



**Northern Middle Tennessee
Workforce Board Inc.**

Innovations Committee

April 30, 2026

2:00 P.M.

[Click here for Zoom Link](#)

Meeting ID: 856 2553 6305

Passcode: 113890

One tap mobile: +13126266799,,85625536305# US

Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. American Job Center Operations
 - a. Federal Performance
 - b. CSP Report
 - c. AJC Closure Update
2. Eligible Training Provider
 - a. Request for Approval
 - b. Policy Updates
3. Employer Services
 - a. Rapid Response
 - b. Employer Grants
 - c. THA Healthcare IWT Grant
 - d. 26-27 Rural Healthcare Funding
4. 26-27 WIOA Plan Modification Review
5. WorkSource Summit May 12-13, 2026

Adjourn

Members:

Seth Thurman (Chair)

Anne Fugate

Tony Adams

Billy Givens

Selittia Johnson

Robin Baldree

Kaitlin Salyer

Complete zoom link: <https://us02web.zoom.us/j/85625536305?pwd=gleiqYbbGjDGN2xbwW5AxcJsS9fYWj.1>



**DRAFT UNTIL
APPROVED**

**Northern Middle Tennessee Workforce Board
 Innovation Committee
 Meeting Minutes
 February 5, 2026 via Zoom 2:00 PM**

Members Attending	Members Absent	Staff & Guests Attending
Tony Adams	Seth Thurman	Andrea Dillard
Billy Givens	Anne Fugate	Meagan Dobbins
Selittia Johnson	Robin Baldree	Kim Rye
Kaitlin Salyer		Alyssa Spaulding
Kristi Spurgeon		Marla Rye
Brandon Phinx		Ginger Fussell

The Northern Middle Tennessee Workforce Board Innovations Committee met via Zoom on February 5, 2026, at 2:00 p.m. Kaitlin Salyer called the meeting to order once a quorum was confirmed and asked for a motion to approve the previous meeting minutes. A motion to approve was made by Billy Givens and seconded by Kaitlyn Salyer. With no further discussion, the motion carried unanimously.

CSP Update

Andrea Dillard opened the Career Services Provider report, focusing on Q2 performance as of December 30. Enrollment numbers are currently below target, following a strong Q1 where Adult enrollments exceeded expectations. The decline in Q2 was attributed to seasonal impacts, including reduced traffic during Thanksgiving and Christmas. Andrea explained that Natalie McLimore, who oversees Title I programs, will present a corrective action plan at the upcoming full board meeting outlining strategies to increase enrollments before the end of the next quarter. She and Meagan Dobbins are monitoring enrollment activity weekly and providing regular updates. All other performance indicators, including exits, entered employment, and placement rates, remain strong and within expected ranges. Andrea emphasized the need to increase enrollments and accelerate spending on training and supportive services. She also noted recent disruptions due to weather-related AJC closures and ongoing road conditions, which have continued to limit customer traffic into the current quarter.

Federal Performance

She then reviewed federal performance measures for Q2. All measures are meeting or exceeding expectations, with the exception of Youth median earnings in the second quarter, which is currently below target. Efforts are underway to identify additional data that could improve this measure before finalization, though improvement may be limited at this stage. Marla clarified that while quarterly performance is monitored closely, official accountability is based on Q4 outcomes. She noted that current Q3 data already exceeds the 90% threshold, indicating positive momentum despite the Q2

shortfall. Andrea reviewed preliminary Q3 enrollment data, which currently shows some areas below target. She emphasized that the quarter remains open through the end of March.

Eligible Training Provider Requests

Andrea Dillard reviewed the Eligible Training Provider List, noting that there was one new provider requesting approval, Paula Anderson Coaching and Consulting, located in Memphis. Andrea explained that although the provider's business address is in Memphis, the training is delivered online. Because the provider has not yet been approved by the Memphis workforce area, the request had to be brought before the committee for local consideration since individuals in the NM region are interested in the training. She presented the provider's proposed Medical Coding Prep Course, a 4-month program that leads to a certification and is classified as a bright outlook occupation both locally and nationally. She also presented a new program request from TCAT Dickson for a Barbering class. That program is 14 months in length, results in a diploma that counts as a credential, and is also considered a bright outlook occupation locally and nationally.

Andrea then reviewed existing ETPL programs requiring additional approval because of cost increases above the 25% threshold. She reported that MTSU's Supply Chain Professional and Freight Broker Agent training would increase from \$2,575 to \$4,250, and Remington College's Patient Care Technician program would increase from \$7,395 to \$9,500. She also brought forward a third price increase that had come to staff's attention involving TSU's Certified Paralegal Program. Andrea explained that a Davidson County customer had been working for 2 months to enter the program and had completed all required steps, but the school had not updated its ETPL pricing after staff turnover. The cost had increased from \$2,495 to \$3,150, a 26% increase. Andrea noted that under normal circumstances the request would wait until the next board meeting because the school had not submitted the increase in a timely manner, but she recommended adding it now so the customer would not be penalized. She explained that the 12-month program leads to a certification if the participant successfully completes training and passes the examination. She also noted that one additional program, cybersecurity training at Lab Four Institute, was requesting reinstatement to the ETPL after previously being removed for poor performance. She stated that to her knowledge there were no current customers waiting to attend that training, but the vendor had requested reconsideration.

Billy Givens asked for clarification about the Paula Anderson request and whether the committee's approval would allow participants from the local area to attend training in Memphis. Andrea explained that the provider's office is in Memphis, but the course itself is fully online, so participants would not be traveling there. Billy then asked whether approval in one area would allow the provider to serve customers statewide. Andrea clarified that if a provider has already been approved by another local board, staff can generally activate it for local use without bringing it back through the committee, but in this case Memphis had not yet approved the provider, so local board action was necessary. Billy also asked whether approval of the TSU cost increase at the committee level would allow it to be included in materials for the full board meeting the following week. Andrea confirmed that if approved, the TSU item would be added to the sheet presented to the full board. Marla clarified that if a school in Memphis is already on the ETPL, NM does not have to reapprove it locally in order to use it. Andrea confirmed that staff can simply activate a previously approved provider for local use. Marla explained that the complication with Paula Anderson Coaching and Consulting was that the provider had

apparently not yet applied through the Memphis board, which is why the request was being presented locally. She also informed the committee that the state is discussing tighter controls on the ETPL, including limiting approved programs to high-demand sectors such as construction, healthcare, manufacturing, logistics, and education. Marla commented that such parameters would be helpful because the board currently has limited authority to deny programs unless they are underperforming or excessively costly. Andrea added that private-sector providers must first go through the Tennessee Higher Education Commission for a waiver before they can even apply, which can cost several thousand dollars, making denials more difficult without clear state guidance.

Billy asked another question about Paula Anderson Coaching and Consulting, noting that the agenda appeared to show 2 entries. Andrea clarified that there was only one new provider and one associated program, the Medical Coding Prep Course. Billy then raised a concern about whether approving the provider before Memphis could amount to getting ahead of the process. Andrea explained that the committee was not waiting on Memphis and that if Memphis had already approved the provider, the item would not have needed committee action at all. Billy said he understood, but added that he remained concerned about whether a provider could seek approval in multiple areas after being rejected elsewhere. Marla agreed that the concern was valid and said staff should determine whether there are checks in the system to identify whether a provider has been denied in another workforce area. She suggested that any approval could be made contingent on the provider not having already been denied elsewhere and, if so, that staff review the reason before proceeding. Billy commented that this would help avoid approving a provider simply because they kept applying until one board said yes.

After discussion, Billy made a motion to approve the ETPL recommendations, including the addition of the TSU price increase for presentation to the full board, with the contingency Marla described regarding Paula Anderson Coaching and Consulting. Marla clarified that the contingency applied specifically to Paula Anderson, and Andrea confirmed staff would have an answer before the full board meeting. Tony Adams seconded and with no further discussion, the motion passed unanimously.

Following the vote, Marla reiterated her support for tightening the ETPL. She explained that many programs remain on the list despite never being used and said a more focused, accurate list would better help job seekers identify true demand occupations. She added that staff would follow up with both the state and Memphis regarding the provider question. Kaitlin then asked whether programs already approved on the ETPL but outside any future preferred categories would be grandfathered in or removed. Marla responded that the answer would depend on forthcoming state policy. She explained that ETPL responsibilities have shifted to a new person within the Department of Labor who is taking a fresh look at the scope of the list. Marla said her guess was that the state might wipe the slate clean and require all providers to apply again, though she noted that was only her assumption.

Rapid Response

Marla provided an update on WARN notices, noting a recent increase in activity across the region. Since January 1, more than 300 job losses have been reported in Northern Middle, primarily in Williamson and Rutherford counties. She explained that these figures can be misleading, as in the case of DLH where a contract transition will result in another company taking over operations and retaining many of the affected employees. Northern Middle will still conduct full rapid response services in those situations.

Marla shared feedback from a board member who recently experienced layoffs and expressed surprise that more dislocated workers had not yet entered the American Job Centers. She acknowledged that while staff are prepared to assist, it is ultimately positive that many individuals are quickly securing new employment. She referenced previous layoffs, including Bridgestone, where many workers either retired or were quickly rehired due to their skill sets. Marla also highlighted that unemployment rates across the region remain strong, with all counties below 4%, ranging from approximately 2.6% to 3.8%, indicating continued labor market strength despite the increase in WARN notices.

Employer Grants, THA Healthcare IWT Grant

Andrea Dillard provided an overview of additional employer-focused initiatives being administered alongside WIOA programs. She reported that \$300K in Incumbent Worker Training funds had been allocated beginning July 1, with approximately 13 employers currently under contract and all but \$73K to \$75K of the funding already obligated. She then reviewed the State Apprenticeship Grant, noting that \$180K had been awarded to support employers with registered apprenticeship programs, with nearly all funds committed except for \$2.5K, and all funds required to be spent by the end of June. Andrea introduced a new Healthcare Incumbent Worker Training Partnership Grant awarded in December in collaboration with the Tennessee Hospital Association. She stated that all funds had already been obligated across 8 healthcare employers, including both in-region and out-of-region partners, with the goal of addressing workforce shortages and skill gaps in healthcare occupations. Marla added that the healthcare grant also served as an opportunity to strengthen relationships with hospital systems, following prior feedback that many were unfamiliar with the public workforce system. She explained that staff hosted a webinar to introduce workforce services and connect hospitals with local resources, and she expressed satisfaction with the strong and immediate response from employers.

Andrea continued with an overview of the Community Reentry Reinvestment Grant, which supports justice-involved individuals through targeted training programs. In Humphreys County, participants have completed forklift training and will next receive flooring installation training in partnership with TCAT Dickson, Nashville State Community College, and local economic development partners. In Rutherford County, a separate initiative with TCAT Murfreesboro and Nissan provides a 2-week employment readiness program focused on manufacturing skills that are transferable across employers. Andrea noted that approximately 60 individuals are expected to be served through these combined efforts. She also reviewed the PROWD grant, which focuses on individuals transitioning from federal incarceration in Davidson County. Staff provide on-site case management at a residential reentry center, assisting participants with training, supportive services, and housing needs. The program aims to serve 60 individuals, with 26 currently enrolled and receiving services.

She concluded with an update on pending SAEF apprenticeship funding, explaining that an application had been submitted and is currently under review by the state. If awarded, the funding will be backdated to February 1 and used to further support apprenticeship programs in targeted industry sectors. Marla asked if there were any additional questions. Kaitlin Salyer noted interest in identifying potential employer partners for the PROWD grant, particularly larger manufacturers. Marla agreed this would be beneficial and then reminded members of the upcoming full board meeting in Clarksville, which will include a presentation from the Tennessee Department of Labor on the Tennessee Works initiative focused on statewide workforce alignment.

Brandon Phinx added to the earlier discussion on targeted workforce strategies, sharing that the state is planning to expand the use of intermediaries within apprenticeship programs. He explained that intermediaries, often industry associations or similar entities, help connect employers, training providers, and the Department of Labor by offering subject matter expertise, coordinating resources, and supporting apprenticeship development and expansion within key sectors such as manufacturing and healthcare. He encouraged members to share potential intermediary partners for future consideration.

Andrea responded to a question from Selittia regarding access to American Job Center contacts, offering to provide a list of direct phone numbers and assist with connecting individuals to appropriate staff based on their needs.

Adjourn

With no further questions, Kaitlin called for a motion to adjourn. Billy Givens made the motion and Tony Adams seconded. With no further discussion, the meeting was adjourned.

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

PY25 WIOA Core Performance Measures	Targets 100%	Targets 90%	Q1	Q2	Q3
			PY 25	PY 25	PY 25
Adult Measures			PASS	PASS	EST
Exiters			861	869	
Participants Served			2274	2241	
Employment Rate 2nd Quarter after exit	85.0%	76.50%	81.7%	78.4%	79.7%
Employment Rate 4th Quarter after exit	84.5%	76.05%	83.8%	83.6%	80.5%
Median Earnings 2 nd Quarter after exit	8,600	\$ 7,740	\$ 10,156	\$ 9,363	\$ 9,739
Credential Attainment w/in 4 Quarters after exit	75.0%	67.50%	77.0%	76.7%	67.9%
Measurable Skills Gains	73.5%	66.15%	67.9%	73.5%	66.8%
Dislocated Worker			PASS	PASS	EST
Exiters			499	412	
Participants Served			713	664	
Employment Rate 2nd Quarter after exit	87.0%	78.30%	89.2%	89.3%	87.6%
Employment Rate 4th Quarter after exit	86.5%	77.85%	87.7%	85.8%	87.6%
Median Earnings 2 nd Quarter after exit	10,600	\$ 9,540	\$ 12,164	\$ 11,967	\$ 12,037
Credential Attainment w/in 4 Quarters after exit	69.6%	62.64%	74.8%	75.9%	75.6%
Measurable Skills Gains	74.4%	66.96%	88.4%	86.3%	66.6%
Youth			FAIL	FAIL	EST
Exiters			508	451	
Participants Served			937	904	
Employment Rate 2nd Quarter after exit	88.0%	79.20%	81.4%	83.0%	84.7%
Employment Rate 4th Quarter after exit	85.8%	77.22%	82.1%	83.2%	82.0%
Median Earnings 2 nd Quarter after exit	6,200	\$ 5,580	\$ 5,577	\$ 5,351	\$ 5,711
Credential Attainment w/in 4 Quarters after exit	75.8%	68.22%	79.3%	78.0%	76.7%
Measurable Skills Gains	62.0%	55.80%	66.9%	70.5%	63.7%
GREEN-Passing at 100% of Goal					
YELLOW-Passing at 90% of goal					
Red-Failing at less than 90% of goal					

WFE PY 25-26 Quarterly Benchmarks

Matrix:		2025						2026					
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Mar. 31 (QTR 3)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	Adult	131	169	129.01%	137	94	68.61%	135	190	140.74%	540	454	84.1%
	DW	69	33	47.83%	78	34	43.59%	73	52	71.23%	298	119	39.9%
	In-School	22	17	77.27%	23	7	30.43%	23	27	117.39%	91	50	54.9%
	Out-School	42	48	114.29%	43	32	74.42%	43	48	111.63%	179	129	72.1%
	Total	264	267	101.14%	281	167	59.43%	274	317	115.69%	1108	752	67.9%
*Exits (80% of enrollments)	Adult	105	111	105.92%	110	150	136.86%	108	92	85.19%	432	374	86.6%
	DW	55	27	48.91%	62	67	107.37%	58	39	66.78%	238	139	58.4%
	Youth	51	95	185.55%	53	54	102.27%	53	38	71.97%	210	193	92.1%
		Goal	Actual	Percent	Goal	Actual	Percent	Goal	Actual	Percent	Goal	Actual	Percent
Positive Exits # (85% of Exits)	Adult	89	96	107.77%	93	131	140.6%	92	81	88.2%	367	314	85.5%
	DW	47	24	51.15%	53	59	111.2%	50	35	70.5%	202	118	58.3%
	Youth	44	83	190.72%	45	49	109.2%	45	34	75.8%	178	169	94.9%
		Exits	Positive	Percent	Exits	Positive	Percent	Exits	Actual	Percent	Exits	Positive	Percent
**Actual Positive Exit Rate	Adult	111	96	86.49%	150	131	87.3%	92	81	88.0%	374	314	84.0%
	DW	27	24	88.89%	67	59	88.1%	39	35	89.7%	139	118	84.9%
	Youth	95	83	87.37%	54	49	90.7%	38	34	89.5%	193	169	87.6%
		Goal	Actual	Percent	Goal	Actual	Percent	Goal	Actual	Percent	Goal	Actual	Percent
Placement Wage	Adult	\$ 16.50	\$ 20.10	121.82%	\$ 16.50	\$ 18.40	111.5%	\$ 16.50	\$ 18.80	113.9%	\$ 16.50	\$ 19.08	115.6%
	DW	\$ 16.50	\$ 26.15	158.48%	\$ 16.50	\$ 29.29	177.5%	\$ 16.50	\$ 23.01	139.5%	\$ 16.50	\$ 26.15	158.5%
	Youth	\$ 13.00	\$ 18.15	139.62%	\$ 13.00	\$ 15.85	121.9%	\$ 13.00	\$ 15.56	119.7%	\$ 13.00	\$ 16.71	128.5%



**Northern Middle Tennessee
Workforce Board Inc.**

March 9, 2026

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

Dear Commissioner Cecil:

The Northern Middle Tennessee Workforce Board met on February 11, 2026. At this meeting, the Board voted to close the following American Job Centers as of 6/30/2026:

1. Cheatham County AJC
384 South Main Street
Ashland City, TN 37015
2. Houston County AJC
155 West Front Street
Erin, TN 37061
3. Humphreys County AJC
711 Holly Lane
Waverly, TN 37185
4. Robertson County AJC
299 10th Avenue East
Springfield, TN 37172
5. Stewart County AJC
1356 Donelson Parkway
Dover, TN 3758
6. Trousdale County AJC
204 McMurry Blvd
Hartsville, TN 37074



**Northern Middle Tennessee
Workforce Board Inc.**

7. Williamson County AJC
118 Seaboard Lane
Franklin, TN 37064

8. Wilson County AJC
415 Tennessee Blvd
Lebanon, TN 37087

The Board has been studying the effectiveness of the AJCs in terms of cost, activities and service delivery for close to a year. We did not make these decisions lightly or without sound justification. We will be maintaining five centers in Northern Middle. The four comprehensive centers in Davison, Montgomery, Rutherford and Sumner, along with an affiliate in Dickson County will remain open.

We will work with your communication office, as well as the local elected officials, to provide clear instructions on how to receive services in the impacted counties. I appreciate your guidance as we work through any issues that arise. Please note in some of the counties, Workforce Essentials may keep an office open, however, it will not be an American Job Center. If you have any questions, please feel free to call me at 931.905.3500 or 931.206.3783.

Sincerely,

Marla W. Rye

New Providers Requiring Board Approval for addition to the ETPL									
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Years in Business	Sector Strategy				Notes
Austin's Beauty College	1596 Ft. Campbell Blvd, Unit J Clarksville, TN 37042	THEC	THEC Approval Letter	58	Personal Care				
New Programs Requiring Board Approval for addition to the ETPL									
Provider Name	Provider Main Address	Program ID	Program Name	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Austin's Beauty College	1596 Ft. Campbell Blvd, Unit J Clarksville, TN 37042		Cosmetology	\$ 18,089.00	1500 Hours	Licensed Cosmetologist	Bright Outlook Locally & Nationally	Personal Care	
Austin's Beauty College	1596 Ft. Campbell Blvd, Unit J Clarksville, TN 37042		Aesthetics	\$ 14,499.00	750 Hours	Licensed Esthetician	Bright Outlook Locally & Nationally	Personal Care	
Austin's Beauty College	1596 Ft. Campbell Blvd, Unit J Clarksville, TN 37042		Manicuring	\$ 11,149.00	600 Hours	Licensed Manicurist	Bright Outlook Locally & Nationally	Personal Care	
Austin's Beauty College	1596 Ft. Campbell Blvd, Unit J Clarksville, TN 37042		Instructor	\$ 10,319.00	300 Hours	Licensed Instructor	Bright Outlook Locally & Nationally	Personal Care	
TCAT Nashville	100 White Bridge Road Nashville, TN 37209	1013084	Certified Medical Assistant to Practical Nursing Bridge	\$5,637.37	44 Weeks	Diploma / Licensed Practical Nurse	Bright Outlook Locally & Nationally	Healthcare	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1012983	Certified Clinical Medical Assistant (CCMA)	\$2,695.00	12 Months	CCMA	Bright Outlook Locally & Nationally	Healthcare	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1012981	Asistente Médico Clínico Certificado Para Estudiantes De Español A Inglés (CCMA) (Vale Incluido)	\$3,995.00	12 Months	CCMA	Bright Outlook Locally & Nationally	Healthcare	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1012978	Certified Medical Administrative Assistant (CMAA) + Medical Terminology (Voucher Included)	\$ 3,295.00	12 Months	CMAA	Bright Outlook Locally & Nationally	Healthcare	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1012980	Certified Medical Administrative Assistant (CMAA) + Medical Terminology (Voucher Included)	\$ 2,395.00	6 Months	CMAA	Bright Outlook Locally & Nationally	Healthcare	*Difference in duration therefore, cost
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013072	Certificacion HVACR en espanol (incluye curso de ingles y examen profesional) (EnGen)	\$3,995.00	18 Months	EPA 608 Certification	Bright Outlook Locally & Nationally	Construction	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013071	Certified Supply Chain Professional + Freight Broker/Agent Training	\$4,250.00	12 Months	Certified Supply Chain Professional (CSCP)	Bright Outlook Locally & Nationally	Transportation/ Logistics	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013069	Certified Supply Chain Professional with Professional Foundations (Voucher Included)	\$5,250.00	25 Weeks	Certified Supply Chain Professional (CSCP)	Bright Outlook Locally & Nationally	Transportation/ Logistics	*Cost difference due to included voucher
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013070	Project Management Essentials with CAPM Prep	\$1,475.00	6 Months	Certified Associate in Project Management (CAPM)	Bright Outlook Locally & Nationally	Information Technology	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013068	Nonprofit Manager + Professional Grant Writing (Voucher Included)	\$4,847.00	12 Months	Grant Professional Certified (GPC)	Bright Outlook Locally & Nationally	Administrative	

TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013061	Nonprofit Manager + Professional Grant Writing	\$4,075.00	12 Months	Grant Professional Certified (GPC)	Bright Outlook Locally & Nationally	Administrative	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013067	Pharmacy Technician (Voucher Included)	\$3,295.00	12 Months	Certified Pharmacy Technician	Bright Outlook Locally	Healthcare	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013066	Supply Chain Managers	\$1,507.00	3 Months	Accredited Procure-to- Pay Manager (APPM)	Bright Outlook Locally & Nationally	Transportation/ Logistics	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013065	Transportation, Storage, and Distribution Managers	\$2,525.00	6 Months	Certified Supply Chain Professional (CSCP)	Bright Outlook Locally & Nationally	Transportation/ Logistics	
TCAT Hartsville	716 McMurry Blvd Hartsville, TN 37074	1013062	PMI Agile Certified Practitioner (PMI-ACP)®	\$1,786.00	6 Months	PMI Agile Certified Practitioner (PMI- ACP)®	Bright Outlook Locally	Information Technology	
Former Programs Requiring Board Approval for ETPL Addition									
Provider Name	Provider Main Address	Program ID	Program Name	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
160 Driving Academy - Nashville, TN	3101 Clarksville Pike, Ste 8 Nashville, TN 37218	1009924	Class A Commercial Driver's License (CDL) Training	\$4,995.00	4 Weeks	CDL Class A	Bright Outlook Locally & Nationally	Transportation	Previously deactivated due to missing performance benchmarks 2/2025



Eligible Training Provider Policy

Purpose

To provide information and direction required under the Workforce Innovation and Opportunity Act (WIOA) for training providers on Tennessee's statewide Eligible Training Provider List (ETPL).

Background

The ETPL supplies useful information on training providers, the services they provide, and the quality of their programs. To maximize customer choice and assure that all population groups are served, a comprehensive process must ensure that a significant number of qualified Eligible Training Providers (ETPs) are available to customers. Only approved programs listed on the State's ETPL are authorized for referral and enrollment of a WIOA participant. Eligible applicants can use the ETPL to make an informed choice regarding training providers. In this way, the ETPL provides consumers with an option, which also supports increased performance accountability.

Policy & Instructions

I. Types of Entities Eligible to Apply to be Eligible Training Providers

Potential Eligible Training Providers must be authorized to offer training services in Tennessee. Entities eligible to apply to become Eligible Training Providers (ETPs) are:

- A postsecondary educational institution that provides a program that leads to an associate degree, baccalaureate degree, diploma or certificate;
- Apprenticeship programs, including Registered Apprenticeship Programs (RAPs), registered under the National Apprenticeship Act;
- Other public or private providers that provide training services, which may include Community Based Organizations (CBOs) and joint labor-management organizations;
- Eligible providers of adult education and literacy activities under WIOA Title II if such activities are provided in combination with training services described in 20 CFR 680.350;
- Other groups as determined by the Governor.

In-state and out-of-state post-secondary institutions must be authorized by a state governing body – such as the Tennessee Higher Education Commission (THEC) or the Tennessee Board of Regents (TBR) - to operate in the State of Tennessee. This does not apply to Registered Apprenticeships.

II. Eligible Training Providers and Programs of Study

Programs may be delivered in person, online or via a blended approach and must lead to at least one ETPL qualifying credential defined as:

- An industry-recognized certificate or certification, a certificate of completion of a registered apprenticeship, a license recognized by the State of Tennessee or federal government;
- A post-secondary credential, including an associate or baccalaureate degree;
- A secondary school diploma or its equivalent;

- Employment; or
- Measurable Skills Gain toward a recognized post-secondary or secondary school diploma or its equivalent credential

III. Initial Eligibility

Potential ETPs may seek initial eligibility for one (1) or more programs of study. Programs approved for initial eligibility will remain on the ETPL for twelve (12) months from the date the program was approved. RAPs are exempt from initial eligibility procedures. RAPs that elect to participate must be included on the ETPL, subject to the procedures in Section 5.

A. Requirement for Consideration of Initial Eligibility:

1. Applications, accessed through Tennessee's Department of Labor and Workforce Development's (TDLWD) case management system, must describe each program of training services offered and include accurate and timely performance data and cost information for each program under consideration
2. Performance information must include one of the following: Unsubsidized employment 2nd quarter or 4th quarter after exit, median earnings, credential attainment
3. Information concerning whether the provider is in partnership with a business
4. Evidence that program successfully leads to an ETPL qualifying credential
5. Information addressing the alignment of training with in-demand industry sectors and occupations, to the extent possible

B. Northern Middle Workforce Board (NMWB) – Responsibilities During Initial Eligibility:

1. Notify providers of the opportunity to apply for the ETPL
2. Verify the potential ETPs are compliant with State laws by possessing a current license, certification, registration, approval or exemption from the appropriate State or federal licensing agency
3. Confirm initial eligibility applications are complete and accurate
4. Evaluate the experience and reputation of the potential ETP/programs of study
5. Make a NMWB staff determination of completeness, regarding ETPs application within thirty (30) business days of receipt, and once complete, place on the agenda for the next regularly scheduled NMWB meeting. Notify provider and State ETPL office of NMWB decision to approve, postpone, or deny within ten (10) days of decision

IV. Continued Eligibility

During the final three months of a program's initial eligibility, the NMWB must perform a subsequent review to determine whether the program will be granted Continued Eligibility. If granted, ETPs will remain on the list until the next continued eligibility determination. Programs approved for continued eligibility will remain on the ETPL for twenty-four (24) months from the date the program was approved after subsequent review.

A. Information Requirements for Consideration of Continued Eligibility:

1. During the final three months of an ETPs initial eligibility, the ETP must review their applications to ensure the information included therein is accurate
2. ETPs must submit accurate performance data and program cost information as directed by NMWB

B. NMWB Responsibilities During Continued Eligibility

1. Assess program specific information provided by the ETP to determine whether to continue eligibility or remove program from ETPL
 - a. Whether the providers timely and accurately submitted all the information required for completion of eligible training provider performance reports required under WIOA 116(d)(4) and all the information required for initial and continued eligibility
 - b. ETP performance on WIOA performance indicators: Unsubsidized Employment 2nd quarter or 4th quarter after exit, median earnings, credential attainment

- c. Access to training services throughout the state, including rural areas and through technology use
- d. Information reported to state agencies on federal and state training programs other than programs within WIOA Title I-B
- e. The degree to which training programs relate to in-demand industry sectors and occupations in the state
- f. State licensure requirements of training providers, and licensing status of providers of training services, if applicable
- g. ETPs ability to offer quality training services leading to an ETPL Qualifying Credential
- h. ETPs ability to provide trainings that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities
- i. ETPs ability to provide training services to individuals who are employed and individual with barriers to employment
- j. State performance standard measures for programs with a minimum of ten (10) WIOA students at the end of each program year (July 1 – June 30):
 1. WIOA student completion rate for each program must be greater than or equal to 40%
 1. All student completion rates for each program must be greater than or equal to 60%
 2. WIOA student placement rate for each program must be greater than or equal to 40%
 3. All student placement rates for each program must be greater than or equal to 60%

As allowed by law, the Northern Middle Workforce Board (NMWB) will require the following performance standard measures to evaluate the subsequent eligibility determination for programs serving WIOA students:

- WIOA student completion rate (completion defined as resulting in a credential) for each program must be greater than or equal to 60%
- WIOA student placement rate for each program must be greater than or equal to 60%
- **While the State establishes a minimum threshold of ten (10) WIOA students for the re-application of performance measures, the NMWB will not require a minimum number of WIOA students for program evaluation. Programs with fewer than ten (10) WIOA students will still be reviewed**
- **Note: At the end of the first year, if program meets both measures it will be approved for 2 years. If program meets one measure, it will be approved for 1 year. The following year it must meet both measures or it will be removed from the ETPL**

2. Notify provider and State ETPL office NMWB decision to approve, postpone, or deny within ten (10) business days of decision

V. Registered Apprenticeship Programs (RAP)

RAPs registered under the National Apprenticeship Act are not subject to the same application and performance information requirements or NMWB approval process as other training providers. To be included on the ETPL, RAPs must express interest by opting in.

A. RAPs must provide the following basic information:

1. Occupations included within the RAP
2. Name and address of the RAP sponsor
3. Name and address(es) of the related technical instruction provider(s) and the location(s) of instruction if different from the program sponsor's address

4. Cost of the instruction, if the provider of the Related Technical Instruction is different from the program sponsor
 5. Method and length of instruction
 6. Number of active apprentices
- B. RAPs are exempt from performance reporting requirements in WIOA 116(d)(4) and 122 but may voluntarily report performance reporting outcomes
- C. RAPs are maintained on the ETPL until:
1. They are deregistered
 2. The RAP notifies the State that it no longer wants to be included
 3. The RAP is determined to have intentionally supplied inaccurate information or to have substantially violated any provision of Title I WIOA or the WIOA regulations, including 29 CFR Part 38
- D. NMWB responsibilities for RAPs:
1. NMWB will act on RAPs application within thirty (30) business days of receipt
 2. NMWB will contact State ETPL office to verify the registration status of all RAPs that express interest in being included on the ETPL and re-verify no less than every two (2) years

VI. Denial/Revocation of a Provider from the ETPL

A training provider must meet performance and provide accurate information to the NMWB and the TDLWB. Eligibility may be denied/revoked for the following reasons:

- A. Denial based on Eligibility Requirements
1. Provider does not have the appropriate State and/or Federal approval to operate
 2. The application is incomplete
 3. The program under consideration does not meet the definition of WIOA training services
 4. Program does not meet the established eligibility criteria or the established minimum performance levels
 5. Provider intentionally supplied inaccurate performance information
- B. Denial based on Training Provider Responsibilities:
1. Providers that do not submit annual performance data by the designated due date (exceptional circumstances beyond the provider's control, such as natural disasters, will be taken into account)
 2. Providers that intentionally supply inaccurate performance information
 3. Providers that violate any provision of WIOA or its regulations, including 29 CFR Part 38
 4. Providers that fail to demonstrate the business capacity or integrity to successfully deliver training
- C. NMWB Denial/Revocation Responsibilities
1. Though the recommendation to deny or revoke a provider/program may originate from either the NMWB or the TDLWD, the NMWB will be responsible for denying/revoking ETPs eligibility
 2. Revocation is for a period not less than two years for providers that intentionally supply inaccurate information or substantially violate any provision of WIOA or its regulations, including CFR Part 38. The training provider is liable to repay all WIOA Title I funds received during the period of noncompliance
 3. Providers that wish to appeal a denial or revocation of eligibility may appeal to the NMWB. After a decision has been rendered by the NMWB, a provider may appeal to the State ETPL office

VII. Appeals

If a program is denied eligibility, the training provider may take the following steps:

- A. Training providers have the right to appeal denial of eligibility status and may begin that process with the NMWB
- B. If the NMWB does not reverse their original denial, the training provider may appeal to the State ETPL office

VIII. Reciprocal Agreements

NMWB can send a participant to training located in a different state if the provider is on the ETPL in that state and the state has a reciprocal agreement with Tennessee.

- A. The State ETPL office will be responsible for entering into reciprocal agreements
- B. All reciprocal agreements signed prior to June 30, 2023 will no longer be valid after that date

References

20 CFR 680.410; 20 CFR 680.350; WIOA Section 134(c)(3)(D)(x); 20 CFR 680.450(b); 20 CFR 680.460(e)(1); 20 CFR 680.450(e)(2); 20 CFR 680.450(e)(3); 20 CFR 680.450(e)(5); 20 CFR 680.460(f)(10); 20 CFR 680.470(b)(1-3); 20 CFR 460(1); 20 CFR 680.480; TEGL 8-19; WIOA Section 116(d)(4); WIOA Section 122(b)(4)(B).

Authorized by:

Approved by:

Marla Rye, Executive Director Date

John Zobl, Chairman Date

WARN Date	WARN Site	# Affected	Date of Layoff	County	RR Session or Job Fair	Number Served	Notes
4/15/2026	Pave It forward	100	March 31, 2026	Rutherford	NA	0	Sent email 4/15/26 and left VM 4/16/26, all employees were laid off prior to the WARN notice being submitted.
2/2/2026	Music City Delivery	93	April 2, 2026	Williamson	NA	93	Spoke with owner and they were not interested in on site RR services, emailed the RR packet with QR code to access services for all employees. Sent numerous job postings to share with employees. Employee list not provided.
1/30/2026	DLH Solutions	209	March 31,2026	Rutherford	NA	NA	Services at the facility will be taken over by a new contractor, employees will moved over to new contractor.
1/12/2026	Smoky Mountain Logistics, LLC	145	February 28,2026	Wilson	NA	0	Spoke with Owners and they were not interested in on site RR services, did not receive return call from follow-up to request email. Employee list not provided.
12/3/2025	Kroger Fulfillment Network	132	February 1, 2026	Davidson	NA	0	Left VM x2 - no return call no local email available. WARN provided by legal in Ohio.
10/27/2025	HD Supply	108	January 9, 2026	Rutherford	NA	0	Sent email and left vm 10/27/25 no response
		787				93	

Northern Middle Program Year July 1, 2025 - June 30, 2026

Incumbent Worker Training (IWT) Grants (07.01.2025 - 06.30.2026)

	County Location	Employer	UEI		Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Rutherford	Wearwell LLC	WK45GXBXGEQ5		21	07.01.2025	05.31.2026	\$25,000.00	\$24,810.08
2	Sumner	Food Warming Equipment Company	G96NQNEWP5B7		7	07.15.2025	08.31.2026	\$6,695.00	
3	Davidson	Coca-Cola Consolidated Inc	EVMRM7AZGAC6		5	08.01.2025	05.31.2026	\$7,008.00	
4	Williamson	Williamson Health	XBK7VSR1Q6W4		5	07.01.2025	05.31.2026	\$24,750.00	\$24,750.00
5	Williamson	Lifepoint Health, Inc	F8LVL4N1GMX6		4	07.15.2025	05.31.2026	\$10,000.00	
6	Davidson	Vanderbilt University Medical Center	GYLUH9UXHDX5		10	08.01.2025	05.31.2026	\$25,000.00	
7	Rutherford	RAWSO Constructors	XVYDUN2CH641		8	09.01.2025	05.31.2026	\$20,000.00	
8	Davidson	NomNomNow Inc.	WQDGMCMUMZK15		12	09.01.2025	05.31.2026	\$23,298.50	
9	Montgomery	LG Electronics	NNXTP28MF8T5		50	10.20.2025	05.31.2026	\$25,000.00	
10	Davidson	Nashville Boss	X4XMG5ECRVY5	contract modified 3/26/26	4	10.01.2025	05.31.2026	\$25,000.00	\$8,000.00
11	Cheatham	A.O. Smith	S4HBBQ7GTAW5		7	10.01.2025	05.31.2026	\$14,560.00	
12	Wilson	Lochinvar, Inc	K5M7EBRAGJG7		46	10.01.2025	05.31.2026	\$12,000.00	
13	Davidson	Interior Design Associates, Inc.	WJTVJJBCLBA8		17	12.01.2025	05.31.2026	\$25,000.00	
14	Davidson	Military Systems Group	SBYBHNZL5UJ1		3	03.02.2026	05.31.2026	\$5,045.00	
15	Montgomery	Rockwood Homes	QWN2RDSN5Q83		2	03.02.2026	05.31.2026	\$14,420.00	
16	Montgomery	Travis Electrical Service, LLC	MH4TZRQNL5D1		4	10.01.2025	05.31.2026	\$25,000.00	
17	Rutherford	Schwan Cosmetics USA, Inc.	W6DTG8ZMBH93		3	03.09.2026	05.31./2026	\$750.00	
18	Rutherford	Fessler & Bowman	NYPLTSQU9BB5		15	04.16.2026	05.31.2026	\$10,000.00	
					223			\$298,526.50	\$57,560.08

Board designated funds available: \$ 300,000.00

LWNMF261APSWA26 Apprenticeship Training Grants (07.01.2025 - 06.30.2026)

	County Location	Employer	UEI	Training	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Davidson	Pye Barker Fire & Safety	GMQ3MCMJANN1	Fire Alarm Inspection Test Maintenance Technician	7	07.01.2025	05.31.2026	\$17,500.00	\$17,500.00
2	Williamson	Trade In Demand d/b/a Skilled Workforce	CV4FKX1HHQX3	Pre-App Construction Careers	20	08.01.2025	05.31.2026	\$20,000.00	
3	Montgomery	Clarksville Montgomery Co School System (CMCSS)	QM24BH3KM7W7	Teacher	8	07.01.2025	05.31.2026	\$20,000.00	\$20,000.00
4	Rutherford	Rutherford County Schools	JTUXFTXDMWY6	Teacher	8	07.01.2025	05.31.2026	\$20,000.00	\$20,000.00
5	Davidson	A Action Air HVAC	N7AJA7EHAHC4	Project Manager	5	07.01.2025	05.31.2026	\$12,500.00	\$12,500.00
6	Robertson	Robertson County Schools	L54YG2NQ33U9	Teacher	8	07.01.2025	05.31.2026	\$20,000.00	\$20,000.00
7	Davidson	UpRise Nashville	DSUQCZEV4MV3	Office Administrator	5	07.01.2025	05.31.2026	\$12,500.00	
8	Rutherford	Cultivation Network, Inc.	X7B4WU2WPA59	Project Manager	2	11.01.2025	05.31.2026	\$5,000.00	\$2,500.00
9	Davidson	Nashville Electrical JATC	Q4EYWAB65B45	Journeyman Electrician	40	01.02.2026	05.31.2026	\$25,000.00	
10	Montgomery	Travis Electrical Service, LLC	MH4TZRQNL5D1	Electrician	10	09.01.2025	05.31.2026	\$25,000.00	\$25,000.00
11	Williamson	Williamson Health	XBK7VSR1Q6W4	Pharmacy Tech	1	01.01.2026	95.31.2026	\$2,500.00	\$2,500.00
12									
					114			\$180,000.00	

State Apprenticeship Grant Amount Available: \$180,000.00

Healthcare Incumbent Worker Training Grant (12/15/2025 - 06.30.2026)

	County Location	Employer	UEI	Employees Trained	Employment Sector	Contract Start Date	Contract End Date	Contract Amount	Amount Expended	Approval Required
1	Obion	Baptist Memorial Hospital	ZLU6LSLAJJ83	50	Healthcare			\$12,300.80		
2	Blount	Prisma Health Blount Memorial Hospital	UJ7ZFUKDH4M8	10	Healthcare			\$25,300.00		x
3	Williamson	Greystone Foster Care	RVYEQMCN9QL6	30	Healthcare/Foster Care			\$25,785.00		x
4	Hamilton	Siskin Hospital for Physical Rehabilitation	EEX9ZTU8KGN7	74	Healthcare/Rehabilitation			\$53,829.08		x
5	Davidson	Vanderbilt University Medical Center	GYLUH9UXHDX5	10	Healthcare			\$25,000.00		
6	Williamson	Williamson Health	XBK7VSR1Q6W4	5	Healthcare			\$24,750.00		
7	Davidson	Ascension St. Thomas Medical Partners	SB2KGYHQV4V5	25	Healthcare			\$25,000.00		
8	Davidson	Ascension St. Thomas Midtown	E6VYCNAGHK55	20	Healthcare			\$52,748.12		x
9	Williamson	HCA Health Services - Tristar Health	MLUNB46R9JM8	5	Healthcare			\$15,945.00		
10	Knox	Covenant Health	KD4NWRYYU68	6	Healthcare			\$50,000.00		x
11										
12										
TOTAL				235				\$310,658.00		
<i>Healthcare IWT Funds Available: \$244,713.00</i>										



STATE OF TENNESSEE
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
220 French Landing Drive
Nashville, TN 37243
(615) 741-6642

Bill Lee
GOVERNOR

Deniece Thomas
COMMISSIONER

March 16, 2026

Marla Rye
Northern Middle Tennessee
Workforce Board
523 Madison Street Suite A
Clarksville, TN 37040

Subject: Congratulations on Your RHWDI Application Submission - Award FOA-TN-RHCI-26-01

Dear Ms. Rye,

Congratulations! After careful review and consideration, we are pleased to inform you that your application for the Rural Healthcare Workforce Development Initiatives (RHWDI) has been conditionally approved for funding. This award is subject to negotiations as well as the terms and conditions of the fully executed contract. We are excited to support your efforts to expand healthcare training access in rural areas and we believe your proposal will have a meaningful impact. Based upon the Tennessee Department of Labor and Workforce Development's Rural Healthcare Workforce Initiatives funding allocations, Northern Middle Tennessee Workforce Board has been awarded the following:

Grant Funding Amount for Program Year - July 1, 2026-June 30, 2027: \$250,000.00

There are a few items in your application that require clarification. Additionally, we will need an updated cover page and updated budget to move forward with the funding process. We would like the opportunity to discuss these matters in more detail and guide you through the next steps. This virtual discussion will be held via Teams. The program director, fiscal director, and/or agency official with decision-making authority should be on the call (e.g., your executive leader, contracts signatory, etc.). See your scheduled time below:

Assigned Time: Monday, March 30, 2026, 11:00 AM-11:30 AM CST [Join HERE](#)

RHWDI plays a vital role in addressing the unique challenges faced by rural communities. We are confident that your initiative will strengthen the healthcare workforce in these areas. Please continue to pursue innovative solutions to improve the healthcare workforce.

Thank you once again for your interest in the Rural Healthcare Workforce Development Initiatives funding opportunity. Best wishes as you continue your efforts, and we are excited to be part of your journey.

If you have any questions, please feel free to contact our Rural Workforce Initiatives team at Rural.Workforce@tn.gov.

Sincerely,

A handwritten signature in black ink that reads "Deniece Thomas - BCFT". The signature is written in a cursive, flowing style.

Deniece Thomas
Commissioner, TDLWD
DT/ts

Middle Tennessee Regional & Northern Middle Local WIOA Plans Program Years 2026-2027 Modifications

The Local Workforce Development Areas of Middle TN, **Northern Middle** serving Cheatham, Davidson, Dickson, Houston, Humphrey, Montgomery, Robertson, Rutherford, Stewart, Sumner, Trousdale, Williamson, Wilson, **Southern Middle** serving Bedford, Coffee, Franklin, Giles, Hickman, Lawrence, Lewis, Lincoln, Marshall, Maury, Moore, Perry, Wayne, and **Upper Cumberland** serving Cannon, Clay, Cumberland, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, Warren, and White Counties have completed the **modifications** for the Regional and Local Workforce Plans for the 2026-2027 program years.



The Middle TN Regional Plan and the Northern Middle Local Plan will be open for Public Comment April 10 to April 25, 2026, and will be available at any American Job Center in Middle TN on request or online at:

- Upper Cumberland Area: <https://www.ucwork.org/localregional-plan>
- Southern Middle Area: www.sctdd.org/notices/
- Northern Middle Area: <https://nm-wb.com/board/public-notice> or →



Please submit comments or questions to: Selina.Moore@tn.gov

A Virtual Public Listening Session for Middle Tennessee’s Regional and Local WIOA Plans, including Northern Middle, will be held on

April 20, 2026, 5:00 PM – 6:00 PM, CST

To attend the virtual meeting, click on the link or scan the QR Code below:

<https://bit.ly/4rXJZuh>



All meetings are open to the public. For additional information on joining the meeting or accessibility, contact Selina Moore Selina.Moore@tn.gov



Northern Middle Workforce Board Plan Modifications (PY 2026–2027)

The Northern Middle (NM) Workforce WIOA Plan Modifications for PY 2026–2027 update the local strategy to align with the Tennessee State WIOA Plan modifications, the Middle Tennessee Regional Plan, and federal workforce priorities outlined in *America’s Talent Strategy: Building the Workforce for the Golden Age*.

The plan advances a coordinated, employer-driven workforce system focused on increasing labor force participation, closing skill gaps, and supporting sustained economic growth.

Economic Context & Sector Alignment

Middle Tennessee continues to serve as a primary economic driver for the state, with growth concentrated in both metropolitan and surrounding counties. Consistent with the State WIOA Plan, the NM plan prioritizes Tennessee’s six targeted sectors:

- Advanced Manufacturing
- Healthcare
- Logistics (Transportation & Distribution)
- Technology
- Construction
- Energy

These sectors reflect both current labor demand and long-term economic priorities at the state and federal levels. Additionally, tourism and hospitality remains a key driver in Northern Middle.

Key Workforce Challenges

Despite economic growth, the region faces persistent workforce challenges:

- Labor force participation gaps, particularly in rural areas
- Skill shortages in high-demand industries
- Barriers to employment (disability, justice involvement, youth disconnection, limited English proficiency)
- Uneven access to training and career pathways

These challenges align with federal findings that the workforce system must better connect workers to high-wage careers, expand participation, and improve system navigation and outcomes.

Strategic Priorities

The NM plan advances four core strategies aligned with state, regional, and federal priorities:

1. Increase Labor Force Participation (LFPR)

Focused outreach and service delivery target underrepresented populations, supported by expanded access, supportive services, and work-based learning. This aligns with federal priorities to bring more individuals into the labor force and improve worker mobility.

2. Strengthen Employer-Led Workforce System

The plan adopts a sector-based, employer-driven model consistent with both the Tennessee Business Engagement framework and federal emphasis on industry-driven workforce strategies that build reliable talent pipelines.

3. Align Training with Industry Demand

Investments prioritize industry-recognized credentials, apprenticeships, and career pathways aligned with the six priority sectors. This reflects federal guidance to expand work-based learning and align training directly with employer needs.

4. Expand Worker Mobility

The plan increases access to services through mobile delivery, community partnerships, and targeted support for populations with barriers, consistent with federal priorities to improve workforce system access and outcomes. In addition, focus is prioritized to for worker mobility to include career guidance aimed at the benefits cliff and stranded and stalled workers through incumbent worker training.

Regional, State, and Federal Alignment

The NM Plan Modifications are fully aligned with:

- Middle Tennessee Regional Plan Modifications (PY 2026–2027) through shared sector strategies and coordinated service delivery
- Tennessee State WIOA Plan modifications, particularly in LFPR growth, employer engagement, and performance accountability
- Federal workforce strategy (“America’s Talent Strategy”), including its five pillars:
 - Industry-driven workforce systems
 - Worker mobility and participation
 - Integrated service delivery
 - Performance accountability
 - Innovation and system flexibility



Performance & Accountability

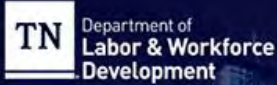
The plan strengthens accountability through:

- Defined performance targets (LFPR growth, credential attainment, employment outcomes)
- Quarterly performance reviews and dashboard tracking
- Alignment with state benchmarks and regional tracking systems

This approach reflects federal emphasis on linking workforce investments to measurable outcomes and improving system accountability. Per TDLWD request, an outcome tracker will be developed after State Workforce Board approves the local plans.

Conclusion

The NM Plan Modifications position the region to deliver a modern, integrated, and employer-led workforce system. By aligning with state priorities, regional strategies, and federal workforce guidance, the plan supports increased labor force participation, stronger talent pipelines, and sustained economic growth across Middle Tennessee. The NM Workforce Area stands ready to innovate and implement state proposed waivers upon USDOL approval.



WorkSource Summit

May 12, 2026 – May 13, 2026 | Sonesta Nashville Airport

Be Part of **Tennessee's Next Era** of Workforce Development

About **Event**

The Tennessee Department of Labor and Workforce Development invites you to the **inaugural WorkSource Summit**, a new statewide gathering of the leaders shaping Tennessee's workforce and economy.

This **no-cost to register, two-day conference** brings together employers, educators, workforce professionals, policymakers, and economic development leaders around a shared goal: strengthening a talent ecosystem that meets industry needs. Attendees will gain insights into **apprenticeships, micro-credentials, Workforce Pell, and innovative work-based learning opportunities** advancing across Tennessee, along with proven strategies that keep our state nationally competitive.