

**WIOA Strategic Workforce Development Plan**

# **Local Plan Modifications Template**

**PYs 2026-2027**



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## Local Area Information

TN Local Area: \_\_\_\_\_

Local Workforce Development Area(s) Contact Information:

Executive Director Name	Email Address
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Regional Director Contact Information:

Regional Director Name	Email Address
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Chief Local Elected Official (CLEO) Contact Information:

CLEO Name	Email Address
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Board Chair Contact Information:

Board Chair Name	Board Chair Email Address
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\_\_\_\_\_

Date of Submission: \_\_\_\_\_



### Regional and Local Analysis:

- a. Provide an **updated** analysis of regional economic conditions, including **how conditions may have shifted since the 2024-2027 plans were drafted and inclusive of the following areas:**
  - i. Existing and emerging in-demand sectors and occupations,
  - ii. The employment needs of businesses in those sectors and occupations; and
  - iii. How the LWDA compares to the region and any unique contributors to the regional economic conditions and business needs.

- b. **Provide an updated description** of the knowledge, skills, and abilities needed to meet the employment needs of businesses, including those in in-demand sectors and employing individuals in demand occupations.

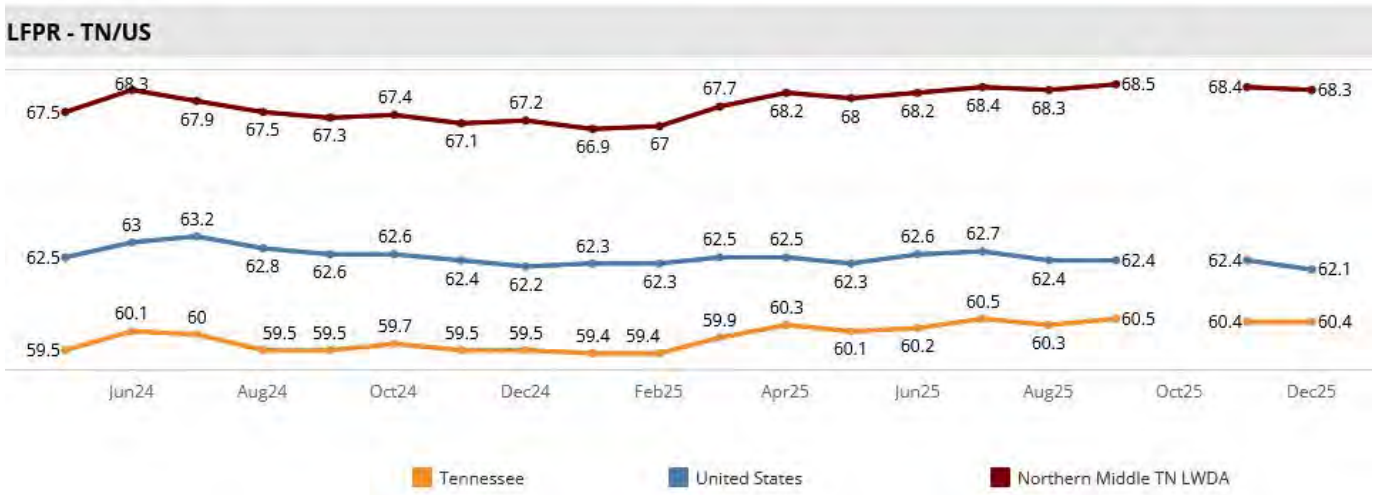
- c. Provide an **updated** analysis of the regional and local workforce, including **how conditions may have shifted since the 2024-2027 plans were drafted and inclusive of the following areas:**
- i. Current labor force employment and unemployment numbers;
  - ii. Information on any trends in the labor market; and
  - iii. Educational and skill levels of the workforce in the region, including individuals with barriers to employment.

- d. Provide an **updated** analysis of workforce development activities, including education and training, in the region. **Include any changes and necessary adjustments since the 2024-2027 plans were developed.**
- i. Identify strengths and weaknesses of these workforce development activities, and;
  - ii. Discuss the LWDB's capacity to provide workforce development activities to address the education and skill needs of the local workforce, including individuals with barriers to employment, and the employment needs of businesses.

### Support of State Initiatives:

a. Labor Force Participation Rate (LFPR)

- i. How will the LWDB ensure a local workforce system that helps more people, particularly those within special populations, enter, reenter, and advance within the labor market, in effort to increase in the local LFPR?
- ii. What regional or local initiatives will the LWDB support to promote reemployment and career mobility through multiple avenues: work-based learning, short-term credentials, stackable training opportunities, and pathways that recognize prior experience and demonstrated ability?



b. Business Engagement

- i. How will the local area support and utilize TNWorks to provide consistent messaging and streamlined solutions to employer customers?
- ii. How will the local area Business Services staff, including LWDB staff and AJC Business Services Teams, work in coordination and alignment with the TNWorks strategy?

c. Youth Employment Program (YEP)

- i. Describe how the LWDB will **expand** YEP in the local area **and focus on youth work experiences within high demand industries?**
- ii. Describe how the LWDB will leverage partnerships and current connections with both in-school and out-of-school youth, as well as employers, to increase YEP **year-round** participation.
- iii. How will the LWDB conduct outreach to employers and youth participants to **ensure increased youth skills and work experience satisfaction?**

- d. **State Registered Apprenticeships**
  - i. Describe how the LWDB plans to expand State Registered Apprenticeships through diversifying and accelerating apprenticeship programs.
  - ii. Describe how the LWDB plans to scale apprenticeships, aligning education and training programs to career pathways, and targeting federal and state investments toward employer-led upskilling initiatives designed to fill talent shortages in priority industries.

e. Infrastructure

- i. **Provide an updated plan** for how the LWDB will implement an innovative and effective funding structure to incorporate the blending and braiding of resources.
- ii. What additional funding sources, beyond WIOA formula dollars, does the LWDB plan to seek?
- iii. How does the LWDB plan to staff and administer any programs funded through non-WIOA sources?

### Strategic Planning Elements:

- a. **How has the** LWDB's strategic vision and goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment, **been updated to align with State Plan Modifications and federal strategic priorities?**
  - i. How do the local area's workforce development programs, including programs provided by partner agencies, support this **updated** strategic vision?
  - ii. How will the local area, working with the entities that carry out the core programs, align available resources to achieve the **updated** strategic vision and goals?

- b. Describe the LWDB's goals relating to **accountability and workforce system impact**. What assessments will be made outside of federal and state performance metrics? How will the LWDB know if the workforce needle is moving?

- c. Provide a description of how the LWDB will support the strategy identified in State Plan **modifications** and work with the entities carrying out core programs and other workforce development programs, including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.

**Local One-Stop System:**

- a. Describe the LWDA's progressive service strategy **focusing on flexibility and innovation and prioritizing increased access through virtual appointment services. How will** the annual Partner's Memorandum of Understanding (MOU) will support the implementation of this strategy?

- b. Identify programs that are part of the local area's one-stop system, **highlighting any additional or non-traditional partners included since the 2024-2027 plans were developed**, and describe the role and resource contribution of each, including:
  - i. Core programs;
  - ii. Additional partner programs, including those that support alignment under the Carl D. Perkins Career and Technical Education Act of 2006; and
  - iii. Other workforce development programs, if applicable.

- c. Describe how the LWDB will support **modified** state plan strategies and work with the entities carrying out programs in the one-stop system to coordinate and support service alignment.

## Workforce Development and Career Pathways

- a. Describe how the LWDB will work with providers to facilitate the strengthening of career pathways utilizing stackable credentials, particularly within in-demand sectors and occupations, including co-enrollment in core programs and academic training programs when appropriate.

- b. Describe how the LWDB **will increase worker mobility by** working with providers to improve access to activities leading to recognized postsecondary credentials.
- i. Explain how the LWDB will ensure these credentials are **industry-driven** and transferable to other occupations or industries (“portable”).
  - ii. Explain how the LWDB will ensure these credentials are part of a sequence of credentials that can be accumulated over time (“stackable”)? If yes, please explain.

### Access to Employment and Services:

- a. **Through flexibility and innovation**, describe how the LWDB and its partners will **modify the current plan to** expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.

- b. Provide **an updated** description of how the LWDB will provide services to priority populations as outlined in the State Plan, including:
  - i. Directions and **accountability measures** given to the One-Stop System Operator to ensure priority for adult career and training services is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
  - ii. How the LWDB will determine priority populations and how to best serve them, along with any other state requirements.

- c. **Update** how the local area will facilitate access to services through the One-Stop delivery system, including remote areas, through the use of technology and **virtual appointments**.

- d. **Focusing on integrated systems, update** how AJCs are implementing and transitioning to an integrated technology enabled intake care management information system.

- e. Provide an **updated** description and assessment of the type and availability of programs and services provided to adults and dislocated workers in the local area, **including how the LWDA ensures these programs and services align with local and regional industry needs.**

- f. Describe how workforce activities will be coordinated with the provision of transportation **and childcare**, along with other appropriate supportive services in the local area, **to support worker mobility and more people entering the workforce.**

- g. Provide an **updated** description of services available to veterans and eligible spouses, to include priority of service and the use of available Jobs for Veterans State Grants (JVSG) staff.

- h. **Provide an update on** initiatives the LWDB **plans to** implement to best serve individuals who have been justice involved?

- i. **Provide updates on** any MOU agreements in place to enhance the quality and availability of services to people with disabilities, such as cross training to staff, technical assistance, or methods of sharing information.

- j. Describe how One-Stop System Operators and One-Stop partners will comply with the nondiscrimination requirements of the Workforce Innovation and Opportunity Act (WIOA) (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding:
- i. The physical and programmatic accessibility of facilities, programs, and services;
  - ii. Technology and materials for individuals with disabilities; and
  - iii. Providing staff training and support for addressing the needs of individuals with disabilities.
  - iv. Describe the roles and resource contributions of the One-Stop partners related to the nondiscrimination requirements of WIOA (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

**Business Engagement:**

- a. How will the LWDB ensure employers play a central role in defining in-demand skills, validating training models, and steering investments toward the roles and credentials that matter most? Include how the LWDB will prioritize results and reward programs that place workers directly into apprenticeships or other work-based learning opportunities leading to in-demand jobs.

- b. **How will** local area initiatives (such as registered apprenticeships, incumbent worker training programs, on-the-job training programs, and customized training solutions) **be modified** to facilitate **increased** engagement of businesses, including small businesses and businesses in in-demand sectors and occupations, **and how will their impact be measured?**

- c. Provide an updated description of how the LWDB will drive the partnerships necessary for effective business engagement, focusing on the use of established regional and local business intermediaries, employer consortiums, and economic development groups.

- d. Describe how the local area's workforce development programs and strategies will be coordinated **and integrated** with economic development activities to **increase and enhance the region's economic competitiveness**.
  - i. Describe how these programs will promote entrepreneurial skills training and microenterprise services.

- e. **Provide an updated description on** how the LWDB will coordinate its workforce investment activities with statewide rapid response activities.

## Training Services

- a. **Update** how the local area will provide adult and dislocated worker employment and training activities **aligning with industry needs**. This **should include industry-recognized credentials, registered apprenticeships and pre-apprenticeships**, incumbent worker, on-the-job, and customized training programs.

- b. Describe how contracts will be coordinated with the use of **Workforce Pell** and Individual Training Accounts (ITAs).

- c. Describe how the LWDB **will focus on in-demand occupations and priority sectors while** ensuring informed customer choice in the selection of training programs regardless of how training services are provided.

- d. **Provide an updated description of** how the LWDB will ensure continuous improvement of eligible training providers of services **and evaluate** that the providers **are meeting** the needs of local employers and jobseekers.

### Program Coordination:

- a. **Provide an updated description of** how education and workforce investment activities will be coordinated in the local area. This must include:
  - ii. Coordination of **Perkins V** and relevant secondary and postsecondary education programs;
  - iii. **Co-locations** and activities with education and workforce investment to coordinate strategies and enhance services; and
  - iv. A description of how the LWDB will avoid duplication of services.

- b. **Describe updated** plans, strategies, and assurances concerning the coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), to improve service delivery and avoid duplication of services.

- c. How will the LWDB **update coordination of** WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II?
- i. Include information on **utilizing virtual services and mobile teams and units to** expand access to employment, training, education, and supportive services provided through the local one-stop system for Title II participants with barriers to employment.
  - ii. Include how the LWDB will carry out the review of local applications submitted under Title II consistent with WIOA Sec. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232.

- d. **Provide an update on any currently executed or planned** cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop system. **This includes cooperative agreements for co-location of services.**

- e. **Provide an updated description of** how the LWDA's programs and strategies strengthen the linkages between the One-Stop delivery system and unemployment insurance programs?

## Youth Activities

- a. Provide an **updated** assessment of the type and availability of youth workforce investment activities in the local area, **including a description of how these activities will be focused towards in-demand and emerging sectors?**

- b. **Provide an updated description of** how providers and LWDB staff ensure the WIOA elements:
- i. Connect back to the WIOA Youth Program Design Framework, particularly the Objective Assessments and ISS; and
  - ii. Are made available to youth with disabilities by describing specific program practices, tools, and services that are tailored to serve youth with disabilities.

- c. **Provide an updated description of** successful models for youth services from your local area, including but not limited to virtual work experiences, **YEP, pre-apprenticeships**, OSY recruitment and engagement strategies.

- d. **Provide an updated description of** how the LWDB has defined the criterion of “requires additional assistance to complete an educational program, or to secure and hold employment” for OSY and ISY, including:
- i. Evidence supporting the established criteria, to include current labor market information, statistical evidence and other data deemed supportive;
  - ii. A description of how the LWDB ensures regional alignment in this criteria; and
  - iii. List any documentation required from the participant to support established criteria and any additional case management parameters the LWDB has deemed necessary.

## Administration

- a. Identify the entity responsible for the disbursement of grant funds as determined by the Chief Local Elected Official (CLEO) or the Governor under WIOA sec. 107(d)(12)(B)(i).

- b. Describe the competitive process to be used to award subgrants and contracts for WIOA Title I activities in the local area.

- c. **Update** the local levels of performance negotiated with the Governor and CLEO, **and state KPIs**, to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the fiscal agent, eligible providers, and the One-Stop delivery system, in the local area.

**Northern Middle's Key Performance Indicator Targets:  
July, 2025 through June, 2026**

Program	Performance Measure	PY25
Title I & Title III Co-Enrollment	Percentage of Title I Participants Co-Enrolled in Title III	90%
Title I (Adult, Dislocated Worker, Youth)	New Enrollment	1,108
Youth Work Experience (TYEP + WIOA)	New Enrollment	304
Title III (Wagner-Peyser, JVSG)	New Enrollment	9920

WIOA Performance Metrics	Local Model Expected	PY24 State Goals	PY25 State Goals	Labor Proposed LWDA Accepted PY24 Goal	Labor Proposed LWDA Accepted PY25 Goal
<b>Adult Measures</b>					
<i>Employment Rate 2<sup>nd</sup> Quarter after exit</i>	82.4%	82.0%	84.1%	84.1%	85.0%
<i>Employment Rate 4th Quarter after exit</i>	76.3%	81.5%	83.0%	83.8%	84.5%
<i>Median Earnings 2<sup>nd</sup> Quarter after exit</i>	\$ 9,000.00	\$ 7,982	\$ 8,000	\$ 8,500	\$ 8,600
<i>Credential Attainment within 4 Quarters after exit</i>	68.4%	72.4%	72.9%	74.0%	75.0%
MSG	64.0%	72.3%	72.8%	72.3%	73.5%
<b>Dislocated Worker</b>					
<i>Employment Rate 2<sup>nd</sup> Quarter after exit</i>	85.6%	84.4%	85.0%	86.4%	87.0%
<i>Employment Rate 4th Quarter after exit</i>	79.5%	83.7%	84.0%	86.0%	86.5%
<i>Median Earnings 2<sup>nd</sup> Quarter after exit</i>	\$ 10,823.00	\$ 8,699	\$ 8,749.00	\$ 10,500	\$ 10,600.00
<i>Credential Attainment within 4 Quarters after exit</i>	68.9%	69.9%	70.4%	69.1%	69.6%
MSG	74.0%	73.9%	74.4%	73.9%	74.4%
<b>Youth</b>					
<i>Employment or Placement Rate 2<sup>nd</sup> Quarter after exit</i>	82.8%	82.5%	83.0%	87.6%	88.0%
<i>Employment or Placement 4th Quarter</i>					

- d. Describe the actions taken toward becoming or remaining a high-performing LWDB, consistent with the LWDB's assessment and certification by the University of Tennessee for Industrial Services (UTCIS), as overseen by the State Workforce Development Board.

**Public Comment:**

- a. Describe the process used by the LWDB to provide a period of **at least 15 days**, but no more than 30 days, for public comment **on plan modifications**.

**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: [www.ucwork.org](http://www.ucwork.org)
- Southern Middle Area: [www.sctdd.org/notices/](http://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](mailto: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>



- b. Include any comments submitted during the public comment period that represent disagreement with the plan **modifications**.

### Stakeholder Involvement:

- a) Describe how stakeholder involvement requirements were met for the local plan **modifications**, pursuant to the TDLWD Regional and Local Plan policy.

## Attachments

### Attachment A- Required Policies

In the space below, please provide a link to the LWDB policy page, which must include the following required local policies:

- Property Management Policy
- Supportive Services Policy
- Youth Program Design Policy
- Priority of Service Policy
- Local Governance Policy
- Co-Enrollment Policy
- Electronic Case Files Policy
- Grievance and Complaint Resolution Policy
- Minimum Participant Cost Rate Policy
- Monitoring Policy
- Youth Eligibility Policy

### Attachment B- CLEO Signature page

Attachment B can be submitted one of two ways. If the LWDA has capacity for electronic signatures, it can be linked in the space below. In the alternative, the LWDA can provide via email. Please designate which option is selected.

Attachment B is linked in the space below:

Attachment B has been sent via email to Workforce.Board@tn.gov

### Attachment C- Partners MOU & IFA

Please affirm the LWDA has previously submitted a Partner's MOU and Infrastructure Funding Agreement pursuant to TDLWD-WFS Guidance-WIOA Memorandum of Understanding (MOU)/One-Stop Service Delivery and Infrastructure Funding Agreement (IFA). In the space below, provide the date on which these documents were most recently submitted:

### Attachment D- Additional Cooperative Agreements

Please provide any executed cooperative agreements, other than the Partner's MOU, to which the LWDA is a party. Any additional cooperative agreements can be provided as "Attachment D to Local Plan" via email to [Workforce.Board@tn.gov](mailto:Workforce.Board@tn.gov). In the space below, please list the name of any additional cooperative agreement that will be included. If none exist, please state "none."

### Attachment E- Budget Information and Supporting Materials

Please provide the following fiscal materials via email to [Workforce.Board@tn.gov](mailto:Workforce.Board@tn.gov) using the subject line "Local Plan Attachment E."

- Detailed budget listing the sources and uses of TDLWD pass-through funds and all non-Federal matching funds
- Supporting budget narrative explaining expenditures by line items listed on Standard Form 424A  
(Include purpose of travel and supply/equipment lists and describe expenses in the 'other' line item, if applicable. If the budget includes personnel or contractual expenses, cash or in-kind, estimate the number of hours/days and hourly rate, or portion of FTE and salary, for the time that is expected to be spent on the proposed project by key personnel, contractors, or consultants. If the budget includes land or buildings, provide an MAI appraisal or comparable appraisal. Include a description of all leveraged funds, including any fee based and/or revenue generated. Include description of any in-kind resources, including the methods used to determine their value).
- Letters of Commitment from each non-TDLWD funding source (federal state, local, or private) that specifies the amount and type of funds committed (grant, loan, cash, or in-kind)
- Any additional pertinent supporting materials, as applicable.

In the text box below, provide the date Attachment E was submitted and name of individual submitting: