



Innovations Committee

February 5, 2026

2:00 P.M.

[Click here for Zoom Link](#)

Meeting ID: 852 4136 3345

Passcode: 447437

One tap mobile: +13052241968,,85241363345

Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. Career Service Provider
 - a. Federal Performance
 - b. CSP Update
2. Eligible Training Provider Requests
3. Employer Services
 - a. Rapid Response
 - b. Employer Grants
 - c. THA Healthcare IWT Grant
4. Benefits Cliff Pilot

Adjourn

Members:

Seth Thurman (Chair)

Anne Fugate

Tony Adams

Billy Givens

Selittia Johnson

Robin Baldree

Kaitlin Salyer



**DRAFT UNTIL
APPROVED**

**Northern Middle Tennessee Workforce Board
Innovation Committee
Meeting Minutes
November 6, 2025, via Zoom 2:30 PM**

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

The Northern Middle Tennessee Workforce Board Innovations Committee met via Zoom on November 6, 2025, at 2:30 p.m. Chairman Seth Thurman 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 Report

Andrea Dillard provided an update on federal performance measures. For Program Year 2025, Northern Middle is meeting or exceeding all federal performance benchmarks in Quarter 1. Five measures are currently passing at 90%, and 10 measures are passing at 100% or higher. These figures are preliminary and expected to be finalized in mid-November. While there is potential for slight improvement, the measures will not decrease. Preliminary Quarter 2 data indicate that three measures are currently below target. Staff anticipate that both adult measures will move into yellow or green status prior to finalization. Youth performance remains the primary concern, and staff are actively monitoring and addressing this area to ensure improvement before Quarter 2 becomes final. Overall, federal performance is trending positively.

Andrea next provided an update on the career services provider transition. Workforce Essentials officially assumed responsibility as the career services provider effective July 1, following the transition from EDSI and MAC. At the end of Quarter 1, Natalie and her team completed staffing efforts and focused on onboarding, training, and implementing new processes. In-school youth enrollment is currently five participants below the quarterly goal. Dislocated Worker enrollment is approximately 35 participants below the target. All other enrollment goals were met. Andrea explained that Dislocated Worker enrollment is solely reliant on individuals who have lost employment through no fault of their own and are eligible for unemployment insurance. Despite recent plant closures and rapid response activities, interest in Dislocated Worker services has remained limited, as many individuals return to

work quickly, decline services, or choose to retire. Natalie has received additional WARN notices, which may improve enrollment numbers moving forward. Andrea noted that lower Dislocated Worker enrollment provides budget flexibility, as funds can be shifted between Dislocated Worker and Adult programs with board approval if needed. Adult enrollment exceeded the quarterly goal by approximately 35 participants. Looking ahead, performance is expected to continue improving as staffing is now nearly complete and the team can focus more fully on process improvement and performance outcomes. No questions were raised regarding the career services provider update.

Eligible Training Provider Requests

Andrea Dillard presented the Eligible Training Provider List. She noted that only existing providers are seeking approval to add programs at this time. With the exception of Tennessee Professional Training Institute, which submitted two programs, all providers are state-supported institutions. Most programs result in an industry-recognized credential or certification. Two programs lead to a completion certificate rather than certification. Andrea explained that these exceptions are allowable because the State of Tennessee does not require certification for employment in those occupations. One example provided was the Patient Care Technician program at Tennessee Professional Training Institute, which allows participants to obtain employment upon course completion without sitting for a certification exam, though certification is encouraged as it may result in higher starting wages. She felt confident in the programs presented and their alignment with workforce needs. She also reviewed two existing programs requiring reapproval due to cost increases exceeding 25%. The first program is offered by Trade On Demand, also known as Skilled Workforce, which provides construction training tied to the Titans stadium project. The cost increase reflects an expansion of the curriculum from a three-week program covering NCCER Core and OSHA certification to a six-week program, resulting in an approximately 180% increase due to doubling training duration. The second program is Volunteer State Community College's Certified Medical Assistant program, which increased in cost by 35%, from \$3,395 to \$4,595. Andrea asked if there were any questions or concerns regarding the Eligible Training Provider List, and none were raised.

Andrea advised that approval of the Eligible Training Provider List was the only action item requiring a vote at this meeting to forward the recommendation to the full board. Seth Harper Thurman called for a motion to approve the Eligible Training Provider List for recommendation to the Board. A motion to approve was made by Billy Givens and seconded by Kaitlyn Salyer. With no further discussion, the motion carried unanimously.

AJC Operational Guidance

Before moving into operational guidance, Marla paused to provide context from the Governor's Conference for Economic Development held earlier in the week in Rutherford County. She noted that Brandon Phinx and Kaitlyn Salyer also attended and highlighted the announcement of Tennessee Works, a statewide initiative to align workforce development efforts among state partners. Marla invited Brandon to talk about the program and how local workforce boards may be involved. Brandon Phinx described Tennessee Works as a streamlined, employer-focused approach designed to function as a one-stop entry point for businesses seeking resources from multiple state agencies. Rather than employers navigating separate agencies independently, Tennessee Works coordinates services across partners to develop a single, customized proposal that may include staffing, training, funding, and other

resources. The initiative is housed within the Department of Labor and Workforce Development but operates collaboratively with agencies, including Economic and Community Development, the Tennessee Department of Education, the Tennessee Board of Regents, and others, to ensure a cohesive response to employer needs. Kaitlin Salyer shared her enthusiasm for the rollout, noting the benefit of a more coordinated structure for chambers of commerce and others working directly with industry partners. She emphasized the value of having resources organized under one umbrella and commented positively on the strong integration of workforce development into the broader economic development conversation at the conference. Kaitlin asked whether there would be future opportunities for chambers and workforce partners to engage with the Tennessee Works team to better understand how to connect employers to the initiative.

Brandon confirmed that additional engagement opportunities are planned. He explained that the state is in the process of hiring an Executive Director and Assistant Executive Director for Tennessee Works and that Brooks Young is currently leading the initiative. Training opportunities are expected to be offered to help partners better understand the program's structure and implementation. Brandon indicated he would share information with Kaitlin as it becomes available. Marla added that Tennessee Works aligns closely with Northern Middle's recent efforts, particularly the co-located AJC at Nashville State Community College. She referenced the recent grand opening of the center, which included participation from the Mayor of Nashville, and emphasized the growing role of AJCs in working collaboratively with higher education partners to serve business and industry better. Marla noted that at a prior board meeting, she had presented an assessment of AJC efficiency and service levels, including a ranking of centers. An updated version of that assessment would be presented at the upcoming meeting. Based on the initial assessment and current staffing levels following WIOA funding reductions effective in July, operational changes have already been implemented. Specifically, the Stewart County and Trousdale County centers have been transitioned from full-time operations to part-time centers. Marla explained that operational guidance has been developed to ensure a formal mechanism exists for reporting such changes to the Department of Labor.

Marla further reviewed the operational standards included in the guidance, including general hours of operation, typically 8:00 a.m. to 4:30 p.m., with extended evening hours at centers offering adult education services. The guidance also outlines observance of state holidays and procedures for inclement weather. Comprehensive centers follow state directives and gubernatorial closure orders, while affiliate centers may also consider local county government decisions. Additional considerations apply when centers are housed within facilities such as Nashville State Community College, where landlord closures impact operations. Marla emphasized that no action was required at this time and that the guidance would be presented to the full board for more detailed review.

Employer Services

Andrea Dillard then provided an update on rapid response activity related to Dislocated Worker enrollment. She reviewed recent WARN notices received from employers, noting that some notices were issued before the start of the current program year but extend into the current period. In several cases, NM has already conducted informational sessions, workshops, or outreach activities. In some instances, affected individuals have not yet officially separated from employment, which may impact enrollment timing. Additionally, some layoffs occurred before staff could engage workers directly or

where acquisitions resulted in employees being absorbed by another company, limiting employer participation in rapid response efforts.

Andrea concluded with an update on IWT and apprenticeship funding. The board previously approved \$300K in grants for incumbent worker training. Since July 1, twelve employer contracts have been executed, totaling slightly more than \$216K, leaving remaining funds available for obligation. Andrea noted that an additional application had been received and was pending review. She also reported on state apprenticeship funding, indicating that approximately \$180K was awarded and fully obligated shortly after receipt due to strong employer interest and existing applications. If NM meets a 60% expenditure benchmark within the next few months, staff may apply for incentive funding through the Office of Apprenticeship, which could result in additional funds. Employers expressing interest are encouraged to submit applications so they can be considered if additional funding becomes available. Marla suggested coordinating a public check presentation in Rutherford County with employers that have received incumbent worker training funds to help increase awareness and participation in the program. Kaitlin Salyer confirmed support for assisting with that effort.

Marla also provided an update on federal funding status. WIOA programs have not been impacted by the federal government shutdown, as funding for the period July 1, 2025, through June 30, 2026, has already been awarded or made accessible to the state. Operations are continuing as normal. She noted that some divisions within the Department of Labor and Workforce Development, including Labor Market Information, have been furloughed, resulting in delays in data releases, such as county-level unemployment rates. Title I workforce programs remain fully operational.

Adjourn

Marla reminded members of the upcoming meeting scheduled for the following Wednesday in Franklin. With no further discussion, Seth adjourned the meeting.

WFE PY 25-26 Quarterly Benchmarks

Matrix:		2025						2026		
		Sep 30 (QTR 1)			Dec. 30 (QTR 2)			Cumulative June 30		
		Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	Adult	131	169	129.01%	137	94	68.61%	540	262	48.5%
	DW	69	33	47.83%	78	34	43.59%	298	67	22.5%
	In-School	22	17	77.27%	23	7	30.43%	91	24	26.4%
	Out-School	42	48	114.29%	43	32	74.42%	179	79	44.1%
	Total	264	267	101.14%	281	167	59.43%	1108	432	39.0%
*Exits (80% of Enrollments)	Adult	105	111	105.92%	110	150	136.86%	432	261	60.4%
	DW	55	27	48.91%	62	67	107.37%	238	94	39.5%
	Youth	51	95	185.55%	53	54	102.27%	210	149	71.1%
		Goal	Actual	Percent	Goal	Actual	Percent	Goal	Actual	Percent
Positive Exits # (85% of Exits)	Adult	89	96	107.77%	93	131	140.6%	367	227	61.8%
	DW	47	24	51.15%	53	59	111.2%	202	83	41.0%
	Youth	44	83	190.72%	45	49	109.2%	178	132	74.1%
		Exits	Positive	Percent	Exits	Positive	Percent	Exits	Positive	Percent
**Actual Positive Exit Rate	Adult	111	96	86.49%	150	131	87.3%	261	227	87.0%
	DW	27	24	88.89%	67	59	88.1%	94	83	88.3%
	Youth	95	83	87.37%	54	49	90.7%	149	132	88.6%
		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	\$ 19.25	116.7%
	DW	\$ 16.50	\$ 26.15	158.48%	\$ 16.50	\$ 29.29	177.5%	\$ 16.50	\$ 27.72	168.0%
	Youth	\$ 13.00	\$ 18.15	139.62%	\$ 13.00	\$ 15.85	121.9%	\$ 13.00	\$ 17.00	130.8%

**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	EST	EST
Exiters			861		
Participants Served			2274		
Employment Rate 2nd Quarter after exit	85.0%	76.50%	81.7%	76.6%	73.4%
Employment Rate 4th Quarter after exit	84.5%	76.05%	83.8%	80.4%	75.0%
Median Earnings 2 nd Quarter after exit	8,600	\$ 7,740	\$ 10,156	\$ 9,900	\$ 9,233
Credential Attainment w/in 4 Quarters after exit	75.0%	67.50%	77.0%	68.6%	69.6%
Measurable Skills Gains	73.5%	66.15%	67.9%	72.8%	65.7%
Dislocated Worker			PASS	EST	EST
Exiters			499		
Participants Served			713		
Employment Rate 2nd Quarter after exit	87.0%	78.30%	89.2%	88.0%	84.2%
Employment Rate 4th Quarter after exit	86.5%	77.85%	87.7%	83.3%	84.0%
Median Earnings 2 nd Quarter after exit	10,600	\$ 9,540	\$ 12,164	\$ 11,606	\$ 11,938
Credential Attainment w/in 4 Quarters after exit	69.6%	62.64%	74.8%	75.9%	75.5%
Measurable Skills Gains	74.4%	66.96%	88.4%	88.7%	65.7%
Youth			FAIL	EST	EST
Exiters			508		
Participants Served			937		
Employment Rate 2nd Quarter after exit	88.0%	79.20%	81.4%	81.0%	81.1%
Employment Rate 4th Quarter after exit	85.8%	77.22%	82.1%	78.5%	77.4%
Median Earnings 2 nd Quarter after exit	6,200	\$ 5,580	\$ 5,577	\$ 5,516	\$ 5,756
Credential Attainment w/in 4 Quarters after exit	75.8%	68.22%	79.3%	74.5%	77.0%
Measurable Skills Gains	62.0%	55.80%	66.9%	70.2%	65.4%
GREEN-Passing at 100% of Goal					
YELLOW-Passing at 90% of goal					
Red-Failing at less than 90% of goal					

New Providers Requiring Board Approval for addition to the ETPL										
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Sector Strategy	Years in Business					Notes
Paula Anderson Coaching and Consulting, LLC	5865 Ridgeway Center Parkway Memphis, TN 38120	THEC	Exemption Authorized Institution	Healthcare	6					
New Programs Requiring Board Approval for addition to the ETPL										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Paula Anderson Coaching and Consulting, LLC	5865 Ridgeway Center Parkway Memphis, TN 38120	1012926	Medical Coding Prep Course	510000	\$1,431.00	4 Months	Certified Professional Coder	Bright Outlook Locally & Nationally	Healthcare	
TCAT Dickson	740 Highway 46 Dickson, TN 37055	1012839	Barbering	120402	\$6,647.12	14 Months	Diploma	Bright Outlook Locally & Nationally	Personal Care	
Existing Programs Required Board Approval for Cost Increase and Program Extension										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Middle TN State University	503 E Bell Street Murfreesboro, TN 37132	1012351	Certified Supply Chain Professional + Freight Broker/Agent Training	520203	\$2,575.00	12 Months	Certified Supply Chain Professional (CSCP)	Bright Outlook Locally & Nationally	Transportation & Logistics	Cost increase from \$2,575 to \$4,250 due to cost of related instruction and material
Remington College's Nashville Campus	441 Donelson Pike Nashville, TN 37214	1011257	Patient Care Technician	513902	\$7,395.00	8 Months	Diploma	Bright Outlook Locally & Nationally	Healthcare	Cost increase from \$7,395 to \$9,500
Former Programs Requiring Board Approval for ETPL Addition										
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Program Length	Credential Earned	Job Outlook	Sector Strategy	Notes
Cybersecurity Institute of Lab Four Nashville	44 Vantage Way Suite 503 Nashville, TN 37228	99431	Microsoft Certified Expert: Microsoft 365 Certified Modern Desktop Administrator Associate	119999	\$4,000.00	72 Hours	Certificate of Completion	Bright Outlook Locally & Nationally	Information Technology	Previously deactivated on 10/15/24 Missed both Credential & Employment performance benchmarks

WARN Date	WARN Site	# Affected	Date of Layoff	County	RR Session or Job Fair	Number Served	Notes
2/2/2026	Music City Delivery	93	April 2, 2026	Williamson			Sent email to outreach
1/30/2026	DLH Solutions	209	March 31,2026	Rutherford			Services at the facility will be taken over by a new contractor, not all employees will be laid off. Sent email to make contact and provide services.
10/29/2025	Dexter Stamping	114	October 28, 2025	Rutherford	NA	114	Requested and received email and phone numbers for employes, sent a mass email with QR code and AJC provided resources. 11/5/25 - also
10/29/2025	NTT Data	108	December 31,2025	Davidson	NA	NA	Sent email and left message 10/27/25, response received, do not want services at this time, working with new contractor taking over most employees will be absorbed.
10/27/2025	HD Supply - closure	108	January 9, 2026	Rutherford	NA	NA	Sent email and left vm 10/27/25
9/5/2025	Tenneco - closure (26 remaining)	82	December 31, 2025	Williamson/ Maury	10/15/2025	26	RR on-site session, served remaining 26 employees, partner with SM and both regions covered RR session
7/31/25 & 9/30/25	Geodis Logistics - contact extended	97	10/30 extended	Wilson	NA	0	No date set-moved closure date several times as their contracts have been extended. Most employees not on contract been placed by Geodis per HR
7/1/2025	Bridgestone - Permanent closure	700	June 30th, 2025	Rutherford	7/23/2025	104	They did not want us on site but wanted a large job fair off site, this happened on 7/23/25 and we had over 100 Bridgestone employees came through and 46 employers. We also provided AJC services and UI was on site with information for all who attended. In addition, we gave Bridgestone flyer with QR code to access services to share with all employees. Bridgestone sent everyone home long prior to their actual closure date and this made it difficult to connect onsite.
4/8/25-8/8/25	Vanderbilt Univ Medical	615	August 8, 2025	Davidson	7/30/25, 8/5/25, 8/14/25	63	Provided Virtual response, all employees were sent home or held by WARN notice day with pay for a specified amount of time - provided QR code to HR to share with all 615 and offered three sessions virtually.
4/24/2025	Quickway transportation - Permanent closure	45	June 15, 2025	Rutherford	NA	0	No responses to contacts
4/17/2025	Saks Global Fulfilment Center - Permanent closure	446	June 4th-Nov 30, 2025	Rutherford	Job Fair 5/15/25& 5/16/25 Sessions 5/12, 5/20, 5/27, 5/30, 6/9, 6/17, 6/30, 7/15, 7/21, 7/22, 7/30	312	Job fair on site with 35+ employers and 11 (Last one was canceled) separate sessions on site with covering all employees. This spanned from May until the end of July.
10/6/25 & 3/31/25	Wellpath- New procurement in process, employees may not be laid off	64	April 30th - May 4th, 2025	Davidson	NA	0	Waiting on response
3/31/2025	SHG - Permanent closure - owner retirement - all staff placed	100	May 5, 2025	Davidson	NA	0	Spoke with employer, staffing agency and all staff placed with other agency's that were partners
3/31/2025	FedEx Supply chain - Permanent closure	217	May 9th-30th, 2025	Wilson	Job Fair 4/22/25 Sessions 4/16/25	177	Job fair with 30+employers on site, 6 sessions back to back on one day from 9:00am - 7:00pm
2/27/2025	WWL Vehicle Services America - All employees absorbed in other positions at Nissan	40	April 1, 2025	Rutherford	NA	0	We had sessions planed but Nissan made changed and all but 8 were given other roles, those 8 were directly referred to the Rutherford AJC

1/23/2025	Bargain Hunt - Complete liquidation (Warehouse has been purchased by Qantas)	294	January 22 - March 14, 2025	Davidson	2/4/2025	90	3 sessions from 9:00am - 2:00pm - They released all the other prior to RR and when WARN was submitted. We provided information to share with those released.
11/15/2025	Dillard's - Closure of Stones River Mall location	75	January 31, 2025	Rutherford	NA	0	Most staff were PT, spoke with HR and provided them with information, they did not want any assistance.
11/13/2024	Cummins - layoff of online employees	46	January 31, 2025	Davidson	4/18/2025 & 5/30/25	23	they moved their closure date to April and May close out. We provided virtual sessions
10/31/2024	American Health Partners	99	December 31, 2024	Williamson	NA	0	Provided information via email and then no contact back after multiple attempts.
7/22/2024	Monogram Foods – Permanent closure	237	Sept 16 – Oct 31, 2024	Dickson	Job Fair 9/10/24 & 9/12/24 Sessions 9/11/24	200+	Two days of job fair 25+ employers and all day session from 8am - 5pm - approx. 200 served files have been moved to storage with exact #'s
7/22/2024	Charles C Parks – Permanent closure	81	August 5, 2024	Sumner	NA	0	No response after multiple contacts
		3568					

Workforce Essentials – Employer & Training Grants

Icon	Grant Name	Amount	Purpose	Expanded Impact
	Incumbent Worker Training (IWT)	\$300,000	Supports employers in updating and expanding worker skills to meet new technologies and standards.	Improves retention, productivity, and workplace stability through targeted skill development.
	Apprenticeship Grant	\$180,000	Builds earn-and-learn pathways aligned with high-demand fields.	Strengthens talent pipelines and provides workers with industry-recognized credentials.
	Healthcare IWT (THA Partnership)	\$244,713	Addresses healthcare skills gaps and shortages through structured training.	Expands clinical capacity and enhances workforce readiness in critical healthcare roles.
	Community Reentry Reinvestment Grant (CRRG)	\$246,510	Provides training and support for justice-involved individuals.	Reduces recidivism and expands regional labor force participation.
	PROWD – Partners for Reentry Opportunities in Workforce Development	\$968,433	Delivers intensive reentry workforce services and wraparound supports.	Largest grant; significantly improves employment outcomes and economic mobility.
	SAEF 3.1 & 3.2 (Pending)	\$210,000	Expands apprenticeships in priority sectors, including IT, manufacturing, childcare, and AI.	Builds future-focused apprenticeship pathways and strengthens employer-led workforce development.

Strengthen Your Healthcare Workforce *Training Grants Available*

The Tennessee Hospital Association and Northern Middle Tennessee Workforce Board are partnering to help healthcare facilities across the state provide training and career growth opportunities for existing employees.



- Training period: 1/1/26 – 6/30/26
- Eligible hospitals may receive \$25,000 or more
- Funding may be used for tuition, books, training materials, and apprenticeships

Apply Today! Scan the QR code to get started.
FAQs and full program details available at our website below.
nm-wb.com/images/Healthcare_FAQs.pdf

