



**Northern Middle Tennessee
Workforce Board Inc.**

Quarterly Board Meeting

November 12, 2025 | 11:30 AM

W.C Administrative Complex

1320 West Main Street Franklin, TN 37064

[Click here for Zoom link](#)

Meeting ID: 882 4267 6600 | Passcode: 201613

One tap mobile: +13092053325,,88242676600# US

Please sign your name in chat box to confirm attendance

AGENDA

Call Meeting to Order-Declaration of Quorum

John Zobl

Approval of Minutes

John Zobl

Welcome to Williamson County

Mayor Rogers Anderson

Opening & Washington Update

Marla Rye

Strategic Partner Focus:

UTCIS Board Certification Results

Tamera Parsons

UTCIS Performance Consultant

Strategic Priorities:

➡ ***Train Workforce to Fill Employer Needs***

Follow-Up Hospitality & Tourism

Sector Strategy: Healthcare

Marla Rye

Jim Hughes, Williamson Health
Ferrol Thomas, THA

➡ ***Connect People with Career Opportunities***

One-Stop-Operator Report

AJC Operations

George Phillips

Natalie McLimore

➡ ***Improve Efficiency & Effectiveness of Training Programs***

Eligible Training Provider Update & Requests (Vote)

Andrea Dillard

➡ ***Manage Board funds to support Career Pathways***

Financial Report (Vote)

Ginger Fussell

AJC Location Updates

Marla Rye

Public Comment Period

By Request

Wrap Up

John Zobl

Zoom Link: <https://us02web.zoom.us/j/88242676600?pwd=sEiFiz8O5VZN8GKne8XAZ4s0IN6tNQ.1>

Upcoming Meetings-Mark Your Calendars

February 11, 2026 | May 13, 2026 | August 12, 2026 | November 10, 2026



Northern Middle Tennessee
Workforce Board Inc.

Approval of Minutes



**DRAFT UNTIL
APPROVED**

**Northern Middle Tennessee Workforce Board
Meeting Minutes
August 13, 2025, In-Person & via Zoom at 11:30 a.m.**

Members Attending	Members Absent	Staff & Guest Attending	Staff & Guest Attending Cont.
Billy Givens	Anne Fugate	Mayor McCarver	Angela Lax
Brandon Phinx	Jordan Osborne	Mayor McCall	Alyssa Spaulding
Corey Johns	Kelly Tyler	Mayor Pogreba	Samantha Roberts
Dan Caldwell	Mary Lear	Jamari Brown	James Starnes
David Rutledge	Robin Baldree	George Phillips	Kim Rye
Freda Herndon	Seth Thurman	Sarah Buckles	Cathy Royals
George Callis	Tony Adams	Tamera Parsons	Heather Skelton
John Zobl		Ginger Fussell	Tracie Eversole
Kaitlin Salyer		Jospeh Johnson	Joely Berg
Kristi Spurgeon		Betsy Foster	Adam Lamb
Mark Peed		Paul Hines	Mae Wright
Nathan Garrett		Moriah Turturice	Pam Furlong
Paul Webb		Amu Maberry	Laura Travis
Sellittia Johnson		Leesa LeClaire	Lee Harrell
Shoshana Samuels		Gena Stuard	Harold Simpson
		Tom Druffel	
		Andrea Dillard	
		Meagan Dobbins	

Call Meeting to Order- Declaration of Quorum

The Northern Middle Tennessee Workforce Board met in person at the NSCC AJC East Davidson Campus with a virtual option on Wednesday, August 13, 2025, at 11:30 a.m.

The meeting was called to order by Chairman John Zobl. Attendance was taken, and a quorum was declared. The Chairman then asked for a motion to approve the minutes. Shoshana Samuels made the motion, and Dan Caldwell seconded. With no further discussion, the minutes were unanimously approved. Chairman Zobl thanked everyone for their attendance and invited Joseph Johnson, Executive Director of Workforce Development and Continuing Education at Nashville State, to offer a welcome. Johnson briefly introduced himself and the campus, explaining that it serves as a workforce-driven training site supporting non-credit education in collaboration with the Department of Labor and local workforce partners. He expressed appreciation for the partnership and enthusiasm for continued collaboration with the Board. Marla thanked Johnson for hosting and noted that the campus's location near the airport and hotel corridor made it a fitting venue for the day's discussion on hospitality and tourism as a profession.

She then provided a Washington update, explaining that the past few months have been particularly challenging due to uncertainty surrounding two major grants — the Senior Community Employment Services Program (SCSEP) and Adult Education funding. The SCSEP grant, administered through the National Council on Aging, remains unfunded as of mid-August, resulting in the furlough of

approximately 140 senior workers since July 1. If funding is not released by month's end, the program may be discontinued. The Adult Education grant also faced delays, but the Tennessee Department of Labor and Workforce Development provided a three-month bridge contract to prevent layoffs and maintain service continuity. Together, the two grants represent about \$4 million in funding for the Northern Middle workforce area.

Marla reported that while funding challenges have persisted, the region's economic indicators remain strong. Northern Middle holds eight of the ten lowest unemployment rates in Tennessee, ranging from 3.2% in Cheatham County to 4.8% in the highest area county. The region's labor force participation rate is 68.3%, higher than both the state average of 60% and the national average of 62.6%, with Trousdale County highest at 77.2% and Stewart County lowest at 51.9%. She added that the Senate's recent budget reconciliation bill rejected the proposal to consolidate federal workforce programs under the "Make America Skilled Again" initiative, opting instead to maintain current program structures, though funding remains reduced by about 13% for the new program year. Marla shared that the U.S. Department of Labor recently announced a \$30 million grant opportunity for employer-based skill-upgrade training. The State Workforce Board, led by Amy Mayberry, is determining whether Tennessee agencies are eligible to apply. She concluded that future federal priorities will likely continue to emphasize employer-driven training models, such as apprenticeships, incumbent worker training, and skill upgrades, in partnership with TCATs and community colleges. She expressed appreciation to her staff for their continued dedication amid multiple funding and service provider transitions since July 1.

Chairman Zobl thanked Marla and her team for their work navigating both funding challenges and expanded responsibilities. He then announced that reports from Sarah Buckles and George Phillips would be deferred, and Andrea Dillard would provide a brief update on AJC operations later in the meeting on behalf of Natalie McLimore.

Strategic Partner Focus-UTCIS Board Certification Project

Marla introduced Amy Mayberry, Executive Director of the State Workforce Board, noting her promotion since the group's meeting a year earlier. Amy thanked John Zobl and Marla for the invitation and outlined a new partnership between the State Workforce Board, the University of Tennessee Center for Industrial Services (UTCIS), and Tennessee's nine local workforce boards. She explained that the initiative, called the Board Certification Project, is designed to strengthen governance and alignment across the state by certifying boards as business-led, high-performing entities. The State Board recently completed its own certification process in collaboration with UTCIS, using a model based on the Baldrige Performance Excellence Framework. Amy said the project goes beyond WIOA compliance to assess innovation, communication, and system leadership. Phase Two will now extend the certification process to local boards, beginning with a Middle Tennessee cohort that includes Northern Middle, Southern Middle, and Upper Cumberland. Over the next four months, boards will participate in assessments and receive reports identifying strengths and areas for growth.

Amy introduced Tamara Parsons, UTCIS Performance Consultant, who provided an overview of the certification process. Tamara explained that the assessment is grounded in the Baldrige criteria and focuses on six core areas, including governance, performance management, and strategic insight. The process includes reviewing policies and procedures, conducting confidential board member interviews, and a brief survey. Boards are evaluated at one of three levels—compliant, competent, or role model—based on the consistency and effectiveness of their practices. Tamara noted that the project requires minimal time commitment from members but will provide valuable feedback and consistency statewide. Amy added that the initiative will also help create shared standards and resources, such as board orientation tools and best-practice materials.

John Zobl thanked Amy and Tamara, noting that the timing aligns well with the recent board reorganization and the addition of new members.

Strategic Priorities – Hospitality & Tourism as a Profession Panel

John Zobl welcomed two new members to the Board: Brandon Phinx, serving as the new TNDLWD representative, and Kaitlin Salyer, Senior Vice President for Education and Workforce Development at the Rutherford CoC. Both introduced themselves and shared their enthusiasm for joining the Board. Marla then introduced a panel discussion focused on Hospitality and Tourism as a Profession, noting the region's position as a hospitality hub and the significant employment opportunities the industry offers. She said the goal of the discussion was to explore how the Board and its partners could better support the industry through career pathways and training initiatives. The panel included Leesa LeClaire of the Greater Nashville Hospitality Association, Gena Shearon of Wilson Works and a former HR professional at the Vanderbilt Holiday Inn, Tom Druffel of Nashville State Community College and Metro Council, and Moriah Turturice of Sumner County Schools' Career and Technical Education program.

In response to Marla's opening question about the industry's importance, Leesa said the hospitality and tourism sector continues to be one of Tennessee's strongest economic drivers, with \$31.7 billion in statewide visitor spending and \$3.3 billion in state and local tax revenue in 2024. She noted that Nashville alone accounts for over a third of that impact and emphasized that the industry offers stable, long-term careers beyond entry-level roles, with opportunities in operations, accounting, marketing, and management. Marla then asked how education and training institutions are helping prepare workers for hospitality careers. Tom explained that Nashville State's hospitality and culinary programs have grown rapidly, now serving more than 250 culinary students and 30 in hotel and restaurant management. He said the programs combine theory with practical experience and emphasize interpersonal and leadership skills that are essential to customer-facing work. He also noted the strong partnership between the college and local hotels in shaping relevant curriculum and providing hands-on learning opportunities. When asked about workforce challenges from an employer's perspective, Gena said the industry must now hire for personality and customer service skills as much as experience. She described innovative partnerships with nonprofits such as Urban League and Project SEARCH, which connect employers with candidates overcoming barriers to employment, including housing insecurity or disabilities. She said such relationships improve retention by fostering loyalty and support networks for employees.

Marla turned next to education, asking how career awareness starts in schools. Moriah described Sumner County's CTE programs, which include culinary arts in three high schools and business and marketing classes in all nine. She highlighted a student-led project converting a retired FedEx truck into a food truck, involving students from culinary, business, and construction pathways. She said these initiatives provide authentic, work-based learning experiences that teach teamwork, customer service, and entrepreneurship. Moriah also shared that several schools operate on-campus cafés where students plan menus, prepare meals, and manage service for faculty and staff. Leesa added that five Nashville high schools now offer culinary programs, and more are introducing hospitality courses and coffee shop enterprises. Tom noted that Nashville's Academies of Nashville model, in place since 2007, has become a national example of business-education collaboration, supported by over 30 hospitality partners. Moriah added that interest in culinary and CTE programs continues to grow, with new schools expanding offerings each year and a shift in perception away from "vocational" training toward diverse career preparation.

Brandon asked how clearly hospitality career pathways are defined for students and jobseekers. Leesa said that while some employers, like Gaylord, offer multiple career tracks, many lack clearly communicated progression models. She and Tom agreed that mapping visible, structured pathways—from entry-level to management—would help attract and retain workers, particularly young people.

Marla concluded the discussion by asking how the Board and its partners could best collaborate to strengthen the industry. Leesa shared that the Greater Nashville Hospitality Association is forming a Workforce Development Task Force for Middle Tennessee, with plans for a Hospitality Day event on September 4, where 200 high school students will tour hospitality venues and meet industry professionals. Tom encouraged continued investment in summer programming and work-based learning to keep youth engaged and develop career interests early, emphasizing the importance of consistency and partnerships to sustain such programs. Moriah added that Sumner County has offered CTE summer camps in recent years, which have proven effective, though grant funding is set to expire.

The panel concluded with examples of successful student placements and a shared commitment to strengthening collaboration between educators, employers, and workforce partners. Marla thanked the panelists for their insights, noting that the discussion generated strong ideas for future engagement and the Board's role in expanding hospitality career pathways across the region.

Eligible Training Provider List

Andrea Dillard reported on ETPL updates reviewed at the Innovations Committee meeting last Thursday. One new private provider, Clarksville School of Dental Assisting, required THEC approval; it was provisionally approved at the time of committee review. THEC has since confirmed official approval. Five new programs from existing providers were also submitted. Nashville State Community College's phlebotomy program exceeded a 25% cost increase and therefore required Board approval. The Tennessee Language Center requested reinstatement, having fallen off in 2024 due to a missed reapplication rather than performance issues. Andrea added one late item received after the Committee meeting was held from Volunteer State Community College for a professional bookkeeping program; she included it because a WIOA participant from the Sumner County AJC needed the class, and the Board only meets quarterly. Billy Givens shared that all requests were approved at the Innovations Committee. Billy then moved to approve the ETPL list as presented at the Committee meeting, and Freda Herndon seconded. With no further discussion, the motion passed unanimously. Billy then moved to approve the Volunteer State bookkeeping program, and Corey Johns seconded. With no further discussion, the motion passed unanimously.

Financial Report

Ginger Fussell delivered the end-of-year fiscal report, noting she would cover highlights and action items due to time constraints. She reported a \$15K increase from a short grant, bringing the total budget to \$13.7M. She reminded the Board that the baseline budget presented in May was built on conservative assumptions of year-end totals due to an additional \$494K in TYEP funds with a June spending deadline. Q4 ultimately performed very strongly: expenditures in Q4 totaled \$3.7M, bringing total annual expenditures to \$10.9M, representing 79.9% utilization of the overall budget. Youth program performance was the "star of the show," supported by program staff, leadership, and employer partners. This success allowed formula funds to be conserved and some administrative costs to be appropriately charged to the youth grant, increasing carryover into the current fiscal year despite a 13% funding reduction. Ginger emphasized that 82.1% of formula funding was utilized, leaving 17.9% unspent; factoring in the 13% reduction, the region is effectively positive by about 4.9%. She asked the Board to again authorize flexibility to request state permission to repurpose up to \$750,000 of Dislocated Worker funds to Adult, if needed.

John Zobl commended the May–June youth work. Marla noted that several other workforce areas declined the funds due to the two-month window, making the team's execution notable. Ginger added that both contractors, EDSI and MAC, stayed fully engaged through contract end, contributed to the year-end push, and some staff transitioned to Workforce Essentials. MAC utilized all funding and slightly over-obligated, which was resolved without additional contract dollars and without penalizing participants; EDSI utilized 97% overall as attention shifted to youth. Across grants with two-year terms,

the region spent 97% of \$11.2 million, leaving \$230K unspent—largely tied to the Titan Stadium project—plus a small remainder in administrative dollars, which Ginger framed as evidence of efficient operations. She noted MPCR performance improved largely due to a new state policy. Without the policy change, the region would have been at 38.56%, adding incumbent workers raised it to 40.73%, and including nearly \$1M of TYEP activity lifted MPCR to 49.91%. She thanked state partners, including Amy Mayberry, for the policy. On monitoring, both pilots gained ground in Q4—Montgomery more than Sumner—and while enrollments and exits progressed, case notes and case management remained an area to tighten. Upcoming oversight includes the PAR team’s visit at the end of this month and the annual audit before year-end.

Turning to the current year, Ginger reported an additional \$924K in carryover beyond what was projected in May and raised the carryover target to 25%. The formula funding budget stands at \$9M, with the total revised FY 2025–2026 budget at \$11.8M. Tennessee Youth funding awarded was \$622K versus the \$1M requested. PROWD funding was increased, with spending likely extending into the next fiscal year. Under the new operating model, the Career Service Provider line that previously funded EDSI or MAC will now be obligated to Workforce Essentials’ Career Service Division. Ginger concluded by listing the action items that had gone through Finance committee: accept the amended \$13.7M budget reflecting the \$15K increase; authorize the flexibility to request up to \$750K in Dislocated Worker-to-Adult repurposing in FY 2025–2026; revise the FY 2025–2026 budget to \$11.8M; and obligate \$10.2M of that to Workforce Essentials, Inc., as Career Service Provider. Dan Caldwell made a motion to approve the listed action items, and Nathan Garrett seconded. The motion carried unanimously with no further discussion.

AJC Operations

Andrea Dillard reported that staff transitions and multiple in-person trainings led by Megan Dobbins focused on working smarter and re-engaging with employers and partners. Three regional managers with prior service provider experience now cover all 13 counties. Due to a \$1M funding cut, Title I staffing moved from a total of 56 to 33; some smaller offices (e.g., Stewart and Trousdale) now operate two to three days weekly, with staff redeployed to higher-demand sites. Staffing was nearly complete with one vacancy in Rutherford; full onboarding was expected by early September. Andrea recognized Betsy Forster for leading Nashville—the largest AJC and currently under-staffed—to the highest first-month enrollments, and credited collaboration with Paul Hines, TDLWD services manager.

Election of Vice Chair

Marla announced that since Chris West had retired from the Board, a new Vice Chair needed to be elected. Dan Caldwell nominated Mark Peed by acclamation to serve as Vice Chair, and Corey Johns seconded the motion. With no further discussion, the motion passed unanimously.

Governance & Monitoring

Marla reminded that an external monitor is required under the in-house delivery model. One RFP response was received from an Arizona CPA firm experienced in WIOA monitoring, but the price was far outside of the budget. Staff will negotiate or rebid; the Executive Committee will approve next steps. Marla added that updated AJC operational efficiency figures through June 30 will be presented at the next meeting; early results show that Davidson County improved relative to initial projections.

Public Comment and Adjournment

No public comments were requested. John Zobl thanked guests Amy Mayberry and Tamara Parsons and acknowledged the substantial activity underway across programs and AJCs. The next meeting is scheduled for November 12, 2025.



Northern Middle Tennessee
Workforce Board Inc.

Welcome & Washington Update



TNWORKS

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SOURCE FOR WORKFORCE



TNWorks is Tennessee's central hub connecting employers to a full suite of customized, data-driven workforce development services, delivered at no cost.

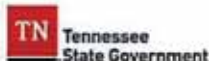
TNWORKS PROVIDES:

Simplicity. A single point of contact for employers to access all the state's workforce resources.

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Growth. Workforce solutions informed by real-time labor market data.

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Get Matched to the Right Programs.

TNWorks coordinates all state education, workforce and economic development agencies to identify programs that align with your business goals.

Work With Program Experts.

From start to finish, TNWorks matches you with the right programs and manages your enrollment, delivery and outcomes. TNWorks is truly your single source for workforce in Tennessee.

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UTCIS Board Certification Project Results



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Hospitality & Tourism as a Profession Follow-Up



Northern Middle Tennessee
Workforce Board Inc.

Sector Strategy: Healthcare

Jim Hughes, Williamson Health

**Ferrol Thomas, Tennessee
Hospital Association**



Northern Middle Tennessee
Workforce Board Inc.

OSO Report

Northern Middle Tennessee Workforce Development Board AJC Report

For July 1 to September 30, 2025

Report Date: November 12, 2025

After a slow fourth quarter of Program Year 2024-25; Northern Middle got PY 2025-26 off to a strong start. Enrollments tapered off dramatically in Q4, especially in June as our outgoing Title I provider was preparing to transition away from Northern Middle. Our Title I enrollments for June totaled only 26. In July, Workforce Essentials had a total of 105 enrollments – quadruple what was done in the previous month. For the first quarter, Workforce Essentials enrolled a total of 254 Title I participants.

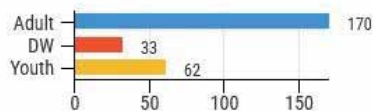
Our Wagner Peyser enrollments for the quarter just ended, are also up slightly over what they were in Q4 of PY 2024-25. Our traffic across all of our Northern Middle American Job Centers (AJCs) also showed a more than 12% increase in Q1 of PY 2025-26, versus Q4 PY 2024-25. All in all, aside from the budget difficulties being faced across the state – Northern Middle is poised to have a very strong Program Year for 2025-26.

38.14%

Contractual MPCR
(Including OSO Costs,
7.1.25 to 9.30.25)

Partner Program Updates

Title I Total Enrollments



Adult Education

For the quarter ending Sep 30;
3,437 received student services.
319 students received their HiSETs
235 students received a level gain

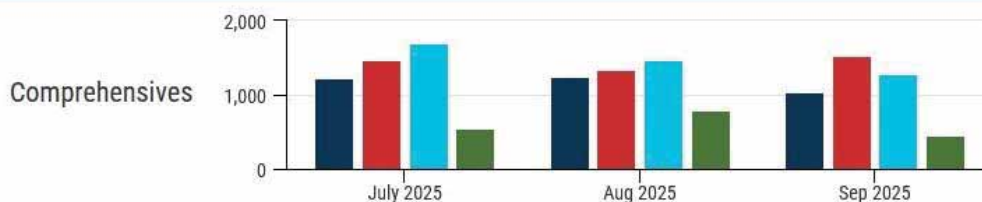
Wagner Peyser

3,513 New employers registered
729 New Job Orders in Jobs4TN
2,360 Wagner Peyser Participants

Vocational Rehabilitation

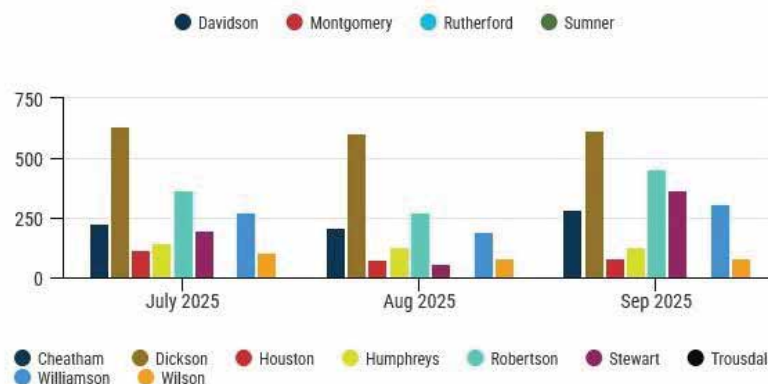
2,855 Active Cases
457 Applications
121 Currently Working
116 Successful Closures

AJC Total Traffic Counts



Total Individual Visitors
20,107
(17,951 - Q4)

Affiliates



AmericanJobCenter
TENNESSEE

Northern Middle AJC Report September 30, 2025

By County as of Aug 31, 2025; NM = 3.1% TN = 3.6%

Challenges Going Forward

Please Note: Due to the Government Shutdown, September numbers are unavailable.

County	Unemployment Rate (June 30)	Unemployment Rate (Aug 31)	Change
Cheatham	3.2%	2.8%	-0.4
Davidson	3.4%	3.0%	-0.4
Dickson	3.4%	3.0%	-0.4
Houston	4.8%	4.0%	-0.8
Humphreys	4.3%	3.7%	-0.6
Montgomery	4.3%	3.9%	-0.4
Robertson	3.4%	3.1%	-0.3
Rutherford	3.4%	3.0%	-0.4
Stewart	4.3%	3.8%	-0.5
Sumner	3.4%	3.0%	-0.4
Trousdale	3.7%	3.1%	-0.6
Williamson	3.3%	2.9%	-0.4
Wilson	3.3%	3.0%	-0.3

Staffing continues to be a problem, not only in our Northern Middle American Job Centers (AJCs) – but throughout the state. This is especially true on the Title III side, as the Tennessee Department of Labor (TDOL) has yet to release the hiring freeze that has gripped the state's AJC staff for the past 18 months. Along with natural attrition, many TDOL employees are leaving out of the fear of uncertainty; yet the state has yet to backfill any of those positions in Northern Middle. Consequently one of our centers (Gallatin) is left with only one TDOL employee.

Title I staffing is less of a problem, as our new Title I provider has done a good job of analyzing the staffing needs of each county and has the ability to re-fill positions if they come open.

KPIs

Enrollments	July	August	September	Q1	Target
Title I - Adult	62	75	33	170	--
Title I - DW	19	12	2	33	--
Title I - Youth	24	17	21	62	--
Title I Total	105	104	56	265	277
Jobs for Veterans	14	10	13	37	--
Wagner-Peyser	779	784	775	2338	--
WP + JVSG	793	794	788	2375	2,362
WP Co-Enrollments w/Title I	52.47%	53.96%	56.42%	54.28%	90%
WP Job Placements	24	48	28	92	--

When the Tennessee Department of Labor (TDOL) created a new KPI for Program Year 2024-25 – Wagner Peyser (Title III) co-enrollments with Title I, we did not do well with that measurement. The previous Title I provider did not see it as a priority, especially in our Affiliate centers. Now that Workforce Essentials has taken over Title I, this KPI has become a top priority with the board staff. We have already seen an improvement in the first quarter ending Sep 30 (60.31% of goal, and a much more significant increase is expected for the second quarter of the Program Year.

We are slightly behind our goal for PY 2025-65 in our Title I enrollments (95.67% of goal). We are ahead of our enrollment goal in total Wagner Peyser enrollments (100.55%).

We are also tracking Wagner-Peyser job placements, although the state has yet to assign goals for this KPI. There were 92 placements in the first quarter, compared to 55 in the fourth quarter ending in June.



Northern Middle Tennessee
Workforce Board Inc.

AJC Operations

WFE PY 25-26 Quarterly Benchmarks

Matrix:		2025						2026								
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			June. 30 (QTR 4)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	Adult	131	169	129.01%	137		0.00%	135		0.00%	137		0.00%	540		0.0%
	DW	69	33	47.83%	78		0.00%	73		0.00%	78		0.00%	298		0.0%
	In-School	22	17	77.27%	23		0.00%	23		0.00%	23		0.00%	91		0.0%
	Out-School	42	48	114.29%	43		0.00%	43		0.00%	43		0.00%	179		0.0%
	Total	264	267	101.14%			#DIV/0!							1108		0.0%
*Exits (80% of enrollments)	Adult	105	111	105.92%	110		0.00%	108		0.00%	110		0.00%	432		0.0%
	DW	55	27	48.91%	62		0.00%	58		0.00%	62		0.00%	238		0.0%
	Youth	51	95	185.55%	53		0.00%	53		0.00%	53		0.00%	210		0.0%
		Goal	Actual	Percent	Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Positive Exits # (85% of Exits)	Adult	89	96	107.77%	93		0.0%	92		0.0%	93		0.0%	367		0.0%
	DW	47	24	51.15%	53		0.0%	50			53			202		
	Youth	44	83	190.72%	45		0.0%	45		0.0%	45		0.0%	178		0.0%
		Exits	Positive	Percent	Exits		Percent	Exits		Percent	Exits	Positive	Percent	Exits		Percent
**Actual Positive Exit Rate	Adult	111	96	86.49%	0		#DIV/0!	0		#DIV/0!	0	-	#DIV/0!	0		#DIV/0!
	DW	27	24	88.89%	0			0			0			0		
	Youth	95	83	87.37%	0		#DIV/0!	0		#DIV/0!	0	-	#DIV/0!	0		#DIV/0!
		Goal	Actual	Percent	Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Placement Wage	Adult	\$ 16.50	\$ 20.10	121.82%	\$ 16.50		0.0%	\$ 16.50		0.0%	\$ 16.50		0.0%	\$ 16.50		0.0%
	DW	\$ 16.50	\$ 26.15	158.48%	\$ 16.50			\$ 16.50								
	Youth	\$ 13.00	\$ 18.15	139.62%	\$ 13.00		0.0%	\$ 13.00		0.0%	\$ 13.00		0.0%	\$ 13.00		0.0%

**WIOA Federal Reporting Score Card
NORTHERN MIDDLE WORKFORCE BOARD**

PY25 WIOA Core Performance Measures	Targets 100%	Targets 90%				
			Q1 PY 25	Q2 PY 25	Q3 PY 25	Q4 PY 25
Adult Measures			EST	EST	EST	EST
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	84.1%	75.69%	82.8%	70.5%		
Employment Rate 4th Quarter after exit	83.8%	75.42%	83.8%	80.3%		
Median Earnings 2 nd Quarter after exit	8,500	\$ 7,650	\$ 10,400	\$ 9,363		
Credential Attainment w/in 4 Quarters after exit	74.0%	66.60%	77.0%	78.0%		
Measurable Skills Gains	72.3%	65.07%	67.6%	60.5%		

Dislocated Worker			EST	EST	EST	
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	86.4%	77.76%	89.2%	87.3%		
Employment Rate 4th Quarter after exit	86.0%	77.40%	87.7%	82.0%		
Median Earnings 2 nd Quarter after exit	10,500	\$ 9,450	\$ 12,164	\$ 11,938		
Credential Attainment w/in 4 Quarters after exit	69.1%	62.19%	74.8%	75.8%		
Measurable Skills Gains	73.9%	66.51%	88.4%	89.7%		

Youth			EST	EST	EST	
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	87.6%	78.84%	81.5%	76.1%		
Employment Rate 4th Quarter after exit	85.3%	76.77%	80.6%	79.0%		
Median Earnings 2 nd Quarter after exit	6,000	\$ 5,400	\$ 5,575	\$ 5,575		
Credential Attainment w/in 4 Quarters after exit	75.3%	67.77%	75.8%	77.5%		
Measurable Skills Gains	61.5%	55.35%	66.7%	65.1%		

GREEN-Passing at 100% of Goal

YELLOW-Passing at 90% of goal

RED-Failing at less than 90% of goal



Northern Middle Tennessee
Workforce Board Inc.

Eligible Training Provider Update & Requests

New Providers Requiring Board Approval for addition to the ETPL										
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Sector Strategy	Years in Business					Notes
New Programs Requiring Board Approval for addition to the ETPL										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Austin Peay State University	604 College Street Clarksville, TN 37044	1012798	Sterile Processing Technician (GES1028)	511012	\$ 3,290.00	12 Months	Certified Registered Central Service Technician (CRCST)	Bright Outlook Locally & Nationally	Healthcare	
Austin Peay State University	604 College Street Clarksville, TN 37044	1012799	Medical Assistant (PTMED3045)	510899	\$ 2,944.00	12 Months	Medical Assistant Certification (CCMA)	Bright Outlook Locally & Nationally	Healthcare	
TCAT Dickson	740 Highway 46 Dickson, TN 37055	1012647	Off Road Diesel Technology	470605	\$ 7,394.43	12 Months	TCAT Diploma	Bright Outlook Locally	Transportation	
TN Professional Training Institute	1630 South Church Street, Suite 302 Murfreesboro, TN 37130	1012801	Patient Care Technician	513902	\$ 4,600.00	1 Month	Certificate	Bright Outlook Locally & Nationally	Healthcare	State of TN does not require certification for Patient Care Technicians to obtain employment.
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012641	Registered Behavior Technician Training Online (Voucher Included)	301701	\$ 1,195.00	3 Months	Registered Behavior Technician (RBT)	Bright Outlook Locally & Nationally	Healthcare	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012642	Certified Professional Life Coach (Online) Exam Included	350105	\$ 2,295.00	60 Hours	Certified Professional Coach (PCP)	Bright Outlook Locally & Nationally	Social Services	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012644	Certified Residential Interior Design	500408	\$ 2,795.00	9 Months	Residential Interior Design Qualifying Certification (RIDQC)	Bright Outlook Locally	Art & Design	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012645	Oracle SQL & PL/SQL + Python Developer + Java Developer	151204	\$ 2,895.00	12 Months	Java SE 17 Developer & Java SE 21 Developer	Bright Outlook Locally & Nationally	Information Technology	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1011947	OSHA - Specialist in Safety & Health (SSH) General Industry	150701	\$ 6,650.00	84 Hours	Certified Specialist in Safety and Health	Bright Outlook Locally	Construction	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012766	CompTIA Certification Training A+, Network+, Security+ (Vouchers Included)	110202	\$ 4,395.00	13 Weeks	CompTIA A+, Network+, & Security+	Bright Outlook Locally & Nationally	Information Technology	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012765	Certified Medical Administrative Assistant w/ Medical Billing & Coding (Voucher Included)	510716	\$ 4,095.00	12 Months	CCMA & choose between CPC, CCA, CBCS)	Bright Outlook Locally & Nationally	Healthcare	
TN Professional Training Institute	1630 South Church Street, Suite 302 Murfreesboro, TN 37130	1012805	Medical Office Administrative Assistant	510710	\$ 4,500.00	(varies) PT 20 weeks	Certificate	Bright Outlook Locally & Nationally	Healthcare	State of TN does not require certification for Medical Office Admin Assistant-Highly recommended
Existing Programs Required Board Approval for Cost Increase and Program Extension										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Trade on Demand, Inc dba Skilled Workforce	2550 Meridian Blvd #200 Franklin, TN 37067	1011480	Titans Stadium Project Employment & Training Program - Titans Construction Camp	460000	\$ 6,010.00	6 Weeks	NCCER Core & OSHA 10	Bright Outlook Locally & Nationally		Cost increase from \$2100 to \$6010 plus increase in length from 3 to 6 weeks
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1010273	Certified Medical Adm Assistant with Certified Electronic Health Records (Online)	510706	\$ 4,595.00	12 Months	Certified Medical Administrative Assistant (CMAA)	Bright Outlook Locally & Nationally		Cost increase from \$3395 to \$4595
Former Programs Requiring Board Approval for ETPL Addition										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
					20					



Northern Middle Tennessee
Workforce Board Inc.

Financial Report

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

2025-26 BUDGET PROGRESSION & SPEND TREND

	(\$ in 000's)		
	25-26 QTR 1	Revised FY 2025-26 12 Mo. Budget	% Spent
Northern Middle LWDA			
Infrastructure Funding Agreement	113	1,000	11.3%
Adult	122	1,969	6.2%
Dislocated Worker Re-purposed for Adult	403	833	48.4%
Dislocated Worker for DW	318	3,416	9.3%
Youth	400	2,784	14.4%
Total FY 25-26 Expense vs Budget - Formula Grants	1,243	9,002	13.8%
Tennessee Youth Employment Program (TYEP)	52	622	8.4%
Tennessee Youth Employment Program - Vocational Rehabilitation (TYEP VR)	0	111	0.0%
Apprenticeship	0	200	0.0%
Rural Healthcare FY25-26	21	239	8.8%
TN-PROWD (Re-Entry \$968,443 4/1/25 - 9/30/27)	50	968	5.2%
Re-Entry		247	0.0%
Total FY 25-26 Expense vs Budget - All Grants	1,479	12,389	11.9%

** Northern Middle's grant utilization in Quarter 1 was \$1.4M, most of which was formula spending. Utilization was \$2.1M in Quarter 1 of last year. Of the prior Q1 amount, 446k was for TN Youth spending on a grant that carried over into last year. This year, a new Youth grant started effective July 1.*

Additional funding in the amount of \$558k was received during the quarter.

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2025 FISCAL UPDATE

2025-26 BUDGET PROGRESSION - NEW FUNDING

<i>25-26 budget last meeting</i>	11,831	
<i>Apprenticeship</i>	200	
<i>TYEP VR</i>	111	
<i>Re-Entry</i>	247	558
Revised 2025-26 budget	12,389	

Additional funding in the amount of \$558k was received during the quarter.

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2025 FISCAL UPDATE

Minimum Participant Cost Rate (MPCR)

TDLWD Minimum Participant Cost Rate (MPCR) - Preliminary Through September 2025

MPCR = 38.14%

	Adult/DW	Youth	TYEPs	Apprentice, Rural Health, Re-Entry	Total
Qualifying Expenses	\$ 219,785	\$ 158,238	\$ 43,741	\$ 42,089	\$ 463,853
Total Program	\$ 752,055	\$ 357,159	\$ 43,741	\$ 63,110	\$ 1,216,065
MPCR	29.22%	44.30%	100.00%	66.69%	38.14%

Northern Middle is below the 40% state requirement in quarter 1.

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

NM/WE - ADULT/DW MPCR TREND

CONTRACT-TO-DATE & QUARTERLY

	MPCR - Goal 50% FY 24-25			MPCR - Goal 50% FY 24-25			MPCR Adult/DW - Goal 50% FY 24-25		
NM/WE	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	53%	Direct \$ '000	Total \$ '000	22%	Direct \$ '000	Total \$ '000	42%
Jul 2025	63	117	53%	18	78	23%	81	196	41%
Aug 2025	56	122	46%	21	79	26%	77	201	38%
Sep 2025	94	164	58%	10	67	16%	105	230	45%
Total FYTD	213	403	53%	49	224	22%	262	627	42%
Cumulative CTD	213	403	53%	49	224	22%	262	627	42%

Current Fiscal Year	MPCR - Goal 50% FY 25-26 w LFPR Project			MPCR - Goal 50% FY 25-26 w LFPR Project			MPCR Adult/DW - Goal 50% FY 25-26		
NM/WE	Adult			DW			A/DW Combined		
QTR Ended 9/30/25	213	403	53%	49	224	22%	262	627	42%
FYTD	213	403	53%	49	224	22%	262	627	42%
CTD Cumulative	213	403	53%	49	224	22%	262	627	42%

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2025 FISCAL UPDATE
NM/WE YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 35% effective 07.1.25		
NM/WE	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	55%	Wk Exp \$ '000	Total \$ '000	27%	ISY \$ '000	Total \$ '000	41%
Jul 2025	66	105	63%	39	105	37%	51	105	48%
Aug 2025	33	78	42%	24	78	30%	35	78	45%
Sep 2025	59	103	57%	15	103	14%	33	103	32%
Total FYTD	158	286	55%	77	286	27%	118	286	41%
Cumulative CTD	158	286	55%	77	286	27%	118	286	41%

Current Fiscal Year	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 35% effective 07.1.25		
NM/WE	Youth			Youth			Youth		
QTR Ended 9/30/25	158	286	55%	77	286	27%	118	286	41%
FYTD	158	286	55%	77	286	27%	118	286	41%

CTD Cumulative	158	286	55%	77	286	27%	118	286	41%
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NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

CONTRACTOR - BILLING PROGRESS

One-Stop Operator Billing	In \$000's		% Spent 25% time elapsed (contract extended)
	Budget Spent Contract To Date	Total 12 Month Budget	
MCHRA - (12 out of 12 Month Comparison)	\$ 63	\$ 300	21%

(Regional Contract - 12 month extension 7/1/25 to 6/30/26)

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

MONITORING UPDATE

Monitoring of Workforce Essentials - Career Service Provider Division

- * NMTWB's Quality Assurance staff completed a Case File Review of new Adult, Dislocated Worker & Youth files of the Workforce Essentials CSP division. No significant observations were found. CSP staff have already submitted the corrective action plan. All files have been corrected.**
- * Procurement of independent external monitoring was nullified due to lack of responses and price constraints.**

Monitoring of Mid-Cumberland HRA - One-Stop Operator

- * The One-Stop Operator continues to promote enhanced oversight of partner accountability in supporting KPI goals.**
- * The One-Stop Operator has been asked to assume more responsibility in coordinating IFA agreements and addressing monitoring findings that may arise related to the AJC.**
- * A re-design of the OSO contract scope has resulted in the elimination of OSO greeters in the comprehensive centers. An assistant OSO position has been created to provide more oversight.**
- * The One-Stop Operator monitoring tool was completed addressing activities specific to: partner coordination/service delivery, performance and continuous improvements and functional leadership with the One-Stop Operator providing supporting documentation.**
- * The One-Stop Operator confirmed posting of comptroller's signage at each American Job Center.**

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

MONITORING UPDATE

Monitoring/Audit of Northern Middle

- * The State's Workforce Services Program Monitoring Team conducted Case File Review of 40 Adult, DW and Youth case files with no observations or findings.**
- * TDLWD's Program Accountability Review (PAR) conducted an onsite visit in September as part of their annual monitoring engagement which began August 26, 2025. We feel the engagement is wrapping up and we await the exit conference and report.
Their review consisted of random samples from open contracts over the year ending June 2025, as well as 100% testing of contractor support for one selected month billed by each major contractor (EDSI, MAC, MCHRA).**
- * The 2024-25 external financial audit with Stone, Rudolph and Henry, PLC is ongoing. They will be conducting field work onsite mid-November.**

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2025 FISCAL UPDATE

ACTION ITEMS

*** 2025-26 Revised Budget = \$12.4M (+558k)**



Northern Middle Tennessee
Workforce Board Inc.

AJC Location Updates

NMWB Infrastructure Costs: November 2025 Meeting

County	Type	Combined 9/30/25	Combined 6/30/25	Movement
Davidson	C	2.8	5.8	4
Rutherford	C	3.0	3.7	-1
Montgomery	C	4.8	4.8	-1
Houston	A	6.3	5.5	-1
Stewart	A	6.3	6.5	0
Dickson	A	6.3	5.3	-1
Robertson	A	6.7	7.8	3
Sumner	C	7.7	7.3	-1
Cheatham	A	8.3	7.5	0
Wilson	A	9.0	7.3	-2
Williamson	A	9.2	9.8	1
Humphreys	A	9.3	8.2	-1
Trousdale	A	11.2	11.3	0



Northern Middle Tennessee
Workforce Board Inc.

Public Comment Period



Northern Middle Tennessee
Workforce Board Inc.

Next Meeting
Feb. 11, 2026