



**Northern Middle Tennessee  
Workforce Board Inc.**

## **Innovation Committee**

**August 3, 2021**

**9:00 A.M.**

[Click here for Zoom Link](#)

Meeting ID: 886 7828 3608

Passcode: 606738

Telephone Number: +1 312 626 6799

## **Agenda**

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### **Welcome**

### **Call the Meeting to Order**

### **Approval of Minutes**

### **Business Reports:**

1. Career Service Provider-Performance Review
  - a. EDSI
  - b. MAC
2. Eligible Training Provider Requests
3. Justice Involved Individuals
4. Innovative Concepts:
  - a. American Rescue Plan Programs
  - b. Innovative High Schools-Rutherford County

### **Adjourn**

#### **Members:**

Seth Thurman (Chair)

Anne Fugate

Tony Adams

Richie Brandon

Tylesha McCray

Dan Ryan

John Alexander

Beth Duffield

**Complete zoom link:** <https://us02web.zoom.us/j/88678283608?pwd=K3Zxbmpxako5dERJWGltSHg0b0NJdz09>



**Northern Middle Tennessee Workforce Board  
Innovation Committee  
Meeting Minutes  
May 6, 2021, via Zoom 1:00 PM**

<b>Members Attending</b>	<b>Members Absent</b>	<b>Staff &amp; Guests Attending</b>
John Alexander	Anne Fugate	Marla Rye
Tylesha McCray	Tony Adams	Freda Herndon
John Zobl	Richie Brandon	Sherry Maynard
Seth Thurman	Dan Ryan	John Watz

The Northern Middle Tennessee Workforce Board Innovation Committee met via Zoom on May 6, 2021. Roll call was taken and a quorum was established. Seth Thurman, committee chair calling the meeting to order.

Thurman called for approval of the minutes with John Alexander motioning and Tylesha McCray seconding. With no other discussion, the minutes were approved unanimously.

Andrea Dillard presented four policies the committee for consideration. Three are policy amendments, and one is a new policy. The Adult Priority of Service policy is a requirement of WIOA. The state made changes, so the proposed policy is aligns with the state changes. The point of entry definition was added to include people contacting the AJC through virtual means. The Grievance and Complaint Resolution policy was updated to include forms to use when filing a complaint and a reporting timeline. The Supportive Service policy has been updated to allow the Board to reimburse a contract service provider if they are required to pay sales tax. The Trade Adjustment Assistance (TAA) Co-Enrollment is a new policy. This policy allows a client to fill out supplemental paperwork in order to be co-enrolled in TAA and WIOA, which is now a requirement. The policy is to promote efficiency and save the client time from filling out two separate enrollment packets. John Alexander asked if we are above the 75% threshold. Andrea responded that we serve over 75% from the priority populations with barriers. Seth called for a motion to approve the policies. John Alexander made the motion, and Tylesha 2<sup>nd</sup> the motion. With no further discussion, the committee voted for the motion unanimously.

Andrea then reported on the McGruder Center Access Point, which she visited with Marla and John Alexander. This is a family resource center in Nashville in an area that has the highest rate of incarcerated individuals across the nation. This center has asked to be an access point for the American Job Center, meaning there would be individuals at this center during certain days or times so clients could have access to services there. They would also have electronic access as well. This center already has specialized training, classes, and apprenticeships with companies. She stated that the Special Populations Committee approved the expansion to the McGruder Center earlier.

Freda presented providers to the board for approval. She started with concerns about the flight schools. She explained that there were getting applications mainly from military members or transitioning military members who are getting funding for the courses and receiving their license, but it is not leading to employment. Concerns were brought up that this could be used to support a hobby and not a career. Freda presented an idea that if someone was receiving their commercial license within a year, that could be supported since it would more likely be used to move into a career position. Freda reported that about 12 individuals had gone through the program, and there was one positive exit who went straight from private pilot to flight instructor and obtained a job at the school where he was trained. Freda recommended a compromise of approving the flight schools as a provider but only approve courses directly tied to employment and not approve the private pilot course. John Alexander made the motion to approve the flight schools

that are 18-24 months and would result in employment. Tylesha McCray made the 2<sup>nd</sup>. With no other discussion, all voted in favor of the motion.

Freda then presented to more programs for approval at Austin Peay that would result in a credential. These are an EMT program and a Project Management Professional. There were two other programs presented that had no previous WIOA candidates, but the college felt they would. Freda recommended they be approved for one year to see if they get anyone. The two programs are a certified nursing assistant program at Nashville General Hospital at Meharry and a phlebotomy program at Volunteer State Community College in Gallatin. The final program presented was from Nashville State Community College. It was a soft skills suite online course that does not result in a credential. Seth called for a motion to approve the two Austin Peay programs, the two healthcare programs for one year, and to disapprove of the soft skills suite online course because it did not lead to a credential. Tylesha made the motion. John seconded the motion. With no further discussion, the motion was approved.

Next, Freda updated the committee on the monitoring of the Eligible Training Provider List. The list of eligible programs was reduced from over 1,300 to 584. Freda said this was a more accurate and manageable number of appropriate WIOA programs. Most programs are short-term attainment which could happen in less than two years. Virtual calls have been done to help facilitate the review, and zoom workshops have been held with providers. Renea Rosson and Freda were working to complete the full review by June 30, 2021.

Andrea then updated the committee on Key Performance Indicators. She reported that they will now be measured on a fiscal year from July to June. The KPIs are considered hard targets, and there will be penalties associated with not meeting these targets.

Lastly, Andrea updated the board regarding the new career service providers. She informed them that the contractors are struggling to meet objectives. The CEO of EDSI, Kevin Schneider, and the president from MAC, Dr. Cynthia Groom, will be attending the next board meeting to present their corrective action plan as to how they are going to improve performance. She reported that they have weekly meetings with EDSI and MAC and both providers are aware of their standing. Board Chair John Zobl encouraged the committee to ask questions of each provider at the board meeting on May 12.

With no other questions or discussion, Seth Thurman adjourned the meeting.

## Northern Middle Workforce Board

### Summary of Action-Contractor Performance Requirements

May 12, 2021

#### MAC:

Funding Stream	Cumulative Enrollment Goal (June 30, 2021)	90%	June Monthly MPCR*
Youth	115	104	50%

\*Expenditures must include all overhead for the month as well as direct participant expenses.

#### EDSI:

Funding Stream	Cumulative Enrollment Goal (June 30, 2021)	90%	June Monthly MPCR*
Adult/Dislocated Worker	455	410	
Adult			50%
Dislocated Worker			50%
Youth	112	101	50%

\*Expenditures must include all overhead for the month as well as direct participant expenses.

## Northern Middle Workforce Board

### Summary of Action-Contractor Performance Results

June 30, 2021

#### MAC Enrollments

Category	Goal	Actual	%
Youth	115	106	92%

#### EDSI Enrollments

Category	Goal	Actual	%
Adult/DW	455	413	90.8%
Youth	112	119	106%

# NORTHERN MIDDLE TN WORKFORCE BOARD

## JUNE 2021 FISCAL UPDATE

### CONTRACTOR PERFORMANCE

*EDSI met the MPCR goal for all fund streams in June. Work Experience and In-School Youth goals improved, but have not been achieved to date.*

#### Educational Data Systems, Inc. (EDSI)

EDSI	MPCR - Goal 50%			Work Exp - Goal 25%	ISY/Youth - Goal 40%	MPCR - Adult/DW
	Adult	DW	Youth	Youth	Youth	A/DW Combined
<b>CTD CUMULATIVE</b>	<b>34%</b>	<b>38%</b>	<b>39%</b>	<b>3%</b>	<b>2%</b>	<b>36%</b>
January 2021	0%	0%	17%	0%	0%	0%
February 2021	16%	35%	16%	0%	0%	25%
March 2021	18%	29%	11%	0%	1%	23%
April 2021	34%	58%	61%	0%	1%	46%
May 2021	29%	27%	13%	0%	2%	28%
June 2021	61%	50%	54%	10%	5%	58%





# NORTHERN MIDDLE TN WORKFORCE BOARD

## JUNE 2021 FISCAL UPDATE

### CONTRACTOR PERFORMANCE

*MAC met the MPCR goal for Davidson county Youth in June. Cumulative Work Experience and In-School Youth goals have not been achieved to date.*

#### Metro Action Commission (MAC) Davidson - Youth

	MPCR - Goal 50%	Work Exp - Goal 25%	ISY/Youth - Goal 40%
MAC	Youth	Youth	Youth
<b>CTD CUMULATIVE</b>	<b>28%</b>	<b>7%</b>	<b>8%</b>
January 2021	100%	85%	0%
February 2021	19%	17%	1%
March 2021	15%	6%	6%
April 2021	28%	11%	14%
May 2021 <i>Inv 4A + 5</i>	17%	1%	18%
June 2021 <i>Inv 5A + 6</i>	52%	6%	5%





July 14, 2021

Dr. Cynthia Croom, Director  
Metropolitan Action Commission  
800 2<sup>nd</sup> Avenue North  
Nashville, TN 37201

Dear Dr. Croom:

Congratulations on achieving the performance objectives that the Northern Middle Workforce Board (NMWB) stipulated on May 12, 2021. We are pleased with the progress that has been made.

Funding Stream	Enrollment Goal (June 30, 2021)	90% Minimum Benchmark	Actual Enrolled	June Monthly MPCR*	Actual MPCR
Youth	115	104	106	50%	52%

The Northern Middle Executive Committee met yesterday to review the outcomes and establish new objectives to continue the momentum for Davidson County. While the enrollment goal and MPCR were achieved, we noted that other objectives are suffering including the federally mandated youth work experience expenditures requirement. In addition, the in-school youth program is woefully behind schedule.

In a continuous improvement effort, the Executive Committee unanimously voted to reinforce existing goals and require a comprehensive plan to be presented to the full Board on August 11 outlining corrective action regarding your in-school youth program. Your plan must contain actionable items that address the situation. The Board realizes that COVID-19 has negatively impacted the ability to operate in-school youth programs. However, with the opening of schools soon, a plan must be in place to begin immediate operations of effective workforce programs that will address in-school expenditures and work experience requirements.





Funding Stream	Enrollment Goal 9/30/21*	Enrollment Goal 12/31/21*	Monthly MPCR	In-School Youth Monthly	Work Experience Monthly
Youth	45	35	50%	40%	25%

\*Must achieve 95%

Currently your in-school ratio is 8% and must be 40%. The goal for youth work experience is 25% and MAC's cumulative rate is 7% as of June 30, 2021. The Board's expectation is that each month, you will not only meet, but exceed the requirements in order to bring the cumulative target in line by June 30, 2022. In order to accomplish the goal, your focus must be on in-school youth.

Our Board has always taken pride in being a leader in workforce development in Tennessee. We are confident that MAC will take the necessary steps to continue the upward trend and achieve the established benchmarks. We look forward to hearing your plans in August.

Sincerely,

*John Zobl*

John Zobl  
NMWB Chairman

Cc: Marla W. Rye, NMWB Executive Director



July 14, 2021

Mr. Kevin Schnieders, CEO  
Educational Data Systems, Inc.  
15300 Commerce Drive North, Suite 200  
Dearborn, MI 48120

Dear Mr. Schnieders:

Congratulations on achieving the performance objectives that the Northern Middle Workforce Board (NMWB) stipulated on May 12, 2021. We are pleased with the progress that has been made.

Funding Stream	Enrollment Goal (June 30, 2021)	90% Minimum Benchmark	Actual Enrolled	June Monthly MPCR*	Actual MPCR
Adult/Dislocated Worker	455	410	413		
Adult				50%	61%
Dislocated Worker				50%	50%
Youth	112	101	119	50%	54%

The Northern Middle Executive Committee met yesterday to review the outcomes and establish new objectives to continue the momentum for the region. While the enrollment goal and MPCR were achieved, we noted that other objectives are suffering including the federally mandated youth work experience expenditures requirement. In addition, the in-school youth program is woefully behind schedule.

In a continuous improvement effort, the Executive Committee unanimously voted to reinforce existing goals and require a comprehensive plan to be presented to the full Board on August 11 outlining corrective action regarding your in-school youth program. Your plan must contain actionable items that address the situation. The Board realizes that COVID-19 has negatively impacted the ability to operate in-school youth programs. However, with the opening of schools soon, a plan must be in place to begin immediate operations of effective workforce programs that will address in-school expenditures and work experience requirements.

Funding Stream	Enrollment Goal 9/30/21*	Enrollment Goal 12/31/21*	Monthly MPCR	In-School Youth Monthly	Work Experience Monthly
Adult/Dislocated Worker	299	259			
Adult			50%		
Dislocated Worker			50%		
Youth	81	71	50%	40%	25%

\*Must achieve 95%

Currently your in-school ratio is 2% and must be 40%. The goal for youth work experience is 25% and EDSI's cumulative rate is 3% as of June 30, 2021. The Board's expectation is that each month, you will not only meet, but exceed the requirements in order to bring the cumulative target in line by June 30, 2022.

Our Board has always taken pride in being a leader in workforce development in Tennessee. We are confident that EDSI will take the necessary steps to continue the upward trend and achieve the established benchmarks. We look forward to hearing your plans in August.

Sincerely,

*John Zobl*

John Zobl  
NMWB Chairman

Cc: Marla W. Rye, NMWB Executive Director

New Programs Requiring Board Approval								
<i>Staff Recommendation: Approval</i>								
Provider Name	Main Address	Program Name	Total Cost	Job Outlook	Credential Earned	Program Length	Approval Agency	Sector Strategy
Embry-Riddle Aeronautical University	Daytona Beach, FL	Aviation Maintenance Part 65	\$ 9,096.00	Bright Outlook	AMT Certification	9 Weeks	THEC	Logistics
<i>Staff Recommendation: Approval</i>								
Queen City College	Clarksville	Nail Tech	\$ 7,000.00	Bright Outlook	TN Manicuring License	600 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Esthetician	\$ 8,500.00	Bright Outlook	TN Estetician License	750 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Barber to Cosmetology	\$ 3,325.00	Bright Outlook	TN Cosmetology License	300 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Cosmetology Instructor	\$ 3,200.00	Bright Outlook	TN Cosmetology Instructor License	300 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Cosmetology	\$ 15,000.00	Bright Outlook	TN Cosmetology License	1500 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Cosmetology to Barber	\$ 3,325.00	Bright Outlook	TN Master Barber License	300 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Barber Instructor	\$ 3,235.00	Bright Outlook	TN Barber Instructor License	300 Hours	THEC	Personal Health (not NM strategy)
Queen City College	Clarksville	Barber	\$ 15,000.00	Bright Outlook	TN Master Barber License	1500 Hours	THEC	Personal Health (not NM strategy)
<i>Staff Recommendation: Approval</i>								
TN Professional Training Institute	Murfreesboro	Medical Billing & Coading	\$ 2,499.99	Bright Outlook	National Certification	80 Hours	THEC	Healthcare
<i>Staff Recommendation: Approval</i>								
Savvy Coders	Nashville	Full Stack Web Development Boot Camp Nash	\$ 7,000.00	Bright Outlook	ICAgile Certified Professional Certification	160 Hours	THEC	Information Technology
<i>Staff Recommendation: Approval</i>								
TCAT Dickson	Clarksville Campus	Operation Next: IEM	\$ 5,000.00	Bright Outlook	Electrical Systems	224 Hours 19 Weeks	TBR	Advanced Manufacturing

<b>Staff Recommendation: Approval</b>								
Nashville State Community College	Nashville	Promineo Front End Software Engineer	\$ 4,000.00	Bright Outlook	HTML Certification	320 hours 16 weeks	TBR	Information Technology
Nashville State Community College	Nashville	Promineo Back End Software Engineer	\$ 4,000.00	Bright Outlook	SQL Certification	320 hours 16 weeks	TBR	Information Technology
Nashville State Community College	Nashville	Accounts Payable Specialist Certification	\$ 1,295.00	Bright Outlook	APS Certification	360 hours 12 weeks	TBR	Administrative (not NM strategy)
Nashville State Community College	Nashville	Adobe Certified Associate	\$ 2,595.00	Bright Outlook	ACA Certification	220 hours 52 weeks	TBR	Administrative (not NM strategy)
Nashville State Community College	Nashville	Professional Bookkeeping with QuickBooks Online	\$ 2,195.00	Bright Outlook	Quickbooks Certified User	100 hours 24 weeks	TBR	Administrative (not NM strategy)
Nashville State Community College	Nashville	Certified Medical Admin Assistant with Billing and Coding	\$ 3,495.00	Bright Outlook	Certified Medical Administrative Assistant	1040 hours 52 Weeks	TBR	Healthcare
<b>Staff Recommendation: Approval</b>								
Global Beauty & Barber Institute	Goodlettsville	Medical Aesthetics	\$ 8,165.00	Bright Outlook	TN Estetician License & Medical Aesthetics Certification	1225 hours 35 weeks	THEC	Personal Health (not NM strategy)
<b>Staff Recommendation: Approval</b>								
Genesis Career College	Lebanon Campus	Medical Assistant	\$ 15,545.00	Bright Outlook	Certified Medical Assistant	1908 hours 36 weeks	THEC	Healthcare
<b>Staff Recommendation: Approval</b>								
DeVry University	Nashville	Certificate Business Essentials	\$ 14,440.00	Bright Outlook	Certificate Program	320 hours 32 weeks	THEC	Administrative (not NM strategy)
DeVry University	Nashville	Certificate Cyber Security	\$ 23,910.00	Bright Outlook	Certificate Program	600 hours 48 weeks	THEC	Information Technology
DeVry University	Nashville	Programming Essentials Certificate	\$ 13,188.00	Bright Outlook	Certificate Program	600 hours 32 weeks	THEC	Information Technology

Existing Programs Requiring Board Approval for Cost Increase									
Staff Recommendation: Approval									
Provider Name	Main Address	Program Name	Total Cost	Job Outlook	Credential Earned	Program Length	Approval Agency	Sector Strategy	Cost Increase Percentage
Global Beauty & Barber Institute	Goodlettsville	Cosmetology Course	\$ 9,625.00	Bright Outlook	TN Cosmetology License	1 year	THEC	Personal Health (not NM strategy)	Updated to match website price with no discount. Increase 66%
Global Beauty & Barber Institute	Goodlettsville	Barbering	\$ 10,465.00	Bright Outlook	Barbering License	1 year	THEC	Personal Health (not NM strategy)	Updated to match website price with no discount. Increase 80%

Former Programs Requiring Board Approval for return to ETPL									
Provider Name	Main Address	Program Name	Total Cost	Job Outlook	Credential Earned	Program Length	Approval Agency	Sector Strategy	Deactivation Reason
<b>Staff Recommendation: Do not approve per ETPL policy of one year removal before re-application.</b>									
TCAT Nashville	Portland Campus	Cosmetology	\$ 5,955.00	Bright Outlook	TN Cosmetology License	15 months	TBR	Personal Health (not NM strategy)	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Advanced Manufacturing	\$ 8,099.00	Bright Outlook	Advanced Manufacturing Technician; TCAT Certificate	2160 hours 72 weeks	TBR	Advanced Manufacturing	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Machine Tool	\$ 5,959.00	Bright Outlook	Machine Tool Technician; TCAT Certificate	1728 hours 58 weeks	TBR	Advanced Manufacturing	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Collision Repair	\$ 8,791.00	Bright Outlook	Collisions Repair Technician; TCAT Certificate	1728 hours 58 weeks	TBR	Automotive (not NM strategy)	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Automotive Technology	\$ 10,905.00	Bright Outlook	Automotive Technology Technician; TCAT Certificate	2160 hours 72 weeks	TBR	Automotive (not NM strategy)	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Aviation Maintenance	\$ 6,367.00	Bright Outlook	Aviation Maintenance Technician	1944 Hours 65 Weeks	TBR	Logistics	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.
TCAT Nashville	Nashville	Drafting and CAD	\$ 5,635.00	Bright Outlook	Drafting and CAD Technology; TCAT Certificate	1728 hours 58 weeks	TBR	Advanced Manufacturing	Removed 2/8/21 due to no WIOA enrollment in two years and provider did not resubmit.



<b>Staff Recommendation: Do not approve per ETPL policy of one year removal before re-application.</b>									
Nashville State Community College	Nashville	AutoCAD 3D 2021	\$ 1,695.00	Bright Outlook	Certificate Program; no credential	240 hours 12 weeks	TBR	Advanced Manufacturing	Removed 2/5/21 due to no WIOA enrollment in two years.
Nashville State Community College	Nashville	Medical Billing and Coding (Vouchers Included)	\$ 2,995.00	Bright Outlook	Certified Professional Coder	1040 hours 52 Weeks	TBR	Healthcare	Removed 2/5/21 due to no WIOA enrollment in two years.
Nashville State Community College	Nashville	Certified Administrative Professional with MS Office Specialist 2019	\$ 3,595.00	Bright Outlook	CAP and MOS	425 hours 52 weeks	TBR	Administrative (not NM strategy)	Removed 7/29/21 due to not meeting WIOA performance.
Nashville State Community College	Nashville	AutoCAD 2021 Certified User	\$ 2,595.00	Bright Outlook	Autodesk AutoCAD Certified User	155 hours 24 weeks	TBR	Advanced Manufacturing	Removed 7/29/21 due to no WIOA enrollment in two years.

## **Coronavirus State and Local Fiscal Recovery Funds**

### **Frequently Asked Questions**

**AS OF JUNE 24, 2021**

This document contains answers to frequently asked questions regarding the Coronavirus State and Local Fiscal Recovery Funds (CSFRF / CLFRF, or Fiscal Recovery Funds). Treasury will be updating this document periodically in response to questions received from stakeholders. Recipients and stakeholders should consult the [Interim Final Rule](#) for additional information.

- For overall information about the program, including information on requesting funding, please see <https://home.treasury.gov/policy-issues/coronavirus/assistance-for-state-local-and-tribal-governments>
- For general questions about CSFRF / CLFRF, please email [SLFRP@treasury.gov](mailto:SLFRP@treasury.gov)
- Treasury is seeking comment on all aspects of the Interim Final Rule. Stakeholders are encouraged to submit comments electronically through the Federal eRulemaking Portal (<https://www.regulations.gov/document/TREAS-DO-2021-0008-0002>) on or before July 16, 2021. Please be advised that comments received will be part of the public record and subject to public disclosure. Do not disclose any information in your comment or supporting materials that you consider confidential or inappropriate for public disclosure.

Questions added 5/27/21: 1.5, 1.6, 2.13, 2.14, 2.15, 3.9, 4.5, 4.6, 10.3, 10.4 (noted with “[5/27]”)

Questions added 6/8/21: 2.16, 3.10, 3.11, 3.12, 4.7, 6.7, 8.2, 9.4, 9.5, 10.5 (noted with “[6/8]”)

Questions added 6/17/21: 6.8, 6.9, 6.10, 6.11 (noted with “[6/17]”)

Questions added 6/23/21: 1.7, 2.17, 2.18, 2.19, 2.20, 3.1 (appendix), 3.13, 4.8, 6.12 (noted with “[6/23]”)

Question added 6/24/21: 2.21 (noted with “[6/24]”)

Answers to frequently asked questions on distribution of funds to non-entitlement units of local government (NEUs) can be found in this [FAQ supplement](#), which is regularly updated.

## **1. Eligibility and Allocations**

### **1.1. Which governments are eligible for funds?**

The following governments are eligible:

- States and the District of Columbia
- Territories

Assistance to households includes, but is not limited to: food assistance; rent, mortgage, or utility assistance; counseling and legal aid to prevent eviction or homelessness; cash assistance; emergency assistance for burials, home repairs, weatherization, or other needs; internet access or digital literacy assistance; or job training to address negative economic or public health impacts experienced due to a worker's occupation or level of training.

Assistance to small business and non-profits includes, but is not limited to:

- loans or grants to mitigate financial hardship such as declines in revenues or impacts of periods of business closure, for example by supporting payroll and benefits costs, costs to retain employees, mortgage, rent, or utilities costs, and other operating costs;
- Loans, grants, or in-kind assistance to implement COVID-19 prevention or mitigation tactics, such as physical plant changes to enable social distancing, enhanced cleaning efforts, barriers or partitions, or COVID-19 vaccination, testing, or contact tracing programs; and
- Technical assistance, counseling, or other services to assist with business planning needs

**2.6. May recipients use funds to respond to the public health emergency and its negative economic impacts by providing direct cash transfers to households?**

Yes, provided the recipient considers whether, and the extent to which, the household has experienced a negative economic impact from the pandemic. Additionally, cash transfers must be reasonably proportional to the negative economic impact they are intended to address. Cash transfers grossly in excess of the amount needed to address the negative economic impact identified by the recipient would not be considered to be a response to the COVID-19 public health emergency or its negative impacts. In particular, when considering appropriate size of permissible cash transfers made in response to the COVID-19 public health emergency, state, local, territorial, and Tribal governments may consider and take guidance from the per person amounts previously provided by the federal government in response to the COVID crisis.

**2.7. May funds be used to reimburse recipients for costs incurred by state and local governments in responding to the public health emergency and its negative economic impacts prior to passage of the American Rescue Plan?**

Use of Fiscal Recovery Funds is generally forward looking. The Interim Final Rule permits funds to be used to cover costs incurred beginning on March 3, 2021.

**2.8. May recipients use funds for general economic development or workforce development?**

Generally, not. Recipients must demonstrate that funding uses directly address a negative economic impact of the COVID-19 public health emergency, including funds used for economic or workforce development. For example, job training for unemployed workers

may be used to address negative economic impacts of the public health emergency and be eligible.

**2.9. How can recipients use funds to assist the travel, tourism, and hospitality industries?**

Aid provided to tourism, travel, and hospitality industries should respond to the negative economic impacts of the pandemic. For example, a recipient may provide aid to support safe reopening of businesses in the tourism, travel and hospitality industries and to districts that were closed during the COVID-19 public health emergency, as well as aid a planned expansion or upgrade of tourism, travel and hospitality facilities delayed due to the pandemic.

Tribal development districts are considered the commercial centers for tribal hospitality, gaming, tourism and entertainment industries.

**2.10. May recipients use funds to assist impacted industries other than travel, tourism, and hospitality?**

Yes, provided that recipients consider the extent of the impact in such industries as compared to tourism, travel, and hospitality, the industries enumerated in the statute. For example, nationwide the leisure and hospitality industry has experienced an approximately 17 percent decline in employment and 24 percent decline in revenue, on net, due to the COVID-19 public health emergency. Recipients should also consider whether impacts were due to the COVID-19 pandemic, as opposed to longer-term economic or industrial trends unrelated to the pandemic.

Recipients should maintain records to support their assessment of how businesses or business districts receiving assistance were affected by the negative economic impacts of the pandemic and how the aid provided responds to these impacts.

**2.11. How does the Interim Final Rule help address the disparate impact of COVID-19 on certain populations and geographies?**

In recognition of the disproportionate impacts of the COVID-19 virus on health and economic outcomes in low-income and Native American communities, the Interim Final Rule identifies a broader range of services and programs that are considered to be in response to the public health emergency when provided in these communities. Specifically, Treasury will presume that certain types of services are eligible uses when provided in a Qualified Census Tract (QCT), to families living in QCTs, or when these services are provided by Tribal governments.

Recipients may also provide these services to other populations, households, or geographic areas disproportionately impacted by the pandemic. In identifying these disproportionately-impacted communities, recipients should be able to support their

- Hiring law enforcement officials – even above pre-pandemic levels – or paying overtime where the funds are directly focused on advancing community policing strategies in those communities experiencing an increase in gun violence associated with the pandemic
- Community Violence Intervention (CVI) programs, including capacity building efforts at CVI programs like funding and training additional intervention workers
- Additional enforcement efforts to reduce gun violence exacerbated by the pandemic, including prosecuting gun traffickers, dealers, and other parties contributing to the supply of crime guns, as well as collaborative federal, state, and local efforts to identify and address gun trafficking channels
- Investing in technology and equipment to allow law enforcement to more efficiently and effectively respond to the rise in gun violence resulting from the pandemic

As discussed in the Interim Final Rule, uses of CSFRR/CLFRR funds that respond to an identified harm must be related and reasonably proportional to the extent and type of harm experienced; uses that bear no relation or are grossly disproportionate to the type or extent of harm experienced would not be eligible uses.

- Recipients may also use funds up to the level of revenue loss for government services, including those outlined above.

Recognizing that the pandemic exacerbated mental health and substance use disorder needs in many communities, eligible public health services include mental health and other behavioral health services, which are a critical component of a holistic public safety approach. This could include:

- Mental health services and substance use disorder services, including for individuals experiencing trauma exacerbated by the pandemic, such as:
  - Community-based mental health and substance use disorder programs that deliver evidence-based psychotherapy, crisis support services, medications for opioid use disorder, and/or recovery support
  - School-based social-emotional support and other mental health services
- Referrals to trauma recovery services for crime victims.

Recipients also may use Funds to respond to the negative economic impacts of the public health emergency, including:

- Assistance programs to households or populations facing negative economic impacts of the public health emergency, including:
  - Assistance to support economic security, including for the victims of crime;
  - Housing assistance, including rent, utilities, and relocation assistance;
  - Assistance with food, including Summer EBT and nutrition programs; and
  - Employment or job training services to address negative economic or public health impacts experienced due to a worker's occupation or level of training.
- Assistance to unemployed workers, including:

- Subsidized jobs, including for young people. Summer youth employment programs directly address the negative economic impacts of the pandemic on young people and their families and communities;
- Programs that provide paid training and/or work experience targeted primarily to (1) formerly incarcerated individuals, and/or (2) communities experiencing high levels of violence exacerbated by the pandemic;
- Programs that provide workforce readiness training, apprenticeship or pre-apprenticeship opportunities, skills development, placement services, and/or coaching and mentoring; and
- Associated wraparound services, including for housing, health care, and food.

Recognizing the disproportionate impact of the pandemic on certain communities, a broader range of services are eligible in those communities than would otherwise be available in communities not experiencing a pandemic-related increase in crime or gun violence. These eligible uses aim to address the pandemic's exacerbation of public health and economic disparities and include services to address health and educational disparities, support neighborhoods and affordable housing, and promote healthy childhood environments. The Interim Final Rule provides a non-exhaustive list of eligible services in these categories.

These services automatically qualify as eligible uses when provided in Qualified Census Tracts (QCTs), low-income areas designated by HUD; to families in QCTs; or by Tribal governments. Outside of these areas, recipient governments can also identify and serve households, populations, and geographic areas disproportionately impacted by the pandemic.

Services under this category could include:

- Programs or services that address or mitigate the impacts of the COVID-19 public health emergency on education, childhood health and welfare, including:
  - Summer education and enrichment programs in these communities, which include many communities currently struggling with high levels of violence;
  - Programs that address learning loss and keep students productively engaged;
  - Enhanced services for foster youths and home visiting programs; and
  - Summer camps and recreation.
- Programs or services that provide or facilitate access to health and social services and address health disparities exacerbated by the pandemic. This includes Community Violence Intervention (CVI) programs, such as:
  - Evidence-based practices like focused deterrence, street outreach, violence interrupters, and hospital-based violence intervention models, complete with wraparound services such as behavioral therapy, trauma recovery, job training, education, housing and relocation services, and financial assistance; and,
  - Capacity-building efforts at CVI programs like funding more intervention workers; increasing their pay; providing training and professional development for intervention workers; and hiring and training workers to administer the programs.

Please refer to Treasury's Interim Final Rule for additional information.

## Section 1: Project Narrative

### Rutherford County (750) Public District - FY 2021 - Innovative High Schools - Rev 3 - Innovative High Schools

#### Instructions

Provide a response for each of the following questions/prompts.

\* 1. Provide a vision statement for the proposed project: What is the purpose of the project? What is the significance of the project in the current national, state, or regional context? Define and describe how the secondary school(s) and identified partners will collaborate to reimagine the use of time, space, partnerships, and/or modes of learning (e.g. virtual, hybrid, work-based learning, after-school time, summer, etc.) in order to meet the needs of students, partners, and employers.

The vision statement for Rutherford County Schools is to Empower today's students to grasp tomorrow's opportunities and it is also the vision statement for this proposed project. The purpose of this project is to give our students every opportunity to become successful. Our industry partners are crying out for workers. They not only need workers, they need people who will show up day in and day out. We feel that if we can help to instill work ethic in our students when they are in the K-12 system, we will have a better opportunity to create our future workforce. The significance of this project in the current economic situation is that there are an abundance of jobs and a shortage of skilled workers. Our industry councils need workers right now and they see the need to invest in the future workforce as well. Rutherford County is one of the fastest growing counties in TN and across the nation.

Our secondary schools and identified industry partners are collaborating to reimagine the use of time, space, partnerships, and modes of learning. To reimagine the use of time we are going to use this grant to pay CTE Teacher stipends to conduct industry certification training classes after school hours to assist students in learning the skills needed to pass their TDOE approved industry certification exams. This grant will also cover the industry certification fees for the students for tests like CNA, CCMA, CompTIA, Microsoft Office Suite, Siemens, and FANUC. To reimagine the use of space, we are having our students participate in employer led boot camps on the job sites for our students to learn soft skills and entry level skills for the employers. The students will be able to readily utilize the equipment at the job sites to increase their knowledge of the industry standard equipment. We wish we could put every program on every school, but we just cannot do that, this opportunity will allow the students to use the "space" and equipment at the job site. To reimagine the use of partnerships we are partnering with the Northern Middle Workforce Board,



American Job Center, EDSI, and RutherfordWorks. We have worked with Rutherford County Chamber of Commerce for years and now we are adding our focus on our EDSI, WIOA and the American Job Center partnerships. The American Job Center is going to give us the full-time equivalent of one personnel to assist the Career Advisors to lead the students into meaningful WBL placements. The EDSI and WIOA partnerships are going to assist with the our subgroups that have barriers to working due to lack of funds for transportation, tools needed, clothing and shoe needed and they will also be able to assist with paying half of their wages for the employer to take a chance on them. To reimagine the modes of learning we are utilizing WBL placements both in school and out of school. We are truly utilizing the after-school time for the industry certification classes. We are so fortunate to have these partnerships and will make Rutherford County more desirable due to our workforce among other lovely things.

\* 2. Describe the needs that informed this project proposal (e.g., labor market needs, student performance data, postsecondary enrollment trends, etc.).

The Northern Middle Tennessee Workforce Board operates the American Job Center system within 13 counties in middle Tennessee of which Rutherford County is an integral driver of workforce development activities in the region. The mission of the American Job Center is to leverage the resources of the seventeen partners within the center to create an in-demand career pathway for individuals and to link the employer to that skilled workforce. The Board has aligned with Rutherford Works and the Rutherford County School System to focus its efforts and resources on five in-demand sectors including Technology, Healthcare, Supply Chain, Construction and Advanced Manufacturing. The Northern Middle Board, following the Federal Workforce Innovation and Opportunity Act (WIOA), is focusing on recruitment and career pathway development of Youth, both in school and out of school, ages 14-24 and eliminating the barriers to align Youth to these 5 high growth self-sustaining fields. This proposal of adding an American Job Center directly on the LaVergne and Riverdale High Schools campus aligns with the Boards mission and brings together public and private resources to meet the needs of Rutherford's business and industry. As seen in the charts below these five sectors are seeing unprecedented growth and developing these career pathways through the American Job Centers will create the pipeline at this most crucial point of entry for workforce development.

The Innovative High School Application will support Rutherford County's top industries which have seen unprecedented growth, outpacing the national average. (Job Trends) The Job Trends Graphic is in the Related Documents of this application. Specifically, the application will address the largest and fastest growing industries including: Logistics and warehousing, Healthcare, Construction, Technology and manufacturing. (Top growing and Largest charts). The Top Growing and Largest charts are also located in the Related Documents Section.

The student achievement gaps, access/participation gap, and student outcomes are also factors that have made us want to apply for this grant. Rutherford County Schools has approximately 46,000 students. Our economically

disadvantaged students total 21% of our overall population, we have 7% of our students are English learners, we have 10 of our students are students with disabilities, and we have 36% of our students are Black, Hispanic, & Native American. Only 53.2% of our English Language Learners met the growth standards. Only 32% of our students were on track or mastered grades 9-12 Math in general and only 44% of our students were on track or mastered grades 9-12 English. We definitely have some gaps to assist in student learning and overall student success. It is our goal to utilize the WBL experience to help students with not only the industry certification, but also with their Math and English skills. We have chosen LaVergne High and Riverdale High as the two schools to focus on due to their student growth numbers. Only 29% of LaVergne High School students are on track or mastered in English and only 22% in Math. Only 38.5% of Riverdale High School students are on track or mastered in English and 27% in Math. The need is real and we want to help these students realize that they can learn skills for the workforce, but also learn skills that will help them in the classroom.

\* 3. How will the project address skill gaps (if any) between regional industry needs and the skill level of the students? What postsecondary credential(s) will the proposed project lead to?

The American Job Center partner, Educational Data Systems Inc. (EDSI) has a long track record and has principles and processes in place to assist Youth in developing career pathways that will fill the current workforce gaps. EDSI has on staff an expert group of trained Youth Advocates that are Certified Workforce Development Professionals who will use the current Labor Market Information to develop Individual Employment Plans for both in school and out of school youth. Their process, after initial assessment is to develop participant cohorts that leverage short term training leading to credentials, while developing internal supports through peer groups and industry partners for internships and paid work experience. To ensure success, Youth will be co-enrolled with other programs if required such as Vocational Rehabilitation to ensure barriers are eliminated and supports strengthened in a seamless manner. Industrial Readiness Certification, A+, Certified Nursing Assistant, Commercial Driver's License attainment are just a few of the certifications that will be a focus of attainment with these cohorts. AJC staff will work alongside of the proposed Innovative High School Counselors in Riverdale and LaVergne High Schools.

\* 4. Through the lens of a student, how will the high school experience of the proposed project differ from the current high school experience? Include information about how students will be advised, mentored, and supported in career awareness, exploration, and work-based learning.

The purpose of creating an "American Job Center" within LaVergne and Riverdale High Schools is to provide intentional career counseling for junior and seniors. The grant funds will be used to fund a dedicated career advisor at each school who will meet with every junior and senior at least once each semester (with special emphasis on serving

WIOA qualifying in-school youth). Current school counselor case loads average 400:1 and make it impossible for students to receive intentional career advising. School counselors and graduation coaches will continue to provide services to students related to class scheduling, graduation requirements, and traditional college prep (assistance with applications, scholarship letters, transcripts, etc.). The new career advisor position will fill in the gaps by assisting students to really understand career goals utilizing YouScience, Aspire and other aptitude and interest inventories, reviewing labor marketing data with students to determine job demand and then identifying what is the best post-secondary plan to help each student attain their career goals. This will include creating an individualized career plan for each student served.

A secondary purpose of the high school version of the American Job Center, will be to assist district and school level work-based learning teachers in promoting work-based learning, apprenticeships and internships to a much larger number of students. In addition to funding career advisors, funds will be used to hire a new Work-Based Learning Coordinator. While each high school has multiple certified WBL teachers, there is not one specific person in the RC Schools CTE Department singularly focused on Work Based Learning. This position will work with all 11 county high schools, the AJC in Murfreesboro, EDSI and the Rutherford County Chamber of Commerce/ Rutherford Works to identify for credit WBL opportunities and not for school credit job opportunities to enable every student who wants to work part time during high school with the opportunity to connect to high quality jobs and not just retail and food service jobs that are the most traditional options for high school students.

In addition to providing career advising and work-based learning growth, the grant will provide students access to earn industry certifications not currently available at their zoned high school. We will pay CTE teachers to offer after school, holiday break and summer classes for high demand industry certifications such as CNA, CCMA, NCCER Fundamentals, CompTIA IT Fundamentals, CompTIA A+, CompTIA Net+, CompTIA Security +, FANUC, Siemens Level 1, and Microsoft Office Suite.

Finally, we will help connect graduating seniors who intend to go directly into the workforce with pre-employment boot camps taught by our high wage, high demand industry sectors. Employers will recruit graduating seniors at the annual Rutherford Works Jump Start Job Fair (a job fair held each April for juniors and seniors) to work for them. Graduating seniors will be hired contingent upon successful completion of the boot camp which will be taught by the employer. Grant funds in combination with WIOA On the Job Training grant dollars will be combined to pay employers \$2,500 stipends to cover instructor costs for each boot camp.

## Resources