



## Quarterly Board Meeting

August 13, 2025 | 11:30 AM

Nashville AJC

2845 Elm Hill Pike Nashville, TN 37214

[Click here for Zoom link](#)

Meeting ID: 828 1581 8074 | Passcode: 549686

One tap mobile: +13092053325,,82815818074# 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:**

**UTCIS Board Certification Project**

Amy Mayberry, State of TN  
Workforce Board  
Tamera Parsons  
UTCIS Performance Consultant

**Strategic Priorities:**

➡ ***Connect People with Career Opportunities:  
Train Workforce to Fill Employer Needs:  
Hospitality & Tourism as a Profession Panel:***

Leesa Leclair, GNHA  
Gena Shearon, Wilson Works  
Moriah Turturice, SCSS-CTE  
Tom Druffel, NSCC

***Consent Reports:***

One-Stop-Operator Report/Regional OSO  
Federal Performance-Contractor Performance

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

Eligible Training Provider Update & Requests (Vote)

Andrea Dillard

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

Financial Report (Vote)

Ginger Fussell

**AJC Operations:**

Natalie McLimore

**Election of Vice Chair:**

John Zobl

**Public Comment Period:**

By Request

**Wrap Up**

John Zobl

Zoom Link: <https://us02web.zoom.us/j/82815818074?pwd=F0N29oo81uuJ6KT8Xg0R6gsz96Y8jb.1>

## Upcoming Meetings-Mark Your Calendars

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



Northern Middle Tennessee  
Workforce Board Inc.

# Approval of Minutes

Northern Middle Tennessee Workforce Board  
Meeting Minutes  
May 14, 2025, In-Person & via Zoom at 11:30 a.m.

Members Attending	Members Absent	Staff & Guest Attending Cont.
Billy Givens	Anne Fugate	Marla Rye
Christopher West	David Rutledge	Andrea Dillard
Corey Johns	James Harper	Ginger Fussell
Dan Caldwell	John Zobl	Meagan Dobbins
Freda Herndon	Jordan Osborne	Alyssa Spaulding
George Callis	Kelly Tyler	Samantha Roberts
Greg Jones	Robin Baldree	George Phillips
Kristi Spurgeon	Sellittia Johnson	Liz McLaughlin
Mark Peed		Brandon Phinx
Mary Lear		Katina Bass
Nathan Garrett		Betsy Foster
Paul Webb		Tanya Evrenson
Selina Moore		Mayor Isbell
Seth Thurman		Mayor Pogreba
Shoshana Samuels		Amy Maberry
Tony Adams		Sarah Buckles
		Matt Spinella

#### Call Meeting to Order- Declaration of Quorum

The Northern Middle Tennessee Workforce Board met in person at TCAT Smyrna with a virtual option on Wednesday, May 14, 2025, at 11:30 a.m.

The meeting was called to order by Acting Chairman and Finance Committee Chair, Mark Peed. Attendance was taken, and a quorum was declared. The Chairman then asked for a motion to approve the minutes. Sho Samuels made the motion, and Dan Caldwell seconded. With no further discussion, the minutes were unanimously approved.

Marla opened with appreciation for the attendees, and shared that this meeting would be the final one for Chris West (NHC Healthcare) and Greg Jones (Rutherford County Chamber) who were retiring. She thanked them for their service. Marla then provided a federal update, noting the release of President Trump's FY26 "skinny" budget on May 2, 2025, which proposes a nearly 35% cut to the U.S. Department of Labor's budget. The Job Corps program would be eliminated, and many federal workforce programs would be consolidated under a new "Make America Skilled Again" initiative. Locally impactful eliminations include the Senior Community Services Employment Program (SCSEP) and the Adult Education program, totaling a potential \$4 million in cuts to Northern Middle's workforce funding. Head Start faces a \$12.3 million cut, and Job Corps faces \$13.3 billion cut nationally. Despite these reductions, local economic indicators remain strong. The labor force participation rate in Northern Middle averages 67.7%, outperforming both the national average (62.5%) and the state average (59.9%). Trousdale leads the NM region at 76.3%, while Stewart has the lowest rate at 51.7%. Regional unemployment remains

low, at 3%, with rates ranging from 2.4% in Williamson, the lowest in Tennessee, to 3.9% in Houston. Seven of the ten counties with the lowest unemployment statewide are located in Northern Middle, primarily clustered around the Nashville metro area.

Marla then reported significant activity and funding influxes, including a last-minute \$500K opportunity from the state to be spent on the Youth Employment Program before the end of June. Staff are working rapidly to deploy funds, alongside efforts on re-entry programs, staffing adjustments, and enhanced training.

### **Work-Based Learning Innovation**

Marla welcomed guest speaker Matthew Spinella, Director of Workforce Partnerships at the Tennessee Department of Education, to share innovations in work-based learning as the Board explores industry-aligned youth employment opportunities. Matt Spinella gave a detailed presentation on the state's work-based learning (WBL) efforts, which support both in-school and out-of-school youth through structured, legal, and high-quality workforce experiences. He described how students gain industry exposure in fields such as manufacturing, healthcare, construction, and retail, often earning certifications and wages while still in high school. Spinella emphasized that the documentation has been streamlined into three concise forms that will provide the necessary legal protections for employers who host students. He also noted that Youth Employment Program and OJT funds can help businesses offset costs associated with hiring and training youth workers.

Mary Lear asked about how to get involved, and Spinella confirmed he is the primary contact and can provide employers with materials and guidance. He also clarified that WBL is available statewide and supported by labor standards specialists in each region. Marla Rye acknowledged Amy Mayberry's presence on the call and emphasized the state's cross-agency commitment to expanding WBL. She noted that Spinella would be speaking to all nine local workforce boards to raise awareness. Dan Caldwell shared that Nissan is bringing on 64 summer interns in Northern Middle, with hopes that many will transition to full-time roles, one of the company's key performance indicators. Spinella closed by thanking the board and encouraging members to help spread the word.

### **OSO Report**

George Phillips delivered the One-Stop Operator report, highlighting key performance trends as of March 31. He noted that while the rollout of pilot programs and AJC relocations has begun to stabilize, activity across Northern Middle remains high, with the Nashville AJC experiencing a notable surge in foot traffic since its December move. Title I enrollment MPCR rose to 42.22%, and Wagner-Peyser participation increased by over 20%. While job orders and new employers were flat, total foot traffic grew by 10% over the previous quarter, with Sumner County making a strong recovery.

He confirmed that unemployment rates decreased in every county except Humphreys, which held steady. George Phillips acknowledged ongoing staffing challenges across partner agencies and noted that he anticipates it to continue leading up to the CSP changeover. He concluded by reporting that Title I and Wagner-Peyser enrollments are on target, the new state KPI for co-enrollments is above 50% for April, and 73 individuals were placed into jobs through Wagner-Peyser services during the quarter.

### **Federal Performance – Contractor Performance**

Meagan Dobbins presented the federal performance update, noting that all measures except measurable skills gain (MSG) are exit-based and reflect cohorts from up to two years prior. She reported strong results for Q3, with the region meeting at least 90% of all federal performance goals. While three measures had been projected to fail, efforts to raise them were successful. Only one measure, youth MSG, is predicted to fall short in Q4, but Meagan expressed no concern given its real-time nature and the opportunity to improve it before year-end. She then reviewed contractor performance for the

quarter ending March 31. MAC met their enrollment goals and, although behind on closures for the quarter, is on track to meet its cumulative targets by June 30. EDSI exceeded quarterly enrollment goals and, following new closure procedures, increased exits by more than 50%. Cumulative performance is strong, and Meagan anticipates that all goals will be met. She also reviewed the board-managed Clarksville pilot, which has met all Q3 goals except for youth enrollment, which was only two short of the target. She expects that the goal will be met by June 30. In contrast, the state-managed Gallatin site lags in youth enrollment and exits, though A/DW goals were met. Staff are actively working to clean up caseloads and improve performance. Marla added that the pilot projects have provided valuable insight into effective AJC operations, positioning the region for a stronger model beginning July 1.

### **Eligible Training Provider List**

Andrea Dillard provided an update on the Eligible Training Provider List (ETPL). Tech Impact's IT Works program, previously approved contingent upon THEC approval, has now received full approval and is officially on the ETPL. Two new providers, Professional Driving Academy and Pivot Technology School, both based in Nashville and approved by THEC, have applied to be added to the ETPL. Each submitted new programs for consideration: Professional Driving Academy requested approval for its CDL Class A and B programs; Pivot Technology requested approval for cybersecurity, data analytics, and software development programs. It was noted that for Pivot Technology, only the cybersecurity program results in a credential; the other two do not meet credentialing requirements. Other program additions came from state institutions, including Volunteer State, MTSU, and TCAT campuses. All of these meet credential standards, including a newly submitted Flooring Installation program from TCAT Dickson-Clarksville, which the Certified Flooring Installers Association recognizes.

Two reinstatements were also presented: Motlow State's Paramedic program, which had expired due to missed renewal, and Austin Peay's Human Resource Professional program, which requires reapproval due to a tuition increase exceeding 25%. The Innovations Committee recommended approving all submissions except the two Pivot programs that lack credentials. Discussion followed. Shoshana Samuels, Selina Moore, and Freda Herndon questioned whether Pivot's Data Analytics and Software Development programs could be approved contingent upon identifying a credential. Marla suggested that the board take action to approve all other programs while working with Pivot to determine if a microcredential could be embedded. Mark Peed expressed concern about approving a course that was portion of a larger program. Samuels reiterated support for the programs, agreeing with Marla's conditional approval if a credential could be identified. Greg Jones agreed, noting the importance of credentialing. Marla then asked Andrea if staff had specifically asked Pivot about credentialing for those programs. Andrea confirmed that they have, adding that they only provide a certificate of completion, not an industry-recognized credential. Freda Herndon then moved to accept the committee's original recommendation to approve all programs except the two uncredentialed Pivot programs, and the board could reconsider them if a credential is embedded. Tony Adams seconded. The motion passed without further discussion.

Andrea also provided an update on employer grants. All funds have been obligated for the Employer Initiatives Grant, supporting training for 430 employees across 18 employers. The State Apprenticeship Grant has funded training for 70 apprentices through nine employers, and the Apprenticeship Training Grants are supporting 45 apprentices through four to five additional employers. Marla Rye added that TCAT Dickson's new CDL program costs slightly over \$2K, significantly less than comparable private programs. While the program is longer, it will be a competency-based model. This cost difference could double participant enrollment over higher cost training. She also noted that 160 Driving Academy did not appeal its removal from the ETPL and remains off the list.

## Financial Report

Ginger Fussell presented the financial update for the third quarter of the fiscal year, reporting \$7.2 M in expenditures to date. She noted that this was a much-needed strong quarter, with \$2.9M in grant funding utilized, matching last year's quarterly average. However, this year's overall average is slightly lower at \$2.4M due to reduced funding. Ginger explained that most of the quarter's increase was in the core Adult/DW and Youth programs. At 75% time progression through the fiscal year, the highest fund stream, Adult/DW, was only at 69%. She emphasized that while the spending pace is behind, it allows for more carryover into the following year, which will help offset anticipated reductions. Importantly, all expiring formula grant funds have been fully utilized.

Additionally, Ginger reported a \$494K mid-year allocation for the Tennessee Youth program, which must be spent by June 30. She also introduced a new PROWD grant aimed at reentry services for individuals leaving federal prison. The grant adds \$20K to this year's budget and continues through 2027. Marla Rye elaborated that the grant will fund a career advisor role and provide skills training in coordination with the halfway house in downtown Nashville. Freda Herndon inquired about the location, and Marla confirmed it was the federal halfway house. Ginger reminded the Board that they had previously approved the flexibility to repurpose up to \$1M in Dislocated Worker funding for Adult services. A request for \$750K of that amount was submitted and approved by the state, though it may not be needed this year. The Minimum Participant Cost Rate (MPCR) rose significantly to 42.22% this quarter, up from 28.54%. This improvement was due to both increased contractor performance and a revised state policy that allowed previously excluded expenditures, including TYEP and Rural Health Apprenticeship grants, to count toward MPCR. Without the policy change, the MPCR would have been 36.24%.

She noted that Career Service Provider (CSP) billings increased by \$564K, reminding that EDSI billed for two fewer locations due to pilot projects. With just three months left in a 54-month contract, Ginger expressed appreciation for both EDSI and MAC for continuing to enroll participants and support the transition to the new program year. She directed the board to pages 32–34 in their packets for detailed CSP performance data, calculated using the old MPCR policy. Regarding pilot projects, she noted significant improvement in Montgomery County and some progress in Sumner County, though utilization could have been better. She also gave a monitoring update, sharing that with fewer external reviews this quarter, internal monitoring has increased and will continue. The area recently received an onsite visit from the Office of Transformation at the TDLWD, which resulted in no findings and two best practice recognitions—one for the training manual developed by Megan and one for the use of SCSEP workers in American Job Centers. Additionally, a review of the Title I case file resulted in no findings.

She reminded the board that over the past three years, the area has experienced a 23% net reduction in funding, with another 13% cut expected for the upcoming program year. On pages 42–43, she presented a preliminary 2025–2026 budget of \$11.4M, based on confirmed formula allocations totaling \$7.2M and projected carryover. This includes funding from Tennessee Youth, the Rural Health grant, and the Tennessee Proud reentry grant. The Board was asked to approve two action items: an amended current-year budget of \$13.7M (an increase of \$514K) and the preliminary 2025–2026 budget. Nathan Garret made a motion and Selina Moore seconded, and both budgets were unanimously approved. Board members expressed their appreciation for the team's work.

## AJC Operations

Marla began her update by noting that they have applied for a new \$1M YEP grant, although the amount may be reduced due to high demand, and a decision is expected soon. The change from \$13M to \$11M in the program budget is largely due to a decrease in allocation and changes in youth program funding. She also highlighted the Rural Healthcare Grant, which is providing training for 24 EMTs in five

counties to become paramedics. Orientation has begun, and training will start the following week. All associated costs for these county governments and EMTs are covered to improve the retention of paramedics at the local level.

Marla then outlined significant changes taking effect July 1 related to American Job Center (AJC) operations. Due to a procurement policy change by the State Workforce Board on February 28, 2025, local boards can now apply to serve as their career service providers. In response, the Executive Committee unanimously voted on March 11 to pursue this option. A formal request was submitted to the state on March 24, and conditional approval was granted on April 2. To address potential conflicts of interest, particularly regarding self-monitoring, they plan to subcontract monitoring duties to an independent entity. Full approval was granted following the submission of their firewall mitigation plan on April 11. Natalie McLimore, who previously led TANF programs across 60 counties, will lead the Career Service Provider operations, maintaining separation from the board's governance functions. Transitions for current staff are underway, with Workforce Essentials (WEI) honoring prior service from EDSI and MAC staff and working to waive the standard waiting period for healthcare enrollment. Due to funding constraints, nine positions, including four management roles, are being eliminated. Job offers have been extended to selected staff, and training for new processes has already begun.

Marla provided a comprehensive data analysis of the 13 AJCs in the region, ranking them on cost, activity levels, efficiency, and service reach. Rutherford County consistently ranked highest while Trousdale and Williamson Counties ranked lowest. Shoshana Samuels asked what made Rutherford County stand out, and Marla explained that a tenant, Yates Staffing, helps offset costs and also drives traffic. Mark Peed emphasized that the analysis should not only consider the cost per visit or efficiency, but also community needs, particularly in counties with high unemployment rates. He pointed out that smaller counties may exhibit higher traffic levels because residents are in greater need of employment, suggesting that the AJC presence should remain tied to need, not just numbers. Freda Herndon added that adult education programs, such as those present in Dickson County, may be contributing to increased traffic and should be noted in any analysis. Marla confirmed this, noting that Dickson's high numbers are partially due to adult ed co-location, and that other counties like Williamson may benefit from similar partnerships. Mark Peed also proposed that decisions about downsizing should factor in whether a center's high traffic is tied to co-located partners or employers that draw community members into the center. He cautioned against prematurely closing centers without a thorough understanding of these external drivers. Greg Jones echoed this sentiment, commending the thorough analysis and encouraging creative solutions to cost concerns before making closures.

Mayor Pogreba inquired whether unemployment rates were taken into account in the ranking. Marla responded that while the rankings focused on activity and cost, they did analyze unemployment rates separately. She confirmed that Montgomery, Stewart, Houston, and Humphreys Counties have the highest unemployment rates and lowest labor force participation, indicating a greater need. Shoshana Samuels emphasized the need for fixed, accessible service points rather than rotating locations in rural areas, noting that residents need consistent, predictable access. Marla agreed, citing difficulties with signage and visibility if services are dispersed between libraries or courthouses on varying days. The group discussed alternative service models, including virtual support. Greg Jones and Shoshana Samuels recommended expanding the use of chat functions on the website to offer real-time support. Selina Moore pointed out that while many people prefer digital communication, rural counties often lack reliable broadband and transportation, necessitating both online and in-person access. Shoshana Samuels and Freda Herndon encouraged more direct engagement with local chambers and economic development leaders to enhance visibility and community integration. Marla noted that AJC staff are already members of all chambers, although attendance can be inconsistent due to staffing constraints. In closing, Mark Peed suggested maintaining the current structure and reviewing center performance

again in six months, once the transition to internal service delivery has matured. He recommended engaging county mayors now to explore co-location opportunities and alternative facility solutions.

**Public Comment**

There were no requests for public comment.

**Adjourn**

Without further discussion, Chairman Peed reminded the board of their next meeting, scheduled for August 13, 2025. The meeting was adjourned.



Northern Middle Tennessee  
Workforce Board Inc.

# Welcome & Washington Update



Northern Middle Tennessee  
Workforce Board Inc.

# UTCIS Board Certification Project

# Board Assessment & Certification Orientation

Northern Middle Tennessee Local Workforce Development Board

August 13, 2025

# Topics

Overview

Certification Program Structure

Execution

# What is Board Certification?

- A methodical approach that
  - Establishes consistency, professional practice, and ethical standards
  - Outlines an accepted body of knowledge for state and local boards
  - Provides targeted opportunities for professional development of board members
  - Formally certifies adherence to best practices

# Benefits of Board Certification

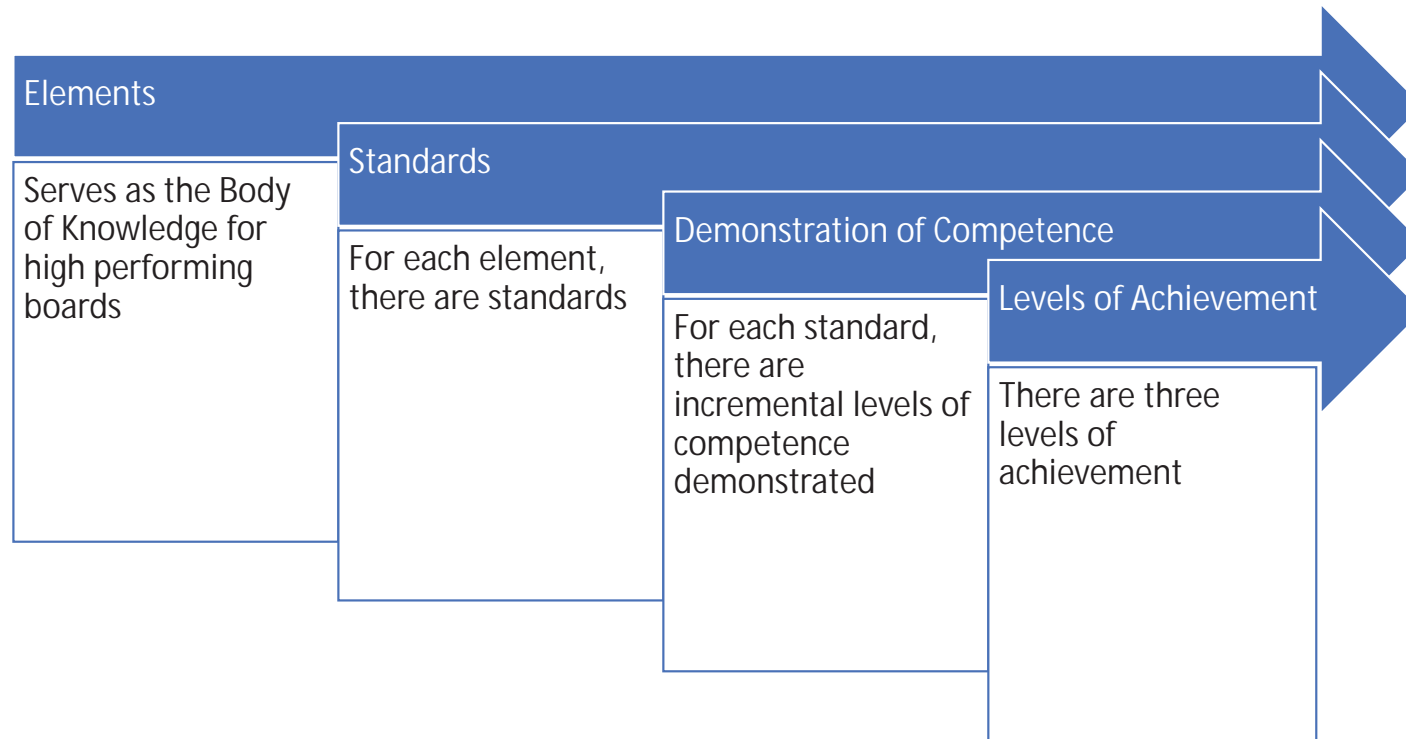
- Creates systematic processes & essential skills
- Demonstrates credibility & commitment to excellence
- Ensures legal responsibilities of the boards are integrated into board operations
- Promotes accountability
- Recognizes competence and expertise
- Prepares board for possible new grant funding opportunities

# Certification Criteria

# Structure of the Certification Criteria

- Elements of Certification
- Standards
- Demonstration of Competence
- Levels of Achievement

# Structure



# Elements of Certification

- Board structure, roles, relationships\*
- Board and board member responsibilities\*
- Governance system\*\*
- Strategic Insight\*\*
- Performance Management\*\*
- Customer & Partner Engagement\*\*

\*Source: Board charter, bylaws, WIOA requirements, other

\*\*Source: Baldrige Criteria for Performance Excellence

# Standards

- Specific for each element of certification
- Identifies actions critical to achievement of certification elements

# Understanding the Standards

- For each element, there is a list of standards to be met
- For each standard, there are questions designed to identify practices in place that address the standard, as well as level of implementation and effectiveness of the practice
- For each there are multiple ways to respond:
  - Documentation
  - Interviews
  - Reports or Dashboards

# Demonstration of Competence

- A. A process is in place
- B. The process is followed consistently
- C. The process is evaluated for effectiveness and
- D. The process determined to be effective

# Element: Governance System

## Standard:

- A governing body ensures responsible governance by reviewing and achieving transparency in operations\*

## Questions:

- How does the Board ensure transparency in its operations?
- In what areas is this practice in place?
- How do you determine if the practice is effective?

# Standard: Transparency in Operations

## Questions:

- How does the Board ensure transparency in its operations?
- In what areas is this practice in place?
- How do you determine if the practice is effective?

## Example responses/evidence:

- *WIOA rule requires board meetings to be open to the public and minutes available to the public*
- *Communication of meeting details ahead of time*
- *Historical record of meeting minutes online*
- *Added social media option to increase access*
- *Believe it is working based on number of virtual attendees*

# Standard: Transparency in Operations

## Example responses/evidence:

- *WIOA rule requires board meetings to be open to the public and minutes available to the public*
- *Communication of meeting details ahead of time*
- *Historical record of meeting minutes online*
- *Added social media option to increase access*
- *Believe it is working based on number of virtual attendees*

## Example Assessment Outcome:

- *Process in place*
- *Process followed consistently*
  
- *Opportunity to evaluate for effectiveness via an indicator or other form of assessment*

# How will certification be determined?

1. Certification examiners\* review information supplied by board and WSD that demonstrates competence based on Standards
2. Certification examiners prepare the Certification Assessment Report, including proposed levels of achievement for each Element
3. Certification review team\*\* recommends Certification Level and approves assessment report
4. Board celebrates Certification Level, analyzes report, and identifies priorities for improvement

*\*Certification examiners: experienced Baldrige examiners, external to the board*

*\*\*Certification review team: composed of Lead Certification Examiner, 2<sup>nd</sup> Certification Examiner, and Subject Matter Experts*

# Levels of Achievement

## Compliant

- Practices are in place, accessible, known by those responsible for its execution

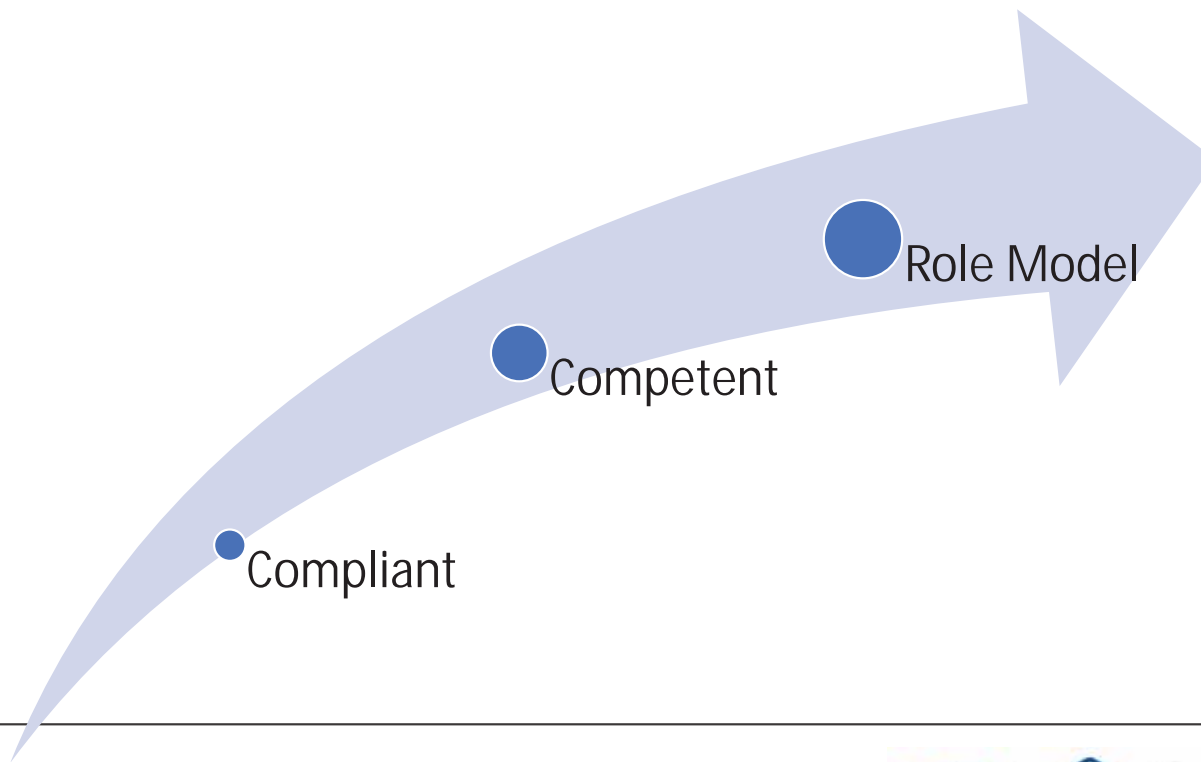
## Competent

- Practices are systematic and consistently followed
- Practices are often reviewed and some indicators are identified

## Role Model

- Practices are evaluated for effectiveness
- Practices are determined to be effective

# Levels of Achievement



# Next Steps

August 2025

- Board self assessment survey distributed
- Provide orientation/guidance to board & support staff:
  - Certification elements, standards
  - Process for review

September – October 2025

- Identify certification examiners, review team & provide training
- Conduct assessment of the Board
- Request and incorporate feedback
- Certification team determines level of achievement

October - November 2025

- Share overview of assessment findings, ratings, and certification level with Board
- Board receives full certification determination and assessment report including recommendations and resources for best known practices

# Questions & Discussion

What feedback do you have regarding board certification plans?



Northern Middle Tennessee  
Workforce Board Inc.

# Hospitality & Tourism as a Profession Panel

# TENNESSEE

## SOUNDS PERFECT



[CY 2024 Tourism Economics Statewide Impact Report](#)

<https://industry.tnvacation.com/industry/research>



Northern Middle Tennessee  
Workforce Board Inc.

# OSO Report

# Northern Middle Tennessee Workforce Development Board AJC Report

For April 1 to June 30, 2025

Report Date: August 13, 2025

After a very busy and productive third quarter of Program Year 24-25, the fourth quarter saw a fairly significant downturn. When our Career Service Provider (CSP) learned that they would not be returning for the next Program Year, they did not enroll near as many new participants into Title I. Consequently, Wagner-Peyser enrollments suffered as well. Traffic was down by almost 2,000 job-seekers across our Northern Middle American Job Centers.

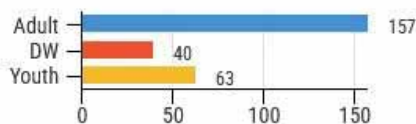
Title I enrollments for the final quarter were almost half of the previous quarter (260 vs 515). Several Title I staff left during the final quarter, and the CSP at the time was not going to replace them with only a couple of months left on the contract, so enrollments suffered as the Program Year came to a close. Still, Northern Middle exceeded their goal for the year, enrolling 148% of our target.

**49.91%**

Contractual MPCR  
(Including OSO Costs,  
4.125 to 6.30.25)

## Partner Program Updates

### Title I Total Enrollments



### Adult Education

For the quarter ending June 30;  
**4,069** received student services.  
**783** students received their HiSETs  
**1,717** students received a level gain

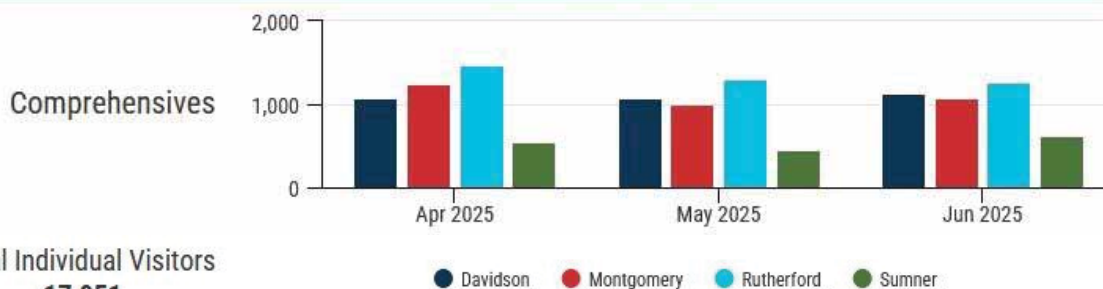
### Wagner Peyser

<b>5,373 (+44.4%)</b>	New employers registered
<b>1,387 (-26.4%)</b>	New Job Orders in Jobs4TN
<b>2,207 (-23.9%)</b>	Wagner Peyser Participants

### Vocational Rehabilitation

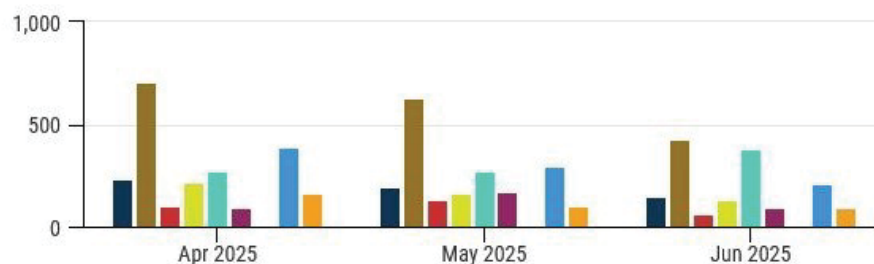
<b>2,713</b>	Active Cases
<b>1680</b>	Applications
<b>85</b>	Currently Working
<b>427</b>	Successful Closures

## AJC Total Traffic Counts



Total Individual Visitors  
**17,951**  
(19,819)

### Affiliates



# Northern Middle AJC Report

## June 30, 2025

By County as of June 30, 2025; NM = 3.5% TN = 3.5%

Challenges Going Forward

County	Unemployment Rate (June 30)	Unemployment Rate (Mar 31)	Quarterly Change
Cheatham	3.2%	2.6%	+0.6
Davidson	3.4%	2.8%	+0.6
Dickson	3.4%	2.9%	+0.5
Houston	4.8%	3.9%	+0.9
Humphreys	4.3%	3.5%	+0.8
Montgomery	4.3%	3.4%	+0.9
Robertson	3.4%	2.8%	+0.6
Rutherford	3.4%	2.7%	+0.7
Stewart	4.3%	3.6%	+0.7
Sumner	3.4%	2.8%	+0.6
Trousdale	3.7%	3.0%	+0.7
Williamson	3.3%	2.4%	+0.9
Wilson	3.3%	2.7%	+0.6

Continuing the on with the theme from the last few quarters, staffing seems to still continue to be a challenge in the American Job Centers. With the new transfer of providers from EDSI to Workforce Essentials as of July 1, there were some employees that decided to not transfer over leaving gaps in many centers. Also, many that make the transfer, will naturally take a little time to get up to speed. Once Title I gets fully staffed, especially in the Comprehensives; things should get a lot smoother.

Another issue moving forward is the lack of funding for programs that were helping to fill in some gaps; whether it's WIOA, SCEP and Adult education. With TDOL still not back-filling vacancies, this is leading to increased work load on current staff that has already been stretched thin.

### KPIs

Enrollments	April	May	June	Q4	Target
Title I - Adult	91	46	20	157	--
Title I - DW	22	16	2	40	--
Title I - Youth	41	18	4	63	--
Title I Total	154	80	26	260	277
Jobs for Veterans	17	18	14	63	--
Wagner-Peyser	797	793	636	2166	--
WP + JVSG	814	751	650	2215	2,362
WP Co-Enrollments w/Title I	50.56	52.05	48.99%	52.99%	90%
WP Job Placements	18	18	19	55	--

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 finished way ahead of goal for PY 2024-25 in our Title I enrollments (148.74% of goal). We also finished ahead of our enrollment goal in total Wagner Peyser enrollments (110%).

We did not do so well with the new KPI they created for this Program Year – Wagner Peyser co-enrollments with Title I. For the fourth quarter, the state set a goal of 90% of all Title I enrollments to be co-enrolled into Wagner Peyser. We closed the second quarter with only 52.99% co-enrolled.

We are also tracking Wagner-Peyser job placements, although the state has yet to assign goals for this KPI. There were 55 placements in the fourth quarter, and 255 for the Program Year.



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	Q1 PY 25
Adult Measures			PASS	PASS	PASS	EST	EST
Exiters			528	496	454		
Participants Served			1969	1997	2182		
Employment Rate 2nd Quarter after exit	84.1%	75.69%	81.5%	84.1%	83.2%	84.5%	80.1%
Employment Rate 4th Quarter after exit	83.8%	75.42%	77.7%	78.0%	79.4%	83.7%	82.3%
Median Earnings 2 <sup>nd</sup> Quarter after exit	8,500	\$ 7,650	\$ 9,060	\$ 9,770	\$ 9,914	\$ 10,400	\$ 9,882
Credential Attainment w/in 4 Quarters after exit	74.0%	66.60%	67.6%	66.7%	70.5%	76.7%	77.2%
Measurable Skills Gains	72.3%	65.07%	67.5%	66.1%	67.4%	75.3%	71.0%
Dislocated Worker			PASS	PASS	PASS		
Exiters			242	316	311		
Participants Served			751	760	817		
Employment Rate 2nd Quarter after exit	86.4%	77.76%	83.7%	88.0%	88.1%	87.5%	88.8%
Employment Rate 4th Quarter after exit	86.0%	77.40%	79.0%	82.0%	80.7%	86.9%	86.7%
Median Earnings 2 <sup>nd</sup> Quarter after exit	10,500	\$ 9,450	\$ 11,348	\$ 11,931	\$ 11,959	\$ 12,419	\$ 12,253
Credential Attainment w/in 4 Quarters after exit	69.1%	62.19%	69.7%	68.7%	70.0%	69.4%	76.1%
Measurable Skills Gains	73.9%	66.51%	71.1%	72.9%	82.4%	86.9%	86.0%
Youth			PASS	PASS	PASS		
Exiters			510	511	445		
Participants Served			1084	1051	1087		
Employment Rate 2nd Quarter after exit	87.6%	78.84%	81.8%	81.0%	81.2%	79.7%	79.8%
Employment Rate 4th Quarter after exit	85.3%	76.77%	82.0%	79.1%	77.0%	77%	78%
Median Earnings 2 <sup>nd</sup> Quarter after exit	6,000	\$ 5,400	\$ 5,820	\$ 5,626	\$ 5,626	\$ 5,576	\$ 5,669
Credential Attainment w/in 4 Quarters after exit	75.3%	67.77%	71.7%	75.6%	75.1%	75.7%	79.2%
Measurable Skills Gains	61.5%	55.35%	58.9%	56.3%	56.1%	73.0%	66.5%

GREEN-Passing at 100% of Goal

YELLOW-Passing at 90% of goal

Red-Falling 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)			June. 30 (QTR 4)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	ISY	36	36	100%	23	21	91.30%	18	20	111.11%	3	3	100.00%	80	80	100.0%
	OSY	14	14	100%	18	15	83.33%	18	21	116.67%	15	12	80.00%	65	62	95.4%
	Total	50	50	100%	41	36	87.80%	36	41	113.89%	18	15	83.33%	145	142	97.9%
Exits																
	Youth	40	68	170%	33	25	76.22%	29	16	55.56%	14	10	69.44%	116	126	108.6%
Positive Exits (85%)		Goal		Percent	Goal		Percent	Goal		Percent	Goal		Percent	Goal		Percent
	Youth	34	53	155.9%	28	17	61.0%	24	14	57.19%	12	10	81.7%	99	97	98.4%
**Actual Positive Exit Rate (80%)		Exits		Percent	Exits		Percent	Exits		Percent	Exits		Percent	Exits		Percent
		68	53	77.9%	25	17	68.0%	16	14	87.50%	10	10	100.0%	126	97	77.0%
Placement Wage																
	Youth	\$ 13.00	\$ 16.17	124.4%	\$13.00	\$16.52	127.1%	\$ 13.00	\$ 16.89	129.9%	\$ 13.00	\$ 18.13	139.5%	\$13.00	\$ 16.24	124.9%

EDSI 24-25 Incentive Quarterly Benchmarks																
Matrix:		2024						2025								
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			June. 30 (QTR 4)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	250	358	143.20%	200	257	128.50%	200	321	160.50%	200	138	69.00%	850	1074	126.4%
	Total Youth	81	65	80.25%	50	57	114.00%	50	75	150.00%	50	29	58.00%	231	226	97.8%
*Exits (80% of enrollments)	A/DW	200	159	79.50%	160	109	68.13%	160	253	158.13%	160	358	223.75%	680	1009	148.4%
	Youth	65	59	91.05%	40	23	57.50%	40	35	87.50%	40	74	185.00%	185	228	123.4%
Positive Exits # (85% of Exits)		Goal		Percent	Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
	A/DW	170	136	80.00%	136	107	78.7%	136	240	176.5%	136	331	243.4%	578	900	155.7%
	Youth	55	55	99.85%	34	23	67.6%	34	34	100.0%	34	71	208.8%	157	209	133.1%
		Exits		Percent	Exits		Percent	Exits		Percent	Exits	Positive	Percent	Exits		Percent
**Actual Positive Exit Rate	A/DW	159	136	85.53%	109	107	98.2%	253	240	94.9%	358	331	92.5%	1009	900	89.2%
Goal 80%	Youth	59	55	93.22%	23	23	100.0%	35	34	97.1%	74	71	95.9%	228	209	91.7%
Placement Wage		Goal		Percent	Goal		Percent	Goal		Percent	Goal	Actual	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	\$ 22.21	134.6%	\$ 16.50	\$ 21.66	131.3%
	Youth	\$ 13.00	\$ 16.34	125.69%	\$ 13.00	\$ 16.44	126.5%	\$ 13.00	\$ 16.24	124.9%	\$ 13.00	\$ 17.61	135.5%	\$ 13.00	\$16.84	129.5%

### Clarksville Pilot 24-25 Quarterly Benchmarks

Matrix:		2025											
		Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			June. 30 (QTR 4)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	30	34	113.33%	30	46	153.33%	30	46	153.33%	90	126	140.0%
	Total Youth	12	9	75.00%	12	10	83.33%	12	17	141.67%	36	36	100.0%
*Exits (80% of enrollments)	A/DW	24	37	154.17%	24	122	508.33%	24	34	141.67%	72	245	340.3%
	Youth	9	14	155.56%	9	37	411.11%	9	10	111.11%	27	63	233.3%
		Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Positive Exits # (85% of Exits)	A/DW	20	31	152.0%	20	107	524.5%	20	32	156.9%	61	176	287.6%
	Youth	8	13	169.9%	8	34	444.4%	8	9	117.6%	23	58	252.7%
		Exits		Percent	Exits		Percent	Exits	Positive	Percent	Exits		Percent
**Actual Positive Exit Rate	A/DW	37	31	83.8%	122	107	87.7%	34	32	94.1%	245	176	71.8%
Goal 80%	Youth	14	13	92.9%	37	34	91.9%	10	9	90.0%	63	58	92.1%
		Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Placement Wage	A/DW	\$ 16.50	\$ 21.81	132.2%	\$ 16.50	\$ 21.29	129.0%	\$ 16.50	\$ 15.11	91.6%	\$ 16.50	\$ 19.17	116.2%
	Youth	\$ 13.00	\$ 19.23	147.9%	\$ 13.00	\$ 15.26	117.4%	\$ 13.00	\$ 14.25	109.6%	\$ 13.00	\$ 15.84	121.8%

### Gallatin Pilot 24-25 Quarterly Benchmarks

Matrix:		2025											
		Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			June. 30 (QTR 4)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	15	7	46.67%	15	18	120.00%	15	13	86.67%	45	38	84.4%
	Total Youth	10	1	10.00%	10	5	50.00%	10	3	30.00%	30	9	30.0%
				#DIV/0!									
*Exits (80% of enrollments)	A/DW	12	0	0.00%	12	10	83.33%	12	8	66.67%	36	26	72.2%
	Youth	8	4	50.00%	8	3	37.50%	8	6	75.00%	24	18	75.0%
		Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Positive Exits # (85% of Exits)	A/DW	10	-	0.0%	10	8	78.4%	10	7	68.6%	31	15	49.0%
	Youth	7	1	14.7%	7	3	44.1%	7	5	73.5%	20	10	49.0%
		Exits		Percent	Exits		Percent	Exits	Positive	Percent	Exits		Percent
**Actual Positive Exit Rate	A/DW	0	-	0.0%	10	8	80.0%	8	7	87.5%	26	15	57.7%
Goal 80%	Youth	4	1	25.0%	3	3	100.0%	6	5	83.3%	18	10	55.6%
		Goal		Percent	Goal		Percent	Goal	Actual	Percent	Goal		Percent
Placement Wage	A/DW	\$ 16.50	\$ -	0.0%	\$ 16.50	\$ -	0.0%	\$ 16.50	\$ 21.39	129.6%	\$ 16.50	\$ 23.42	141.9%
	Youth	\$ 13.00	\$ 7.25	55.8%	\$ 13.00	\$ 11.63	89.5%	\$ 13.00	\$ 13.57	104.4%	\$ 13.00	\$ 12.51	96.2%



Northern Middle Tennessee  
Workforce Board Inc.

# Eligible Training Provider Update & Requests

<b>New Providers Requiring Board Approval for addition to the ETPL</b>										
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Sector Strategy	Years in Business					Notes
Clarksville Dental Assistant School	1692 Ft. Campbell Blvd Clarksville, TN 37040	THEC Provisional Initial Authorization	THEC Provisional Approval dated 7/7/25. Meeting scheduled for 8/6/25	Healthcare	10 Years					NMTWB was notified that THEC had issued official approval after the Innovations Committee had met.
<b>New Programs Requiring Board Approval for addition to the ETPL</b>										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Clarksville Dental Assistant School	1692 Ft. Campbell Blvd Clarksville, TN 37040	1012621	Dental Assistant	510601	\$ 3,875.00	12 Weeks	Registered Dental Assistant	Bright Outlook Locally & Nationally	Healthcare	Saturday classes only
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1012534	Heating Ventilation Air Conditioning & Refrigeration	470201	\$ 6,666.00	16 Months	Diploma	Bright Outlook Locally	Construction	
Dental Staff School of TN	115 Penn Warren Drive Brentwood, TN 37027	1012615	Coronal Polish	510699	\$ 295.00	14 Hours	Certificate of Completion	Bright Outlook Locally & Nationally	Healthcare	
Dental Staff School of TN	115 Penn Warren Drive Brentwood, TN 37027	1012619	Online Nitrous Oxide Monitoring Certification	510699	\$ 150.00	5 Hours	Certificate in Nitrous Oxide Monitoring	Bright Outlook Locally & Nationally	Healthcare	
Trotter Luster Academy	1685 Ft. Campbell Blvd Clarksville, TN 37042	1012627	Instructor Program	120413	\$ 4,500.00	3 Months	Licensed Instructor of TN	Bright Outlook Locally & Nationally	Personal Care Services	
Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	1012643	Professional Bookkeeping with QuickBooks Online	520302	\$2,725.00	6 Months	Intuit QuickBooks Certified User (QBCU)	Bright Outlook Locally & Nationally	Business	
<b>Existing Programs Required Board Approval for Cost Increase and Program Extension</b>										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Nashville State Community College	120 White Bridge Road Nashville, TN 37209	1007944	Phlebotomy Technician - Online Self-Paced - Exam Included (PTMED3051)	1007944	\$1,137.00	100 Hours	AMCA Phlebotomy Technician Certification (PTC)	Bright Outlook Locally & Nationally	Healthcare	Cost Increase from \$853 to \$1,137
<b>Former Programs Requiring Board Approval for ETPL Addition</b>										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Tennessee Language Center	193 Polk Ave, Suite 2 Nashville, TN 37210	1012626	Medical Interpreter Training Course (MITC)	513499v	\$1,113.60	18 weeks	Certification	Bright Outlook Locally & Nationally	Healthcare	Missed reapplication 11/09/24



Northern Middle Tennessee  
Workforce Board Inc.

# Financial Report

NORTHERN MIDDLE TN WORKFORCE BOARD  
JUNE 2025 FISCAL UPDATE  
2024-25 BUDGET PROGRESSION & SPEND TREND

	(\$ in 000's)						
	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
Northern Middle LWDA							
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

	(\$ in 000's)		
	Expenses YTD	Revised FY 2024-25 12 Mo. Budget	% Spent
Northern Middle LWDA			
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		

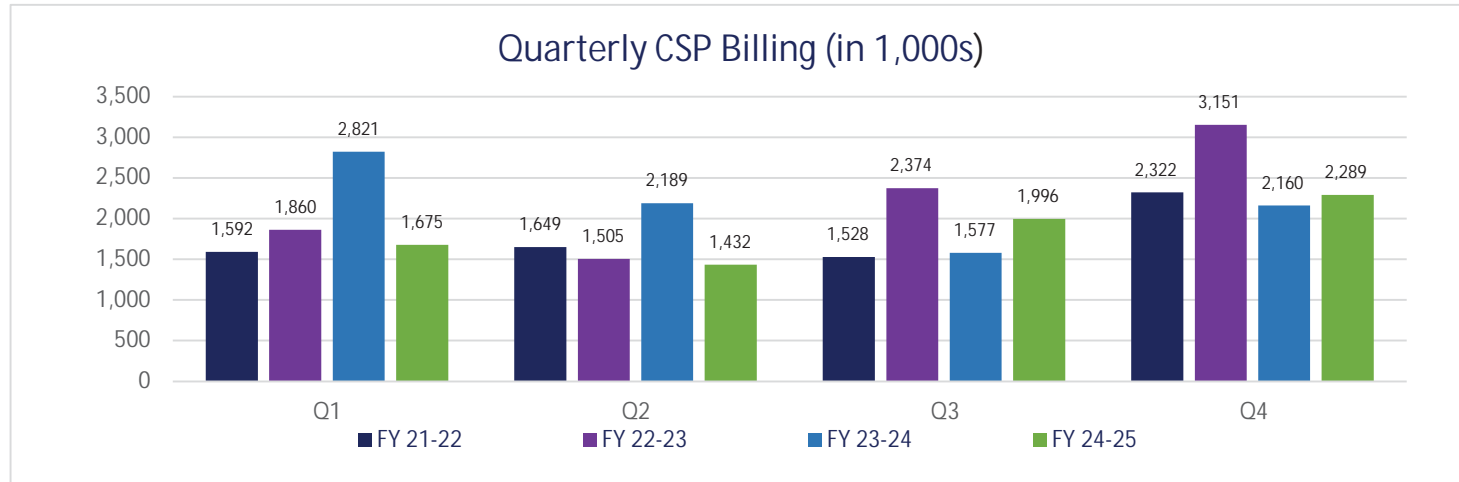
	In \$000's				
One-Stop Operator Billing	Cumulative through Mar 2025	Total Spent Qtr Ended Jun 2025	Budget Spent Contract To Date	Total 12 Month Budget	% Spent - 100% time elapsed (contract extended)
MCHRA - (12 out of 12 Month Comparison)	\$ 181	\$ 48	\$ 229	\$ 300	76%

(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%

<p align="center"><b>NORTHERN MIDDLE TN WORKFORCE BOARD</b></p> <p align="center"><b>JUNE 2025 FISCAL UPDATE</b></p> <p align="center"><b>PILOT - MONTGOMERY ADULT/DW MPCR TREND</b></p> <p align="center"><b>CONTRACT-TO-DATE &amp; QUARTERLY 9 Months</b></p>									
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	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.



Northern Middle Tennessee  
Workforce Board Inc.

# AJC Operations

# WIOA SERVICES IN FULL SWING AT YOUR LOCAL AMERICAN JOB CENTER

Workforce Essentials – WIOA Title I Career Service Provider  
Northern Middle Tennessee – 13 Counties

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# NEW CHAPTER FOR WIOA SERVICES

- July 1: Workforce Essentials began delivering WIOA Title I services directly
- Transition from subcontractors (EDSI & MAC) to in-house operations
- Services delivered through American Job Centers (AJCs)
- Goal: High-quality, consistent service delivery across all counties



# WHAT ARE WIOA TITLE I SERVICES?



## Career Advising

Advising and developing individualized employment plans, job search and resume assistance

## Supportive Services

Removing barriers to work and keeping individuals engaged

## Education & Training

Guidance and support to education, training and certification programs

## Employer Engagement

Hiring events, community engagement, Rapid Response Work-based learning with Paid Work Experience and On-the-job training

# MONTH ONE HIGHLIGHTS

## Strengthening Services and Connections

We're investing in our team, refining our processes, and re-engaging our partners to ensure consistent, high-quality service delivery and stronger workforce relationships across the region.



### Staff Training

Training staff across all AJC's to ensure consistent, effective service delivery



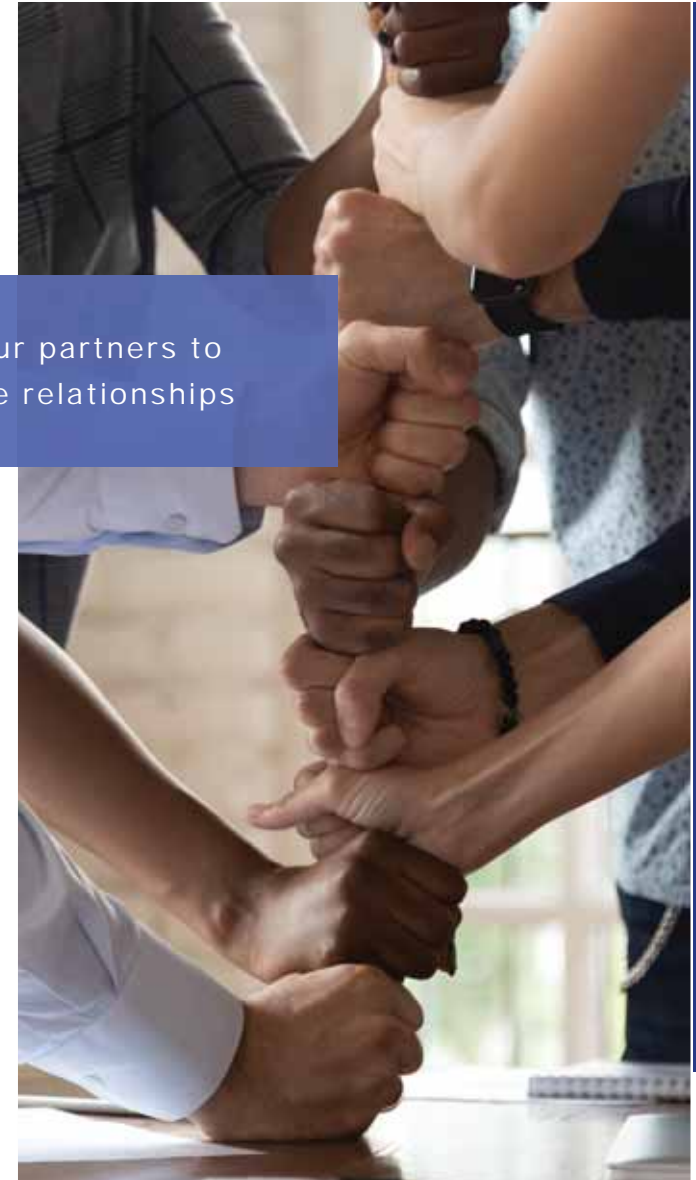
### New Processes

Launch new processes and performance tracking tools to streamline services, and promote accountability and outcomes



### Re-engagement

Engaging employers through our Business & Community Engagement Coordinators to promote and rebuild workforce partnerships; prioritizing customer service and support for job seekers



# CHALLENGES



## Funding

Northern Middle experienced a reduction of approximately \$1 million in funding this year, significantly impacting available resources for WIOA services.



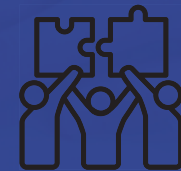
## Staffing

WIOA services were supported by 56 staff members previously, Workforce Essentials is now operating with a leaner team of 33, while still being held to the same goals and outcomes.



## Locations

Office schedules have been adjusted to align with staffing capacity;  
Stewart County: Open Tuesday–Thursday  
Trousdale County: Open Tuesday, Thursday, and Friday.



## Culture

Despite fewer staff, the focus remains on keeping morale high and maintaining a strong team culture through communication, coordination, and support.



# VISION FORWARD

We're building on our strengths, applying our knowledge, and shaping a high-performing, connected team that's ready to deliver results and position Workforce Essentials as a trusted resource in every community.

## Staying Aligned

Regular check-ins with Workforce Service Managers and staff to stay aligned on priorities.

## Hands-On Leadership

Providing hands-on support at each AJC and maintaining a consistent, visible presence.

## Building Expertise

Strengthening knowledge of the WIOA service model to better guide and support staff.

## Reconnecting with Communities

Driving community re-engagement with a full calendar of events set for August.



Northern Middle Tennessee  
Workforce Board Inc.

# Public Comment Period



Northern Middle Tennessee  
Workforce Board Inc.

# Election of Vice Chair



Northern Middle Tennessee  
Workforce Board Inc.

**Next Meeting**  
**Nov. 12, 2025**