Re-entry Advanced Manufacturing Program (RAMP) Update (Gibson, Dyer, and Henry Counties) Margaret Prater
 - o Local & Regional Corrections Partnership Jennifer Bane
 - d. Others Jennifer Bane
 - o Long-term Unemployed
 - o Dislocated Workers
 - o Veterans
 - o Individuals with Disabilities – Forklift Training Opportunity
6. Other
 - a. Next Board Meeting: August 27, 2019 at 12:00 pm (lunch begins at 11:30 am) at the Elks Lodge in Trenton (2025 US Hwy 45 Bypass S)
 - b. SETA Fall 2019 Conference: September 9-10, Savannah, GA (RAMP and REAP will be presented)
 - c. Retirement Reception for Margaret Prater: September 13, 2019, 2:30 – 4:30 pm, Dyersburg (location TBD)
 - d. Next Committee Meeting: Monday, October 28th, 1:00 pm

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Minutes

Committee Members attending: Ben Marks, Ronnie Gunnels, Brad Hurley

Committee members via conference call: Landy Fuqua, Lindsay Frilling

Others attending: Erica Nance, Jennifer Bane, LeAnn Lundberg, Laura Speer, Margaret Prater, Lana Burchfiel

Others via conference call: Gina Johnson

Review and Approval of Minutes of January 28, 2019 Meeting: Ben Marks called the meeting to order and asked the group for comments regarding the prior meeting's minutes.

- **MOTION:** Ronnie Gunnels moved to approve the January 28, 2019 minutes and Landy Fuqua seconded the motion. All were in favor and the motion carried.

Consideration of Eligible Training Provider List Program Changes:

- **New Programs:** Laura Speer presented two new programs at Dyersburg State for review by the group: Pharmacy Technician and Certified Nursing Assistant (CNA). The CNA program is incorporated into the Allied Health Associate degree program. Students will receive 6 credit hours toward Allied Health if they choose to continue their education. The CNA program starts before the next board meeting so the committee's recommendation will be reviewed by the Executive Committee on May 1st to determine if the program will be added to the list. Occupations related to both programs do show growth, but it is not a lot of growth.
 - **MOTION:** Ronnie Gunnels moved to recommend approval of the new programs and Landy Fuqua seconded the motion. All were in favor and the motion carried.Brad Hurley mentioned that much of the need for CNAs is due to turnover rather than new openings which is not reflected in the growth. The Labor Market Information (LMI) reports do reflect a lot of hiring and fewer completions than annual openings. It shows only 26 completions, but 117 openings and employers are always struggling to find CNAs. There are also not any CNA programs currently offered in our area. The TN College of Applied Technology (TCAT) at Newbern no longer has this program and Magic Valley in Camden has closed. The Career Service Provider (CSP) staff will also check LMI on an individual basis before approving anyone for funding.
- **Program Renewals:** Laura presented information and LMI regarding TCAT McKenzie's Major Appliance Repair program. The program is due for renewal prior to 8/29/19. Staff recommended renewal of the program.
 - **MOTION:** Ronnie Gunnels moved to recommend renewal of the program and Landy Fuqua seconded the motion. All were in favor and the motion carried.

Recommendation for Work Experience Policy Change:

Jennifer Bane presented the proposed changes. The CSP staff continue to focus on promoting Youth Work Experience in order to meet the required 20% Youth Work Experience expenditure rate. Often times they are finding that many potential participants cannot qualify as youth due to lack of barriers which would leave staff unable to serve the applicant through work experience, and the worksite employer without an intern. The law does allow for Adults and Dislocated Workers to participate in work experience so staff recommend amending the work experience policy to allow participants between the ages of 18 and 24 to participate in work experience through the Adult or Dislocated Worker program. This will prevent CSP staff from having to turn down applicants and not being able to meet worksites' needs. It will not help with the 20% Youth Work Experience expenditure requirement, but it will count towards our Minimum Participant Cost Rate as a direct participant cost. Staff

recommended the age limitation in order to be able to serve the youth-aged population while still maintaining the budget to operate other programs.

- **MOTION:** Brad Hurley moved to approve the Work Experience Policy Change and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

Promising Practices/ Supplemental Grant Updates & New Opportunities:

- **Bongards Creamery Community Grant:** Margaret Prater explained that Bongards contributed \$175,000 toward the mobile lab. We expect other employers to help sponsor equipment and also provide funds for a facilitator. We have received bids from different places, but we will partner with The Co in Jackson, with a goal to have it ready by this fall. We have looked at other buses The Co did, which were completed for much less than Amatrol, and they look much better than the ones we saw before in Mississippi. The Humboldt Chamber is planning to do all the contracting with The Co and then the mobile unit will be donated to the TN College of Applied Technology (TCAT) at Jackson. They will carry the insurance on it and will also supply student truck drivers to drive the truck.
- **DSCC Delta Healthcare Grant Partnership:** Jennifer Bane reported that we haven't heard back if Dyersburg State received the grant. If awarded, it will allow for Dyersburg State to develop materials and offer workshops through the American Job Centers in regards to the opioid crisis.
- **National Emergency Grant to Address the Opioid Crisis:** Jennifer said this was submitted by the state on behalf of the entire state, but we haven't heard yet if we will receive this grant.
- **Department of Education Youth Apprenticeship Grants (Computer Science/IT, Healthcare, or Advanced Manufacturing sectors):** Jennifer explained the intent deadline was last week, but the Department of Education will award \$80,000 to three school districts, particularly in distressed counties, in the state for career pathways and apprenticeships in the sectors referenced above. Lake County is our only distressed county, but since they are only going to award three, they are looking at distressed counties.

Special Populations Updates:

- **Target Populations Report:** Erica Nance reported we have a total of 823 active enrollments as of the end of March, including 98 new enrollments. Out of these new enrollments, 19 were youth (19%), 4 were Veterans including 3 disabled Veterans, 5 Individuals with disabilities, and 11 were offenders. She said these numbers are pretty typical.
- **Youth Services:** Margaret Prater reported that Jon Dougherty and his crew from Amteck visited 8 schools between January and April to promote the Registered Electrical Apprenticeship Preparation (REAP) program. He took the trailer and spent at least an hour speaking about and showing them what an electrician actually does. Interested students participated in "Shock and Awe" day on April 20th. We had 18 students to attend where they actually received small shocks up to a thousand volts and then awed them by lifting them up in the boom truck. One student left at lunch because he was no longer interested, but that's what the day was intended to do; weed out those who really aren't a good fit. Everything so far has been out of Amteck's pocket. They have accepted all 17 into the program including two who tested a little below standards, but showed enough interest. They have all received pre-admittance emails and then texts. So far only one said they would not continue with class. We think we are going to end up with a good group who really want to do it.

Jennifer Bane reported that the Career Service Provider has been promoting #WORKlife, summer work experience opportunities, to the high schools, particularly for graduating seniors. Brad Hurley asked if there were income requirements and told the committee his school board was told there were no income requirements. Jennifer stated that is not the case for In-School Youth, and is only the case for Out-of-School Youth with certain barriers such as disabilities or pregnant / parenting. Brad asked for clarification if the work experience policy that we just recommended for approval would allow some who did not qualify as low income to participate. If the Work Experience Policy changes are approved by the board, individuals who are not eligible as Youth could still participate in work experience if they are eligible as Adults or Dislocated Workers. Jennifer explained that individuals would still have to be income eligible, but Adults and Dislocated Workers don't have to be low income and may qualify based on their individual income rather than family income making it easier for applicants to be made eligible.

- Offenders: Margaret Prater provided an update on the Re-entry Advanced Manufacturing Program (RAMP). RAMP results for the Dyer, Gibson, and Henry County classes were reviewed. Margaret Prater stated that Gibson County is starting their 5th class, and still ranging in 90-100%. Dyer County's current class is for males instead of females like the previous classes, and we have seen significant improvement in their numbers. Henry County has been asked for some more data regarding their results before starting a new class. Gibson County's next class will be a female class and they will be able to go to work while incarcerated. Gibson County is actively working on establishing workhouse status. It was noted that on the handout the total number enrolled had been reversed and that Dyer County should be 23 and Henry County should be 10. Jennifer Bane also provided an update on the Local & Regional Corrections Partnership as described in the local and regional plans. Mark Hollis from the State's Corrections Department attended the Regional Planning Council meeting on April 23rd. The AJC staff are continuing to partner with probation and parole officers to serve more offenders. The Mobile AJC continues to visit local jails and the prison in Tiptonville.
- Others: Jennifer Bane provided the following updates on other target populations as listed on the March 2019 Target Populations report:
 - Long-term Unemployed: 143 total enrolled with 16 new enrollments.
 - Dislocated Workers: We continue to see low numbers of Dislocated Workers due to low unemployment and few layoffs. We didn't have any new enrollments in March and only had 12 eligible claimants being served.
 - Veterans: We had 4 newly enrolled, 15 total. Lindsay Frilling had reached out regarding hosting an event in Union City like the one hosted at TCAT Lexington by the Mobile AJC center. Erica Nance has reached out to the National Guard in Union City to host the event there and is coordinating with the Mobile AJC staff to work out the details. Erica Nance also handed out a summary of the state's veteran's conference that one of her staff attended and mentioned the upcoming Operation Stand Down event in Memphis. She also said that various individuals spoke at the conference on serving disabled veterans through Vocational Rehabilitation, re-entry efforts, and apprenticeship programs. The average age of veterans in jail is 43 and 18% have a bachelor's degree. It was mentioned that jail systems can work on identifying veterans in jail systems for us to provide assistance.
 - Individuals with Disabilities – Forklift Training Opportunity: During the last core partners meeting, a partnership with Vocational Rehabilitation to use their facilities and equipment to conduct forklift training on their sites was discussed. The classes could potentially be held in the Dyersburg, Union City, Camden, or Paris locations. The classes would be available for Vocational Rehabilitation clients as well as others. We plan to pair it with work experience and at least the safety module of the Certified Production Technician training. Kristie Bennett pulled job orders from VOS that mentioned forklift and there were plenty of them so there should be lots of employment opportunities.

Other Business:

Jennifer Bane provided the below information to the group:

- Workforce Town Hall Meeting: May 15, 2019 at 1:00 pm at the Main Street Centre in Tiptonville (218 Church Street). Invitation went out to the board and the specific people the State requested to be there. Hopefully we will get a good turnout.
- Next Board Meeting: May 21, 2019 at 12:00 pm (lunch begins at 11:30 am) at the Northwest TN Development District in Martin (124 Weldon Drive).
- Remaining 2019 Committee Meeting Dates: July 29th, 1:00 pm; October 28th, 1:00 pm.
- Small Business Forums: In partnership with Small Business Development Centers we are hosting events on May 7th at the AJC in Dyersburg and May 9th in Huntingdon. Small Business Development staff will speak about their services at both of those events, as well as the Business Services team, and a panel of AJC partners.
- **MOTION: Ronnie Gunnels moved to conclude the meeting and Ben Marks seconded the motion. All were in favor and the motion carried.**

Respectfully submitted,
Lana Burchfiel, Public Information Specialist

Eligible Training Providers – By Program Status

Provider Name	Program Title	CIP Title	Completion Level	Occupation Title	2018 Jobs	2023 Jobs	2018 - 2023 Change	Annual Openings	Avg. Hourly Earnings	
BETHEL UNIVERSITY	ASSOCIATE DEGREE - ACCOUNTING	Accounting and Business/Management.	Associate's Degree	Bookkeeping, Accounting, and Auditing Clerks	867	891	24	102	\$ 17.09	
BETHEL UNIVERSITY	ASSOCIATE DEGREE - CIS	Information Technology.	Associate's Degree	Computer User Support Specialists	140	160	20	15	\$ 21.34	
BETHEL UNIVERSITY	Associate of Arts in Customer Relationship Management	Customer Service Management.	Associate	Customer Service Representatives	870	918	48	122	\$ 15.52	
BETHEL UNIVERSITY	B.S. NURSING	Registered Nursing/Registered Nurse.	Bachelor's Degree	Registered Nurses	1014	1038	24	59	\$ 26.84	
BETHEL UNIVERSITY	Bachelor of Science Business Administration	Business Administration and Management, General.	Bachelor's Degree	Managers, All Other	577	628	51	52	\$ 29.81	
BETHEL UNIVERSITY	CRIMINAL JUSTICE	Criminal Justice/Safety Studies.	Bachelor's Degree	Probation Officers and Correctional Treatment Specialists	125	147	22	16	\$ 19.15	
BETHEL UNIVERSITY	SUCCESS PROGRAM	Organizational Leadership. (NEW)	Bachelor's Degree	Police and Sheriff's Patrol Officers	614	681	67	54	\$ 18.31	
				Managers, All Other	577	628	51	52	\$ 29.81	
DSCC	AAS IN ADV. EMERGENCY MEDICAL TECH. CONCENTRATION	Emergency Medical Technology/Technician (EMT Paramedic).	Associate's Degree	Emergency Medical Technicians and Paramedics	375	387	12	25	\$ 16.98	
DSCC	AAS-PARAMEDIC CONCENTRATION	Health Professions and Related Clinical Sciences, Other.	Associate's Degree							
DSCC	Advanced Programmable Logic Controllers	Workforce Development and Training. (NEW)	Certificate < 1 year	Industrial Machinery Mechanics	354	397	43	41	\$ 24.79	
DSCC	AGRICULTURE APPLICATIONS CERTIFICATE	Agriculture, General	Certificate < 1 year	Farmers, Ranchers, and Other Agricultural Managers	1164	1222	58	104	\$ 21.94	
DSCC	ASSOCIATE OF APPLIED SCIENCE - BUSINESS	Business Administration and Management, General.	Associate's Degree	Bookkeeping, Accounting, and Auditing Clerks	867	891	24	102	\$ 17.09	
DSCC	ASSOCIATE OF APPLIED SCIENCE - COMPUTER INFORMATION TECHNOLOGY	Information Technology.	Associate's Degree	Computer User Support Specialists	140	160	20	15	\$ 21.34	
DSCC	ASSOCIATE OF APPLIED SCIENCE - EARLY CHILDHOOD EDUCATION	Child Development.	Associate's Degree	Teacher Assistants	861	862	1	90	\$ 10.48	Dyer County Only
				Teacher Assistants	130	133	3	14	\$ 11.08	
				Teacher Assistants	1369	1333	-36	139	\$ 11.14	60 Minute Commute of
				Preschool Teachers, Except Special Education	304	302	-2	31	\$ 17.84	
				Preschool Teachers, Except Special Education	35	31	-4	3	\$ 20.12	Dyer County Only
				Preschool Teachers, Except Special Education	436	419	-17	43	\$ 16.79	
DSCC	ASSOCIATE OF APPLIED SCIENCE - HEALTH INFORMATION TECHNOLOGY	Health Information/Medical Records Technology/Technician.	Associate's Degree	Medical Secretaries	154	162	8	19	\$ 14.00	60 Minute Commute of
DSCC	ASSOCIATE OF APPLIED SCIENCE - JUSTICE SERVICES	Protective Services Operations. (NEW)	Associate's Degree	Probation Officers and Correctional Treatment Specialists	125	147	22	16	\$ 19.15	
DSCC	ASSOCIATE OF APPLIED SCIENCE - NURSING	Registered Nursing/Registered Nurse.	Associate's Degree	Registered Nurses	1014	1038	24	59	\$ 26.84	
DSCC	ASSOCIATE OF APPLIED SCIENCE - NURSING -MAJOR & CONCENTRATION ADVANCED STANDING	Registered Nursing/Registered Nurse.	Associate's Degree	Registered Nurses	1014	1038	24	59	\$ 26.84	
DSCC	ASSOCIATE OF APPLIED SCIENCE DEGREE IN GENERAL TECHNOLOGY	Science Technologies/Technicians, Other.	Associate's Degree	Office and Administrative Support Workers, All Other	133	147	14	18	\$ 14.98	
DSCC	ASSOCIATE OF APPLIED SCIENCE IN ENGINEERING SYSTEMS TECHNOLOGY	Precision Production Trades, General.	Associate's Degree	Electrical and Electronics Engineering Technicians	191	207	16	20	\$ 24.77	
DSCC	ASSOCIATE OF APPLIED SCIENCE-CRIMINAL JUSTICE	Criminal Justice/Safety Studies.	Associate's Degree	Probation Officers and Correctional Treatment Specialists	125	147	22	16	\$ 19.15	
				Police and Sheriff's Patrol Officers	614	681	67	54	\$ 18.31	
DSCC	BASIC ELECTRICAL	Engineering Technology, General.	Certificate < 1 year	Electrical and Electronics Engineering Technicians	191	207	16	20	\$ 24.77	
DSCC	BASIC HYDRAULICS AND PNEUMATICS	Engineering Technology, General.	Certificate < 1 year	Industrial Machinery Mechanics	354	397	43	41	\$ 24.79	
DSCC	CERTIFIED PRODUCTION TECHNICIAN	Industrial Mechanics and Maintenance Technology.	Certificate 1-2 years	Industrial Machinery Mechanics	354	397	43	41	\$ 24.79	
DSCC	COMPUTER SYSTEMS OPERATIONS & MAINTENANCE TECHNICAL CERTIFICATE	Information Science/Studies.	Certificate 1-2 years	Computer Occupations, All Other	59	67	8	6	\$ 31.17	
DSCC	CORRECTIONS AND LAW ENFORCEMENT CERTIFICATE	Criminal Justice/Police Science.	Certificate 1-2 years	Probation Officers and Correctional Treatment Specialists	125	147	22	16	\$ 19.15	
				Police and Sheriff's Patrol Officers	614	681	67	54	\$ 18.31	
DSCC	EARLY CHILDHOOD EDUCATION TECHNICAL CERTIFICATE	Child Development.	Certificate 1-2 years	Teacher Assistants	861	862	1	90	\$ 10.48	Dyer County Only
				Teacher Assistants	130	133	3	14	\$ 11.08	
				Teacher Assistants	1369	1333	-36	139	\$ 11.14	60 Minute Commute of
				Preschool Teachers, Except Special Education	304	302	-2	31	\$ 17.84	

				Preschool Teachers, Except Special Education	35	31	-4	3	\$	20.12	Dyer County Only
				Preschool Teachers, Except Special Education	436	419	-17	43	\$	16.79	60 Minute Commute or
DSCC	ELECTRONIC HEALTH RECORD TECHNICAL CERTIFICATE	Health Information/Medical Records Technology/Technician.	Certificate 1-2 years	Medical Secretaries	154	162	8	19	\$	14.00	
DSCC	EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC CERTIFICATE	Emergency Medical Technology/Technician (EMT Paramedic).	Certificate 1-2 years	Emergency Medical Technicians and Paramedics	375	387	12	25	\$	16.98	
				Medical Transcriptionists	20	19	-1	2	\$	14.40	
DSCC	MEDICAL CODING TECHNICAL CERTIFICATE	Health Information/Medical Records Technology/Technician.	Certificate 1-2 years	Medical Transcriptionists	28	31	3	4	\$	14.52	60 Minute Commute or
				Health Technologists and Technicians, All Other	121	119	2	Insf. Data	\$	15.18	
DSCC	MEDICAL INFORMATICS TECHNICIANS/DEVELOPER	Medical Informatics.	Associate's Degree	Health Technologists and Technicians, All Other	85	83	2	5	\$	14.95	60 Minute Commute or
DSCC	MOTORS AND MOTOR CONTROLS	Engineering Technology, General.	Certificate < 1 year	Electric Motor, Power Tool, and Related Repairs	52	56	4	6	\$	10.13	
DSCC	PROGRAMMABLE LOGIC CONTROLLERS	Engineering Technology, General.	Certificate < 1 year	Industrial Machinery Mechanics	354	397	43	41	\$	24.79	
TCAT PARIS	Industrial Maintenance Technology CPT	Industrial Mechanics and Maintenance Technology.	Certificate < 1 year	Industrial Machinery Mechanics	354	397	43	41	\$	24.79	
UT MARTIN	ACCOUNTING	Accounting.	Bachelor's Degree	Accountants and Auditors	354	394	40	41	\$	31.03	
UT MARTIN	ADMINISTRATIVE PROFESSIONAL WITH MICROSOFT OFFICE SPECIALIST PROGRAM (ONLINE)	Computer and Information Sciences and Support Services, Other		Executive Secretaries and Executive Administrative Assistants	101	106	5	13	\$	23.82	
UT MARTIN	AGRICULTURE - BUSINESS Concentration	Agriculture, General	Bachelor's Degree	Farmers, Ranchers, and Other Agricultural Managers	1164	1222	58	104	\$	21.94	
UT MARTIN	AGRICULTURE SCIENCE NON-LIC	Agricultural Business and Management, General.	Bachelor's Degree	Agricultural Inspectors	21	24	3	4	\$	20.63	
UT MARTIN	AGRICULTURE SCIENCE PROF. EDUC	Agriculture, Agriculture Operations, and Related Sciences, O	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$	32.11	
UT MARTIN	ANIMAL SCIENCE GENERAL	Agriculture, Agriculture Operations, and Related Sciences, O	Bachelor's Degree	Nonfarm Animal Caretakers	109	122	13	20	\$	13.00	
UT MARTIN	ANIMAL SCIENCE-SCIENCE	Agriculture, Agriculture Operations, and Related Sciences, O	Bachelor's Degree	Farmers, Ranchers, and Other Agricultural Managers	1164	1222	58	104	\$	21.94	
UT MARTIN	ANIMAL SCIENCE-VET. MED.	Health Professions and Related Clinical Sciences, Other.	Bachelor's Degree	Veterinary Assistants and Laboratory Animal Caretakers	13	15	2	2	\$	11.58	
				Veterinary Technologists and Technicians	62	65	3	6	\$	10.76	
UT MARTIN	ART- TEACHING OPT.	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$	24.09	
				Secondary School Teachers, Except Special and Career/Technical Education	5013	5226	213	407	\$	26.00	West TN
UT MARTIN	BACHELOR OF INTERDISCIPLINARY STUDIES	Multi-/interdisciplinary Studies, Other.	Bachelor's Degree	Managers, All Other	577	628	51	52	\$	29.81	
UT MARTIN	BECOME A VETERINARY ASSISTANT (ONLINE)	Health Professions and Related Clinical Sciences, Other.	Certificate < 1 year	Veterinary Assistants and Laboratory Animal Caretakers	13	15	2	2	\$	11.58	
				Veterinary Technologists and Technicians	62	65	3	6	\$	10.76	
UT MARTIN	BIOLOGY	Biology/Biological Sciences, General.	Bachelor's Degree	Biological Technicians	<10	<10	Insf. Data	Insf. Data	Insf. Data		
				Biological Technicians	203	219	16	23	\$	28.73	West TN
UT MARTIN	CHEMISTRY	Chemistry, General.	Bachelor's Degree	Chemists	26	30	4	3	\$	37.46	
UT MARTIN	CHILD, FAMILY & CONS. ED.	Family and Consumer Sciences/Human Sciences, General.	Bachelor's Degree	Child, Family, and School Social Workers	208	244	36	30	\$	20.25	
UT MARTIN	CLINICAL MEDICAL ASSISTANT	Health Professions and Related Clinical Sciences, Other.		Medical Assistants	251	247	-4	27	\$	14.60	
				Medical Assistants	4018	4441	423	529	\$	15.42	West TN
UT MARTIN	COMMUNICATIONS BROADCASTING	Communication, General. (NEW)	Bachelor's Degree	Public Relations and Fundraising Managers	27	29	2	3	\$	25.23	
				Public Relations Specialists	40	46	6	5	\$	28.04	
UT MARTIN	COMPTIA A+ CERTIFICATION PREP COURSES (ONLINE)	Computer and Information Sciences and Support Services, Other		Computer User Support Specialists	140	160	20	15	\$	21.34	
UT MARTIN	COMPUTER FIRST AID	Computer and Information Sciences and Support Services, Other	Certificate < 1 year	Computer User Support Specialists	140	160	20	15	\$	21.34	
UT MARTIN	COMPUTER SCIENCE	Computer Science.	Bachelor's Degree	Computer and Information Systems Managers	58	67	9	6	\$	37.78	
UT MARTIN	CRIMINAL JUSTICE	Criminal Justice/Law Enforcement Administration.	Bachelor's Degree	Probation Officers and Correctional Treatment Specialists	125	147	22	16	\$	19.15	
UT MARTIN	DANCE/THEATRE	Visual and Performing Arts, Other.	Bachelor's Degree	Self-Enrichment Education Teachers	199	209	10	25	\$	18.54	
UT MARTIN	DIETETICS	Health Professions and Related Clinical Sciences, Other.	Bachelor's Degree	Dietitians and Nutritionists	22	24	2	Insf. Data	\$	24.27	

UT MARTIN	ECONOMICS	Business/Managerial Economics.	Bachelor's Degree	Economists	<10	<10	Insf. Data	Insf. Data	Insf. Data	West TN
UT MARTIN	EDUCATION - SECONDARY BUSINESS	Education, General.	Bachelor's Degree	Economists	58	63	5	5	\$ 38.04	
UT MARTIN	EDUCATION - SECONDARY CHEMISTRY	Chemistry, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
UT MARTIN	EDUCATION - SECONDARY EARTH AND SPACE SCIENCE	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	
UT MARTIN	EDUCATION - SECONDARY ECONOMICS	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
UT MARTIN	EDUCATION - SECONDARY ENGLISH	English Language and Literature, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	
UT MARTIN	EDUCATION - SECONDARY FRENCH	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
UT MARTIN	EDUCATION - SECONDARY GEOGRAPHY	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	
UT MARTIN	EDUCATION - SECONDARY GOVERNMENT	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
UT MARTIN	EDUCATION - SECONDARY HISTORY	History, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	
UT MARTIN	EDUCATION - SECONDARY MATH	Mathematics, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
UT MARTIN	EDUCATION - SECONDARY SPANISH	Spanish Language and Literature.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	
UT MARTIN	EDUCATION INTEGRATED STUDIES	Teacher Education, Multiple Levels.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$ 24.09	West TN
				Secondary School Teachers, Except Special and Career/Technical Education	5013	5226	213	407	\$ 26.00	
UT MARTIN	EDUCATION K-6 LICENSURE	Education, General.	Bachelor's Degree	Elementary School Teachers, Except Special Education	1055	1043	-12	76	\$ 23.04	West TN
				Elementary School Teachers, Except Special Education	6842	7093	251	564	\$ 23.89	
UT MARTIN	EDUCATION K-8 LICENSURE	Education, General.	Bachelor's Degree	Middle School Teachers, Except Special and Career/Technical Education	474	468	-6	34	\$ 23.57	West TN
				Middle School Teachers, Except Special and Career/Technical Education	3138	3255	117	259	\$ 24.06	
UT MARTIN	EDUCATION PRE K-3 LICENSURE	Education, General.	Bachelor's Degree	Elementary School Teachers, Except Special Education	1055	1043	-12	76	\$ 23.04	West TN
UT MARTIN	EKG TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.		Health Technologists and Technicians, All Other	16	18	2	Insf. Data	\$ 19.14	
UT MARTIN	ENGINEERING	Engineering, General.	Bachelor's Degree	Engineers, All Other	83	90	7	7	\$ 35.18	West TN
UT MARTIN	ENGLISH	English Language and Literature, General.	Bachelor's Degree	Writers and Authors	39	42	3	4	\$ 33.06	
UT MARTIN	ENVIRONMENTAL MANAGEMENT	Natural Resources Management and Policy.	Bachelor's Degree	Conservation Scientists	20	23	3	2	\$ 33.63	West TN
UT MARTIN	EXERCISE SCIENCE AND WELLNESS	Family and Consumer Sciences/Human Sciences, Other	Bachelor's Degree	Health Educators	18	21	3	3	\$ 17.30	
UT MARTIN	FINANCE	Finance, General.	Bachelor's Degree	Financial Managers	321	361	40	32	\$ 37.74	West TN
UT MARTIN	FINE AND PERFORMING ARTS	Visual and Performing Arts, General.	Bachelor's Degree	Self-Enrichment Education Teachers	199	209	10	25	\$ 18.54	
UT MARTIN	FITNESS MANAGEMENT		Bachelor's Degree	Fitness Trainers and Aerobics Instructors	59	67	8	12	\$ 19.09	West TN
UT MARTIN	FRENCH	Foreign Languages, Literatures, and Linguistics, Other.	Bachelor's Degree	Interpreters and Translators	40	43	3	4	\$ 26.54	
UT MARTIN	GEOGRAPHY	Social Sciences, General.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$ 32.11	West TN
UT MARTIN	GEOSCIENCE - GEOLOGY	Geology/Earth Science, General.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$ 32.11	
UT MARTIN	HEALTH SCIENCE		Bachelor's Degree	Health Educators	18	21	3	3	\$ 17.30	West TN
UT MARTIN	HISTORY	History, General.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$ 32.11	
UT MARTIN	HOME INSPECTOR CAREER CERTIFICATE PROGRAM (ONLINE)	Family and Consumer Sciences/Human Sciences, Other	Certificate < 1 year	Construction and Building Inspectors	38	43	5	5	\$ 24.50	West TN
UT MARTIN	INFORMATION SYSTEMS	Management Information Systems, General.	Bachelor's Degree	Computer and Information Systems Managers	58	67	9	6	\$ 37.76	
UT MARTIN	INTERIOR DESIGN / FASHION MERCHANDISING	Business, Management, Marketing, and Related Support Service	Bachelor's Degree	Interior Designers	19	21	2	2	\$ 28.86	West TN
UT MARTIN	INTERNATIONAL BUSINESS	Business, Management, Marketing, and Related Support Service	Bachelor's Degree	Urban and Regional Planners	<10	12	Insf. Data	Insf. Data	Insf. Data	
UT MARTIN	INTERNATIONAL STUDIES	International Relations and Affairs.	Bachelor's Degree	Urban and Regional Planners	<10	12	Insf. Data	Insf. Data	Insf. Data	West TN
UT MARTIN	LANDSCAPE SCIENCE AND MANAGEMENT	Agriculture, Agriculture Operations, and Related Sciences, O	Bachelor's Degree	Landscaping and Groundskeeping Workers	658	675	17	86	\$ 14.91	

UT MARTIN	LICENSURE K-12 HEALTH AND PHYSICAL EDUCATION	Education, General.	Bachelor's Degree	Middle School Teachers, Except Special and Career/Technical Education	3138	3255	117	259	\$	24.06	West TN
UT MARTIN	MANAGEMENT	Business Administration and Management, General.	Bachelor's Degree	Managers, All Other	577	628	51	52	\$	29.81	
UT MARTIN	MARKETING	Marketing/Marketing Management, General.	Bachelor's Degree	Marketing Managers	54	61	7	6	\$	48.96	
UT MARTIN	MATHEMATICS	Mathematics, General.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$	32.11	
UT MARTIN	MEDICAL BILLING AND CODING (ONLINE)	Health Professions and Related Clinical Sciences, Other.		Medical Records and Health Information Technicians	90	90	0	6	\$	15.60	
UT MARTIN	MEDICAL CODING AND BILLING	Health Professions and Related Clinical Sciences, Other.	Unidentified	Medical Records and Health Information Technicians	90	90	0	6	\$	16.60	
UT MARTIN	MEDICAL CODING AND BILLING CAREER CERTIFICATE PROGRAM (ONLINE)	Health Professions and Related Clinical Sciences, Other.	Certificate 1-2 years	Medical Records and Health Information Technicians	90	90	0	6	\$	17.60	
				Medical Records and Health Information Technicians	1393	1478	85	102	\$	19.64	West TN
				Medical Transcriptionists	20	19	-1	2	\$	14.40	
UT MARTIN	MEDICAL TRANSCRIPTION (ONLINE)	Health Professions and Related Clinical Sciences, Other.	Certificate < 1 year	Medical Transcriptionists	403	412	9	50	\$	16.89	West TN
UT MARTIN	MUSIC	Music, Other.	Bachelor's Degree	Musicians and Singers	121	126	5	13	\$	33.67	
UT MARTIN	MUSIC EDUCATION-INSTR., VOICE	Music, General.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$	32.11	
UT MARTIN	NEWS EDITORIAL		Bachelor's Degree	Writers and Authors	39	42	3	4	\$	33.06	
UT MARTIN	NURSING	Registered Nursing/Registered Nurse.	Bachelor's Degree	Registered Nurses	1014	1038	24	59	\$	26.84	
UT MARTIN	OFFICE INFORMATION SYSTEMS	Business, Management, Marketing, and Related Support Service	Certificate 1-2 years	Computer User Support Specialists	140	160	20	15	\$	21.34	
UT MARTIN	PARALEGAL COURSE SERIES (ONLINE)			Paralegals and Legal Assistants	55	59	4	7	\$	17.48	
UT MARTIN	PARK AND RECREATION MANAGEMENT	Parks, Recreation and Leisure Studies.	Bachelor's Degree	General and Operations Managers	1035	1127	92	105	\$	41.70	
UT MARTIN	PC REPAIR CAREER CERTIFICATE (ONLINE)	Computer and Information Sciences and Support Services, Other	Certificate 1-2 years	Computer User Support Specialists	140	160	20	15	\$	21.34	
UT MARTIN	PERFORMANCE - INSTRUMENTS	Visual and Performing Arts, Other.	Bachelor's Degree	Musicians and Singers	121	126	5	13	\$	33.67	
UT MARTIN	PERFORMANCE-VOICE	Visual and Performing Arts, Other.	Bachelor's Degree	Musicians and Singers	121	126	5	13	\$	33.67	
UT MARTIN	PHARMACY TECHNICIAN PROGRAM	Health Professions and Related Clinical Sciences, Other.	Certificate < 1 year	Pharmacy Technicians	233	248	15	22	\$	15.13	
UT MARTIN	PHILOSOPHY	Philosophy.	Bachelor's Degree	Postsecondary Teachers	1021	1101	80	96	\$	32.11	
				Soil and Plant Scientists	<10	<10	Insf. Data	Insf. Data	Insf. Data		
UT MARTIN	PLANT AND SOIL SCIENCE	Agriculture, Agriculture Operations, and Related Sciences	Bachelor's Degree	Soil and Plant Scientists	47	50	3	5	\$	20.11	West TN
UT MARTIN	POLITICAL SCIENCE	Political Science and Government, General.	Bachelor's Degree	Legislators	43	47	4	4	\$	19.44	
UT MARTIN	PSYCHOLOGY	Psychology, General.	Bachelor's Degree	Social and Community Service Managers	60	72	12	8	\$	24.05	
				Public Relations and Fundraising Managers	27	29	2	3	\$	25.23	
UT MARTIN	PUBLIC RELATIONS	Public Administration and Social Service Professions, Other.	Bachelor's Degree	Public Relations Specialists	40	46	6	5	\$	28.04	
				Secondary School Teachers, Except Special and Career/Technical Education	637	633	-4	45	\$	24.09	
UT MARTIN	SECONDARY EDUCATION	Education, General.	Bachelor's Degree	Secondary School Teachers, Except Special and Career/Technical Education	5013	5226	213	407	\$	26.00	West TN
UT MARTIN	SOCIAL WORK	Social Work.	Bachelor's Degree	Social Workers, All Other	22	27	5	3	\$	22.86	
UT MARTIN	SOCIOLOGY	Sociology.	Bachelor's Degree	Social and Community Service Managers	60	72	12	8	\$	24.05	
UT MARTIN	SOIL AND WATER CONSERVATION	Natural Resources Conservation and Research, Other.	Bachelor's Degree	Conservation Scientists	20	23	3	2	\$	33.63	
UT MARTIN	SPANISH	Spanish Language and Literature.	Bachelor's Degree	Interpreters and Translators	40	43	3	4	\$	26.54	
UT MARTIN	SPECIAL EDUCATION K-12	Special Education and Teaching, General.	Bachelor's Degree	Special Education Teachers, Middle School	29	30	1	2	\$	20.62	
UT MARTIN	SPORTS MANAGEMENT/Health and Human Performance	Health and Physical Education, General.	Bachelor's Degree	Coaches and Scouts	91	98	7	14	\$	20.72	
UT MARTIN	WILDLIFE BIOLOGY	Biological and Biomedical Sciences, Other.	Bachelor's Degree	First-Line Supervisors of Farming, Fishing, and Forestry Workers	51	55	4	8	\$	17.66	

WIOA Targeted Population Summary

- State Region: West TN
 - LWIA/Region: Northwest Tennessee
 - Filter By Date: Active Date
 - Date Range: 6/1/2019 - 6/30/2019

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/Educ Svcs	Total Exited	With Credential
Total	1,182	43	749	632	1	187
Gender						
Female	532 45.01%	9 20.93%	417 55.67%	351 55.54%	0	106 56.68%
Male	650 54.99%	34 79.07%	332 44.33%	281 44.46%	1 100.00%	81 43.32%
Age						
18 and Under	71 6.01%	6 13.95%	71 9.48%	41 6.49%	0	17 9.09%
19 to 24	324 27.41%	12 27.91%	305 40.72%	243 38.45%	0	65 34.76%
25 to 54	669 56.60%	23 53.49%	354 47.26%	330 52.22%	1 100.00%	101 54.01%
55 and Older	118 9.98%	2 4.65%	19 2.54%	18 2.85%	0	4 2.14%
Race/Ethnicity						
White	928 78.51%	30 69.77%	550 73.43%	481 76.11%	1 100.00%	156 83.42%
African American/Black	232 19.63%	12 27.91%	199 26.57%	152 24.05%	0	32 17.11%
American Indian/Alaskan Native	9 0.76%	0	6 0.80%	5 0.79%	0	3 1.60%
Asian	2 0.17%	0	2 0.27%	2 0.32%	0	1 0.53%
Hawaiian/Other Pacific Islander	2 0.17%	0	1 0.13%	1 0.16%	0	1 0.53%
Hispanic	36 3.05%	1 2.33%	28 3.74%	21 3.32%	0	1 0.53%
Educational Status						
In-school, H.S. or less	3 0.25%	0	3 0.40%	3 0.47%	0	2 1.07%
In-school, Post-H.S.	80 6.77%	0	80 10.68%	79 12.50%	0	40 21.39%
Not attending school, H.S. Dropout	1 0.08%	0	1 0.13%	0	0	0
Not attending school, H.S. Graduate	83 7.02%	0	83 11.08%	72 11.39%	0	48 25.67%
UC Status						
Eligible claimant not referred by WPRS	6 0.51%	0	6 0.80%	5 0.79%	0	0
Exhaustee	4	0	4	4	0	2

	0.34%		0.53%	0.63%		1.07%
Neither claimant or exhaustee	<u>144</u>	0	<u>144</u>	<u>133</u>	0	<u>79</u>
	12.18%		19.23%	21.04%		42.25%
Veteran						
All Veterans	<u>52</u>	<u>2</u>	<u>18</u>	<u>18</u>	0	<u>6</u>
	4.40%	4.65%	2.40%	2.85%		3.21%
Eligible Veteran Status	<u>49</u>	<u>2</u>	<u>18</u>	<u>18</u>	0	<u>6</u>
	4.15%	4.65%	2.40%	2.85%		3.21%
Other Eligible Person/Veteran Spouse	<u>3</u>	0	0	0	0	0
	0.25%					
Campaign Veteran	<u>10</u>	0	<u>5</u>	<u>5</u>	0	<u>2</u>
	0.85%		0.67%	0.79%		1.07%
Disabled Veteran	<u>8</u>	0	<u>8</u>	<u>8</u>	0	<u>3</u>
	0.68%		1.07%	1.27%		1.60%
Transitioning Service Member	<u>1</u>	0	<u>1</u>	<u>1</u>	0	0
	0.08%		0.13%	0.16%		
Recently Separated Veteran	<u>3</u>	0	<u>3</u>	<u>3</u>	0	<u>1</u>
	0.25%		0.40%	0.47%		0.53%
Active Duty Military Spouse	<u>1</u>	0	<u>1</u>	0	0	0
	0.08%		0.13%			
Barriers						
Total With Significant Barriers to Employment	<u>780</u>	<u>33</u>	<u>667</u>	<u>551</u>	<u>1</u>	<u>170</u>
	65.99%	76.74%	89.05%	87.18%	100.00%	90.91%
Individuals with Disability	<u>49</u>	<u>2</u>	<u>48</u>	<u>32</u>	0	<u>5</u>
	4.15%	4.65%	6.41%	5.06%		2.67%
Displaced Homemaker	<u>3</u>	0	<u>3</u>	<u>3</u>	0	<u>1</u>
	0.25%		0.40%	0.47%		0.53%
Underemployed	<u>286</u>	<u>6</u>	<u>286</u>	<u>268</u>	0	<u>71</u>
	24.20%	13.95%	38.18%	42.41%		37.97%
Dislocation Event	<u>1</u>	0	<u>1</u>	<u>1</u>	0	<u>1</u>
	0.08%		0.13%	0.16%		0.53%
Within 2 Years of Exhausting TANF	<u>1</u>	0	<u>1</u>	<u>1</u>	0	0
	0.08%		0.13%	0.16%		
Hawaiian Native	0	0	0	0	0	0
Single Parent	<u>121</u>	<u>4</u>	<u>121</u>	<u>95</u>	0	<u>24</u>
	10.24%	9.30%	16.15%	15.03%		12.83%
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	0	0	0	0	0	0

Basic Skills Deficient	<u>3</u> 0.25%	0	<u>3</u> 0.40%	<u>3</u> 0.47%	0	<u>1</u> 0.53%
Offender	<u>112</u> 9.48%	<u>10</u> 23.26%	<u>112</u> 14.95%	<u>93</u> 14.72%	<u>1</u> 100.00%	<u>43</u> 22.99%
Homeless	<u>7</u> 0.59%	0	<u>7</u> 0.93%	<u>4</u> 0.63%	0	<u>2</u> 1.07%
Runaway Youth	0	0	0	0	0	0
Foster Care (All)	<u>3</u> 0.25%	<u>2</u> 4.65%	<u>3</u> 0.40%	<u>1</u> 0.16%	0	<u>1</u> 0.53%
In Foster Care	0	0	0	0	0	0
Aged Out of Foster Care	<u>3</u> 0.25%	<u>2</u> 4.65%	<u>3</u> 0.40%	<u>1</u> 0.16%	0	<u>1</u> 0.53%
Pregnant or Parenting Youth	<u>68</u> 5.75%	<u>2</u> 4.65%	<u>68</u> 9.08%	<u>42</u> 6.65%	0	<u>9</u> 4.81%
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>75</u> 6.35%	<u>8</u> 18.60%	<u>75</u> 10.01%	<u>29</u> 4.59%	0	<u>11</u> 5.88%
Long-Term Unemployed	<u>171</u> 14.47%	<u>17</u> 39.53%	<u>156</u> 20.83%	<u>114</u> 18.04%	0	<u>38</u> 20.32%
Public Assistance						
TANF	<u>10</u> 0.85%	0	<u>10</u> 1.34%	<u>7</u> 1.11%	0	<u>4</u> 2.14%
SNAP	<u>184</u> 15.57%	<u>6</u> 13.95%	<u>184</u> 24.57%	<u>147</u> 23.26%	0	<u>45</u> 24.06%
Social Security Disability Insurance (SSDI)	<u>7</u> 0.59%	0	<u>7</u> 0.93%	<u>6</u> 0.95%	0	0
Supplemental Security Income (SSI)	<u>11</u> 0.93%	<u>1</u> 2.33%	<u>11</u> 1.47%	<u>5</u> 0.79%	0	<u>2</u> 1.07%
General Assistance	<u>1</u> 0.08%	0	<u>1</u> 0.13%	<u>1</u> 0.16%	0	0
Living in the High Poverty Area	<u>20</u> 1.69%	0	<u>20</u> 2.67%	<u>2</u> 0.32%	0	0
Free or Reduced Lunch	<u>8</u> 0.68%	0	<u>8</u> 1.07%	<u>2</u> 0.32%	0	0
Low Income	<u>621</u> 52.54%	<u>31</u> 72.09%	<u>621</u> 82.91%	<u>525</u> 83.07%	<u>1</u> 100.00%	<u>166</u> 88.77%
Green Training						
Received Green Training	<u>1</u> 0.08%	0	<u>1</u> 0.13%	<u>1</u> 0.16%	0	0

Re-integration of Ex-offenders (Re-entry) Report

July 2019

Program Description

The Workforce Innovation Opportunity Act (WIOA) has provided Local Workforce Development Boards (LWDBs) an opportunity to improve public safety, reduce government spending, and grow the local economy through work-based reentry programs. Approximately one in three adults in the U.S. have a criminal record, and men with criminal records account for about 34% of all nonworking men ages 25 to 54. Nationally, there is a total estimated loss to the economy of \$78 to \$87 billion every year as a result of people with criminal records being unemployed or underemployed. Nearly everyone who goes to jail and approximately 95 percent of persons in state or federal prison will eventually return home. Although returning to the community may be inevitable, successful reentry and reintegration are not. Recidivism studies reveal that two out of every three people released from state prison are rearrested for a new offense about half return to prison within three years. Lowering the recidivism rate through work-based programs diminishes incarceration costs increases tax revenue, and provides local businesses with the additional skilled labor they need. When reentry fails, the social and economic costs are significant - higher crime, more victims, increased family distress, and greater strain on state and municipal budgets.

Guiding Principles

Employment is widely seen by practitioners, researchers, and policymakers as crucial to successful reentry by reducing the risk of recidivism. Meaningful employment can help individuals succeed in the community after release from incarceration because it refocuses their time and efforts on pro-social activities. Improving local reentry outcomes requires TN Dept. of Labor & Workforce Development (TDLWD), TN Dept. of Corrections (TDOC), Local Workforce Development Boards (LWDB), and other partners to better align and integrate services across the criminal justice and workforce systems. LWDBs and the AJC system should utilize the State Enterprise approach to partner and leverage resources with all applicable State agencies when developing reentry/jail-based programs.

The guiding principles of reentry services are

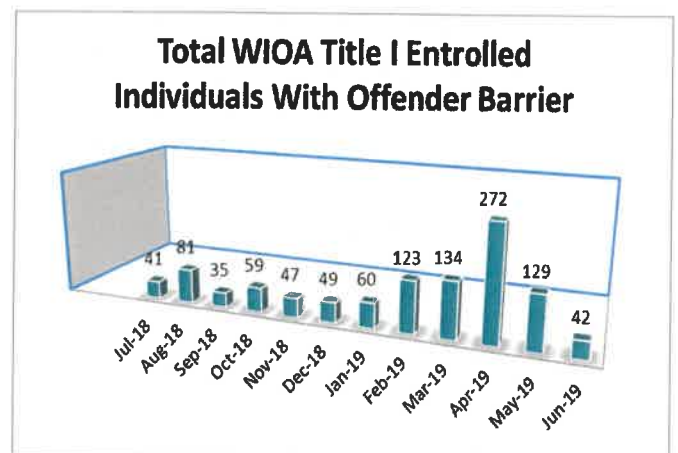
- I. Team-based Case Management

- II. Empowerment and Ownership
- III. Targeted Job Development
- IV. Work Release Programs
- V. Established AJC Access Point

Objectives

- I. Programs focus on reducing the recidivism rate to 10 percent (10%) below the statewide average.
- II. The state will provide services to fifteen percent (15%) of the estimated 1,000 inmates released monthly and the estimated 1,500 placed on probation monthly through evaluation and will measure our ability to serve this population to transition into high-quality sustainable employment.
- III. Through the coordination of services, TDOC Employment Specialist and the AJC's Business Service Team will seek to increase employer penetration performance outcome by twenty percent (20%).

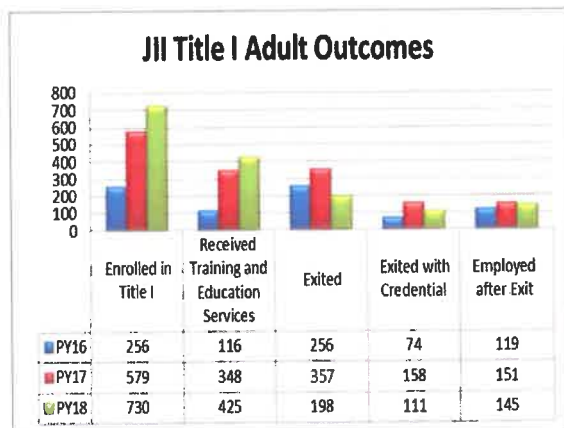
Adult WIOA Title I Enrollments by Offender Barrier



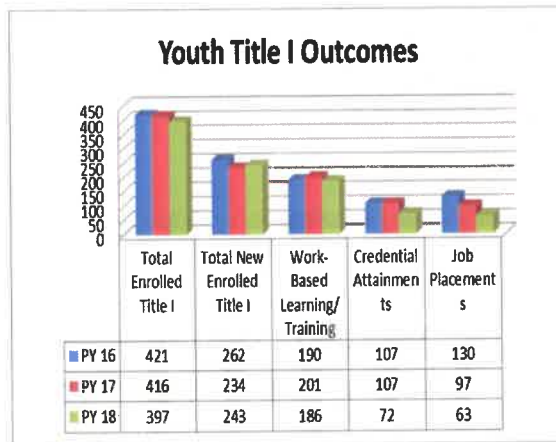
Adult WIOA Title I Offender Outcomes

Re-integration of Ex-offenders (Re-entry) Report

July 2019



Youth WIOA Title I Enrollments by Offender Barrier



Youth Highlight

In July, Campbell County Title I staff are expecting youth referred by Judge Shane Sexton from the Drug Court Program that are working with local probation officers and the court system with the plan to enroll them. Title I provided youth work experience during the 2018-2019 fiscal year working with Judge Sexton and the court referrals. PWE companies include George's Prepared Foods, MATIX and BSH Home Appliances. Additional companies will be contacted who express interest in a fall Job Fair will be contacted and will combine efforts with Michael Bone (Department of Corrections) and the Mobile AJC.

Transitional Jobs Grant

Center for Employment Opportunities (CEO)

CEO can report the following program outcomes (updated as of 7/2/2019):

Outcomes in Memphis

- 96 people served (completing at least one day of orientation)
- 83 completing Pathways to Employment job readiness training
- 78 enrolled in transitional employment as CEO employees
- 37 unsubsidized job placements with pay-stub verification
- Average wage at full-time job placement: \$11 per hour

Snap E&T CEO Partnership

Outcomes in Memphis

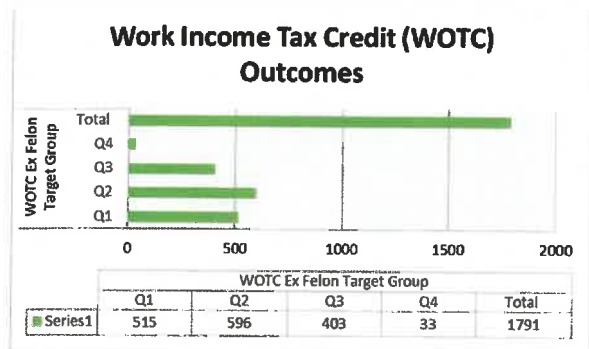
Since our SNAP E&T contract with the Department of Labor began in October 1, 2019, CEO can report the following program outcomes (updated as of 7/2/2019):

- 28 participants enrolled in SNAP
- 10 participants rejected by DHS for reasons related to their conviction history
- 45 participants ineligible for SNAP for other reasons or refused to apply

WOTC & Federal Bonding

Federal Bonds Issued	Jan	Feb	Mar	Apr	May
2018	1	3	0	0	2
2019	0	1	2	1	0

July 2019



Success Story

The ORCHID House

This is a RAMP success in action!! Phase II

June 27, 2019 was the reveal and Lunch-N-Learn Day of The Orchard House in Gibson Co., the missing link to RAMP (residential living 12-month program). Opening in late Fall this year, The Orchard House will provide residential living, transportation, accountability, faith-based structured life along with job placement through United Works, Inc. for men released from incarceration, homeless or self-reporting to the Program in need of assistance with getting their life back on a track of self-sustainability. Many of our RAMP graduates from Gibson Co Jail are the ones doing the construction work on the facility and will be the first residents of The Orchard House. These pictures (see pg. 4) are example of what hope looks like in the eyes of a man who once thought there was no hope, now he options for success!

I am a firm believer that Incarceration without education, vocation and salvation is really pointless, if you are expecting the offender to change. I'm so hopeful that Gibson Co Sheriff Paul Thomas, United Works Trevor Thompson, Vineyard Church Pastor Todd Byrd (former felon of 17 years), TCAT Jackson (Robert Beeler, RAMP instructor) and the Northwest TN Workforce Development Board are setting the new standard for recidivism and rehabilitation in TN and eventually the Nation. McDonald's owners donated all of the kitchen equipment and so many other businesses have donated equipment and time, they understand the return on their investment! We want to take this

same concept to other counties in our Region!! If you ever have days that you wonder if the work we do really makes any difference, just look at these pictures. Projects like these are near and dear to my heart!

-Kristie Lancaster Bennett, M.Ed., Regional Director of Northwest Tennessee

Participant Successes

The two RAMP graduates that started to work a couple weeks ago at Nelson Recycling got their first pay checks this week. One was cleared money of \$547.00 and the other was slightly less due to a payroll deduction he has for a new pair of boots. They couldn't believe it when they saw the checks! They will both be paying in between \$500 and \$600 a month toward court costs and fines. One of the guys said he had never been able to pay more than \$50 per month before this. They both called their families and told them they no longer needed them to send money to the jail any longer, which was a huge burden, lifted off the families! One of the workers is from middle TN and has a young daughter; his family hasn't been able to afford to come visit him here, but he requested \$100.00 be sent to them; so the check was mailed out this morning. They are going to use the money for gas and food to make the trip to visit him finally! If these two instances alone don't make you have goose bumps and be proud of what we are doing you need to go see the heart doctor!!

-Sheriff Paul Thomas, Gibson County Sheriff's Office

July 2019



RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

6/30/2019

GIBSON COUNTY - TCAT JACKSON

MEN- 5 classes; WOMEN- 1 class

Men - 5 classes (50 students)

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	49/49	49/49	43/44	44/44	43/50
Percent Passed Assessment Taken	100%	100%	97%	100%	86%
Percent Passed of 50 Enrolled	98%	98%	86%	88%	86%

Note: Of the 7 who did not complete the full CPT and/or individual assessments - 5 were removed from class for discipline; 1 released early

One (1) student failed 1 module - manufacturing. He was transferred to Lauderdale County Jail before he could retake assessment.

Women - 1 class (8 students)

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	7/7	7/7	7/7	6/7	6/7
Percent Passed Assessment Taken	100%	100%	100%	86%	86%
Percent Passed of 8 Enrolled	88%	88%	88%	75%	75%

Note: Of the 2 who did not complete the full CPT and/or individual assessments - 1 was released early before completion of first module.

One (1) student failed Maintenance. Will be eligible for retake July 8.

DYER COUNTY - DYERSBURG STATE COMMUNITY COLLEGE

WOMEN - 2 classes; MEN- 2 classes

WOMEN - 2 classes (23 students)

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	18/23	13/17	11/14	8/10	8/23
Percent Passed Assessment Taken	78%	76%	79%	80%	35%
Percent Passed of 23 Enrolled	78%	57%	48%	35%	35%

MEN - 1 Class (10 students)

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	8/8	5/7	5/6	6/6	4/10
Percent Passed Assessment Taken	100%	71%	83%	100%	40%
Percent of 10 Enrolled Passed	80%	50%	50%	60%	40%

MEN - 1 Class in progress (10 students)

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	4/5	Class started 5-20-19. No further testing completed as of 6-30-19. Only 3 of 10 are still enrolled as of 7-1-19. Note: 7 additional students opted out in orientation.			
Percent Passed Assessment Taken	80%				
Percent of 10 Enrolled Passed	40%				

HENRY COUNTY - TCAT PARIS

(MEN)

1 Class Completed

	Safety	Quality	Manufacturing	Maintenance	Full CPT
Assessments Passed/Taken	5/5	5/5	3/5	1/5	1/10
Percent Passed Assessment Taken	100%	100%	60%	20%	10%
Percent of 10 Enrolled Passed	50%	50%	30%	10%	10%