

**Meeting of Northwest TN Workforce Board  
and Local Elected Officials for LWDA 12  
313 W. Cedar Street, Dyersburg, TN  
September 13, 2016**

**Board Members Present:**

Rita Alexander	Sandy Barnett	Karen Bowyer	John Bucy	Karla Carpenter
Ian Cochran	Yvette Dixon	Jon Dougherty	Landy Fuqua	Allen Hester
Brad Hurley	Mary Jones	Kristy Mercer	Ted Piazza	David Parrish
John Ridgeway	Robin Sealy	Jimmy Williamson	Sandra Woods	

**Board Members via Conference Call:**

Jake Bynum	Mary Jones	Ben Marks	Adam Miller
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**Local Elected Officials:**

Maurice Gaines	Gary Reasons	Chris Young
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**Staff Members Present**

Jennifer Bane	LeAnn Lundberg	Margaret Prater	Kim Simpson	Laura Speer	Lana Wood
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**Guest:**

Jesse Berry	Robert Miller	Sherry Fowler
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**Welcome and Introduction:**

Chairman of the Local Elected Officials, Mayor Gary Reasons greeted everyone and the invocation was given by Brad Hurley. Chairman Reasons announced that there would be a brief a meeting with Local Elected Officials immediately following the meeting.

Chairman, Jimmy Williamson: Opened the business meeting and acknowledged there were enough board members present for a quorum and reminded the members to abstain from discussion and vote on any matter that would be considered a conflict of interest.

**Review & Approval of Minutes: (attached)** Jimmy Williamson asked everyone to review the May 24, 2016 Board Meeting Minutes.

- **A Motion to approve the May 24, 2016 Board Meeting Minutes was made by Ted Piazza and seconded by Mayor Chris Young. All were in favor and the Motion was passed.**

**Board Standing Committee Reports:**

Target Population Committee Meeting – Conference Call

Brad Hurley

- Connie Stewart shared a handout on Youth Services, highlighting several success stories and 32 new enrollments by the contractor, Workforce Essentials.
- We discussed ideas of special programming for ex-offenders to make them more appealing for the workforce. It was mentioned that in small communities, where everyone knows everyone, it is hard to overcome the stigma and the fact that the offense could have been to someone the employer or fellow employees knows.
- Margaret Prater also shared updates on WIOA implementation including:
  - The final regulations were issued on June 30, 2016 – her opinions include:
    - There was a change that bidding youth services is not required but waiting on State clarification
    - There are concerns on new performance measures and the priority to serve the “hard to serve” which could result in lower performance.
    - Career Services do not have to be bid out, but again need clarification from State on their position.
    - The initial Designation appears to be through June 2018 (not 2017)

Local Strategic Planning will be held on July 26 with Thomas P. Miller and Associate facilitating

Regional Strategic Planning will be held on August 9 for areas 11, 12 and 13.

Career Center Committee – Conference Call

Ed Ledden (Ted Piazza)

- Jennifer Bane reviewed Dyersburg State Community College Paramedic to RN Program stating it was a 2 year program with a cost of approximately \$11,000. The Labor Market Information showed 3.9% growth and \$25.02 median wage for RNs. Margaret reminded the committee that we only pay up to \$3,000 per year. The committee unanimously recommended the program.
- Jennifer also reported on traffic flow for the career centers providing a handouts showing over 55,000 customer served this past year and 307 new classroom training enrollments. Preliminary WIOA total served included 778 carryovers and 2041 new enrollments for a total of 2819.
- Margaret reported that Adult Education had moved into the Dyersburg Career Center.
- She also shared the Employer Services Committee was working on a customer satisfaction survey for employers. The committee suggested it be short and easily identified by employers that it is from the Workforce Board.
- Margaret also shared the WIOA implementation updates with our committee.

Employer Services Committee – Conference Call

Rita Alexander

- The committee reviewed Employer Case Note reports to determine how to generate a customer satisfaction survey. It was determined the survey would be sent by email after the service. It should be timely, brief and easily identified as coming from the Workforce Board.
- Connie Stewart gave a report on OJT of serving nearly 300 from 21 companies. Margaret also reported the OJT performance issue had been resolved with a change in the regulations.
- It was reported that all counties had been certified as ACT Work Ready Communities except Weakley, Tipton, Carroll and Gibson. Gibson should certify when this month's total come out and the other are very close.
- Connie also reported we had 9 LEAP graduates placed in internships at \$11-12 per hour.
- Margaret also shared the WIOA implementation updates with our committee.

Promising Practices – Conference Call

Ben Marks (John Bucy)

- Lori Kelley announced that we had received a Strengthening Families Grant in conjunction with Memphis Bioworks. It will provide approximately \$90,000 annually for 4 years to fund 60% positions for both Lauderdale and Tipton counties to enhance and increase services target groups. The grant does not include significant resources for healthcare, as was initially proposed.
- LEAP 2.0. The Workforce Board participated in 3 proposals – DSCC proposed to provide Certified Nursing Assistant Training in local high schools; Jackson State Community College proposed to upskill incumbent workers to meet industrial maintenance demands; and a consortium of TCATs in west TN proposed to purchase equipment to support manufacturing programs.

- Our area is working on an American Promise Proposal to focus on Healthcare (Nursing) for the region.
- The Jail2Job grant had 24 active participants with 18 in work experience. Several have earned their NCRC and 1 the HiSET. They are just starting the Certified Production Technician training program.
- The current LEAP program finished the 1<sup>st</sup> year with 148 enrollments from 19 high schools. They earned a total of 239 individual certificates (in Safety, Quality, Manufacturing Processes and Maintenance Awareness) with 25 earning a full CPT certification. We hope to include additional schools in the new year. It was noted that additional soft skill training is needed.
- Margaret also shared the WIOA implementation updates with our committee.

**Executive Committee:** Board Chair, Jimmy Williamson reported on the July 26<sup>th</sup>, 2016 Executive Committee Meeting minutes as follows:

- The recommendation of the Career Center Committee served as the motion to add the DSCC Paramedic to RN Program to the Eligible Training Provider List. Rita Alexander seconded the motion. There were only 3 members presents, so staff was asked to poll the remaining members by email for the vote. All members voted in favor of the motion to add the DSCC Paramedic to RN program to the provider list. Dr. Karen Bowyer abstained from voting and discussion according to the conflict of interest policy.
- Cynthia Webb presented the Financial Report with Budget Projection for Program Year 16-17. For Adult and Dislocated Workers we were able to add an additional \$200,000 to the participant training budget for a total available of \$899,477. The youth budget, which is on an April-March year, shows a balance of \$285,407 at March 31, 2016. She also shared a report on our spending and obligation levels that are being monitored by the State. We are in the 70%+ range, which is above the State average, but not at the 80% level the State would like to see.
- A Motion to approve the July 26<sup>th</sup>, 2016 Executive Committee Meeting Minutes was made by Ted Piazza and seconded by Mayor Chris Young. All were in favor and the Motion was passed.

**WIOA Implementation:** Margaret reviewed the Draft copy of the Mission Statement and Vision Statement for the Northwest TN Workforce Board.

- A vote was recommended by Brad Hurley and seconded by Gary Reasons, to accept the following as the Mission Statement: "The mission of the Northwest Tennessee Workforce Board is to develop a quality workforce system to meet the needs of area employers and job seekers." The Vision Statement: "Northwest Tennessee is an area where business and industry thrive based on the availability of a skilled workforce and a robust talent pipeline, and where increasing wealth fuels prosperous communities and a high quality of life." All were in favor, the motion carried.

- A vote was recommended by Chris Young and seconded by Maurice Gaines, to accept the following as the West TN Region Vision Statement: "The vision of the workforce boards in West Tennessee is to foster a region where skilled workers contribute to thriving businesses, economic growth and a high quality of life." All were in favor, the motion carried.

**One-Stop Operator Selection Process:** Margaret stated that the State is still planning to issue an RFP. She provided a handout to detail the Selection Process. (attached)

- A motion to accept the One-Stop Operator Selection Process was made by John Bucy and seconded by Sandra Woods. The motion states: "It is recommended that the selection of the One-Stop Operator be referred to the Career Center Services Committee for further action, with recommendations to the Executive Committee and final approval by the Northwest TN Workforce Board. All were in favor, the motion carried.

**Presentation of the Annual Report:** Margaret reviewed the 2016 Annual Report. (attached)

**WIOA Updates & Quarterly Reports (since Committee Meetings)**

- **Financial Reports (handout attached)** Margaret reviewed the Financial Reports which were submitted by Cynthia Webb.
- **Performance Negotiations:** Margaret reviewed the Performance Reports. She had sent the State the Justification for Performance Negotiation, to show why she believed that our targets should be lowered. After she discussed with the State they set the rate at the State level.

**Grant Applications:**

- America's Promise Grant- West TN Healthcare Initiative – was not a good fit.
- America's Promise Grant- partnering with Goodwill Middle/West TN on a grant to provide Certified Production Technician and Certified Logistics Technician training.
- LEAP 2. Grant- no word back on the applications at this point.

**Other Business:**

- Margaret announced that we have a new Director of Business Services, Lana Wood. Connie Stewart has been moved to Director of Career Services.
- Outstanding Board Member of the Year was awarded to Yvette Dixon.
- Maurice Gaines asked the question, "How do we get the word out regarding Career Centers?" Some of the answers were: social media; newspapers; we have hired a new person that goes to job fairs, fairs, social events, businesses, etc. to speak about the career centers.
- Maurice Gaines asked, "How to get closer to the group we are serving?" Some of the answers: Direct mail; Street Teams; Library; Recreation Centers; Boy & Girls Clubs; TCAT Orientations, etc.

There was no further business and the meeting was adjourned by Chairman Jimmy Williamson.

Respectfully submitted,

Kimberly Simpson

**Agenda**  
**Northwest TN Workforce Board**

September 13, 2016

313 West Cedar, Dyersburg, TN

**Welcome**

Mayor Gary Reasons  
Chair, Local Elected Officials

**Business Meeting – Call to Order**

Acknowledgement of Quorum/Conflict of Interest

Jimmy Williamson  
Chair, NW TN Workforce Board

Approval of Minutes of May 24, 2016 Meeting

**Standing Committee Reports**

Target Populations (7-12-16)  
Career Center Services (7-12-16)  
Employer Services (7-12-16)  
Promising Practices (7-14-16)  
Executive Committee Report (7-26-16)

Brad Hurley, Committee Chair  
Ed Ledden, Committee Chair  
Rita Alexander, Committee Chair  
Ben Marks, Committee Chair  
Jimmy Williamson, Chair

**WIOA Implementation**

Local Planning Session – Mission, Vision, and Goal Topics  
Regional Planning Session – Vision and Goal Topics  
One-Stop Operator Selection Process

Margaret Prater

**Presentation of the Annual Report**

Margaret Prater

**WIOA Updates & Quarterly Reports (since Committee Meetings)**

Financial Report

Cynthia Webb

Performance Negotiations

Laura Speer/Margaret Prater

Grant Applications

Margaret Prater

America's Promise Grant – West TN Healthcare Initiative  
America's Promise Grant – Goodwill Middle/West TN on CPT & CLT  
LEAP 2.0 Grant

**Other Business**

Future Board Meetings: Tuesday, November 15, 2016

**Target Population Committee Meeting  
Conference Call  
July 12, 2016**

**Members Present Via Telephone:**

Brad Hurley      Connie Stewart      Margaret Prater      Kim Quinton

**Opening Comments-** Brad Hurley opened the meeting and welcomed committee members.

**Youth Contractor Updates-** Connie Stewart reviewed attached handout and stated that Youth Services are going well.

**Consideration of special programming for ex-offenders:** Margaret Prater asked for ideas to make ex-offenders more appealing for the workforce. It was mentioned that in small communities it is hard because people that the offender may have hurt would not hire them, nor would their family, friends, etc., this is something that we need to consider and look at ways to overcome this stigma.

**WIOA Implementation Updates:** Margaret stated the Final Regs were issued on June 30, 2016. She is waiting on clarification regarding bidding on Youth Services; there are concerns over performance (much lower performance than we had due to new stipulations); Career Services does not have to be bid out; the Initial Designation is thru June 2018; a Strategic Planning Session is scheduled for July 26<sup>th</sup> in Dyersburg; Regional Strategic Planning on August 9<sup>th</sup> in Jackson and State Workforce Board Meeting on August 12<sup>th</sup>.

There was no further business and the meeting was adjourned.

Respectfully submitted,  
Kimberly Simpson  
Executive Secretary



**Career Center Services Committee Meeting  
Northwest TN Workforce Board  
Conference Call  
July 12, 2016**

**Conference Call Attendees:**

Jennifer Bane	Sandy Barnett	Melinda Goode	Ed Ledden
LeAnn Lundberg	Ted Piazza	Margaret Prater	Kim Simpson

1. **Welcome and Call to Order:** Chairman Ed Ledden called the meeting to order.
2. **Review and Approval of Minutes from April 11, 2016:** Ed Ledden had everyone review minutes. There were no updates or changes. Minutes were approved unanimously. (handout attached)
3. **Dyersburg State's Paramedic to RN Program:** Jennifer Bane (Director of Planning) reviewed Paramedic to RN Program information stating that this is a 2-year program that costs approximately \$11,000. This class will be offered at the Covington Campus. Margaret Prater reminded that our ITA is \$3,000 max per year. There were no objections and the program was unanimously approved. (handout attached)
4. **Staffing Update:** Margaret stated that Ginger Powell (Director of Business Services) decided to quit working to stay home with her infant twins and 2-year-old boy; Connie Stewart was offered and accepted Ginger's former position; Lori Kelley-Burdine (Director of Planning) will be leaving, Jennifer Bane was offered and accepted that position; Connie Stewart was then offered and accepted Jennifer Bane's former position as Director of Career Center Services. We will be advertising for a Director of Business Services. Margaret also stated that Gina Johnson, coordinator for Business Services was recently in a very serious automobile accident. Connie Stewart and Amy Maxey have been filling in for Gina.

**Traffic Flow Report for Career Centers** (handout attached) Jennifer reviewed handout stating that over 55,000 customers were served in our centers last year.

**Enrollment Numbers:** Jennifer reviewed the handout. (handout attached)

**Coordination with Adult Education:** Margaret stated that an Adult Education Coordinator is moving into the Dyersburg Office.

**Career Center Survey Certification:** Margaret Prater asked the committee for their thoughts of a survey for employers. It was recommended to keep the surveys to 2 questions. Also there needs to be a very identifiable way for employers to recognize that the surveys are from WIOA.

**WIOA Implementation Updates:** Margaret stated the Final Regs were issued on June 30, 2016. She is waiting on clarification regarding bidding on Youth Services; the Initial Designation is thru June 2018; a Strategic Planning Session is scheduled for July 26<sup>th</sup> in Dyersburg; Regional Strategic Planning on August 9<sup>th</sup> in Jackson and State Workforce Board Meeting on August 12<sup>th</sup>.

There was no further business to discuss and the meeting was dismissed.

Respectfully submitted,  
Kimberly Simpson, Executive Secretary

**Employer Services Committee Meeting  
Conference Call  
July 12, 2016**

Attending by Conference Call:

Rita Alexander  
Kim Simpson

Allen Hester  
Jennifer Starks

Adam Miller  
Connie Stewart

Margaret Prater  
Jimmy Williamson

Welcome: Rita Alexander, Committee Chairman called the meeting to order. The meeting was turned over to Margaret Prater (Vice President for WIOA).

Business Service Staffing Updates: Margaret stated that Ginger Powell (Director of Business Services) decided to quit working to stay home with her infant twins and 2-year-old boy; Connie Stewart was offered and accepted Ginger's former position; Lori Kelley-Burdine (Director of Planning) will be leaving, Jennifer Bane was offered and accepted that position; Connie Stewart was then offered and accepted Jennifer Bane's former position as Director of Career Center Services. We will be advertising for a Director of Business Services. Margaret also stated that Gina Johnson, coordinator for Business Services was recently in a very serious automobile accident. Connie Stewart and Amy Maxey have been filling in for Gina.

Employers Customer Satisfaction Survey: Review of Employer Case Note Report: Connie Stewart spoke regarding the employer survey's and if we should email them to each employer after each service or quarterly. It was decided that they should be sent after each service. They should be timely, brief and easily identified from the Workforce Board.

Business Services Updates:

IW Contracts: Going well.

OJT: Busy year, good numbers, going well. The performance issue has been taken care of.

ACT WRC: All counties except Weakley, Tiptonville, Gibson, and Carroll are certified. The other counties are easily maintaining their goals.

L.E.A.P. Internships:

WIOA Implementation Updates: Margaret stated the Final Regs were issued on June 30, 2016. She is waiting on clarification regarding bidding on Youth Services; there are concerns over performance (much lower performance than we had due to new stipulations); Career Services does not have to be bid out; the Initial Designation is thru June 2018; a Strategic Planning Session is scheduled for July 26<sup>th</sup> in Dyersburg; Regional Strategic Planning on August 9<sup>th</sup> in Jackson and State Workforce Board Meeting on August 12<sup>th</sup>.

There was no further business and the meeting was adjourned.

Respectfully submitted,

Kimberly Simpson  
Executive Secretary



**Promising Practices Committee Meeting  
Northwest TN Workforce Board  
Conference Call  
July 14, 2016**

**Members Present Via Conference Call:**

John Bucy	Lori Kelley- Burdine	Will Douglas	Landy Fuqua	Ben Marks
Margaret Prater	Kim Simpson	Connie Stewart		

**Welcome:** Chairman Ben Marks, welcomed everyone and opened the meeting.

**Staff Update: Margaret Prater, VP for WIOA** - Margaret stated that Ginger Powell (Director of Business Services) decided to quit working to stay home with her infant twins and 2-year-old boy; Connie Stewart was offered and accepted Ginger's former position; Lori Kelley-Burdine (Director of Planning) will be leaving, Jennifer Bane was offered and accepted that position; Connie Stewart was then offered and accepted Jennifer Bane's former position as Director of Career Center Services. We will be advertising for a Director of Business Services. Margaret also stated that Gina Johnson, coordinator for Business Services was recently in a very serious automobile accident. Connie Stewart and Amy Maxey have been filling in for Gina.

**Strengthen Families Grant- Partnership with Memphis Bioworks-** WIOA did get the grant but we will not be the lead on the project. This grant is not very heavy on childcare, which we initially thought it would be. The grant will cover two 60% positions in Lauderdale and Tipton Counties. This is a 4 year grant that will allow \$90,000 per year to cover these 2 positions and better services in our career centers.

**LEAP 2.0 participation:** This grant covers SWTDD - 9 TCATs all West TN where manufacturing equipment will be provided to enhance the manufacturing program. We will not be the lead on the program.

**America's Promise Proposal:** Focuses on Healthcare. We are taking the lead on this program for areas 11, 12, 13 for West TN Healthcare. This field has recently been stated as having a need for at least 200 employees. The emphasis will be on foreign individuals to fill these positions.

**Jail2Job:** There are currently 24 active participants, 18 WE during a month. There have been 14-15 participants that have earned their NCRC and 1 out of 2 that earned their HiSET. The CPT program is just getting started.

**Current LEAP grant results:** Beginning August 2016 the following counties will be participating in the LEAP program: Lake, Dyer, and Milan. All previous school will continue to participate. A welding safety module will be added. More soft skills will be added this year.

**WIOA Implementation Updates:** Margaret stated the Final Regs were issued on June 30, 2016. She is waiting on clarification regarding bidding on Youth Services; there are concerns over performance (much lower performance than we had due to new stipulations); Career Services does not have to be bid out; the Initial Designation is thru June 2018; a Strategic Planning Session is scheduled for July 26<sup>th</sup> in Dyersburg; Regional Strategic Planning on August 9<sup>th</sup> in Jackson and State Workforce Board Meeting on August 12<sup>th</sup>.

There was no further business and the meeting was adjourned.

Respectfully submitted,  
Kimberly Simpson  
Executive Secretary



**EXECUTIVE COMMITTEE**  
**July 26, 2016-MINUTES**  
Northwest Tennessee Workforce Board  
313 West Cedar Street  
Dyersburg, TN 38024

**Attendees:** Rita Alexander, Mayor Gary Reasons, Jimmy Williamson

**Staff Attendees:** Margaret Prater, Cynthia Webb

1. **Welcome**- Chairman Jimmy Williamson called the meeting to order and acknowledged that there were enough members present for a quorum. He reminded attendees of the rules of Conflict of Interest.

2. **Review & Approval** of May 4, 2016 Minutes-

**VOTE:** Rita Alexander made the motion to approve the minutes as presented and Mayor Gary Reasons seconded the motion. All were in favor and the motion carried.

3. **Request to be added to Eligible Training Provider List-**

Margaret Prater read the recommendation which was made by the Career Center Committee to add the DSCC Paramedic to RN Program to the Eligible Training Provider List. Chairman Jimmy Williamson asked Margaret to poll other committee members that were not present by email for a vote.

**VOTE:** The recommendation of the Career Center Committee served as the motion to add the DSCC Paramedic RN Program to the Eligible Training Provider List. Rita Alexander seconded the motion. All members present and those polled by email were in favor and the motion carried.

**NOTE-** Dr. Karen Bowyer abstained from voting due to a Conflict of Interest. \*\*

4. **Financial Report-**

Cynthia Webb review the attached report.

5. **Questions/Committee on Standing Committee Meeting Updates (minutes attached)**

There were no questions or comments.

6. **Other-**

**Margaret** announced that the Annual Meeting is scheduled on September 13, 2016. This will be a regular daytime meeting held at the NWTN Workforce Office in Dyersburg, TN.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Kimberly Quinton  
Executive Secretary

## **DRAFT**

### **Northwest TN Workforce Board – Local Workforce Development Area 12 Serving Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Lauderdale, Obion, Tipton, and Weakley**

#### **Mission Statement**

*The mission of the Northwest Tennessee Workforce Board is to develop a quality workforce system to meet the needs of area employers and job seekers.*

#### **Vision Statement**

*Northwest Tennessee is an area where business and industry thrive based on the availability of a skilled workforce and a robust talent pipeline, and where increasing wealth fuels prosperous communities and a high quality of life.*

#### **Goals (topics for further development)**

Educational and training alignment  
Barriers to workforce entry  
Identifying and understanding business needs  
Outreach and marketing  
Interagency collaboration and alignment  
Attracting additional resources

### **West Tennessee Region Local Workforce Areas 11, 12 and 13 Serving All 21 Counties in West TN**

#### **Vision Statement:**

*The vision of the workforce boards in West Tennessee is to foster a region where skilled workers contribute to thriving businesses, economic growth and a high quality of life.*

#### **Goals (topics for further development)**

Align Education/Training with business needs  
Soft Skills: Define, Develop, and Measure  
Marketing/Outreach/Branding/Change Perception  
Barriers to Employment  
Career Centers known as go-to resource  
Accountability/Best Practices  
Sector Partnerships  
Quality of Workforce/Quality of Jobs  
Availability of Skilled Workforce  
Consistency  
Quality of Life

## Key Labor Market Information (Data Profile) for Northwest TN Workforce Board (LWDA 12)

The Northwest Tennessee Workforce Board (LWDA 12) includes 11 counties. The data profile summarizes the current population, industry, and occupational information for this region (Area) with special emphasis on 2015 data and changes predicted over the next decade (2015-2026), based on EMSI's 2016 Q1 dataset.

### Total Population Change

The Area's total population is expected to decrease 1% from 2015-2026. Tennessee and the United States are each predicted to grow by 4% over this same time period.

Region	2015 Population	2026 Population	2015-2026 Area	
			# Net Change	%
LWDA 12	340,663	337,920	-2,713	-1%
Tennessee	6,596,884	6,862,202	265,318	4%
United States	321,252,743	334,302,476	13,049,733	4%

### Population Shifts by Age

Over the next decade, the Area is expected to experience the most gains in adults nearing or already in retirement (age 60+). Key losses include young and working age adults between 15 and 39 years old, as well as more experienced working age adults between 40 and 59.

LWDA 12 Shifts, By Age Cohort	Age Range	2015 Population	2015-2026	
			# Change	%
Major Gains	60 and up	80,516	12,809	16%
Key Losses	40 to 59	91,247	- 10,775	- 12%
	15 to 39	105,291	-4,093	-4%



### Population Shifts by Race/Ethnicity

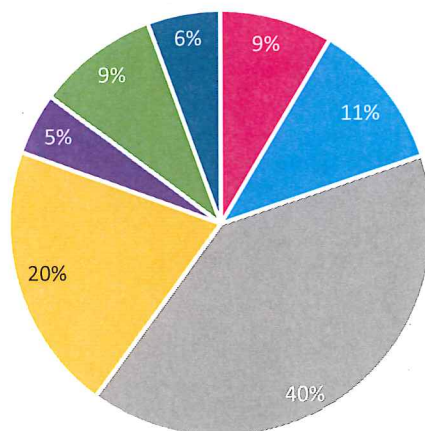
The Area is currently 79% White (Non-Hispanic) and this demographic is expected to decrease by 2% over the next decade. In addition, the Area is currently 15% black. This demographic is also expected to decrease by 1%. Hispanic, Asian, and those identifying with more than one race will see gains, with 10%, 18%, and 15% growth from 2015, respectively.

LWDA 12 Shifts, by Race & Ethnicity	2015 Population	2015-2026	
		#	Change %
White	270,806	-4,952	-2%
Black	51,412	-277	-1%
Hispanic	8,484	839	10%
Two or More Races	5,584	854	15%
Asian	1,825	325	18%
American Indian or Alaskan Native	1,101	155	14%
Native Hawaiian or Pacific Islander	214	115	54%

### Employment and Education

In 2016, there are 131,284 jobs in LWDA 12, including full-time, part-time, and self-employed workers. Jobs in area 12 have grown by 5.7% since 2011. As of 2016, there are 10,509 unemployed individuals in the Area.

Just over 40% of area 12 has a high school diploma. In addition, 20% of the area did not complete high school; while another 20% of the area earned at least an Associate's degree.



**LWDA 12:**  
**Educational Attainment**

- < 9th Grade
- Some High School
- High School Diploma
- Some College
- Associate's Degree
- Bachelor's Degree
- Graduate Degree and Higher



### Top and Growing Industries<sup>1</sup>

Although Local Government tops the industry list for most jobs in 2025, Ambulatory Health Care Services and Administrative Support Services are expected to add the most jobs over the next decade. Restaurants and Other Eating Places, as well as Specialty Trade Contractors remain in the top five for both top and growing industries.

Top Industries in 2026	2015 Jobs	2026 Jobs	2015-2026 # Change %	
Local Government	16,377	16,825	448	3%
Food Services and Drinking Places	7,314	7,973	659	9%
Administrative and Support Services	6,219	7,623	1,404	22%
Ambulatory Health Care Services	5,302	6,817	1,515	29%
Specialty Trade Contractors	4,264	5,537	1,273	30%

Growing Industries 2015 - 2026	2015 Jobs	2026 Jobs	2015-2026 # Change %	
Ambulatory Health Care Services	5,302	6,817	1,515	29%
Administrative and Support Services	6,219	7,623	1,404	22%
Specialty Trade Contractors	4,264	5,537	1,273	30%
Food Services and Drinking Places	7,314	7,973	659	9%
Securities, Commodity Contracts, and Other Financial Investments	1,334	1,898	564	42%

<sup>1</sup> NAICS code, 4-Digit. Top refers to the largest # employed (jobs) in 2025. Growing reflects the largest # change.

## **One-Stop Operator Selection Process**

### **One-Stop Operators**

- The One-Stop Operator must be selected through competitive process
- By November 17, 2016, Local Workforce Development Boards must demonstrate actions are being taken for the selection of the One-Stop Operator.
- The State has previously indicated that they may handle the procurement for the One-Stop Operator, if so, we will defer to the State.
- Actions taken to date:
  - Research Request for Proposal formats
  - Submitted Questions to State (8-15-16) for clarification
  - Began development of potential bidders list
- Additional preparations for the competitive process will be made, pending State directives

### **Specifics**

- A One-Stop Operator may be a single entity (public, private, or nonprofit) or a consortium of entities
- At a minimum, the one-stop operator must coordinate the service delivery of required one-stop partners and service providers
- Additional roles of one-stop operator, including, but not limited to: coordinating service providers across the one-stop delivery system, being the primary provider of services within the center, providing some of the services within the center, or coordinating service delivery in a multi-center area, which may include affiliated sites.

### **Recommendation**

**It is recommended that the selection of the One-Stop Operator be referred to the Career Center Services Committee for further action, with recommendations to the Executive Committee and final approval by the Northwest TN Workforce Board.**

Recommended:

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Margaret Prater, Vice President for Workforce Development

Approved:

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Jimmy Williamson, Chairman, Northwest Tennessee Workforce Board

Approved:

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Gary Reasons, Chairman, Chief Elected Officials, LWDA 12



# ADULT & DISLOCATED WORKER - LWIA BUDGET PROJECTIONS FOR 16-17

## NEW YEAR 16-17

Prepared 8/29/16 as of 7/31/16

Adult			Dislocated Worker			TOTAL		
Adult Carryover to New Yr	319,628.76		DW Carryover to New Yr	310,039.16		Carryover Adult & DW	629,667.92	
<b>Balance at end of PY15-16 6/30/16</b>	<b>319,628.76</b>	51%	<b>Balance at end of PY15-16 6/30/16</b>	<b>310,039.16</b>	49%	<b>Balance at end of PY15-16 6/30/16</b>	<b>629,667.92</b>	100%
Plus new allocation 7/1/16	138,224.00		Plus new allocation 7/1/16	139,413.00		Plus new allocation	277,637.00	
Transfer Dislocated Worker to Adult	100,000.00		Transfer Dislocated Worker to Adult	(100,000.00)		Transfer Dislocated Worker to Adult	-	
Less Direct Participant Obligations 7/1/16-9/30/16	(252,619.11)		Less Direct Participant Obligations 7/1/16-9/30/16	(135,811.30)		Less Direct Participant Obligations 7/1/16-9/30/16	(388,430.41)	
Less Career Center Operations 7/1/16-9/30/16	(121,887.38)		Less Career Center Operations 7/1/16-9/30/16	(148,058.06)		Less Career Center Operations 7/1/16-9/30/16	(267,945.44)	
<b>Balance at end of 1st qtr 9/30/16</b>	<b>183,346.27</b>		<b>Balance at end of 1st qtr 9/30/16</b>	<b>67,582.80</b>		<b>Balance at end of 1st qtr 9/30/16</b>	<b>250,929.07</b>	
# of ITA's	73%		# of ITA's	27%		# of ITA's	83.64	
Plus new allocation 10/1/16	947,257.00		Plus new allocation 10/1/16	742,819.00		Plus new allocation 10/1/16	1,690,076.00	
Less Direct Participant Obligations 10/1/16-12/31/16	-		Less Direct Participant Obligations 10/1/16-12/31/16	-		Less Direct Participant Obligations 10/1/16-12/31/16	-	
Less Career Center Operations 10/1/16-12/31/16	(142,387.14)		Less Career Center Operations 10/1/16-12/31/16	(170,607.74)		Less Career Center Operations 10/1/16-12/31/16	(312,994.88)	
<b>Balance at end of 2nd Qtr 12/31/16</b>	<b>988,216.13</b>		<b>Balance at end of 2nd Qtr 12/31/16</b>	<b>639,794.06</b>		<b>Balance at end of 2nd Qtr 12/31/16</b>	<b>1,628,010.19</b>	
Plus new allocation	-		Plus new allocation	-		Plus new allocation	-	
Less Direct Participant Obligations 1/1/17-3/31/17	(109,051.01)		Less Direct Participant Obligations 1/1/17-3/31/17	(36,383.63)		Less Direct Participant Obligations 1/1/17-3/31/17	(145,434.64)	
Less Career Center Operations 1/1/17-3/31/17	(142,387.14)		Less Career Center Operations 1/1/17-3/31/17	(170,607.74)		Less Career Center Operations 1/1/17-3/31/17	(312,994.88)	
<b>Balance at end of 3rd Quarter 3/31/17</b>	<b>736,777.98</b>		<b>Balance at end of 3rd Quarter 3/31/17</b>	<b>432,802.69</b>		<b>Balance at end of 3rd Quarter 3/31/17</b>	<b>1,169,580.67</b>	
Plus new allocation	-		Plus new allocation	-		Plus new allocation	-	
Less Direct Participant Obligations 4/1/17-6/30/17	(14,704.53)		Less Direct Participant Obligations 4/1/17-6/30/17	(8,237.55)		Less Direct Participant Obligations 4/1/17-6/30/17	(22,942.08)	
Less Career Center Operations 4/1/17-6/30/17	(142,387.14)		Less Career Center Operations 4/1/17-6/30/17	(170,607.74)		Less Career Center Operations 4/1/17-6/30/17	(312,994.88)	
<b>Balance at end of 4th Quarter 6/30/17</b>	<b>579,686.31</b>		<b>Balance at end of 4th Quarter 6/30/17</b>	<b>253,957.40</b>		<b>Balance at end of 4th Quarter 6/30/17</b>	<b>833,643.71</b>	
# of ITA's	193.23		# of ITA's	84.65		# of ITA's	277.88	
<b>NEW YEAR 17-18</b>			<b>NEW YEAR 17-18</b>			<b>NEW YEAR 17-18</b>		
Plus new allocation 7/1/17	138,224.00		Plus new allocation 7/1/17	139,413.00		Plus new allocation 7/1/17	277,637.00	
Less Direct Participant Obligations 7/1/17-9/30/17	(45,024.39)		Less Direct Participant Obligations 7/1/17-9/30/17	(8,280.50)		Less Direct Participant Obligations 7/1/17-9/30/17	(53,304.89)	
Less Career Center Operations 7/1/17-9/30/17	(142,387.14)		Less Career Center Operations 7/1/17-9/30/17	(174,301.75)		Less Career Center Operations 7/1/17-9/30/17	(316,688.89)	
<b>Balance at end of 1st Quarter 9/30/17</b>	<b>530,498.78</b>		<b>Balance at end of 1st Quarter 9/30/17</b>	<b>210,788.15</b>		<b>Balance at end of 1st Quarter 9/30/17</b>	<b>741,286.93</b>	
# of ITA's	176.83		# of ITA's	70.26		# of ITA's	247.10	

\*  
 July 16 - Sep 16 \$ 159,648.00  
 Oct 16 - Dec 16 \$ 100,000.00  
 Jan 17 - Mar 17 \$ 100,000.00  
 Apr 17 - June 17 \$ 100,000.00  
 July 17 - Sep 17 \$ 100,000.00  
 Extra \$ 181,638.93  
 Total through Sep. 2017 \$ 741,286.93



# Comparison between June 30, 2016 & August 29, 2016

ADULT & DISLOCATED WORKER	Balance 6/30/16	Balance 8/29/16	Variance
Carryover Adult & DW	629,667.92	629,667.92	-
	-	-	-
<b>Balance at end of PY15-16 6/30/16</b>	<b>629,667.92</b>	<b>629,667.92</b>	<b>-</b>
Plus new allocation	219,173.00	277,637.00	58,464.00
Less Direct Participant Obligations 7/1/16-9/30/16	(160,736.86)	(388,430.41)	(227,693.55)
Less Career Center Operations 7/1/16-9/30/16	(327,270.92)	(267,945.44)	59,325.48
<b>Balance at end of 1st qtr 9/30/16</b>	<b>360,833.14</b>	<b>250,929.07</b>	<b>(109,904.07)</b>
Plus new allocation 10/1/16	1,748,540.00	1,690,076.00	(58,464.00)
Less Direct Participant Obligations 10/1/16-12/31/16	-	-	-
Less Career Center Operations 10/1/16-12/31/16	(327,270.92)	(312,994.88)	14,276.04
<b>Balance at end of 2nd Qtr 12/31/16</b>	<b>1,782,102.22</b>	<b>1,628,010.19</b>	<b>(154,092.03)</b>
Less Direct Participant Obligations 1/1/17-3/31/17	(85,104.40)	(145,434.64)	(60,330.24)
Less Career Center Operations 1/1/17-3/31/17	(327,270.92)	(312,994.88)	14,276.04
<b>Balance at end of 3rd Quarter 3/31/17</b>	<b>1,369,726.90</b>	<b>1,169,580.67</b>	<b>(200,146.23)</b>
Less Direct Participant Obligations 4/1/17-6/30/17	(9,412.22)	(22,942.08)	(13,529.86)
Less Career Center Operations 4/1/17-6/30/17	(327,270.92)	(312,994.88)	14,276.04
<b>Balance at end of 4th Quarter 6/30/17</b>	<b>1,033,043.76</b>	<b>833,643.71</b>	<b>(199,400.05)</b>
<b>NEW YEAR 17-18</b>			
Plus new allocation 7/1/17	217,330.00	277,637.00	60,307.00
Less Direct Participant Obligations 7/1/17-9/30/17	(20,127.14)	(53,304.89)	(33,177.75)
Less Career Center Operations 7/1/17-9/30/17	(330,769.58)	(316,688.89)	14,080.69
<b>Balance at end of 1st Quarter 9/30/17</b>	<b>899,477.04</b>	<b>741,286.93</b>	<b>(158,190.11)</b>
July 16 - Sep 16	\$ 178,000.00	\$ 159,648.00	\$ (18,352.00)
Oct 16 - Dec 16	\$ 150,000.00	\$ 100,000.00	\$ (50,000.00)
Jan 17 - Mar 17	\$ 150,000.00	\$ 100,000.00	\$ (50,000.00)
Apr 17 - June 17	\$ 150,000.00	\$ 100,000.00	\$ (50,000.00)
July 17 - Sep 17	\$ 150,000.00	\$ 100,000.00	\$ (50,000.00)
Extra	\$ 121,477.04	\$ 181,638.93	\$ 60,161.89
Total through Sep. 2017	\$ 899,477.04	\$ 741,286.93	\$ (158,190.11)

# YOUTH - LWIA BUDGET PROJECTIONS FOR 16-17

Prepared 8/29/16 as of 7/31/16

OUT-OF-SCHOOL YOUTH & WORK EXP- (Minimum 75%)		REMAINING BALANCE FOR IN-SCHOOL YOUTH		TOTAL	
Carryover to New Yr OSY & Work Experience	1,179,707.97	Carryover to New Year ISY	103,286.26	Carryover	1,282,994.23
Youth Contract Carryover OSY	(107,549.20)				(107,549.20)
Youth Contract Work Exp Carryover	(350,297.18)				(350,297.18)
<b>Balance at end of PY15-16 6/30/16</b>	<b>721,861.59</b>	<b>Balance at end of PY14-15 6/30/15</b>	<b>103,286.26</b>	<b>Balance at end of PY15-16 6/30/16</b>	<b>825,147.85</b>
Less Direct Participant Oblig 7/1/16-9/30/16	(76,991.82)	Less Direct Participant Oblig 7/1/16-9/30/16		Less Career Center Oper 7/1/16-9/30/16	(76,991.82)
Less Career Center Oper 7/1/16-9/30/16	(150,807.64)	Less Career Center Oper 7/1/16-9/30/16		Youth Contract	(150,807.64)
Less Career Center Oper 7/1/16-9/30/16 (Work Exp)	(38,748.66)				(38,748.66)
<b>Balance 9/30/16</b>	<b>455,313.47</b>	<b>Balance 9/30/16</b>	<b>103,286.26</b>	<b>Balance 9/30/16</b>	<b>558,599.73</b>
Plus new allocation				Plus new allocation	
Less Direct Participant Oblig 10/1/16-12/31/16		Less Direct Participant Oblig 10/1/16-12/31/16		Less Direct Participant Oblig 10/1/16-12/31/16	
Less Career Center Oper 10/1/16-12/31/16	(98,641.97)	Less Career Center Oper 10/1/16-12/31/16		Less Career Center Oper 10/1/16-12/31/16	(98,641.97)
Less Career Center Oper 10/1/16-12/30/16 (Work Exp)	(77,497.32)			Less Career Center Oper 10/1/16-12/30/16 (Work Exp)	(77,497.32)
<b>Balance 12/31/16</b>	<b>279,174.18</b>	<b>Balance 12/31/16</b>	<b>103,286.26</b>	<b>Balance 12/31/16</b>	<b>382,460.44</b>
Less Direct Participant Oblig 1/1/17-3/31/17	(18,853.68)	Less Direct Participant Oblig 1/1/17-3/31/17	(1,344.00)	Less Direct Participant Oblig 1/1/17-3/31/17	(20,197.68)
Less Career Center Oper 1/1/17-3/31/17	(98,641.97)	Less Career Center Oper 1/1/17-3/31/17		Less Career Center Oper 1/1/17-3/31/17	(98,641.97)
Less Career Center Oper 1/1/17-3/31/16 (Work Exp)	(77,497.32)	Less Career Center Oper 1/1/17-3/31/16 (Work Exp)		Less Career Center Oper 1/1/17-3/31/16 (Work Exp)	(77,497.32)
<b>Balance 3/31/17</b>	<b>84,181.21</b>	<b>Balance 3/31/17</b>	<b>101,942.26</b>	<b>Balance 3/31/17</b>	<b>186,123.47</b>
<b>NEW YEAR 17-18</b>		<b>NEW YEAR 17-18</b>		<b>NEW YEAR 17-18</b>	
Plus new allocation 4/1/17	1,035,000.00	Plus new allocation 4/1/17	48,609.00	Plus new allocation 4/1/17	1,083,609.00
Transfer In-School Youth Balance		Transfer In-School Youth Balance			
Less Direct Participant Oblig 4/1/17-6/30/17	(5,682.67)	Less Direct Participant Oblig 4/1/17-6/30/17	(732.00)	Less Direct Participant Oblig 4/1/17-6/30/17	(6,414.67)
Less Career Center Oper 4/1/17-6/30/17	(98,641.97)	Less Career Center Oper 4/1/17-6/30/17		Less Career Center Oper 4/1/17-6/30/17	(98,641.97)
Less Career Center Oper 4/1/17-6/30/17 (Work Exp)	(77,497.32)	Less Career Center Oper 4/1/17-6/30/17 (Work Exp)		Less Career Center Oper 4/1/17-6/30/17 (Work Exp)	(77,497.32)
<b>Balance 6/30/17</b>	<b>937,359.25</b>	<b>Balance 6/30/17</b>	<b>149,819.26</b>	<b>Balance 6/30/17</b>	<b>1,087,178.51</b>
Less Direct Participant Oblig 7/1/17-9/30/17	(7,338.94)	Less Direct Participant Oblig 7/1/17-9/30/17	(732.00)	Less Direct Participant Oblig 7/1/17-9/30/17	(8,070.94)
Less Career Center Oper 7/1/17-9/30/17	(98,641.97)	Less Career Center Oper 7/1/17-9/30/17		Less Career Center Oper 7/1/17-9/30/17	(98,641.97)
Less Career Center Oper 7/1/17-9/30/17 (Work Exp)	(77,497.32)	Less Career Center Oper 7/1/17-9/30/17 (Work Exp)		Less Career Center Oper 7/1/17-9/30/17 (Work Exp)	(77,497.32)
<b>Balance 9/30/17</b>	<b>753,881.02</b>	<b>Balance 9/30/17</b>	<b>149,087.26</b>	<b>Balance 9/30/17</b>	<b>902,968.28</b>

\*

Available for ITA & Travel

\*\*

Allowing 5% for In-School Youth



**LWIA 12 Performance Targets  
PY 2016**

WIA Performance Metrics	LWIA 12 Negotiated Target PY 2012	LWIA 12 Negotiated Target PY 2013	LWIA 12 Negotiated Target PY 2014	LWIA 12 Negotiated Target PY 2015	WIOA Performance Metrics	TN State Negotiated Targets Program Year 2016	TN State Predicted Outcome (Statistical model)	LWIA 12 Negotiated Target PY 2016	LWIA 12 Negotiated Target PY 2017
<b>Adult Measures</b>					<b>Adult Measures</b>				
Entered Employment	83%	83%	85%	85%	Employment Rate 2 <sup>nd</sup> Quarter after exit	80.0%	85.4%	76%	76%
Employment Retention	82%		86%	86%	Employment Rate 4th Quarter after exit	75.0%	79.1%	71%	71%
Average Earnings (6 Month Earnings)	\$13,000 \$6,500	\$13,000 \$6,500	\$13,500 \$6,750	\$13,500 \$6,750	Median Earnings 2 <sup>nd</sup> Quarter after exit	\$6,500	\$7,279	\$6,000	\$6,000
					Credentialed Attainment within 4 Quarters after exit	72.5%	61.2%	68.5%	68.5%
<b>Dislocated Worker</b>									
Entered Employment	90%	90%	91%	91%	Employment Rate 2 <sup>nd</sup> Quarter after exit	83.0%	85.1%	79%	79%
Employment Retention	88%	88%	90%	90%	Employment Rate 4th Quarter after exit	79.0%	77.9%	75%	75%
Average Earnings (6 Month Earnings)	\$13,200 \$6,600	\$13,200 \$6,600	\$13,200 \$6,600	\$13,200 \$6,600	Median Earnings 2 <sup>nd</sup> Quarter after exit	\$7,100	\$6,803	\$6,000	\$6,000
					Credentialed Attainment within 4 Quarters after exit	76.5%	50.3%	72.5%	72.5%
<b>Youth Common Measure</b>									
Placement	76.7%	76.7%	86%	86%	Employment Rate 2 <sup>nd</sup> Quarter after exit	76.0%	76.1%	72%	72%
Attainment	70%	70%	85%	85%	Employment Rate 4th Quarter after exit	78.0%	70.9%	74%	74%
Literacy/Numeracy	48%	48%	48%	48%	Credentialed Attainment within 4 Quarters after exit	78.5%	72.1%	74.5%	74.5%

***I acknowledge and agree to the Performance Targets listed above for LWIA 12 for Program Year 2016.***

LWIA Director Margaret Prater

Title Vice President for Workforce Development

Date

State Administrator

Title

Date

## Justification for Performance Negotiations for PY 16 & 17 for LWDA 12

The Northwest TN Workforce Board of Local Workforce Development Area 12 appreciates the opportunity to provide justification for the negotiation of performance targets for PY 16 & PY 17.

We understand that since the State has already negotiated the performance targets with USDOL, any reduction in our LWDA targets would likely mean an increase in other LWDA targets. We, of course, want to see all areas excel, but given the law dictates a negotiation process and recognizes there are differences in economies, demographics, etc. affecting performance, we feel it is our responsibility to provide an analysis and request appropriate adjustments.

LWDA 12 has historically met and exceeded performance standards. While we are proud of our accomplishments of the past, we also feel this history could establish expectations that may not be realistic as we transition to the Workforce Innovation and Opportunity Act. We feel very strongly that performance targets should be based on economic and wage data, not past performance.

LWDA 12 covers over 5500 square miles, the largest geographical area in the State, and encompasses 11 rural counties in Northwest TN. Although our allocation (<\$3M), population (<350K), and employment opportunities, pale to those of Memphis and Nashville, we historically have served comparable numbers. A VOS report run for October 1, 2015 – August 23, 2016 shows the following service levels:

LWDA	Carryover October 1, 2015	New Enrollments October 1, 2015 - August 23, 2016	Total Served
12	755	1652	2407
13	1126	1240	2366
9	1128	975	2103
8	702	1039	1741
5	419	531	950
1	384	507	891
3	533	331	864
10	282	503	785
2	471	308	779
4	301	410	711
11	252	292	544
6	235	254	489
7	311	165	476

After reviewing service levels from across the State, we recognize that we need to make the adjustment to serving smaller numbers (currently serving 16% of Statewide enrollment) to effectively provide the extensive services needed for individuals with multiple barriers and to meet performance targets in the future. It will however, take some time to work people out of the system as we feel the mandate to continue to enroll those in need of services.

Since as far back as the beginning of the recession in 2008, LWDA 12 has had the highest unemployment rate in the State. Slowly but surely counties have moved from a high of 20% to an average 6.4% in June 2016. Even with the significant progress in our economy, we continue to lag behind the State average unemployment rate of 5%. While the high percentage of unemployed for several years was certainly devastating to individuals, families and communities; our local business and industries enjoyed the opportunity to hire experienced, qualified workers. Consequently, our LWDA enjoyed very high placement and retention rates. As we continue to have the highest unemployment rate for a workforce area in the State at 6.4%, that rate equates to 9,500 unemployed individuals (averages 864 individuals per county). As we work with these individuals in our American Job Centers, we see that many more lack the necessary education, skills, and even aspirations to sustain self-sufficient employment than in the past. Last year our iPad/VOS greeter systems logged over 55,000 job seeker visits. Over 70%, 39,000+, visited the 9 affiliate centers where the career services, including WP registration, job search and UI claim assistance was provided primarily by WIOA staff who are also responsible for WIOA enrollments and ultimately the successful performance of participants. Obviously customers are making multiple visits and continue to seek our services. **In general, LWDA 12 considers the level of enrollments versus our allocation/population and employment opportunities to warrant consideration for lower performance targets.**

In preparation for performance negotiations, LWDA 12 pulled reports from VOS -WIOA Targeted Population Summary to review characteristics of participants. Since we have just recently established priority under the new WIOA legislation, we were a little surprised at the significant increase in several target areas. We feel that these increases are not a result of recent priority policy, but reflective of the unemployed population left to serve. We are no longer seeing the “highly qualified” unemployed with years of work experience, but rather we individuals with little work experience and multiple barriers to employment. The following charts highlight some areas with noticeable change.

ADULT – October 1, 2015 – August 23, 2016

Barrier/Characteristic	Carryover	New Enrollment
Underemployed	21.9%	54.0%
Low Income	53.9%	68.6%
SNAP Recipient	21.4%	31.0%
Single Parent	10.2%	19.1%
Minority (all)	24.9%	36.0%

DISLOCATED WORKER – October 1, 2015 – August 23, 2016

Barrier/Characteristic	Carryover	New Enrollment
Underemployed	11.3%	41.5%
Low Income	37.1%	58.5%
SNAP Recipient	10.0%	17.9%
Single Parent	9.4%	19.8%
Minority (all)	33.3%	40.6%

YOUTH – October 1, 2015 – August 23, 2016

Barrier/Characteristic	Carryover	New Enrollment
Underemployed	6.4%	34.2%
SNAP Recipient	54.8%	72.6%
Single Parent	7.4%	43.8%
Minority (all)	34.0%	45.2%
Basic Skill Def/English LL	6.3%	24.7%

With the focus of WIOA on priority populations we expect service to individuals will continue to grow. Additionally, we plan to focus on several target areas including ex-offenders (We recently started a jail reentry program), SNAP (recently implemented E&T area wide), TANF, etc. **LWDA 12 considers our significant change in characteristics of participants to be a factor to request lower performance targets.**

We also have utilized Jobs4TN.gov Labor Market Information in preparation for negotiations. As of August 22, 2016 in LWDA 12 there were only 1,561 job openings compared to 103,086 in the State of TN. This means on that day LWDA 12 only had 1 ½ percent of job openings in the State, although LWDA 12 has nearly 6% (9,500/159,000) of the unemployed population in the State and serves 16% of WIOA participants in the State. The following table is concerning showing the Number of Unemployed per Job Opening Distribution for June 2016, with LWDA 12 having more than double (243%) the rate of unemployed per job openings compared to the next highest area (LWDA 6) and 888% higher rate than the lowest (LWDA 9) with a .42 rate.

Area	# Unemployed	# Job Openings	#Unemployed per Job Openings
12	9,500	2,548	3.73
6	5,500	3,606	1.53
2	11,090	7,344	1.51
7	5,860	3,916	1.50
4	11,750	8,246	1.42
10	5,740	4,353	1.32
1	9,410	8,671	1.09
11	6,830	6,835	1.00
5	15,590	17,695	.88
13	26,490	30,900	.86
8	17,140	24,347	.70
3	10,390	16,309	.64
9	23,990	57,222	.42

Jobs4TN.gov further validates our continued struggle for placement showing 8,953 Potential Candidates Available in LWDA 12 (individuals with active resumes in the workforce system). We also reviewed the Number of Candidates and Openings for Jobs by Occupations which provides a picture of occupations with the highest ratio of potential candidates in LWDA 12. Below are the top 5 occupations:

- 71 potential candidates for 1 opening for Welders
- 68 potential candidates for 1 opening for Team Assembler
- 196 potential candidates for 3 openings for Administrative Services Managers
- 115 potential candidates for 2 openings for Industrial Truck and Tractor Operators
- 114 potential candidates for 2 openings for Executive Secretaries and Executive Administrative Assistants

When reviewing the Employers Data showing the highest number of job openings in our area

- 416 were from 3 national truck driving companies
- 116 with Pizza Hut and Applebees restaurants
- 68 with the National Guard
- 43 with Baptist Health Care
- 40 with a retail company – Maurices.

**LWDA 12 considers the Unemployed per Job Opening Distribution report and Number of Candidates and Openings report to be a factor to request lower performance targets**

This brings us to the median earnings measures. First, we need to acknowledge that wage data in jobs4TN.gov general labor market information is not reflective of the population we serve because it includes professionals, executives and high skilled positions that cannot be accomplished in a two-year training program. Additionally, the data given reflects “average”, not “median”. Finally, data must be converted to quarter wages for comparison sake. Acknowledging these data issues, we offer the following statistics:

- The State Average Annual Wage (for all occupations) is \$50,908; Quarter wages is \$12,727
- The Median Wage for the 13 LWDA's is LWDA 1 at \$44,564 Annual; \$11,141 Quarter
  - Note that Median Wage is only approximately 88% of Average Wage
- LWDA 9 has the highest Average Wage at \$57,772; LWDA 13 is next highest at \$56,628 and LWDA 8 at \$52,000
- LWDA 2 has the lowest Average Wage at \$37,128; LWDA 12 has the next lowest at \$37,492
- LWDA 12's Quarterly Wage for all occupations is \$9,373, only 74% of the State Average Quarterly Wage
- LWDA 12's Quarterly wage is 84% of the Median Wage (LWDA 1)
- LWDA 12's Quarterly Wage is only 64% of the highest Quarterly Wage (LWDA 9)

In 2013, LWDA 12 became concerned about the move from Average Wage to Median Wage prior to legislation being approved. An analysis of 3,109 jobs pulled from the April 1, 2011 – March 31, 2012



Employment Security Job Order Master Report by county, indicated that Median Wage ranged from 79.2% to 93.5% (86.4% avg) of the Average Wage. The same report (Attached) included an analysis of 177 OJT positions with Average Hourly Wage of \$11.38. The Median Wage for this group was only 85.6%, or \$9.75. In general, median wages are lower than the average wages due to a few high wage jobs offset by a significant number of lower wage jobs. This continues to be a concern as we have one OJT company, Unilever, that has been in expansion for the last couple of years and pays over \$16 per hour increasing our average, while the majority of manufacturers in the area pay \$10-12 per hour. Our other major employment sector Healthcare, has the same issue. We train a few RNs at higher wages, LPN at medium wages, but also CNAs at much lower wages.

The WIOA Targeted Population Summary from VOS for October 1, 2015 – August 23, 2016 includes the following data:

**Average Wage at Exit**

- Adult – 171 exits - \$11.63
- Dislocated Worker – 88 exits - \$11.67

**Average Hourly Wage converted to Quarterly Average Wage**

- Adult – 520 hours X \$11.63 = \$6048
- Dislocated Worker – 520 hours X \$11.67 = \$6068

**Average Quarterly Wage converted to Median Quarterly Wage**

- Adult - \$6408 X 85% (based on above examples) = \$5447
- Dislocated Worker - \$6068 X 85% (based on above examples) = \$5158

**LWDA 12 considers the significant wage difference across the State, and the conversion to Median Wage to be a factor to request lower performance targets.**

**In summary, LWDA 12 is serving more participants with less money, and attempting to place job seekers in a significantly tighter job market paying much lower wages. We respectfully request that these factors be taken into consideration when negotiating performance targets.**

## LWIA 12 - NORTHWEST TN WORKFORCE BOARD

ECMATS SUMMARY OF TDLWD - EMPLOYMENT SECURITY JOB ORDER MASTER REPORT (JSRP16) APRIL 1, 2011 - MARCH 31, 2012 ANALYSIS OF AVERAGE WAGE VERSUS MEDIAN WAGE					
County	Total # Job Orders	Total Wages*	Average Hourly Wage	Median Hourly Wage	Difference Average vs. Median
Gibson	331	\$3,537.80	\$10.69	\$9.78	\$0.91
Lauderdale	133	\$1,353.27	\$10.17	\$9.38	\$0.79
Tipton	240	\$2,900.89	\$12.09	\$10.35	\$1.74
Carroll	246	\$2,481.78	\$10.09	\$8.00	\$2.09
Henry	773	\$7,050.24	\$9.12	\$8.00	\$1.12
Obion	818	\$8,090.01	\$9.89	\$9.25	\$0.64
Weakley	128	\$1,068.21	\$8.35	\$7.75	\$0.60
Dyer	440	\$4,358.72	\$9.91	\$8.99	\$0.92
<b>Total**</b>	<b>3109</b>	<b>\$30,840.92</b>	<b>\$9.92</b>	<b>\$9.25</b>	<b>\$0.67</b>

\*Wages for individual job orders range from \$7.25 per hour (\$15,080 annual/\$7,540 6 month) to \$42.00 per hour (\$87,360 annual/\$43,680 6 month)

3 Job listings requiring a professional degree for over \$220,000 (medical doctor) were deleted from data set.

\*\* Lake, Crockett and Benton job orders are included in listed counties.

ON-THE-JOB TRAINING POSITIONS FILLED APRIL 1, 2011 - MARCH 31, 2012 ANALYSIS OF AVERAGE WAGE VERSUS MEDIAN WAGE					
Company	Total positions	Total Wages	Average Hourly Wage	Median Hourly Wage	Difference Average vs. Median
Total	177	\$2,014.70	\$11.38	\$9.75	\$1.63