



**Northern Middle Tennessee
Workforce Board Inc.**

Finance Committee

August 7, 2025

8:30 A.M.

[Click here for zoom link](#)

Meeting ID: 820 5273 4215

Passcode: 150039

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Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. Financial Report
 - a. 2024-2025 Financial Review
 - b. MPCR
 - c. CSP & Contractor Trends
 - d. Monitoring
 - e. 2025-2026 Budget Review
 - f. Action Items

Adjourn

Members:

Mark Peed (Chair)
Kelly Tyler
Dan Caldwell
David Rutledge
Paul Webb
Kristi Spurgeon
Sho Samuels



DRAFT UNTIL
APPROVED

Northern Middle Tennessee Workforce Board

Finance Committee

Meeting Minutes

May 1, 2025, via Zoom at 9:00 a.m.

Members Attending	Members Absent	Staff & Guests Attending
Mark Peed (Chairman)	David Rutledge	Marla Rye
Kelly Tyler		Andrea Dillard
Paul Webb		Ginger Fussell
Kristi Spurgeon		Meagan Dobbins
Shoshana Samuels		Alyssa Spaulding
Selina Moore		
John Zobl		
Dan Caldwell		

The Northern Middle Tennessee Workforce Board Finance Committee met via Zoom on May 1, 2025, at 9 a.m. With a quorum confirmed, Chairman Peed called the meeting to order. Paul Webb moved to approve the minutes, and Dan Caldwell seconded. With no further discussion, the minutes were unanimously approved.

2024-2025 Budget-to-Actual

Ginger Fussell reported strong improvement in Q3 performance. After a slow start to the year, Q3 saw an \$814K increase in spending, including a \$669K rise in formula grant utilization. Increased activity in apprenticeships, rural healthcare, and other initiatives contributed to higher grant spending. Year-to-date, \$7.2M of the \$13.1M budget has been used (54.7%). Additional funding included \$494K for the Tennessee Youth Program to be spent by June 30, 2025, and the new PROWD grant. Marla explained that the new PROWD (Prison Re-entry Outreach Workforce Development) grant is a federal initiative that was initially focused on Memphis, but is now expanding to Nashville, Knoxville, and Chattanooga. The grant will support one career advisor position and provide training opportunities for second-chance individuals, including CDL and vocational programs at TCAT. Running through September 2027, the budget includes an estimate of \$20K in this year's budget to launch the program, which officially began operations in April.

Ginger noted that despite improvement, no formula fund streams reached the 75% target. The adult stream led at 69.7%, and all expiring program funds have been fully used. She anticipates more carryover than expected, which may help offset next year's \$1M funding cut. However, all funds expiring July 1 have been fully used. A \$750K request to repurpose dislocated worker funds for adult services, previously authorized by the board, is still pending approval. The only action item related to this report is the \$514K budget increase, mainly for the Tennessee Youth Program funding.

MPCR

Ginger reported continued improvements in the MPCR, which had remained below the 40% target. She explained that the state recently implemented a new MPCR policy allowing programs such as TYEP, Rural Healthcare, apprenticeships, and Incumbent Worker Training grants to count toward the metric. Under the previous policy, the Q3 MPCR stood at 36.24%; with the updated policy, it increases to 42.22%. Ginger also noted that even using the older calculation method, Q3 showed a significant improvement over Q2. Marla expressed support for the policy change, stating that it more accurately reflects Northern Middle's efforts to support employers and priority populations.

Sho Samuels asked if all of the \$500K TYEP funding must be spent by June 30. Marla confirmed it does and expects at least 80% to be used, though many youth can't start until summer break. Sho then asked about the negative qualifying expenses listed in the "Other" category of the MPCR calculation. Ginger explained that the Infrastructure Funding Agreement (IFA) covers the overhead costs associated with running the AJCs. The negative \$29K are likely refunds, and the \$865K denominator represents the infrastructure costs NM is responsible for. Contractors are given a 50% MPCR goal to help offset this negative impact. Sho followed up by asking if a "big catch-up" is anticipated in Q4. Ginger responded that IFA costs should remain consistent through the end of the year and that any catch-up will come from direct participant spending in Q4.

CSP Trends

Ginger Fussell provided an update on CSP billing trends, noting a \$565K increase in billings from EDSI, MAC, and the pilots during Q3, representing a \$419K rise compared to the same period last year. To date, EDSI has billed approximately 92% of its base contract and MAC 95%, with 94% of their respective 54-month contract periods elapsed. Mid-Cumberland, the one-stop operator, has billed 60% of its contract with 75% of the contract term completed. EDSI has met contract-to-date MPCR goals for Adult and Dislocated Worker (DW) services. However, fiscal year-to-date performance remains below the 50% target. In Q3, EDSI reached 51% for Adult/DW, raising the year-to-date average to 41%. For Youth services, EDSI met the quarterly MPCR target, increasing their year-to-date performance to 45% and met Work Experience and In-School Youth goals. MAC achieved 55% for Youth in Q3, bringing its fiscal-year total to 46%, below the 50% benchmark. The Sumner and Montgomery pilot sites demonstrated improvement over the previous quarter, contributing \$126K to MPCR. Spending between the two followed a 3:1 ratio favoring Montgomery, which outperformed Sumner but still has areas for growth.

Monitoring Update

Ginger reported that EDSI exceeded enrollment goals for Adult/DW and Youth programs and met their quarterly exit and placement goals. MAC exceeded Youth enrollment goals but is slightly behind on exits and has not yet met the placement goal. NM has issued findings, observations, technical assistance, and corrective action requests to both MAC and EDSI related to MPCR performance. Monitoring of the One-Stop Operator is currently underway and is expected to be completed by the end of the next quarter. The TDLWD Office of Transformation conducted annual on-site monitoring at the four comprehensive centers; a report has not yet been released. Marla noted that she is not aware of any issues, and the exit conference is scheduled. Ginger added that a recent case file review by the state identified no findings.

2025-2026 Revenue and Expenses

Marla shared that, following the last Board meeting, she received Program Year (PY) 2025 allocation estimates. The projected allocation is \$7.2M—over \$1M (13%) less than the previous year. Compared to the \$9.4 million received in 2022, this represents a total decrease of \$2.1M (23%). Marla emphasized

that this drop signals a need for operational changes and agreed with Ginger's earlier point that increased carryover will help buffer the reduction and ease the transition into the new program year.

Ginger estimated approximately \$2.6M in carryover. When added to the projected allocation, this brings the total available funds to \$9.8M. After reserving 20% for the PY 2026–2027 carryover, the total is reduced to \$ 8.4M. With the addition of other grants awarded to NM, total projected grant revenue for PY 2025–2026 is \$11.4M. Projected expenses include \$2.7M for Board and overhead and \$8.7M in contracted grant services, bringing total anticipated expenditures for PY 2025–2026 to \$11.4M, fully aligning with available revenue.

Action Items

The floor was opened for questions. Mark Peed asked if Marla anticipated any budget increases in the event of a rise in company shutdowns. Marla explained that the state maintains discretionary WIOA funds that could be used for additional Dislocated Worker (DW) resources. For larger closures, NM can request that the state apply for funding through the National Dislocated Worker Grant program. She also noted that recent executive orders issued in April direct a federal review of workforce programs. Given the bipartisan support for workforce development, she believes there may be future funding opportunities as a result.

Mark then called for a motion to approve the amended 2024–2025 budget and the preliminary 2025–2026 budget. Sho Samuels made the motion, seconded by Dan Caldwell. With no further discussion, the motion passed unanimously.

CSP Update

Marla reminded the Committee that EDSI and MAC contracts are nearing expiration. At the February 28 meeting, the State Workforce Board passed a policy allowing local workforce boards to apply to serve as their own CSP. Marla then consulted with county mayors and economic development professionals, who expressed concern that AJCs have lost local input and community impact. As a result, the Executive Committee met on March 11 to review the situation, funding cuts, and overall performance; and they authorized Marla to request that Northern Middle serve as its own CSP. A formal request was submitted to the Commissioner on March 24. Conditional approval was received on April 2, and final approval was granted on April 11 after NM addressed the required conditions. Key concerns included establishing firewalls between program operations and financial oversight. To address this, NM will hire an independent monitor and continue contracting out the One-Stop Operator role. Another concern was separating strategic functions from operations. Natalie McLimore, Vice President at Workforce Essentials, will now oversee CSP operations, allowing Marla, Andrea, and the Board team to remain focused on Board operations.

Transition meetings have been held with all EDSI and MAC employees, and a timeline and plan have been established. Four management positions from EDSI's org chart and four additional CSP positions will be eliminated to reduce costs—saving about \$375K in salaries and benefits. Natalie has interviewed all current staff, with retention announcements scheduled for May 2. Staff transitioning from MAC/EDSI to Workforce Essentials (WEI) will retain their longevity benefits and accrue time accordingly. NM is also working to waive the 30-day insurance waiting period for these employees. Both MAC and EDSI have cooperated to ensure a smooth transition. Mark Peed asked if NM's role as CSP has a term limit. Marla replied that it is effectively indefinite, but the state can require a contracted CSP if NM fails to meet

standards. Mark commented that this change would offer staff greater stability. John Zobl commended Marla and her team, noting that he believes her relationship and respect for the state enabled NM to return to this position.

AJC Locations

Marla cautioned that as NM evaluates its new CSP structure, the state continues to strongly encourage the elimination of bricks-and-mortar costs, especially in rural areas. She took IFA expenses from July 1, 2024, to March 31, 2025, excluding OSO costs to show that \$837K has been spent on facilities across the 13-county region, projecting to \$1.1M annually, shared among partners. However, WIOA Adult, DW, and Youth programs are bearing a growing portion of these costs due to statewide staffing reductions and FTE-based allocation methods. She estimates that \$630K of infrastructure costs this year are covered by these programs. Davidson County is the most expensive, at \$276K, followed by Montgomery at \$172,600 and Sumner at \$142,700. The four smallest counties—Houston, Humphreys, Stewart, and Trousdale—total \$116K combined. Marla did not offer a recommendation at this meeting but warned that decisions will be needed soon, especially as NM brings programs in-house.

Selina Moore added that similar conversations are happening at Southern Middle, which recently closed one of its comprehensive centers and converted it into an affiliate. That region now has two comprehensive, eight specialized, and one affiliate center across 13 counties. Mark Peed suggested examining unemployment rates in the smallest counties to determine which ones are most in need. Selina said they're also reviewing labor force participation rates and foot traffic to inform their decisions, and are exploring alternative staffing locations and virtual service options. Marla noted that the Northwest region no longer maintains centers in every rural county.

Adjourn

She reminded the Committee that the Board meeting will be on May 14, 2025, at TCAT Smyrna. Then, with no further questions, the meeting was adjourned.

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

2024-25 BUDGET PROGRESSION & SPEND TREND

	(\$ in 000's)						
Northern Middle LWDA	24-25 QTR 1	24-25 QTR 2	24-25 QTR 3	24-25 QTR 4	Expenses YTD	Revised FY 2024-25 12 Mo. Budget	% Spent
Infrastructure Funding Agreement	98	109	104	90	401	1,000	40.1%
Adult	659	374	991	1,430	3,454	3,244	106.5%
Dislocated Worker Re-purposed for Adult	153	577	204	100	1,034	1,000	103.4%
Dislocated Worker for DW	349	434	646	530	1,959	3,645	53.7%
Youth	402	501	714	658	2,275	2,738	83.1%
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	0	156	294	53.1%
Tennessee Youth Phase 2	446	51	74	641	1,212	1,281	94.6%
Apprenticeship	0	3	53	94	150	156	96.2%
National Apprenticeship	0	0	28	94	122	125	97.6%
Rural Healthcare (Seed Funding 2/1 - 6/30/25)							
Additional \$238 awarded for FY25-26	0	0	19	95	114	119	95.8%
TN-PROWD (Re-Entry \$968,443 4/1/25 - 9/30/27)	0	0	0	5	5	20	25.0%
Re-Entry (\$15,372.50 6/6/25 - 6/30/25)	0	0	0	7	7	15	46.7%
Total FY 24-25 Expense vs Budget	2,196	2,098	2,912	3,744	10,950	13,698	79.9%

24-25 budget last meeting	13,683	
Short-term Re-Entry grant (\$15,372.50 6/6/25 - 6/30/25)	15	15
Revised 2024-25 budget	13,698	
<p><i>* Northern Middle's grant utilization for Quarter 4 increased by \$832k compared to the prior quarter.</i></p> <p><i>Formula grant utilization increased by \$163k as follows: Adult + \$335k, DW - \$116k and Youth - \$56k</i></p> <p><i>Other grants increased by \$669k as follows:</i></p> <p><i>TYEP + \$567k, Titan's - \$79k, Apprenticeships + \$107k, Rural Health + \$76k, PROWD/Re-Entry + \$12; IFA decreased \$14k</i></p> <p><i>* This year's quarterly average utilization is \$2.7M compared to last year's quarterly average of \$2.9M.</i></p> <p><i>* During 2024-25, 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.</i></p> <p><i>We requested \$750k of that amount during 2024-25, and TDLWD approved.</i></p> <p><i>* Northern Middle staff requests flexibility to request of TDLWD permission for up to \$750,000 re-purposing of Dislocated Worker (admin and/or program) for Adult, if needed, during FY 2025-26.</i></p>		

NORTHERN MIDDLE TN WORKFORCE BOARD
JUNE 2025 FISCAL UPDATE

2024-25 FORMULA BUDGET SPEND

Northern Middle LWDA	(\$ in 000's)		
	Expenses YTD	Revised FY 2024-25 12 Mo. Budget	% Spent
Adult	3,454	3,244	106.5%
Dislocated Worker Re-purposed for Adult	1,034	1,000	103.4%
Dislocated Worker for DW	1,959	3,645	53.7%
Youth	2,275	2,738	83.1%
Total FY 24-25 Expense vs Budget	8,722	10,627	82.1%

** Formula grant utilization was 82.1% with Adult spending far exceeding Dislocated Worker.
The 17.9% under-utilization of formula funds will carryover and help to offset
the 13% funding reduction in FY25-26.*

NORTHERN MIDDLE TN WORKFORCE BOARD
JUNE 2025 FISCAL UPDATE

6-Year Expenditure Comparison

*2024-25 expenses were approximately \$675k less than the prior year,
averaging approx. \$2.7M per quarter.*

*Despite the decline in expenses, the overall grant utilization
percentage increased 5% due to overall FY budget decrease.
(FY 2023-24 = \$15.6M, FY 2024-25 = \$13.7M)*

		Fiscal Year Expenses	Qtrly Ave.	Grant Utilization of FY Bgt
Six-Year Comparison	2024-25	\$ 10,950	\$ 2,738	80%
	2023-24	\$ 11,625	\$ 2,906	75%
	2022-23	\$ 12,548	\$ 3,137	77%
	2021-22	\$ 11,008	\$ 2,752	69%
	2020-21	\$ 13,193	\$ 3,298	70%
	2019-20	\$ 11,887	\$ 2,972	80%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

UTILIZATION OF EXPIRING GRANTS

	Grant Term	Contract	% Utilized	\$ Expired	Expired Admin	Expired Program
Adult	21-24 Mos	2,414,840	100.00%	-	-	-
Dislocated Worker	21-24 Mos	2,914,669	100.00%	-	-	-
Youth	27 Mos	2,510,337	100.00%	-	-	-
Tennessee Youth Employment Program	26 Mos	2,578,590	97.29%	69,909	69,863	46
Titan's Stadium Project	16 Mos	389,312	64.53%	138,089	19,695	118,394
Apprenticeship	9 Mos	156,200	96.17%	5,983	5,983	-
National Apprenticeship	8 Mos	125,000	97.36%	3,304	3,304	-
Rural Health	5 Mos	119,471	95.42%	5,476	5,476	-
Re-Entry	25 days	15,372	48.59%	7,903	7,903	-
		11,223,791	97.94%	230,664	112,224	118,440
				2.06%	1.00%	1.06%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

Minimum Participant Cost Rate (MPCR)

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

MPCR = 49.91%

	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	\$ 331,194	\$ 540,699	\$ 2,021,643	\$ 953,436	\$ 236,321	\$ 655,354	\$ 13,030	\$ 4,751,677
Total Program	\$ 597,147	\$ 1,072,450	\$ 4,614,973	\$ 953,436	\$ 487,818	\$ 655,354	\$ 1,138,993	\$ 9,520,171
MPCR	55.46%	50.42%	43.81%	100.00%	48.44%	100.00%	1.14%	49.91%

Pilots = 3 QTRS

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
	Q4 24-25	49.91%	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 38.56%.

Old policy with only Incumbent Worker change calculates at 40.73%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

CONTRACTOR - BILLING PROGRESS

	In \$000's				
Career Service Provider Billing	Cumulative through Mar 2025	Total Spent Qtr Ended Jun 2025	Budget Spent Contract To Date	Total 54 Month Contract Budget	% Spent - * 100% time elapsed (contracts ended)
EDSI (54 Month Comparison)	\$ 27,433	\$ 1,620	\$ 29,053	\$ 29,856	97% *
EDSI (TN Youth bgt ended at 8/31/23)	\$ 187	\$ -	\$ 187	\$ 187	100%
EDSI (TN Youth bgt through 6/30/25)	\$ 1,725	\$ 532	\$ 2,257	\$ 2,270	99%
EDSI Titans Stadium (through 6/30/25)	\$ 235	\$ -	\$ 235	\$ 278	85%
MAC (54 Month Comparison)	\$ 2,292	\$ 137	\$ 2,429	\$ 2,429	100% *
MAC (TN Youth bgt through 6/30/25)	\$ 70	\$ -	\$ 70	\$ 70	100%
Contract-to-Date through Q4 2024-25	\$ 20,913	\$ 2,289	\$ 34,231		

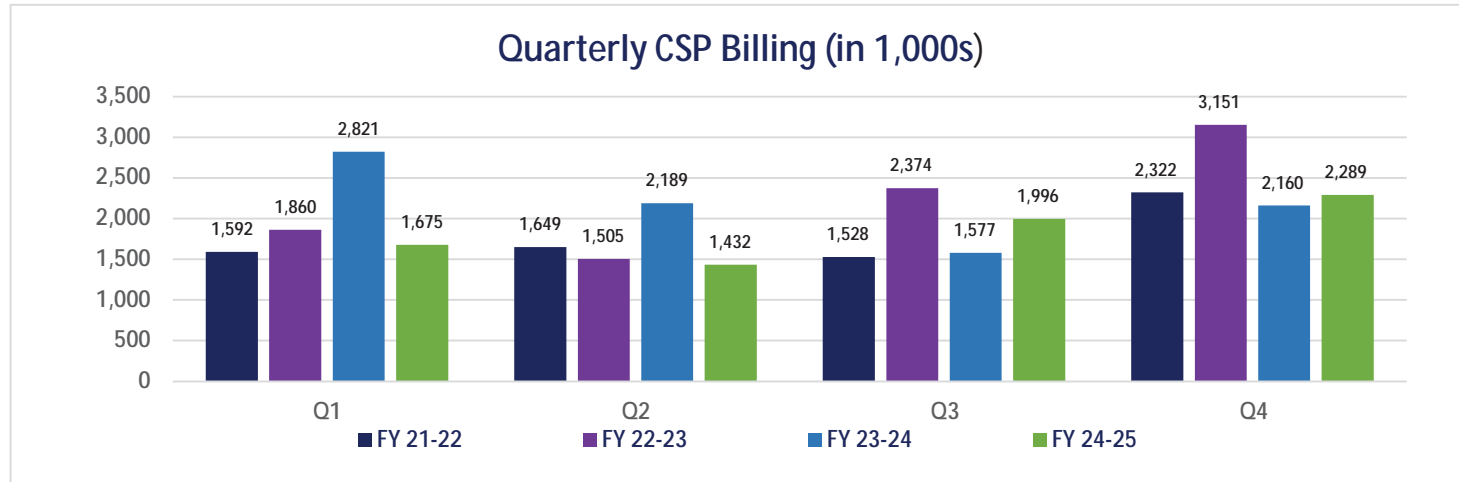
	In \$000's				
One-Stop Operator Billing	Cumulative through Mar 2025	Total Spent Qtr Ended Jun 2025	Budget Spent Contract To Date	Total 12 Month Budget	% Spent - 100% time elapsed (contract extended)
MCHRA - (12 out of 12 Month Comparison)	\$ 181	\$ 48	\$ 229	\$ 300	76%

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

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

CONTRACTED CAREER SERVICE PROVIDERS - BILLING TREND



Q4 contracted CSP billing increased \$293k compared to last quarter and was \$129k more than Q4 of the prior year. Average quarterly CSP billing is \$1.8M 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 \$488k in Q2 - Q4.

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	2,289	7,392

NORTHERN MIDDLE TN WORKFORCE BOARD
JUNE 2025 FISCAL UPDATE
EDSI - ADULT/DW MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 54 Months

	MPCR - Goal 50% FY 24-25			MPCR - Goal 50% FY 24-25			MPCR Adult/DW - Goal 50% FY 24-25		
EDSI	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	49%	Direct \$ '000	Total \$ '000	52%	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%
Apr 2025	123	278	44%	85	129	66%	208	407	51%
May 2025	186	324	57%	86	122	70%	272	446	61%
June 2025	131	349	37%	43	98	44%	174	448	39%
Total Extended 12 Months	1,288	3,270	39%	734	1,344	55%	2,022	4,615	44%
Cumulative CTD 54 Months	7,432	15,035	49%	3,316	6,409	52%	10,748	21,443	50%

Current Fiscal Year	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		
EDSI	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%
QTR Ended 6/30/25	440	951	46%	214	350	61%	653	1,300	50%
FYE 6/30/25 (12 Mos)	1,288	3,270	39%	734	1,344	55%	2,022	4,615	44%

NORTHERN MIDDLE TN WORKFORCE BOARD
JUNE 2025 FISCAL UPDATE
EDSI YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY 54 Months

	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
EDSI	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	50%	Wk Exp \$ '000	Total \$ '000	32%	ISY \$ '000	Total \$ '000	31%
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	138	51%	66	138	48%	48	138	35%
Apr 2025	49	88	55%	28	88	31%	23	88	27%
May 2025	89	125	71%	55	125	44%	43	125	34%
June 2025	64	107	60%	47	107	44%	62	107	58%
Total Extended 12 Months	541	1,072	50%	411	1,072	38%	372	1,072	35%
Cumulative CTD 54 Months	3,587	7,221	50%	1,990	6,891	29%	2,119	6,891	31%

Current Fiscal Year	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
EDSI	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	185	337	55%	132	337	39%	101	337	30%
QTR Ended 6/30/25	202	320	63%	130	320	41%	128	320	40%
FYE 6/30/25 (12 Mos)	541	1,072	50%	411	1,072	38%	372	1,072	35%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 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	19	34	54%	6	34	18%	8	34	24%
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%
Apr 2025	51	75	68%	43	75	57%	40	75	53%
May 2025	51	52	98%	35	52	67%	27	52	52%
June 2025	11	11	100%	0	11	0%	11	11	97%
Total Extended 12 Months	331	597	55%	325	597	54%	306	597	51%
Cumulative CTD 54 Months	1,303	2,499	52%	1,076	2,443	44%	1,020	2,443	42%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - 30% Goal beginning 7/1/23		
MAC	Youth			Youth			Youth		
QTR Ended 9/30/24	33	108	31%	36	108	33%	44	108	41%
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%
QTR Ended 6/30/25	113	139	82%	78	139	56%	78	139	56%
FYE 6/30/25	331	597	55%	325	597	54%	306	597	51%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

PILOT - MONTGOMERY ADULT/DW MPCR TREND

CONTRACT-TO-DATE & QUARTERLY 9 Months

	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	70%	Direct \$ '000	Total \$ '000	26%	Direct \$ '000	Total \$ '000	56%
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%
Apr 2025	20	25	77%	3	9	29%	22	34	65%
May 2025	21	28	77%	3	9	26%	24	37	64%
June 2025	11	17	65%	0	7	0%	11	24	46%
Total 9 Months	112	160	70%	18	72	26%	131	232	56%
Cumulative CTD 9 Months	112	160	70%	18	72	26%	131	232	56%

	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		
NM/WE	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%
QTR Ended 6/30/25	52	71	74%	5	25	20%	57	96	60%
FYE 6/30/25 (9 Mos)	112	160	70%	18	72	26%	131	232	56%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

PILOT - MONTGOMERY YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL

CONTRACT-TO-DATE & QUARTERLY 9 Months

	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 25%		
NM/WE	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	56%	Wk Exp \$ '000	Total \$ '000	1%	ISY \$ '000	Total \$ '000	23%
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%
Apr 2025	8	12	67%	0	12	0%	2	12	17%
May 2025	7	11	62%	0	11	0%	2	11	20%
June 2025	10	14	68%	0	14	0%	3	14	19%
Total 9 Months	42	76	56%	1	76	1%	17	76	23%
Cumulative CTD 9 Months	42	76	56%	1	76	1%	17	76	23%

	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
NM/WE	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%
QTR Ended 6/30/25	24	37	66%	0	37	0%	7	37	19%
FYE 6/30/25 (9 Mos)	42	76	56%	1	76	1%	17	76	23%

NORTHERN MIDDLE TN WORKFORCE BOARD
JUNE 2025 FISCAL UPDATE

PILOT - SUMNER - ADULT/DW MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 9 Months

	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	56%	Direct \$ '000	Total \$ '000	10%	Direct \$ '000	Total \$ '000	40%
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%
Apr 2025	6	10	56%	0	5	0%	6	15	38%
May 2025	9	13	66%	4	8	42%	12	21	57%
June 2025	4	8	49%	0	5	0%	4	13	30%
Total 9 Months	46	82	56%	4	46	10%	51	128	40%
Cumulative CTD 9 Months	46	82	56%	4	46	10%	51	128	40%

	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		
NM/WE	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 (9 Mos)	46	82	56%	4	46	10%	51	128	40%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

PILOT - SUMNER YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL CONTRACT-TO-DATE & QUARTERLY 9 Months

	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 25%		
NM/WE	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	33%	Wk Exp \$ '000	Total \$ '000	5%	ISY \$ '000	Total \$ '000	39%
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%
Apr 2025	0	3	0%	0	3	2%	1	3	49%
May 2025	6	9	66%	0	9	0%	4	9	46%
June 2025	0	4	12%	0	4	0%	1	4	40%
Total 9 Months	13	38	33%	2	38	5%	15	38	39%
Cumulative CTD 9 Months	13	38	33%	2	38	5%	15	38	39%

	MPCR - Goal 50%			Work Experience - Goal 20%			ISY/Youth - Goal 30% effective 07.1.23		
NM/WE	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%
QTR Ended 6/30/25	6	16	41%	0	16	0%	7	16	45%
FYE 6/30/25 (9 Mos)	13	38	33%	2	38	5%	15	38	39%

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

MONITORING UPDATE

EDSI and MAC - Career Service Providers

- * Biweekly contractor meetings continued with EDSI and MAC through the end of the contract with both contractors staying engaged. We appreciate the strong finish and cooperation through transition.
- * EDSI exceeded their Adult/DW enrollment goal and was just shy of reaching their Youth enrollment goal at 97%.
- * EDSI exceeded their exit goals; staff worked hard during the last 2 program quarters to clean up high caseloads.
- * MAC fell just short of their youth enrollment goal at 98%.
- * MAC met their exit goals and left the remaining Nashville Youth caseload at a manageable level.
- * MAC's commitments to Youth participants extended beyond their contract budget. No contract overage was allowed, but Northern Middle worked with MAC to reach an agreeable solution with MAC funding some of the overage with local funds and Northern Middle picking up eligible end-of-year participant incentives.
- * EDSI MPCR for Adult/DW was 50% in Q4 compared to 51% in Q3, attaining FYTD of 44%, short of 50% goal. (old policy) EDSI MPCR for Youth improved to 63% in Q4 over 55% in Q3, attaining FYTD of 50%, meeting goal. (old policy) EDSI was strong in Q4 for the Tennessee Youth program utilizing \$498k of grant funding and contributing toward Northern Middle's MPCR success under the new TDLWD MPCR policy.
- * MAC MPCR for Youth increased to 82% in Q4 over 55% in Q3, attaining FYTD of 55%, meeting 50% goal. (old policy)
- * Over the full contract period (54 months), EDSI met Adult/DW MPCR at 50% and met Youth MPCR at 50%, and MAC met MPCR at 51%. Both contractors have met work experience and ISY requirements contract-to-date.
- * Both EDSI and MAC experienced challenges ensuring case notes were updated at least once every 30 days. This issue, as well as caseload management, was monitored by Northern Middle with technical assistance and recommendations provided.
- * Northern Middle fiscal staff continues to conduct testing of transactions and administration of grant closeouts.

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.

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

MONITORING UPDATE

Monitoring/Audit of Northern Middle

- * TDLWD's Office of Transformation conducted annual on-site monitoring at the four comprehensive centers: Clarksville, Nashville, Gallatin and Murfreesboro. The final report included no findings, 3 observations, 1 technical assistance need and 2 best practices.
- * A Program Year 2024 Fiscal Measures Attainment Oversight letter was received from TDLWD requesting a corrective action plan to address remaining funds at March 2025 which were expiring June 2025. Northern Middle submitted a corrective action plan and it was accepted. Northern Middle ultimately utilized all expiring formula funding.
- * TDLWD's Program Accountability Review (PAR) team will be conducting their annual monitoring beginning with an entrance conference schedule on August 26, 2025. Northern Middle staff are working through PAR's list of requested documentation.
- * The 2024-25 audit contract with Stone, Rudolph and Henry, PLC has been signed. Audit is to be completed by December 31, 2025.

NORTHERN MIDDLE TN WORKFORCE BOARD

AUGUST 2025 FISCAL UPDATE

FY2025-26 BUDGET - REVENUES

Grant Revenue	\$ in millions	\$	Change
Total Carryover from 24-25	3.5	3,567,644	942,440
25-26 Projected Allocations	7.3	7,245,211	(18,145)
Total Adult, DW, Youth	10.8	10,812,855	924,295
Carryover to 26-27 at 25% Youth	(0.6)	(587,317)	(113,903)
Carryover to 26-27 at 25% Adult, DW	(1.2)	(1,223,986)	(244,728)
Total 25-26 Adult, DW, Youth	9.0	9,001,552	565,663
Tennessee Youth	0.6	622,222	(377,778)
Rural Healthcare	0.2	238,943	-
TN-PROWD Re-Entry	1.0	968,443	209,443
IFA	1.0	1,000,000	-
Total 25-26 Projected Grant Revenue	11.8	11,831,160	397,328

NORTHERN MIDDLE TN WORKFORCE BOARD
AUGUST 2025 FISCAL UPDATE
FY2025-26 BUDGET - EXPENSES

Projected Expenses	\$ in millions	%	\$	Change
NM Workforce Board	1.5	13%	1,465,645	100,000
Board Incumbent Worker Program	0.3	3%	300,000	-
Recruitment Campaign	0.1	1%	100,000	-
IFA (non-Title I)	1.0	8%	1,000,000	-
Total Board and Overhead	2.9	25%	2,865,645	100,000
One Stop Operator	0.3	3%	300,000	-
Career Service Provider	6.8	58%	6,835,907	465,663
Summer Youth	0.6	5%	622,222	(377,778)
Rural Healthcare	0.2	2%	238,943	-
TN-PROWD Re-Entry	1.0	8%	968,443	209,443
Total Contracted Grant Services	8.9	75%	8,965,515	297,328
Total 25-26 Grant Expense	11.8	100%	11,831,160	397,328

NORTHERN MIDDLE TN WORKFORCE BOARD

JUNE 2025 FISCAL UPDATE

ACTION ITEMS

- * 2024-25 Amended Budget = \$13.7M (+\$15k)
- * Flexibility to request of TDLWD permission for up to \$750,000 re-purposing of Dislocated Worker (admin and/or program) for Adult, if needed, during FY 2025-26.
- * 2025-26 Revised Budget = \$11.8M
- * Obligate program funds (\$10.2M of the \$11.8M 2025-26 budget) to Workforce Essentials, Inc. (employer of record) for Northern Middle TN Workforce Board to operate program services in the role of Career Service Provider.