



Quarterly Board Meeting

May 14, 2025 | 11:30 AM

TCAT Smyrna

663 Ken Pilkerton Drive Smyrna, TN 37167

[Click here for Zoom link](#)

Meeting ID: 825 3473 7650 Passcode: 372780

One tap mobile: +16465588656,,82534737650# 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 & Washington Update

Marla Rye

Strategic Partner Focus:

Workbased Learning Innovation

Matthew Spinella

Director Workforce Partnership

TN Department of Education

Strategic Priorities:

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

One-Stop-Operator Report/Regional OSO

George Phillips

Federal Performance-Contractor Performance

Meagan Dobbins

➡ ***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

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

YEP, PROWD, Rural Healthcare

Marla Rye

AJC Operations:

Marla Rye

Public Comment Period:

By Request

Wrap Up

John Zobl

Zoom Link: <https://us02web.zoom.us/j/86389262323?pwd=kxjvlqfVbox2A37jLdWn86vKNZkXE6.1>

Upcoming Meetings-Mark Your Calendars

August 13, 2025 | November 12, 2025 | February 11, 2026 | May 13, 2026



Northern Middle Tennessee
Workforce Board Inc.

Approval of Minutes

**Northern Middle Tennessee Workforce Board
Meeting Minutes
February 12, 2025, In-Person & via Zoom at 11:30 a.m.**

Members Attending	Members Absent	Staff & Guest Attending Cont.
Anne Fugate	David Rutledge	Lydia Bennett-Carnes
Billy Givens	James Harper	Adam Lamb
Christopher West	Jordan Osborne	James Starnes
Corey Johns	Sellittia Johnson	Alyssa Ellis
Dan Caldwell	Kristi Spurgeon	Steve Gold
Freda Herndon	Staff & Guest Attending	Patrick Buford
George "Bo" Callis	Marla Rye	Roe Falcone
Greg Jones	Andrea Dillard	Rob Dancer
John Zobl	Meagan Dobbins	Jacob Pease
Mark Peed	Ginger Fussell	James Roberson
Mary Lear	Alyssa Spaulding	Erin Hutchens
Nathan Garrett	Sarah Buckles	Laura Travis
Paul Webb	George Phillips	Ashley Crisp-Randle
Robin Baldree	Sheila Morris	Jasmine Jones
Selina Moore	Paul Hines	
Seth Thurman	Liz McLaughlin	
Shoshana Samuels	Katina Bass	
Tony Adams	Tanya Evrenson	
Kelly Tyler	Natalie McLimore	
Mayors Attending	Kerwin Thompson	
Mayor Rial	Heather Skelton	
Mayor Pograba	Kim Rye	
Mayor McCarver	Cathy Royals	
Lee Harrell (Proxy Mayor Golden)	Heidi Erpelding	
Mayor Anderson	Brittany Gray	

Call Meeting to Order- Declaration of Quorum

The Northern Middle Tennessee Workforce Development Board met in person at the Montgomery County American Job Center with a virtual option on Wednesday, February 12, 2025, at 11:30 a.m.

The meeting was called to order by John Zobl. Attendance was taken, and a quorum was declared. The Chairman then asked for a motion to approve the minutes. Mark Peed made the motion. Nathan Garrett seconded. With no further discussion, the minutes were unanimously approved.

Marla Rye thanked County Mayors and Board members for attending and provided updates. She introduced Selina Moore as the newest Board member, representing the TN Department of Labor and Workforce Development and replacing Ryan Jolley. The unemployment rate in the US is at 4.1%, Tennessee is at 3.6%, and Northern Middle is at 3%. It ranges between 2.6% and 5.2% in Northern Middle, with Houston County having the second-highest unemployment rate in Tennessee. The Labor Force Participation Rate in the US is 62.4%, while Tennessee's rate is 59.3%; however, the Northern

Middle region has a rate of 65.9%. The LFPR range is from 48.2% in Houston County to 78.6% in Trousdale County. The Governor gave the State of the State address on February 10th. There was approximately \$57M in various funding announced that would influence workforce development. \$7M of it has been proposed for the Tennessee Youth Employment program to continue this year. \$25 million of it will go towards fast-tracking economic and workforce development, and \$6.3 million will be allocated to microcredentialing to support workforce development and address high-skills and industry clusters in the state. She is most interested in learning about the Tennessee Works program, which was awarded \$5 million and will be another partnership between economic development and the TDLWD.

Tech Impact

Marla introduced Sheila Morris and Heidi Welch from Tech Impact to discuss their IT Works program, launching in Nashville. They are seeking inclusion on the ETPL. Sheila Morris, Program Director, explained that IT Works supports disconnected young adults by providing technical training, certification, mentorship, and internships for entry-level IT careers. The 16-week program includes 11 weeks of instruction and a 5-week paid internship. Graduates earn Cisco IT Essentials certification and take the CompTIA+ exam. Heidi Welch, Chief Program Officer, noted that each cohort has 16–18 students, with two cohorts per year in Nashville. 90% graduate, and 70% secure IT jobs within six months. The program is tuition-free, funded by Tech Impact, with a \$12K cost per student plus \$2,160 for internships. Nashville operations have begun, but student recruitment awaits THEC approval. She thanked Marla and Northern Middle for their support.

Sheila Morris then opened the floor to questions. John Zobl asked if both cohorts would run this year. Heidi responded that, pending THEC approval, recruitment could begin within 1.5–2 months, with the hope of launching the first cohort before the end of the fiscal year. John Zobl then asked about marketing. Sheila shared that most students join through word of mouth, social media, and partnerships. Heidi added that they allocate \$3K monthly to digital marketing but rely heavily on nonprofit collaborations. Shoshana Samuels asked about eligibility for justice-involved or foster youth. Heidi confirmed they are welcome but must disclose their status for internship placement. Tech Impact also offers resources for record expungement. Shoshana offered to connect them with additional Nashville organizations. Corey Johns inquired about registered apprenticeships. Heidi said they are registered in Pennsylvania and Delaware, but have seen limited success in IT. They would consider it if employer interest increases, but are not currently pursuing it.

OSO Report

George Phillips delivered the One-Stop Operator report. All three pilot projects are now operational. The Nashville AJC was relocated from Mainstream Drive to Elm Hill Pike at the Nashville State Community College East Davidson Campus. He thanked Natalie McLimore and Kerwin Thompson for their coordination of the move. Adult Title I enrollments were down compared to Q1, but up for Youth. For Adult Education, the number of HiSet participants doubled, and those who received a level gain tripled compared to Q1. Wagner Peyser's statistics are down, particularly in the new job orders in Jobs4TN. He believes this is due to the holidays. The traffic count decreased from 23,000 to 18,000 across all 13 counties. Most of the traffic loss was from December, so he believes this can also be attributed to the holidays. Unemployment rates are either down or flat in 11 counties. Humphreys and Rutherford County's unemployment went up by 0.01%. Staffing remains a challenge for TDLWD. Previously, there was one team lead per comprehensive center; however, now two leads cover four counties. The state has released a new KPI, Wagener Peyser co-enrollments with Title I. The target goal is 70%, and NM achieved 44% in Q2.

CSP Performance

Meagan Dobbins reported on CSP performance. MAC met nearly all Q1 goals but only one in Q2, which was expected due to holiday slowdowns. MAC staff have a plan to improve. Tanya Evrenson (MAC) explained their focus on in-school youth (ISY), who were unreachable during the holidays. They ended Q2 short by two ISY and three out-of-school youth (OSY) but caught up in January with 14 OSY and 9 ISY enrollments. Marla Rye inquired about MPCR; Tanya noted that, since they focus on ISY, funds are allocated to incentives rather than training, so expenditures will increase as students graduate. Follow-ups with employed youth are a priority. At 50% of the program year, MAC met or exceeded mid-year goals in all categories except OSY, which is at 48.3%. Meagan expects them to meet annual targets.

EDSI has exceeded adult, dislocated worker (A/DW), and youth enrollment goals. The only concern was exits, but steps are in place to manage them. Caseloads in NM remain high, but efforts to reduce them are underway. Overall, EDSI's exits slightly exceed the 50% target, so Meagan is not concerned about missing the quarterly goal. Liz McLaughlin (EDSI) discussed MPCR strategies. In July, they capped tuition to avoid overspending but later increased it from \$2,500 to \$3,500, adding \$36K in monthly expenditures. In December, they raised the supportive services cap to \$4,000, increasing January spending by \$54K. EDSI also launched adult paid work experience in January and expanded outreach, including support for veterans and military spouses at Fort Campbell. MPCR trends have improved since these changes, with further growth expected in February.

Meagan Dobbins proceeded to review the performance of the three pilot projects. In Clarksville, the NM board is acting as the CSP for all services and has met or exceeded all goals except for youth enrollments, which they narrowly missed. In Sumner, where the state is acting as the CSP for all services, none of the enrollment goals have been met. The primary challenge has been that the staff are new to Title I, which is difficult to learn quickly. NM staff have scheduled a meeting with the state team to develop a plan for improving enrollment, exits, and case management. Marla clarified that this pilot project was designed to determine whether aligning staff under a single agency would create a more cohesive team. However, during the planning phase, three state staff members were designated to lead the effort, but one left, one retired, and one was reassigned, resulting in a restructuring of both leadership and staff. In Nashville, the AJC relocated to Elm Hill Pike at NSCC and has focused on direct community outreach by setting up mobile "AJC in a Box" stations at community centers. In their first quarter at the new location, they saw 258 additional visitors, bringing the total to 4,199 individuals—an increase of 952 from the previous year's 3,247 during the same quarter. Corey Johns asked when the new location officially opened, and Natalie McLimore confirmed that the opening date was December 16, 2024. Nathan Garrett commented that, from TCAT's perspective, having an AJC staff member on campus has been invaluable, as students have been able to learn about programs they otherwise would not have known about.

Shoshana Samuels inquired about the strong placement wages and asked what was driving the increase. Meagan Dobbins explained that the goal for adult and dislocated worker wages is \$16.50 per hour, while for youth, it is \$13 per hour. She attributed the wage performance for adults and dislocated workers to the fact that these participants typically achieve degrees or credentials. John Zobl then asked Natalie McLimore to elaborate on Nashville's success. She emphasized that one of the most significant outcomes of the pilot program has been the collaboration among all partners in the building. She noted that it took everyone's cooperation to complete the transition as quickly as they did and thanked Paul Hines and George Phillips for their contributions. Marla added that with the new location, Adult Education is now fully integrated with the AJC.

Federal Performance

Meagan Dobbins then delivered the Federal Performance Report, noting that the final numbers had slightly improved since the Committee meeting. While it was initially predicted that the youth employment rate after exit would fail in Q2, the final report showed that NM surpassed the 90% goal of 78.8%, reaching 81%, which is considered passing. However, three measures are projected to fail in the third quarter. Meagan expressed her commitment to making the necessary adjustments to bring those numbers up to at least the 90% passing threshold, but acknowledged that the state's significant increase in performance goals has made it challenging.

Marla Rye asked how many workforce areas were meeting at 90% or better in the new report cards. Meagan responded that only the NM and Upper Cumberland regions met all goals, while the other seven areas failed in at least one category. Corey Johns then inquired about the definition of a Measurable Skills Gain (MSG). Meagan explained that MSG is the only real-time measure and applies to everyone in the training cohort from April 1, 2024, to March 31, 2025. A qualifying MSG can include a certification of completion, a transcript, or grades from instructors—anything that demonstrates an incremental improvement in skills rather than the attainment of a final credential.

Eligible Training Provider List

Andrea Dillard delivered the ETPL Report. Tech Impact and CVRS Academy of Beauty had requested to become providers. Tech Impact, if approved, would not be officially added to the ETPL list until it receives THEC approval. Andrea explained that while Tech Impact began its application in November 2024, THEC approvals typically take three to six months as they cover the entire state of Tennessee. Twelve new programs have requested approval: one from Tech Impact, seven from CVRS, and others from Austin Peay (CDL Training), TCAT Nashville (Computer Operating Systems and Electrical programs), and Volunteer State Community College (Human Resource Professional program). All twelve programs lead to a credential. Additionally, two programs requested reapproval. Motlow State had a Medical Office Concentration program that fell off the ETPL due to a missed renewal deadline. Seth Thurman noted that the Innovation Committee recommended approving all programs, including a conditional approval for Tech Impact pending THEC approval. He made a motion to follow the committee's recommendation, seconded by Mark Peed. With no further discussion, the motion passed unanimously.

Andrea then reviewed the ETPL Truck Driving Schools' performance. At the last Board meeting, Tennessee CDL School requested reinstatement after being suspended in November 2023 for failing performance measures. The Board requested more information before reinstating, so Andrea met with Sean Davis, the school's owner and director, to understand the steps taken to improve performance. She reviewed the 31 students enrolled at the time of their removal and found that the credential rate had risen to 67% and the placement rate to 64%, both exceeding the 60% goal. Sean Davis sent a letter to the Board, acknowledging their concerns and detailing measures to improve pass rates and student outcomes. He reduced the CDL testing wait time from six to eight weeks down to one to two weeks and is in the process of becoming a state-approved CDL testing site, which would further shorten wait times. Additionally, he purchased a Class B vehicle to help students who fail the CDL obtain at least a Class B license, opening more career opportunities. Andrea noted that at least one of the 31 students had earned their Class B and now works for Metro Schools as a bus driver. She added that administrative efforts had improved test date tracking, reducing reporting delays. Andrea believed Sean Davis and his team had addressed the Board's concerns and understood why they were removed. John Zobl asked about the target rates, and Andrea confirmed that NM's goal is 60%, while the state goal is 40%. Seth Thurman stated that the Innovation Committee recommended reinstating Tennessee CDL School and made a motion to approve. Mark Peed seconded, and the motion passed unanimously.

Andrea then reviewed 160 Truck Driving Academy, which was also removed from the ETPL in November 2023 for failing to meet performance standards. Their credential rate at the time was 28%, and their placement rate was 33%. They appealed and were reinstated under a one-year probation period. In November 2024, Andrea reassessed their performance and found that the credential rate had increased to 39% and the placement rate to 60%. Mark Peed asked whether the 60% placement rate was based on all enrolled students or only those who had earned credentials. Andrea clarified that it included all enrolled students, meaning someone who dropped out could still be counted if they found employment in any field. Freda Herndon asked for the Committee's recommendation. Seth Thurman responded that the Innovation Committee had decided to present the issue to the full Board without making a recommendation.

Steve Gold, the owner and director of 160 Truck Driving Academy, attended the meeting virtually. Chairman Zobl invited him to speak. Steve Gold stated that 160 Driving Academy is the largest commercial truck driving school in the nation, having trained over 32,000 individuals. He emphasized that his program prioritizes safety and credentialing, which means they set high expectations for students. He attributed the issues at the Nashville branch to local leadership, which has since been addressed with staffing changes. He pointed out that since July 1, 2025, 13 students had enrolled in WIOA; seven graduated, five were still enrolled, and one dropped out due to a positive drug screen. He asserted that most dropouts at the Nashville branch resulted from failed drug tests, which they are legally required to conduct. He proposed a solution to the NM staff: WIOA would not be charged for students until they complete the first 40 hours, pass the drug screen, and begin behind-the-wheel training. He requested to remain on the ETPL, stating that the program was now on the right track with improved local leadership. Chairman Zobl thanked him for his remarks.

Seth Thurman reiterated that the Innovation Committee had brought the issue to the entire Board because of the previous appeal circumstances. Marla Rye stated that Board policy requires providers to meet a 60% performance threshold for both credentialing and placement, which 160 Truck Driving Academy had not achieved. Mark Peed pointed out that 160 had been given a warning 15 months ago, and while progress had been made, they were still below the standard. Steve Gold interjected that if the Board looked at the numbers since July 1, his team had made significant progress. Greg Jones questioned why only the Nashville branch faced leadership and drug-related issues, given that the company had trained 32,000 drivers nationwide. Steve Gold admitted he was unsure why Nashville had struggled, but reiterated that they maintained 650 WIOA partnerships across the country. Greg Jones stated that for those of the Board who work in the private sector, it's all about performance, and the performance is still not there.

Mark Peed asked if 160 would be eligible to reapply in 12 months with updated data. Marla confirmed and added that there was also an appeal process at the state level. She noted that 160 would not be the first school to be removed and later reinstated. Mark Peed referenced Tennessee CDL School, which had successfully improved its performance after being removed. He then asked if WIOA enrollment rules could be modified so that students would not be enrolled until they were further into the program. Marla was unsure, as the AJC is required to enroll students in WIOA before they begin training. Steve Gold reiterated that he was being held accountable for students who failed drug tests, and Mark Peed questioned why drug testing was not conducted before training started. Steve explained that federal regulations require the DOT drug screen to be administered immediately before students receive their permit.

Chairman Zobl stated that, for consistency, he agreed with Greg Jones that 160's performance was not yet meeting expectations. He recommended suspending 160 Driving Academy and allowing them to reapply in a year with stronger results. Seth Thurman made a motion to accept this recommendation,

and Mark Peed seconded. Mark Peed also suggested that the school work on modifying its enrollment process to ensure students are tested before WIOA funds are used. Steve Gold noted that about half of the WIOA offices he works with already implement such a policy. Marla expressed interest in reviewing their process. With no further discussion, the motion to suspend 160 Driving Academy was passed unanimously.

Financial Report

Marla delivered an abbreviated version of the Financial Report prepared by Ginger Fussell, who was unable to attend due to a death in the family. She reported that Q2 expenditures totaled \$2 million, reflecting a \$98K decrease from Q1. However, formula spending had increased by \$323,000, but the Summer Youth Program saw a significant decrease of \$395,000. Total expenditures for the fiscal year to date stand at \$4.3 million, representing 32% of the projected 50% increase. Staff have been directed to allocate more funds directly to participants. Marla reminded the Board that grants have a two-year spending window, and neither she nor Ginger anticipates any issue fully expending the remaining funds that expire on June 30, 2025.

Maintaining the Minimum Participant Cost Rate (MPCR) remains a challenge. The overall MPCR has risen to 28.54% from Q1's 23.43%, but it still falls short of the 40% goal. Marla acknowledged the efforts of EDSI and MAC in improving this rate but noted that more progress is needed. A proposed revision to the state MPCR policy is set to be presented to the State Workforce Board on February 28. If passed, it would allow Summer Youth expenditures to count toward the MPCR, which would bring the current rate up to 36%. Marla also plans to advocate for the inclusion of incumbent worker training in the policy revision, arguing that these funds directly benefit participants through their employers. Weekly meetings with the state continue to address performance benchmarks for Sumner County and Nashville, while biweekly meetings with EDSI and MAC monitor overall progress.

Marla shared that PAR had completed its official monitoring report with no findings, and the independent audit for the fiscal year ending June 30, 2024, conducted by Stone, Rudolph & Henry, also resulted in no findings and an unmodified opinion, which is the best possible outcome. As a result, NM will qualify as a low-risk auditee, a designation that will be appreciated by the fiscal team. The Finance Committee approved two action items. The first was an amendment to the 2024-2025 budget to incorporate an additional \$119,000 from the Rural Healthcare Grant, bringing the total budget to \$13.2 million. The second was a request for flexibility to repurpose \$1 million in Dislocated Worker funding for Adult programs. Marla clarified that this flexibility may not be necessary, especially given the current influx of layoffs, but noted that a significant amount of Dislocated Worker funding remains available. Mark Peed made a motion to approve both action items, which was seconded by Seth Thurman. With no further discussion, the motion passed unanimously.

Before concluding, Marla took a moment to acknowledge Ginger Fussell's dedication and hard work, particularly during the audit process. Chairman Zobl also commended Ginger and her team for successfully navigating the audit, especially given that a new firm conducted it. Shoshana Samuels requested that the Board extend its condolences to Ginger and express their appreciation for her efforts.

Rapid Response

Natalie McLimore reported that 415 employees have been affected by layoffs, with the most significant response being at Bargain Hunt. Over the course of 2024, a total of 1,464 employees have been laid off in the region. Once a WARN notice is submitted, her team works closely with employers to provide information about unemployment benefits and AJC services. She expressed gratitude to the State and

EDSI for their efforts in making rapid response initiatives effective. Looking ahead, the most significant upcoming layoff will occur at Bridgestone at the end of July, affecting 900 employees.

IWT and Apprenticeship Programs

Andrea Dillard then reviewed grant funding opportunities available to employers. The Board has allocated \$300,000 from its regular budget for incumbent worker training, and all of these funds have already been committed. While it may appear that the budget is overdrawn, Andrea clarified that two employers have completed their training under budget and have not yet submitted their final billing. The State Apprenticeship Grant currently has \$7,500 remaining, with funding distributed across 10 of the 13 counties. So far, 32 employers have received contracts through the grant.

Procurement Update

Marla provided an update on procurement, explaining that state procurement guidelines require a new procurement process every five years. The current CSPs' contracts are set for 4.5 years, and she intends to engage with County Mayors and Chambers of Commerce to understand their specific needs and desired service adjustments. The goal is to develop a customized approach for each county. The Board will award new contracts by the May Board meeting to facilitate a smooth transition prior to the July 1, 2025, implementation.

Public Comment

There were no requests for public comment.

Adjourn

Without further discussion, Chairman Zobl reminded the board of their next meeting, scheduled for May 14, 2025. The meeting was adjourned.



Northern Middle Tennessee
Workforce Board Inc.

Welcome & Washington Update



Northern Middle Tennessee
Workforce Board Inc.

Partner Focus: Workbased Learning Innovation



Northern Middle Tennessee
Workforce Board Inc.

OSO Report

Northern Middle Tennessee Workforce Development Board AJC Report

For January 1 to March 31, 2025

Report Date: May 14, 2025

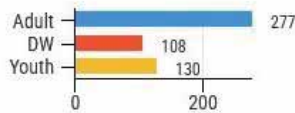
After an extremely busy second quarter, things settled down only slightly in the third quarter. Our Northern Middle AJCs saw a healthy increase in foot traffic, especially in our newest location – the Nashville AJC housed within the Nashville State East campus. Title I and Title III enrollments made strong increases in the third quarter.

Adult Education and Vocational Rehab also saw healthy increases in their respective programs in the third quarter, along with our SCSEP Title V programs. All of the major programs administered within our AJCs had a very active and successful start to the 2025 calendar year.



Partner Program Updates

Title I Total Enrollments



Adult Education

For the quarter ending Mar 31;
3,692 received student services.
371 students received their HiSETs
597 students received a level gain

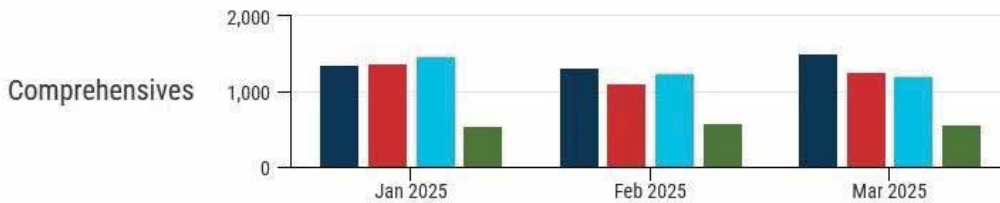
Wagner Peyser

3,721 (--)	New employers registered
1,859 (-2.4%)	New Job Orders in Jobs4TN
2,902 (+20.66%)	Wagner Peyser Participants

Vocational Rehabilitation

2,559	Active Cases
539	Applications
143	Currently Working
117	Successful Closures

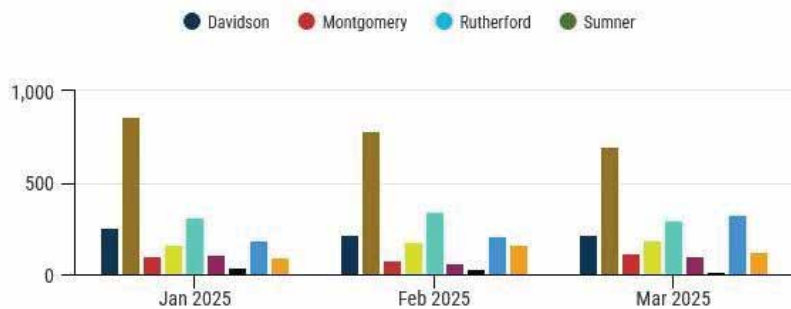
AJC Total Traffic Counts



Total Individual Visitors

19,819
(18,044)

Affiliates



Northern Middle AJC Report March 31, 2025

By County as of Mar 31, 2025; NM = 2.8% TN = 3.6%

Challenges Going Forward

County	Unemployment Rate (Dec 31)	Unemployment Rate (Mar 31)	Quarterly Change
Cheatham	2.8%	2.6%	-0.2
Davidson	2.9%	2.8%	-0.1
Dickson	3.1%	2.9%	-0.2
Houston	5.2%	3.9%	-1.3
Humphreys	3.5%	3.5%	--
Montgomery	3.9%	3.4%	-0.5
Robertson	2.9%	2.8%	-0.1
Rutherford	3.0%	2.7%	-0.1
Stewart	3.7%	3.6%	-0.1
Sumner	2.9%	2.8%	-0.1
Trousdale	3.3%	3.0%	-0.3
Williamson	2.6%	2.4%	-0.2
Wilson	2.9%	2.7%	-0.2

With the upcoming change in the Career Service Provider (CSP), with Workforce Essentials (WFE) taking over all of Title I services after July 1, there will be some natural attrition as some existing Title I staff will choose to not make the transition. With staff leaving, the existing CSPs will be unable to re-fill those positions. WFE will not be taking over until July 1, so there could be some potential holes in coverage as EDSI & MAC both finish up their respective contracts.

Fortunately, a lot of the staff will carry over. That means that our Northern Middle job-seekers will continue to be served in the most effective and efficient way possible, during the transition period, throughout all of our AJCs.

KPIs

Enrollments	January	February	March	Q3	Target
Title I - Adult	98	86	93	277	--
Title I - DW	32	33	43	108	--
Title I - Youth	48	31	51	130	--
Title I Total	178	150	187	515	277
Jobs for Veterans	21	16	22	59	--
Wagner-Peyser	982	909	973	2864	--
WP + JVSG	1003	925	995	2,923	2,362
WP Co-Enrollments w/Title I	44.93%	46.21%	48.99%	49%	80%
WP Job Placements	20	30	23	73	--

The Tennessee Department of Labor (TDOL) has created a new KPI for Program Year 2024-25 – Wagner Peyser (Title III) co-enrollments with Title I. There is an entirely new emphasis on this category as TDOL seems to value this measurement more than actual enrollment numbers; which is a much clearer indicator for what we actually do. Since enrollments has been our main focus in Northern Middle for years, you would expect us to be excelling in that are. We are.

We are currently way ahead of goal in our Title I enrollments (Actual is 515 vs Goal of 277). We are also ahead of our enrollment goal in total Wagner Peyser enrollments (2,923 vs 2,362).

We are not doing so well with the new KPI they created for this Program Year – Wagner Peyser co-enrollments with Title I. For the third quarter, the state set a goal of 80% of all Title I enrollments to be co-enrolled into Wagner Peyser. We closed the second quarter with only 49% co-enrolled.

We are also tracking Wagner-Peyser job placements, although the state has yet to assign goals for this KPI. There were 73 placements in the third quarter.



Northern Middle Tennessee
Workforce Board Inc.

Federal Performance

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

PY24 WIOA Core Performance Measures	Targets 100%	Targets 90%				
			Q1 PY 24	Q2 PY 24	Q3 PY 24	Q4 PY 24
Adult Measures			PASS	PASS	EST	EST
Exiters			528	496		
Participants Served			1969	1997		
Employment Rate 2nd Quarter after exit	84.1%	75.69%	81.5%	84.1%	83.2%	82.7%
Employment Rate 4th Quarter after exit	83.8%	75.42%	77.7%	78.0%	79.2%	82.2%
Median Earnings 2 nd Quarter after exit	8,500	\$ 7,650	\$ 9,060	\$ 9,770	\$ 10,088	\$ 9,938
Credential Attainment w/in 4 Quarters after exit	74.0%	66.60%	67.6%	66.7%	70.5%	76.7%
Measurable Skills Gains	72.3%	65.07%	67.5%	66.1%	66.1%	68.0%
Dislocated Worker			PASS	PASS		
Exiters			242	316		
Participants Served			751	760		
Employment Rate 2nd Quarter after exit	86.4%	77.76%	83.7%	88.0%	88.1%	86.6%
Employment Rate 4th Quarter after exit	86.0%	77.40%	79.0%	82.0%	80.7%	85.2%
Median Earnings 2 nd Quarter after exit	10,500	\$ 9,450	\$ 11,348	\$ 11,931	\$ 12,500	\$ 12,741
Credential Attainment w/in 4 Quarters after exit	69.1%	62.19%	69.7%	68.7%	70.0%	67.4%
Measurable Skills Gains	73.9%	66.51%	71.1%	72.9%	82.4%	84.5%
Youth			PASS	PASS		
Exiters			510	511		
Participants Served			1084	1051		
Employment Rate 2nd Quarter after exit	87.6%	78.84%	81.8%	81.0%	78.9%	80.6%
Employment Rate 4th Quarter after exit	85.3%	76.77%	82.0%	79.1%	77.0%	79%
Median Earnings 2 nd Quarter after exit	6,000	\$ 5,400	\$ 5,820	\$ 5,626	\$ 5,625	\$ 5,549
Credential Attainment w/in 4 Quarters after exit	75.3%	67.77%	71.7%	75.6%	71.6%	78.3%
Measurable Skills Gains	61.5%	55.35%	58.9%	56.3%	56.0%	50.9%
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.

Contractor Performance

MAC Goals 2024 2025

Matrix:		2024						2025					
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	ISY	36	36	100%	23	21	91.30%	18	20	111.11%	80	77	96.3%
	OSY	14	14	100%	18	15	83.33%	18	21	116.67%	65	50	76.9%
	Total	50	50	100%	41	36	87.80%	36	41	113.89%	145	127	87.6%
Exits													
	Youth	40	68	170%	33	25	76.22%	29	16	55.56%	116	112	96.6%
Positive Exits (85% of Exits)		Goal		Percent	Goal		Percent	Goal		Percent	Goal		Percent
	Youth	34	53	155.9%	28	17	61.0%	24	14	57.19%	99	84	85.2%
**Actual Positive Exit Rate (Goal 80%)													
		Exits		Percent	Exits		Percent	Exits		Percent	Exits		Percent
		68	53	77.9%	25	17	68.0%	16	14	87.50%	112	84	75.0%
Placement Wage													
	Youth	\$ 13.00	\$ 16.17	124.4%	\$13.00	\$16.52	127.1%	\$ 13.00	\$ 16.89	129.9%	\$13.00	\$ 16.23	124.8%

EDSI 24-25 Quarterly Benchmarks

Matrix:		2024						2025					
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	250	358	143.20%	200	257	128.50%	200	321	160.50%	850	936	110.1%
	Total Youth	81	65	80.25%	50	57	114.00%	50	75	150.00%	231	197	85.3%
	In-School		21			17							
*Exits (80% of enrollments)	A/DW	200	159	79.50%	160	109	68.13%	160	253	158.13%	680	624	91.8%
	Youth	65	59	91.05%	40	23	57.50%	40	35	87.50%	185	146	79.0%
Positive Exits # (85% of Exits)		Goal		Percent	Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	170	136	80.00%	136	107	78.7%	136	240	176.5%	578	560	96.9%
	Youth	55	55	99.85%	34	23	67.6%	34	34	100.0%	157	130	82.8%
**Actual Positive Exit Rate (Goal 80%)		Exits		Percent	Exits		Percent	Exits		Percent	Exits		Percent
	A/DW	159	136	85.53%	109	107	98.2%	253	240	94.9%	624	560	89.7%
	Youth	59	55	93.22%	23	23	100.0%	35	34	97.1%	146	130	89.0%
Placement Wage		Goal		Percent	Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	\$ 16.50	\$ 21.35	129.39%	\$ 16.50	\$ 20.90	126.7%	\$ 16.50	\$ 21.29	129.0%	\$ 16.50	\$ 21.37	129.5%
	Youth	\$ 13.00	\$ 16.34	125.69%	\$ 13.00	\$ 16.44	126.5%	\$ 13.00	\$ 16.24	124.9%	\$ 13.00	\$16.19	124.5%

Clarksville Pilot 24-25 Quarterly Benchmarks

Matrix:		2025								
		Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	30	34	113.33%	30	46	153.33%	90	80	88.9%
	Total Youth	12	9	75.00%	12	10	83.33%	36	19	52.8%
*Exits (80% of enrollments)	A/DW	24	37	154.17%	24	122	508.33%	72	196	272.2%
	Youth	9	14	155.56%	9	37	411.11%	27	53	196.3%
Positive Exits # (85% of Exits)		Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	20	31	152.0%	20	107	524.5%	61	143	233.7%
	Youth	8	13	169.9%	8	34	444.4%	23	48	209.2%
** Actual Positive Exit Rate (Goal 80%)		Exits		Percent	Exits		Percent	Exits		Percent
	A/DW	37	31	83.8%	122	107	87.7%	196	143	73.0%
	Youth	14	13	92.9%	37	34	91.9%	53	48	90.6%
Placement Wage		Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	\$ 16.50	\$ 21.81	132.2%	\$ 16.50	\$ 21.29	129.0%	\$ 16.50	\$ 20.03	121.4%
	Youth	\$ 13.00	\$ 19.23	147.9%	\$ 13.00	\$ 15.26	117.4%	\$ 13.00	\$ 16.15	124.2%

Gallatin Pilot 24-25 Quarterly Benchmarks

Matrix:		2025								
		Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	15	7	46.67%	15	18	120.00%	45	25	55.6%
	Total Youth	10	1	10.00%	10	5	50.00%	30	6	20.0%
*Exits (80% of enrollments)	A/DW	12	0	0.00%	12	10	83.33%	36	16	44.4%
	Youth	8	4	50.00%	8	3	37.50%	24	8	33.3%
Positive Exits # (85% of Exits)		Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	10	-	0.0%	10	8	78.4%	31	8	26.1%
	Youth	7	1	14.7%	7	3	44.1%	20	4	19.6%
** Actual Positive Exit Rate (Goal 80%)		Exits		Percent	Exits		Percent	Exits		Percent
	A/DW	0	-	0.0%	10	8	80.0%	16	8	50.0%
	Youth	4	1	25.0%	3	3	100.0%	8	4	50.0%
Placement Wage		Goal		Percent	Goal		Percent	Goal		Percent
	A/DW	\$ 16.50	\$ -	0.0%	\$ 16.50	\$ 21.50	130.3%	\$ 16.50	\$ 20.93	126.8%
	Youth	\$ 13.00	\$ 7.25	55.8%	\$ 13.00	\$ 11.63	89.5%	\$ 13.00	\$ 12.75	98.1%



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
Professional Driving Academy	3530 West Hamilton Ave Nashville, TN 37218	THEC	THEC	Transportation & Logistics	40 Years					
Pivot Technology School	305 14th Ave. N Nashville, TN 37203	THEC	THEC	Information Technology	6 Years					
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
Professional Driving Academy	3530 West Hamilton Ave Nashville, TN 37218	1012463	Class B Commercial Driver's License w/ Passenger Endorsement Training	490205	\$ 4,134.00	1 Month	Class B CDL	Bright Outlook Nationally & Locally	Transportation & Logistics	
Professional Driving Academy	3530 West Hamilton Ave Nashville, TN 37218	1012462	Class A Commercial Driver's License Training	490205	\$ 4,134.00	1 Month	Class A CDL	Bright Outlook Nationally & Locally	Transportation & Logistics	
Pivot Technology School	305 14th Ave. N Nashville, TN 37203	1012465	Cybersecurity	430404	\$ 11,500.00	20 Weeks	CompTIA A+	Bright Outlook Nationally & Locally	Information Technology	
Pivot Technology School	305 14th Ave. N Nashville, TN 37203	1012461	Data Analytics	110301	\$ 10,500.00	20 Weeks		Bright Outlook Nationally & Locally	Information Technology	
Pivot Technology School	305 14th Ave. N Nashville, TN 37203	1012464	Software Development	140903	\$ 10,500.00	20 Weeks		Bright Outlook Nationally & Locally	Information Technology	
TCAT Dickson	740 Highway 46 Dickson, TN 37055	1012440	Truck Driving	490205	\$ 2,003.00	7 Weeks	Commercial Driver License	Bright Outlook Nationally & Locally	Transportation & Logistics	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066-3188	1012438	Certified Fiber Optic Specialist - Splicing (CFO/S)	141004	\$ 850.00	1 Day	Certified Fiber Optic Specialist - Splicing	Bright Outlook Nationally & Locally	Construction	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066-3188	1012437	Certified Fiber Optic Specialist - Testing & Maintenance	141004	\$ 850.00	12 hours	Certified Fiber Optic Specialist - Testing & Maintenance	Bright Outlook Nationally & Locally	Construction	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012349	Human Resources Professional	521099	\$ 1,945.00	9 Months	Professional in Human Resources (PHR)	Bright Outlook Nationally & Locally	Human Resources	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012351	Certified Supply Chain Professional + Freight Broker/Agent Training	520203	\$ 2,575.00	12 Months	Certified Supply Chain Professional (CSCP)	Bright Outlook Locally	Transportation & Logistics	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012350	The Complete Project Manager with CAPM and PMP Prep	520211	\$ 3,795.00	12 Months	Project Management Professional (PMP)	Bright Outlook Locally	Information Technology	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012347	NonProfit Manager + Professional Grant Writing (Voucher Included)	520201	\$ 3,999.00	12 Months	Grant Professional Certified (GCP)	Bright Outlook Nationally & Locally	NonProfit	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012346	Certified Administrative Professional with Microsoft Office Specialist (MOS) Associate (Vouchers Included)	520401	\$ 3,445.00	12 Months	Microsoft Outlook Associate	Bright Outlook Nationally & Locally	Administrative	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012345	Professional Bookkeeping with QuickBooks Online (Voucher Included)	520302	\$ 2,375.00	6 Months	Quickbooks Certified User (QBCU)	Bright Outlook Nationally & Locally	Finance & Accounting	

Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012344	Certified Medical Administrative Assistant with Certified Electronic Health Records Specialist + Medical Terminology (Vouchers Included)	510714	\$ 2,745.00	12 Months	CMAA	Bright Outlook Nationally & Locally	Administrative	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012343	Certified Medical Administrative Assistant (CMAA) (Voucher Included)	510710	\$ 1,895.00	6 Months	CMAA	Bright Outlook Nationally & Locally	Administrative	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012342	Pharmacy Technician (Voucher Included)	510805	\$ 2,995.00	12 Months	Pharmacy Tech.	Bright Outlook Locally	Healthcare	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012341	Clinical Dental Assistant (Vouchers Included)	510601	\$ 2,995.00	12 Months	National Entry Level Dental Assistant	Bright Outlook Nationally & Locally	Healthcare	
Middle TN State University	503 East Bell Road Murfreesboro, TN 37132	1012340	Certified Medical Administrative Assistant with Medical Billing & Coding (Vouchers included)	510714	\$ 3,695.00	6 Months	CMAA	Bright Outlook Nationally & Locally	Administrative	
TCAT Dickson-Clarksville Campus	3789 Guthrie Hwy Clarksville, TN 37040	1012496	Flooring Covering Class	460413	\$3,200.00	6 weeks	International Certified Flooring Installers Certification	Bright Outlook Nationally & Locally	Construction	
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
Motlow State Community College	5002 Motlow College Blvd Smyrna, TN 37167	1006498	Paramedic (AAS)	510904	\$ 9,001.21	4 Semesters	Associate's Degree	Bright Outlook Nationally & Locally	Healthcare	Program expired 09/2022. Cost decrease from \$10,457 to \$9,001.21
Austin Peay State University	601 College Street Clarksville, TN 37044	1005589	Human Resources Professional Exam Prep with Exam Voucher - Live Online (PTS0015E)	520201	\$ 2,659.00	36 Hours	Professional in Human Resources (PHR)	Bright Outlook Nationally & Locally	Human Resources	Cost increase from \$1,819 to \$2,659

Northern Middle Program Year July 1, 2023 to June 30, 2024

Incumbent Worker Training (IWT) Grants (07.01.2024 - 06.30.2025)

	County Location	Employer	UEI	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Sumner	Clarendale @Indian Lake	SR6UG96MEP53	15	08.01.2024	05.31.2025	\$25,000.00	\$6,861.63
2	Davidson	Coca-Cola Consolidated, Inc	EVMRM7AZGAC6	30	09.01.2024	05.31.2025	\$21,694.00	
3	Rutherford	Fessler & Bowman	NYPLTSQU9BB5	50	08.01.2024	05.31.2025	\$24,922.00	
4	Davidson	Military Systems Group	SBYBHNZL5UJ1	12	08.01.2024	05.31.2025	\$24,948.00	
5	Sumner	The GAP	ZYZJX5WLT3M9	54	09.01.2024	05.31.2025	\$12,213.00	\$6,583.50
6	Davidson	Vanderbilt University Medical Center	GYLUH9UXHDX5	94	08.01.2024	05.31.2025	\$25,000.00	
7	Rutherford	Schwan Cosmetics USA	W6DTG8ZMBH93	47	08.01.2024	05.31.2025	\$12,195.00	
8	Davidson	Glatfelter	VYHULQ7RCMA4	10	10.14.2024	05.31.2025	\$5,000.00	
9	Wilson	Solaren Risk Management, LLC	VWBAAWEAJP23	35	10.14.2024	05.31.2025	\$25,000.00	\$25,000.00
10	Rutherford	Roscoe Brown, Inc	FXDHCW7M9F61	28	11.01.2024	05.31.2025	\$25,000.00	
11	Davidson	Nashville Boss Inc.	X4XMG5ECRVY5	10	11.18.2024	05.31.2025	\$22,500.00	\$20,365.80
12	Rutherford	Wiregrass Construction Company	Y2NNK2T8DSL5	2	12.12.2024	05.31.2025	\$8,120.00	\$8,120.00
13	Montgomery	Signature Healthcare of Clarksville	XXN1SAPGW4V6	8	01.02.2025	05.31.2025	\$15,000.00	
14	Houston	Signature Healthcare of Erin	EHCXLMJ53DF3	8	01.02.2025	05.31.2025	\$15,000.00	
15	Sumner	Signature Healthcare of Portland	J9CXUEDFLZR7	8	01.02.2025	05.31.2025	\$15,000.00	
16	Sumner	Westmoreland Care & Rehab Center	JA1UVGMFRB57	8	01.02.2025	05.31.2025	\$15,000.00	
17	Sumner	Dorman Products, Inc.	R6BMHC43K7K5	4	01.02.2025	05.31.2025	\$5,500.00	
18	Rutherford	Gallagher Guitar Co, LLC	TQAMCY7W7ZH6	8	02.03.2025	05.31.2025	\$4,160.00	
				431			\$301,252.00	\$38,445.13

Board designated funds available: \$ 300,000.00

Apprenticeship Training Grants (09.03.2024 - 06.30.2025)

	County Location	Employer	UEI	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Davidson	Dixon Management Group LLC	UVCJJH9SV2V3	9	10.14.2024	05.31.2024	\$22,500.00	
2	Davidson	Classic Handyman Company, Inc.	PLMNU6JEDTW9	1	10.14.2024	05.31.2025	\$2,500.00	\$2,500.00
3	Rutherford	Roscoe Brown, Inc	FXDHCW7M9F61	7	10.01.2024	05.31.2025	\$17,500.00	\$17,500.00
4	Cheatham	Industrial Electrical Services, Inc.	MEMXUJNDRAR8	4	10.14.2024	05.31.2025	\$9,000.00	\$9,000.00
5	Montgomery	Clarksville Montgomery Co Schools	QM24BH3KM7W7	29	10.14.2024	05.31.2025	\$43,500.00	
6	Rutherford	Cultivation Network	X7B4WU2WPA59	2	10.01.2024	05.31.2025	\$5,000.00	\$2,500.00
7	Davidson	Strings for Hope	TCPHL73T1KR8	5			\$12,500.00	\$12,500.00
8	Montgomery	CDE Lightband	Q8H1FN7FE733	6	12.2.2024	05.31.2025	\$13,000.00	\$13,000.00
9	Dickson	NHC		7	01.21.2025	05.31.2025	\$16,500.00	
10								
				70			\$142,000.00	\$57,000.00

State Apprenticeship Grant Amount Available: \$142,000.00

State Apprenticeship Expansion Formula Grant (10.01.2024 - 06.30.2025)

	County Location	Employer	UEI	Employees Trained	Employment Sector	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Robertson	Robertson Co BOE	L54YG2NQ33U9	20	Teachers	10.01.2024	05.31.2025	\$50,000.00	
2	Rutherford	Rutherford Co BOE	JTUXFTXFMWYZ	10	Teachers	10.01.2024	05.31.2025	\$25,000.00	\$25,000.00
3	Wilson	Lebanon Fire Dept.	LXC9BKGMC3X4	10	EMTs	01.02.2025	05.31.2025	\$25,000.00	
4	Williamson	Bauren Solutions	DV51J21K1QQ3	5	Cabinet Manufacturers		05.31.2025	\$12,500.00	\$12,500.00
5									
6									
7									
8									
9									
10									
								\$112,500.00	\$37,500.00
<i>SAEF Program Funds Available: \$112,500.00</i>									



Northern Middle Tennessee
Workforce Board Inc.

Financial Report

NORTHERN MIDDLE TN WORKFORCE BOARD

MARCH 2025 FISCAL UPDATE

2024-25 BUDGET PROGRESSION & SPEND TREND

Northern Middle LWDA	(\$ in 000's)					
	24-25 QTR 1	24-25 QTR 2	24-25 QTR 3	Expenses YTD	Revised FY 2024-25 12 Mo. Budget	% Spent
Infrastructure Funding Agreement	98	109	104	311	1,000	31.1%
Adult	659	374	991	2,024	3,244	62.4%
Dislocated Worker Re-purposed for Adult	153	577	204	934	1,000	93.4%
Dislocated Worker for DW	349	434	646	1,429	3,645	39.2%
Youth	402	501	714	1,617	2,738	59.1%
RESEA	61	0		61	263	23.2%
RESEA Budget Reduced to 3 Mos Only	0	0		0	-202	0.0%
Titan Stadium Project	28	49	79	156	294	53.1%
Tennessee Youth Phase 2	446	51	74	571	787	72.6%
Apprenticeship		3	53	56	156	35.9%
National Apprenticeship		0	28	28	125	22.4%
Rural Healthcare (Seed Funding 2/1 - 6/30/25)						
Additional \$238 awarded for FY25-26		0	19	19	119	16.0%
Total FY 24-25 Expense vs Budget	2,196	2,098	2,912	7,206	13,169	54.7%

24-25 budget last meeting	13,169
Additional Tennessee Youth through 6/30/25	494
TN-PROWD (Re-Entry \$968,443 4/1/25 - 9/30/27)	20
Revised 2024-25 budget	13,683

* Northern Middle's grant utilization for Quarter 3 increased by \$814k compared to the prior quarter. Formula grant utilization increased by \$669k as follows: Adult + \$244k, DW + \$212k and Youth + \$213k Other grants increased by \$150k as follows: Titan's + \$30k, TYEP +\$23k, Apprenticeships + \$78k, Rural Health + \$19k. IFA decreased \$5k

* This year's quarterly average utilization is \$2.4M compared to last year's quarterly average of \$2.9M.

* While Formula grant utilization is on the upward trend, we were not at 75% spent in any of the three fund streams. The highest fund stream is Adult at 69.7% determined by combining Adult and the DW re-purposed for Adult. Program budgets for Formula funding expiring June 2025 have been utilized, but lower utilization may result in a larger carryover of Formula funding for grants expiring June 2026. This should help offset some effects from the reduction in FY25-26 funding.

* Last meeting, flexibility through June 30, 2025 to request of TDLWD permission for up to \$1M re-purposing of Dislocated Worker (admin and/or program) for Adult was granted to Board staff. We have submitted a request for \$750k of that amount, and await TDLWD approval.

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE

Minimum Participant Cost Rate (MPCR)

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

MPCR = 42.22%

	MAC Youth	EDSI Youth	EDSI Adult, Dislocated Worker, Titans	EDSI TYEP	NM Demo Pilots	Apprentice, Incumb Wkr, Rural Health	Other (NM, & IFA)	Total
Qualifying Expenses	\$ 206,158	\$ 338,684	\$ 1,367,765	\$ 453,928	\$ 126,536	\$ 150,841	\$ (29)	\$ 2,643,883
Total Program	\$ 446,778	\$ 752,643	\$ 3,314,545	\$ 453,928	\$ 278,232	\$ 150,841	\$ 865,768	\$ 6,262,735
MPCR	46.14%	45.00%	41.27%	100.00%	45.48%	100.00%	0.00%	42.22%

Second Quarter

Northern Middle is above the 40% state requirement in quarter 3 applying the new TDLWD MPCR policy.

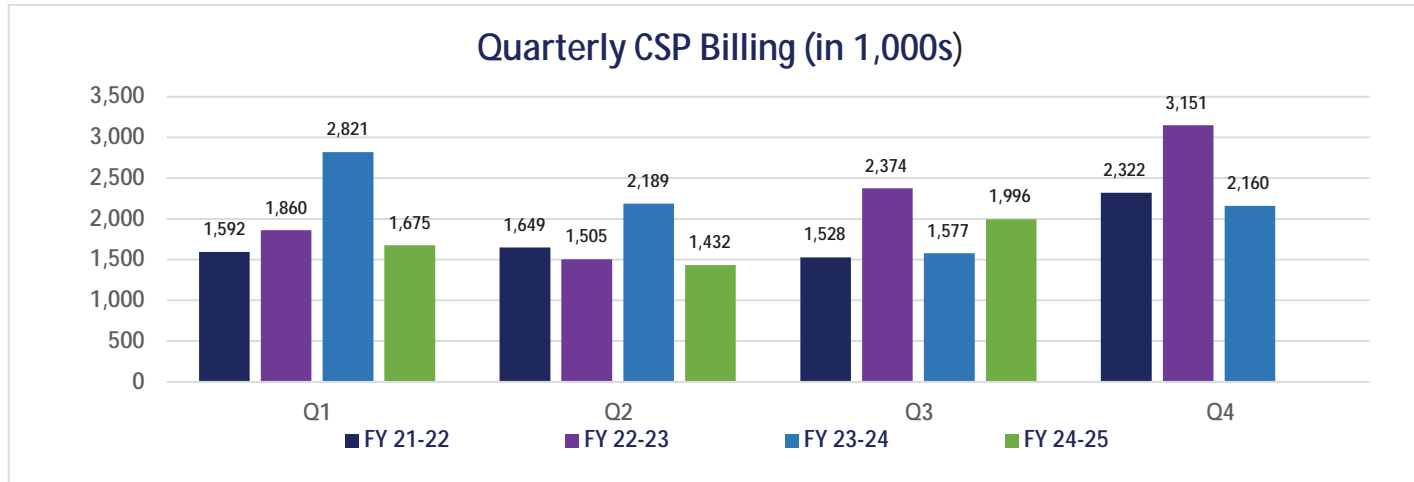
	Q4 23-24	37.21%	old policy
FY Reset Jul 1	Q1 24-25	23.43%	old policy
	Q2 24-25	28.54%	old policy
	Q3 24-25	42.22%	new policy retro to 7/1

New TDLWD MPCR policy includes Incumbent Worker and other Statewide Initiatives to include the Tennessee Youth Employment. Old policy calculates at 36.24%

NORTHERN MIDDLE TN WORKFORCE BOARD

MARCH 2025 FISCAL UPDATE

CONTRACTED CAREER SERVICE PROVIDERS - BILLING TREND



Q3 contracted CSP billing increased \$564k compared to last quarter and was \$419k more than Q3 of the prior year. Average quarterly CSP billing is \$1.7M this year compared to \$2.1M last year. Due to the Pilots in Montgomery and Sumner beginning Q2 FY 24-25, EDSI is billing for 2 counties less than in previous quarters. Total non-contracted billing for those two counties totaled \$276k in Q2 & Q3.

Career Service Provider Billing	Q1	Q2	Q3	Q4	Total
CSP Billing FYE 6/30/22 EDSI & MAC	1,592	1,649	1,528	2,322	7,091
CSP Billing FYE 6/30/23 EDSI & MAC	1,860	1,505	2,374	3,151	8,890
CSP Billing FYE 6/30/24 EDSI & MAC	2,821	2,189	1,577	2,160	8,747
CSP Billing FYE 6/30/25 EDSI & MAC less Montgomery & Sumner beginning in Q2	1,675	1,432	1,996		5,103

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
CONTRACTOR - BILLING PROGRESS

Career Service Provider Billing	In \$000's				
	Cumulative through Dec 2024	Total Spent Qtr Ended Mar 2025	Budget Spent Contract To Date	Total 54 Month Contract Budget	% Spent - * 94% time elapsed (contracts extended)
EDSI (54 Month Comparison)	\$ 25,788	\$ 1,645	\$ 27,433	\$ 29,856	92% *
EDSI (TN Youth bgt ended at 8/31/23)	\$ 187	\$ -	\$ 187	\$ 187	100%
EDSI (TN Youth bgt through 6/30/25)	\$ 1,654	\$ 71	\$ 1,725	\$ 1,835	94%
EDSI Titans Stadium (through 6/30/25)	\$ 162	\$ 73	\$ 235	\$ 278	85%
MAC (54 Month Comparison)	\$ 2,085	\$ 207	\$ 2,292	\$ 2,403	95% *
MAC (TN Youth bgt through 6/30/25)	\$ 70	\$ -	\$ 70	\$ 96	73%
Contract-to-Date through Q3 2024-25	\$ 20,913	\$ 1,996	\$ 31,942		

One-Stop Operator Billing	In \$000's				
	Cumulative through Dec 2024	Total Spent Qtr Ended Mar 2025	Budget Spent Contract To Date	Total 12 Month Budget	% Spent - 75% time elapsed (contract extended)
MCHRA - (12 out of 12 Month Comparison)	\$ 126	\$ 55	\$ 181	\$ 300	60%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
EDSI - ADULT/DW MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 51 Months

EDSI	MPCR - Goal 50% FY 24-25			MPCR - Goal 50% FY 24-25			MPCR Adult/DW - Goal 50% FY 24-25		
	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	50%	Direct \$ '000	Total \$ '000	51%	Direct \$ '000	Total \$ '000	50%
July 2024	25	131	19%	28	67	41%	53	198	27%
Aug 2024	55	217	25%	25	77	32%	80	294	27%
Sep 2024	99	321	31%	22	93	23%	121	414	29%
Oct 2024	103	270	38%	30	85	35%	133	354	38%
Nov 2024	66	220	30%	31	81	39%	97	301	32%
Dec 2024	111	257	43%	67	114	58%	178	372	48%
Jan 2025	101	250	40%	109	155	70%	210	405	52%
Feb 2025	109	249	44%	97	143	68%	206	391	53%
Mar 2025	179	405	44%	113	180	63%	292	585	50%
Total Extended 12 Months	848	2,320	37%	520	995	52%	1,368	3,315	41%
Cumulative CTD 54 Months	6,993	14,084	50%	3,102	6,059	51%	10,095	20,143	50%

EDSI	MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR Adult/DW - Goal 50% FY 24-25 w LFPR Project		
	Adult			DW			A/DW Combined		
QTR Ended 9/30/24	179	669	27%	74	237	31%	253	906	28%
QTR Ended 12/31/24	280	747	37%	128	280	46%	408	1,027	40%
QTR Ended 3/31/25	389	904	43%	319	478	67%	708	1,382	51%
FYE 6/30/25 (12 Mos)	848	2,320	37%	520	995	52%	1,368	3,315	41%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
EDSI YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY 51 Months

EDSI	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	49%	Wk Exp \$ '000	Total \$ '000	30%	ISY \$ '000	Total \$ '000	30%
July 2024	17	34	49%	10	34	30%	10	34	29%
Aug 2024	32	48	66%	17	48	35%	17	48	35%
Sep 2024	24	119	20%	33	119	28%	48	119	40%
Oct 2024	41	93	44%	33	93	36%	22	93	24%
Nov 2024	21	64	33%	30	64	47%	22	64	35%
Dec 2024	19	57	33%	25	57	44%	24	57	42%
Jan 2025	62	102	61%	27	102	26%	24	102	23%
Feb 2025	53	97	55%	39	97	40%	29	97	30%
Mar 2025	70	139	51%	66	139	48%	48	139	35%
Total Extended 12 Months	339	753	45%	281	753	37%	244	753	32%
Cumulative CTD 54 Months	3,385	6,901	49%	1,860	6,571	28%	1,991	6,571	30%

EDSI	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
	Youth			Youth			Youth		
QTR Ended 9/30/24	73	201	36%	60	201	30%	75	201	37%
QTR Ended 12/31/24	81	214	38%	89	214	41%	69	214	32%
QTR Ended 3/31/25	186	337	55%	132	337	39%	101	337	30%
FYE 6/30/25 (12 Mos)	339	753	45%	281	753	37%	244	753	32%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE

MAC YOUTH - MPCR, WORK EXPERIENCE & IN SCHOOL

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - 30% Goal beginning 7/1/23		
MAC	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	51%	Wk Exp \$ '000	Total \$ '000	41%	ISY \$ '000	Total \$ '000	39%
July 2024	7	22	30%	6	22	27%	8	22	37%
Aug 2024	8	30	28%	13	30	43%	15	30	52%
Sep 2024	6	44	15%	17	44	39%	20	44	46%
Oct 2024	16	39	41%	22	39	56%	20	39	51%
Nov 2024	27	50	53%	35	50	70%	29	50	57%
Dec 2024	28	55	51%	37	55	68%	33	55	59%
Jan 2025	20	47	42%	23	47	49%	23	47	48%
Feb 2025	47	86	55%	38	86	44%	37	86	43%
Mar 2025	47	74	64%	56	74	76%	43	74	58%
Total Extended 12 Months	206	447	46%	247	447	55%	228	447	51%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - 30% Goal beginning 7/1/23		
MAC	Youth			Youth			Youth		
QTR Ended 9/30/24	21	96	22%	36	96	37%	44	96	45%
QTR Ended 12/31/24	71	144	49%	95	144	66%	81	144	56%
QTR Ended 3/31/25	114	206	55%	117	206	57%	103	206	50%
FYE 6/30/25	206	447	46%	247	447	55%	228	447	51%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
PILOT - MONTGOMERY ADULT/DW MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 6 Months

NM/WE	MPCR - Goal 50% FY 24-25			MPCR - Goal 50% FY 24-25			MPCR Adult/DW - Goal 50% FY 24-25		
	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	67%	Direct \$ '000	Total \$ '000	29%	Direct \$ '000	Total \$ '000	54%
Oct 2024	7	12	57%	0	5	2%	7	17	40%
Nov 2024	1	5	12%	5	11	48%	6	16	36%
Dec 2024	7	12	58%	0	5	1%	7	17	40%
Jan 2025	10	14	66%	5	11	50%	15	25	59%
Feb 2025	26	31	84%	0	6	3%	26	36	72%
Mar 2025	10	16	65%	3	9	31%	13	24	53%
Total 6 Months	60	90	67%	13	46	29%	73	136	54%
Cumulative CTD 6 Months	60	90	67%	13	46	29%	73	136	54%

NM/WE	MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR Adult/DW - Goal 50% FY 24-25 w LFPR Project		
	Adult			DW			A/DW Combined		
QTR Ended 12/31/24	14	29	49%	5	21	24%	19	50	39%
QTR Ended 3/31/25	46	61	75%	8	25	33%	54	86	63%
FYE 6/30/25 (6 Mos)	60	90	67%	13	46	29%	73	136	54%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
PILOT - MONTGOMERY YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY 6 Months

NM/WE	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 25%		
	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	46%	Wk Exp \$ '000	Total \$ '000	2%	ISY \$ '000	Total \$ '000	26%
Oct 2024	2	5	34%	0	5	0%	2	5	31%
Nov 2024	3	6	43%	0	6	0%	2	6	28%
Dec 2024	0	4	0%	1	4	16%	2	4	49%
Jan 2025	7	11	67%	0	11	0%	2	11	16%
Feb 2025	4	7	52%	0	7	0%	2	7	24%
Mar 2025	3	7	42%	0	7	4%	2	7	28%
Total 6 Months	18	39	46%	1	39	2%	10	39	26%
Cumulative CTD 6 Months	18	39	46%	1	39	2%	10	39	26%

NM/WE	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
	Youth			Youth			Youth		
QTR Ended 12/31/24	4	15	30%	1	15	4%	5	15	34%
QTR Ended 3/31/25	14	24	56%	0	24	1%	5	24	22%
FYE 6/30/25 (6 Mos)	18	39	46%	1	39	2%	10	39	26%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
PILOT - SUMNER - ADULT/DW MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 6 Months

NM/WE	MPCR - Goal 50% FY 24-25			MPCR - Goal 50% FY 24-25			MPCR Adult/DW - Goal 50% FY 24-25		
	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	55%	Direct \$ '000	Total \$ '000	3%	Direct \$ '000	Total \$ '000	37%
Oct 2024	0	3	0%	0	4	1%	0	7	1%
Nov 2024	0	3	3%	0	4	2%	0	7	2%
Dec 2024	2	6	34%	0	5	1%	2	11	19%
Jan 2025	4	8	49%	0	5	0%	4	13	30%
Feb 2025	3	8	44%	1	5	13%	4	13	31%
Mar 2025	19	23	83%	0	5	0%	19	28	68%
Total 6 Months	28	51	55%	1	28	3%	29	79	37%
Cumulative CTD 6 Months	28	51	55%	1	28	3%	29	79	37%

NM/WE	MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR - Goal 50% FY 24-25 w LFPR Project			MPCR Adult/DW - Goal 50% FY 24-25 w LFPR Project		
	Adult			DW			A/DW Combined		
QTR Ended 12/31/24	2	13	17%	0	12	1%	2	25	9%
QTR Ended 3/31/25	26	38	68%	1	15	4%	27	54	50%
FYE 6/30/25 (6 Mos)	28	51	55%	1	28	3%	29	79	37%

NORTHERN MIDDLE TN WORKFORCE BOARD
MARCH 2025 FISCAL UPDATE
PILOT - SUMNER YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY 6 Months

NM/WE	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 25%		
	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	28%	Wk Exp \$ '000	Total \$ '000	8%	ISY \$ '000	Total \$ '000	35%
Oct 2024	0	2	0%	1	2	39%	1	2	50%
Nov 2024	0	2	0%	1	2	43%	1	2	47%
Dec 2024	2	4	36%	0	4	0%	1	4	29%
Jan 2025	0	3	0%	0	3	0%	2	3	53%
Feb 2025	0	3	4%	0	3	0%	1	3	45%
Mar 2025	5	8	60%	0	8	0%	1	8	19%
Total 6 Months	6	22	28%	2	22	8%	8	22	35%
Cumulative CTD 6 Months	6	22	28%	2	22	8%	8	22	35%

NM/WE	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
	Youth			Youth			Youth		
QTR Ended 12/31/24	2	9	19%	2	9	20%	3	9	38%
QTR Ended 3/31/25	5	14	34%	0	14	0%	4	14	32%
FYE 6/30/25 (6 Mos)	6	22	28%	2	22	8%	8	22	35%

NORTHERN MIDDLE TN WORKFORCE BOARD

MARCH 2025 FISCAL UPDATE

MONITORING UPDATE

EDSI and MAC - Career Service Providers

- * Biweekly contractor meetings continue with EDSI and MAC re-stating expectations and concerns related to fund utilization, MPCR achievement and case management.
- * Monthly desk review of invoices is performed analyzing contract progress and dollar-driven performance.
- * EDSI exceeded their Adult/DW and Youth enrollment goals and met their quarterly exit and placement goals.
- * MAC exceeded their ISY and OSY enrollment goals; they are slightly behind on exits and have not met the placement goal.
- * EDSI MPCR for Adult/DW improved to 51% in Q3 over 40% in Q2, attaining FYTD of 41%, short of 50% goal. (old policy)
EDSI MPCR for Youth improved to 55% in Q3 over 38% in Q2, attaining FYTD of 45%, short of 50% goal. (old policy)
- * MAC MPCR for Youth improved to 55% in Q3 over 49% in Q2, attaining FYTD of 46%, short of 50% goal. (old policy)
- * Over the full contract period (51 months), EDSI met Adult/DW MPCR at 50% and nearly met Youth MPCR at 49%, and MAC met MPCR at 51%. Both contractors have met work experience and ISY requirements contract-to-date. However, neither have met MPCR during the current fiscal year which is the current Northern Middle measurement period.
- * Northern Middle program staff issued to MAC findings, observations, technical assistance and request for corrective action related to case management. MAC completed the required action by the deadline given.
- * Northern Middle program staff issued to EDSI findings, observations, technical assistance and request for corrective action related to case management. Deadlines for (two) monitoring reports are approaching.
- * Northern Middle fiscal staff are conducting test work of current year transactions.

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 is underway; to be completed in 4th quarter.

NORTHERN MIDDLE TN WORKFORCE BOARD

MARCH 2025 FISCAL UPDATE

MONITORING UPDATE

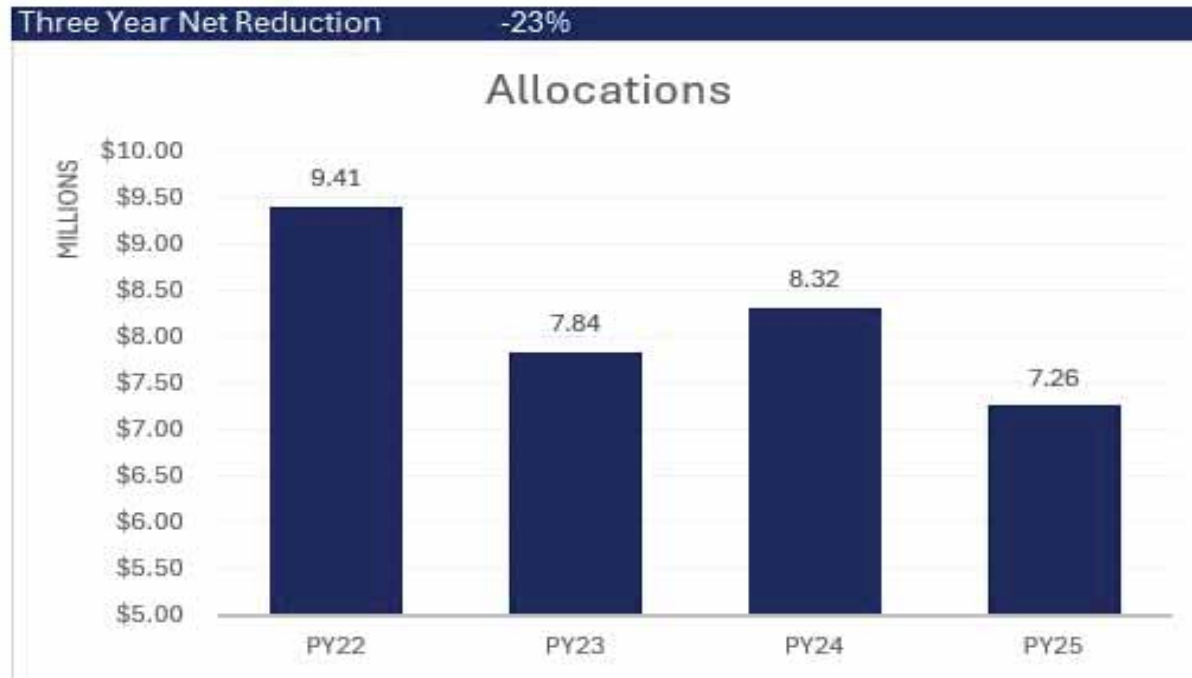
Monitoring of Northern Middle

- * TDLWD's Office of Transformation conducted annual on-site monitoring at the four comprehensive centers: Clarksville, Nashville, Gallatin and Murfreesboro. We're awaiting a final report.
- * Northern Middle received a WIOA Title I Case File Review Report for the TNDOL Workforce Services Division. No findings were identified.

NORTHERN MIDDLE TN WORKFORCE BOARD MARCH 2025 FISCAL UPDATE

ALLOCATION REDUCTION - 3 YEAR NET REDUCTION

	Allocations	\$ Reduction	% Reduction
PY22	9,407,167.00		
PY23	7,839,846.55	(1,567,320.45)	-17%
PY24	8,321,810.00	481,963.45	6%
PY25	7,263,356.00	(1,058,454.00)	-13%
Three Year Net Reduction		(2,143,811.00)	-23%



NORTHERN MIDDLE TN WORKFORCE BOARD

MAY 2025 FISCAL UPDATE

FY2025-26 BUDGET - REVENUES

Grant Revenue	\$ in millions	\$
Total Carryover from 24-25	2.6	2,625,204.53
25-26 Projected Allocations	7.2	7,263,356.00
Total Adult, DW, Youth	9.8	9,888,560.53
Carryover to 26-27 at 20% Youth	(0.4)	(473,413.60)
Carryover to 26-27 at 20% Adult, DW	(1.0)	(979,257.60)
Total 25-26 Adult, DW, Youth	8.4	8,435,889.3
Tennessee Youth	1.0	1,000,000.00
Rural Healthcare	0.2	238,943.00
TN-PROWD Re-Entry	0.8	759,000.00
IFA	1.0	1,000,000.00
Total 25-26 Projected Grant Revenue	11.4	11,433,832.33

NORTHERN MIDDLE TN WORKFORCE BOARD

MAY 2025 FISCAL UPDATE

FY2025-26 BUDGET - EXPENSES

Projected Expenses	\$ in millions	%	\$
NM Workforce Board	1.3	11%	1,365,645.00
Board Incumbent Worker Program	0.3	3%	300,000.00
Recruitment Campaign	0.1	1%	100,000.00
IFA (non-Title I)	1.0	9%	1,000,000.00
Total Board and Overhead	2.7	24%	2,765,645.00
One Stop Operator	0.3	3%	300,000.00
Career Service Provider	6.4	56%	6,370,244.33
Summer Youth	1.0	9%	1,000,000.00
Rural Healthcare	0.2	2%	238,943.00
TN-PROWD Re-Entry	0.8	7%	759,000.00
Total Contracted Grant Services	8.7	76%	8,668,187.33
Total 25-26 Grant Expense	11.4	100%	11,433,832.33

NORTHERN MIDDLE TN WORKFORCE BOARD

MARCH 2025 FISCAL UPDATE

ACTION ITEMS

- * 2024-25 Amended Budget = \$13.7M (+514k)
- * 2025-26 Preliminary Budget = \$11.4M



Northern Middle Tennessee
Workforce Board Inc.

YEP

PROWD

Rural Healthcare



Northern Middle Tennessee
Workforce Board Inc.

AJC Operations



State of Tennessee
Department of Labor and Workforce Development
Division of Workforce Services
220 French Landing Drive
Nashville, TN 37243-1002
(615) 741-1031

April 02, 2025

Northern Middle Local Workforce Development Board
523 Madison Street, Suite A
Clarksville, TN 37040

Dear Mr. Zobl,

Following a thorough review of your request for the Northern Middle Local Workforce Development Board (NMLWDB) to serve as its own Career Service Provider (CSP) for Title I services, Workforce Services (WFS) has conditionally approved this request. This approval is contingent upon the fulfillment of specific regulatory requirements and the implementation of enhanced firewalls to prevent conflicts of interest and ensure compliance with federal guidelines.

Conditions for Approval:

1. Procurement Process Compliance
 - In accordance with *2 CFR § 200.320(c)*, noncompetitive procurement is only permissible under specific circumstances. The NMLWDB must submit a formal written request for a procurement waiver, justifying the absence of competition, and obtain written approval from the appropriate federal or pass-through entity.
2. Conflict of Interest and Oversight Mechanisms
 - To ensure compliance with *20 CFR § 679.410* and *20 CFR § 679.430*, NMLWDB must enhance its firewall measures by addressing the following concerns:
 - a. Oversight of the Career Service Provider (CSP)
 - The NMLWDB currently plans to monitor Workforce Essentials, Inc. (WFE), its designated CSP. Given that NMLWDB staff have affiliations with WFE, additional safeguards must be in place to ensure objective oversight.
 - *Suggested Action:* Implement an independent third-party monitor to oversee programmatic compliance and performance, ensuring impartial review and corrective action as needed.
 - b. Relationship Between Fiscal Agent and CSP
 - WFE is designated as both the Fiscal Agent and the CSP, creating a potential conflict in financial oversight.
 - *Suggested Action:* Strengthen financial oversight mechanisms, including periodic state reviews or stricter financial approval processes, to ensure unbiased fund allocation.
 - c. Role of the Independent One-Stop Operator (OSO)
 - The OSO currently reports to the NMLWDB Chair or designee, with oversight from NMLWDB staff, which may not provide sufficient independence.

- *Suggested Action:* Restructure the OSO's reporting structure to report directly to the full Board or another independent entity to ensure neutrality in oversight.
- d. Independence of Third-Party Compliance Monitoring
- It is unclear who will procure and oversee the independent third-party monitor. If this responsibility remains with the NMLWDB or WFE, there is a potential conflict of interest.
 - *Suggested Action:* The State Workforce Agency or another fully independent entity should procure and oversee the third-party monitoring process.
- e. Board's Role in Strategic Direction vs. Operational Influence
- While the NMLWDB is responsible for providing strategic direction, excessive involvement in operational decision-making could create compliance issues.
 - *Suggested Action:* Clearly document the distinction between strategic oversight and day-to-day operations, ensuring that program implementation remains the sole responsibility of the CSP while the Board maintains an appropriate oversight role.

Next Steps:

We request that the NMLWDB submit a revised plan addressing the above conditions no later than **COB Friday May 2nd, 2025**. WFS is available to provide guidance and technical assistance in implementing these necessary measures. If further clarification is required, please do not hesitate to reach out.

Ensuring compliance with federal requirements is essential to maintaining the integrity of the workforce system. We appreciate your cooperation in strengthening these firewalls and look forward to working with you to support a fair, transparent, and effective service delivery model.

Sincerely,


Jason Cecil (Apr 2, 2025 11:19 CDT)

Jason Cecil, Workforce Services Assistant Commissioner

April 11, 2025

Mr. Jason Cecil, Assistant Commissioner
Tennessee Department of Labor & Workforce Development
220 French Landing Drive
Nashville, TN 37243

Dear Assistant Commissioner Cecil:

In response to your April 2, letter to the Northern Middle Local Workforce Board (NMLWDB), I submit to you additional justification for Workforce Essentials, Inc. (WEI), fiscal agent and staff to the NMLWDB, to serve as the Career Service Provider for the thirteen counties that comprise the Northern Middle Workforce Area.

Procurement Request:

In accordance with your requesting citing 2 CFR § 200.320(c)(4), the NMLWDB is requesting authorization to use a noncompetitive procurement method from the Tennessee Department of Labor, as our pass-through entity to be the Career Service Provider.

According to 20 CFR § 679.410 (b) the local board can request to be the Career Service Provider directly through agreement with the Governor. The Northern Middle Workforce Board is not requesting to be the OSO which requires the selection through a competitive process as stated in 20 CFR § 679.410 (a)(1)(i)(ii).

Based upon your guidance, the NMLWDB is requesting to use sole source based upon:

- a 23% reduction in funding which equates to over \$2 million loss in the last three years.
- An increase of national, for-profit service WIOA providers responding to procurement request and sharp decline in local provider response. It is less efficient, and less cost-effective to use providers outside the service area. This takes away valuable funding which could be used for participant services but is being paid as performance incentives. In addition, the NMLWDB has also experienced a decline in key performance indicators by utilizing contracted service providers.
- Additionally, sourcing outside the LWDA system, has resulted in a sharp decline in local presence and less flexibility in making the time-sensitive courses of action needed to react to area workforce challenges and meet required KPI's.
- Staff to the NMLWDB have more than 35 years of experience in balancing such challenges successfully.
- The NMTWB can deliver the services in a more efficient and cost-effective staffing plan.

For these reasons, the Board is requesting permission from the Governor or his designee to be the Career Service Provider for Northern Middle Workforce Area and from the Tennessee Department of Labor to allow for non-competitive procurement.

Conflict of Interest and Oversight Mechanisms

To ensure compliance with *20 CFR § 679.410* and *20 CFR § 679.430*, the NMLWDB will enhance its firewall measures by:

a. Oversight of the Career Service Provider (CSP)

Issue: The NMLWDB currently plans to monitor Workforce Essentials, Inc. (WFE), its designated CSP. Given that NMLWDB staff have affiliations with WFE, additional safeguards must be in place to ensure objective oversight.

Corrective Action:

- The NMLWDB has agreed to maintain a competitive procurement process of the One-Stop Operator which will report to the full NM Workforce Board. This is already an on-going process as the OSO provides quarterly updates at every NM Workforce Board meeting.
- In addition to the independent OSO, the NMLWD has stipulated that it will procure an independent organization to monitor the Career Service Provider operations. This will ensure an impartial review with stipulated corrective action.
- In addition to internal monitoring, the Career Service Provider will be subject to Tennessee Department of Labor and Workforce Development annual review in accordance with TDLWD's Monitoring Guide by the Performance Accountability Review (PAR) unit, as well as the Workforce Service Division's Program Managers and Oversight Unit. All monitoring reports from the procured monitor and TDLWD will be shared with the NMLWDB.

b. Relationship Between Fiscal Agent and CSP

Issue: WFE is designated as both the Fiscal Agent and the CSP, creating a potential conflict in financial oversight.

Corrective Action: In order for Workforce Essentials to serve as both the Fiscal Agent and the CSP, the following oversight mechanisms will be implemented to strengthen financial controls:

- Career Service Provider financial controls and operations will be reviewed and oversight provided by the Workforce Essentials Board of Directors. This is an independent Board of 11 individuals.
- None of the Workforce Essentials Board members serve on the Northern Middle Workforce Board. Thus, ensuring an independent oversight without conflict of interest with the NMLWDB.

- The Northern Middle Local Workforce Board will provide oversight of all WIOA operations in aggregate. The CLEO will continue to sign all WIOA contracts and monthly expenditure reports.
- The NMLWDB will be subject to annual review by the Performance Accountability Review unit, as well as the Workforce Service Division's Program Managers and Oversight Unit. As mandated, the organization will be subject to a single audit by an independent CPA firm.

c. Role of the Independent One-Stop Operator (OSO)

Issue: The OSO currently reports to the NMLWDB Chair or designee, with oversight from NMLWDB staff, which may not provide sufficient independence.

Corrective Action: The OSO is currently procured regionally to Mid-Cumberland Human Resources Agency.

- The OSO will report directly to the full Board to ensure neutrality in oversight.
- The OSO will provide a report at each NMLWDB meeting for not only CSP operations, but for the entire workforce system in Northern Middle.

d. Independence of Third-Party Compliance Monitoring

Issue: It is unclear who will procure and oversee the independent third-party monitor. If this responsibility remains with the NMLWDB or WFE, there is a potential conflict of interest.

Corrective Action:

- Staff of the Northern Middle LWDB will draft the procurement documents for the independent third-party monitor.
- The Northern Middle LWDB's Executive Committee will review and rate the responses of potential applicants.
- The Executive Committee will make a recommendation to the full Board for approval.
- The winning organization will report directly to the Board Chair and make reports to the full Board at least annually.

e. Board's Role in Strategic Direction vs. Operational Influence

Issue: While the NMLWDB is responsible for providing strategic direction, excessive involvement in operational decision-making could create compliance issues.

Corrective Action: The strategic oversight is the responsibility of the Northern Middle LWDB. Responsibility for planning and strategic Direction will fall to that Board. As the Executive Director of the NM Workforce Board, I will focus on Board activities including strategic direction. The day-to-day operations of the Career Service Provider will fall to the corporate

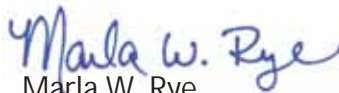
Board of Workforce Essentials and the CSP Program Director. By having two different Board of Directors, without overlap, this firewall prevents overlap between the two organizations and responsibilities.

- The strategic oversight is the responsibility of the Northern Middle LWDB. Responsibility for planning and strategic Direction will fall to the NM LWDB. As the Executive Director of the NM Workforce Board, I will focus on Board activities including strategic direction.
- The day-to-day operations of the Career Service Provider will fall to the corporate Board of Workforce Essentials and the CSP Program Director will report directly to the Workforce Essentials Board.

By having two different Board of Directors, without overlap, this firewall safeguards potential conflicts of interest between the two organizations and responsibilities.

We hope this adequately addresses your concerns as the NMLWDB is confident that this approach will improve services to the citizens of middle Tennessee. If you have additional questions or concerns regarding this request, please feel free to call me.

Sincerely,



Marla W. Rye
Executive Director

Cc: Mayor Bob Rial, CLEO
John Zobl, Chairman NMLWDB

Attachments: 3/24/25 NMWB Request to be Career Service Provider



State of Tennessee
Department of Labor and Workforce Development
Division of Workforce Services
220 French Landing Drive
Nashville, TN 37243-1002
(615) 741-1031

April 11, 2025

Northern Middle Local Workforce Development Board
523 Madison Street, Suite A
Clarksville, TN 37040

Dear Mr. Zobl,

Thank you for your continued partnership and dedication to the workforce system in the Northern Middle Local Workforce Development Area.

Following our conditional approval letter dated April 2nd, 2025, Workforce Services (WFS) has reviewed the materials submitted by the Northern Middle Local Workforce Development Board (NMLWDB) in response to the outlined conditions. We are pleased to confirm that all conditions have been satisfactorily met.

Accordingly, WFS grants full approval for the NMLWDB to serve as its own Career Service Provider (CSP) for Title I services and as its own One-Stop Operator (OSO), beginning on July 1st, 2025, in accordance with the implementation timeline provided. Your efforts to establish clear firewalls, ensure independent oversight, and comply with federal and state regulations have been recognized and are appreciated.

Thank you for your commitment to serving Tennesseans through a transparent, compliant, and effective workforce development system. We look forward to continued collaboration in advancing access to high-quality services across the region.

If you have any questions or require further guidance, please do not hesitate to reach out.

Sincerely,


Jason Cecil (Apr 11, 2025 10:17 CDT)

Jason Cecil, Workforce Services Assistant Commissioner

Cumulative IFA Expenses by County July 1st, 2024 - March 31st, 2025

Line Item	Cheatham	Davidson	Dickson	Houston	Humphreys	Montgomery	Robertson	Rutherford	Stewart	Sumner	Trousdale	Williamson	Wilson	Total
Training for Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-
One Stop Operator	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Supplies	246.00	6,410.81	185.48	117.00	959.98	930.70	243.46	431.50	117.00	859.88	117.00	281.50	117.00	11,017.31
Building	15,300.00	-	24,243.75	1,500.00	13,284.00	56,250.00	19,014.39	-	5,400.00	33,750.00	7,200.00	22,500.00	24,880.50	223,322.64
Equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Copier	377.91	794.98	722.93	361.91	616.74	1,111.28	666.09	483.70	407.93	673.10	404.40	740.70	555.70	7,917.37
Utilities	6,893.09	-	26,733.67	3,164.16	8,325.77	29,036.39	8,742.53	-	4,088.67	33,876.82	2,655.79	12,567.58	-	136,084.47
Telephone	2,463.06	882.33	2,146.50	767.71	1,742.12	6,980.98	2,924.79	352.85	784.14	2,253.55	1,264.56	3,730.64	1,279.73	27,572.96
Internet	4,028.10	6,345.88	5,007.65	1,359.09	4,219.42	2,997.62	4,135.38	4,612.84	1,542.60	5,117.40	2,419.92	4,502.40	2,159.47	48,447.77
Maintenance	8,679.33	34,441.53	18,943.83	736.87	2,206.58	16,071.27	6,794.36	-	2,472.57	20,504.69	188.52	9,204.21	-	120,243.76
Janitor	7,258.47	1,300.00	6,675.00	800.00	8,100.00	29,160.00	6,164.60	-	1,615.00	21,996.00	8,100.00	22,650.88	-	113,819.95
Data Processing Eqmt (ST) (6 Mos.)	-	-	-	-	-	-	-	1,730.34	-	-	-	-	-	1,730.34
Professional Svcs (ST) (6 Mos.)	-	103,831.38	-	-	-	-	-	42,704.10	-	-	-	-	-	146,535.48
3rd Party Professional (ST) (6 Mos.)	-	768.17	-	-	-	-	-	304.09	-	-	-	-	-	1,072.26
OSO Indirect	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Operating Costs-LWDA NM	45,245.96	154,775.08	84,658.81	8,806.74	39,454.61	142,538.24	48,685.60	50,619.42	16,427.91	119,031.44	22,350.19	76,177.91	28,992.40	837,764.31

Line Item	Cheatham	Davidson	Dickson	Houston	Humphreys	Montgomery	Robertson	Rutherford	Stewart	Sumner	Trousdale	Williamson	Wilson	Total
Contra-Rent Expense by County	6,750.00	-	11,499.97	-	-	13,050.00	2,700.00	15,430.00	-	11,250.00	-	20,700.00	-	81,379.97
Total Liability Per County (9 Mos.)	38,495.96	154,775.08	73,158.84	8,806.74	39,454.61	129,488.24	45,985.60	35,189.42	16,427.91	107,781.44	22,350.19	55,477.91	28,992.40	756,384.34
Total Liability Per County (12 Mos.)	51,327.95	276,099.81	97,545.12	11,742.32	52,606.15	172,650.99	61,314.13	97,318.25	21,903.88	143,708.59	29,800.25	73,970.55	38,656.53	1,128,644.51
Rank	9	1	4	13	8	2	7	5	12	3	11	6	10	

Rural Offices

Houston	11,742.32
Humphreys	52,606.15
Stewart	21,903.88
Trousdale	29,800.25
Total	116,052.60

Potential savings Nashville 25-26* 100,000.00

WIOA Adult	20%	220,697.91	} 630,521.38
WIOA Dislocated Worker	20%	220,697.91	
WIOA Youth	17%	189,125.56	
Adult Education	3%	33,828.31	
WIOA Title III Wagner Peyser	17%	194,040.46	
WIOA Title IV Voc Rehab	9%	100,695.24	
Veterans	6%	62,514.30	
MOBC	1%	14,088.50	
Ticket to Work	1%	13,547.40	
RESEA (Sept 2024)	2%	17,513.20	
TAA	1%	10,327.27	
SNAP	1%	12,067.47	
RESEA State	3%	30,439.30	
Job Corp	1%	9,061.68	
Total	100%	1,128,644.51	



Northern Middle Tennessee
Workforce Board Inc.

Public Comment Period



Northern Middle Tennessee
Workforce Board Inc.

Next Meeting
August 13, 2025