



Quarterly Board Meeting
November 10, 2021
11:30 a.m. to 1:00 p.m.
In Person @ TCAT Dickson
740 TN-46, Dickson
[Click here for Zoom link](#)
Tel: +1 312 626 6799
Meeting ID: 824 9929 3579
Passcode: 824130

****Please sign your name in chat box to confirm attendance**

AGENDA

Call Meeting to Order-Declaration of Quorum	John Zobl
Approval of Minutes	John Zobl
Recognition of New Board Members & Mayors	Marla Rye
Federal Reserve Bank of Atlanta -Benefits Cliff	Alex Ruder
CSP Performance Review	Marla Rye
CSP Presentations	
EDSI	Danielle Ellis
MAC	Tanya Evrenson
Strategic Priorities:	
➡ <i>Manage Board funds to support Career Pathways</i>	
Financial Report Approval	Ginger Fussell
➡ <i>Connect People with Career Opportunities:</i>	
One-Stop-Operator Report	George Phillips
➡ <i>Train Workforce to Fill Employer Needs:</i>	
Eligible Training Provider Monitoring and Program Approval	Freda Herndon
➡ <i>Improve Efficiency & Effectiveness of Training Programs</i>	
WIOA Performance Measures & Policy Updates	Andrea Dillard
Grant Opportunities	Marla Rye
Wrap Up	John Zobl
Adjourn	John Zobl

Zoom Link: <https://us02web.zoom.us/j/82499293579?pwd=bU16aE5POTQrUWNrck53Rzk4UkZWQT09>

Upcoming Meetings-Mark Your Calendars

February 9, 2022 | May 11, 2022 | August 10, 2022 | November 9, 2022

**Northern Middle Tennessee Workforce Board
Full Board
Meeting Minutes
August 11, 2021, In-Person & via Zoom 11:30 a.m.**

Members Attending	Members Absent	Staff & Guest Attending
John Alexander	Jennifer Hobbs	Marla Rye
Paul Webb	Keith Carnahan	Patty Stansfield
Mark Peed	Tony Adams	James Starnes
Charles Story	Dan Ryan	Christel Brown
Seth Thurman	David Rutledge	Molly Hewitt
Kerry McCarver		Joseph Johnson
Bo Callis		Jennifer Eppley
James Harper		Christina Dusenberry
Kristi Spurgeon		Jimmy Johnston
Beth Duffield		Rob Dancer
Carol Puryear		Liz McLaughlin
G.C. Hixson		Glenn Dahill
Tylesha McCray		Ginger Fussell
Richie Brandon		Josh Huhnke
Dan Caldwell		Rochelle Glover
Anne Fugate		Ellen Gomez
John Zobl		Nestor Reyes
Lynn Seifert		James Roberson
Anthony Holt		Danielle Ellis
Chris West		Sherry Maynard
		Andrea Dillard
		Phillip Wallace
		Richard Nelson
		George Phillips
		Stacey Books
		Paul Hines Jr
		Tanya Evrenson
		Freda Herndon
		Rubin Cockrell
		Darla Tea

The Northern Middle Tennessee Workforce Development Board met in-person at the Sumner County American Job Center with a virtual option on Wednesday, August 11, 2021, at 11:30 a.m.

The meeting was called to order. Attendance was taken, and a quorum was declared. Chairman John Zobl asked for a motion to approve the minutes. John Alexander made the motion to approve. Carol Puryear seconded, and the vote was unanimous. John Zobl made opening remarks, recognized mayors in attendance, and welcomed our new board member.

TN Work Ready Update

James Roberson started the meeting off with a TN Work Ready update. A marketing campaign has begun, and many websites have information about the program. A Tennessee virtual American Job Center launched in December of 2020. There is adult education access with Tennessee Work Ready. Unemployment claimants that are registered with jobs4tn can register for online courses with businesses, employers, and universities. He informed the board of a labor force participation tool that will allow users to search labor force and non-labor force attributes by county.

CSP Performance Review

Marla gave a brief overview of goals given to the providers to achieve by June 30. She reported that the providers met the goals, but areas still need improvement. The Executive Committee met and established further goals and objectives for each of the contractors. The CSPs had been asked to attend the meeting today and present an actionable corrective action plan.

EDSI

Danielle Ellis reported that since they have met their goals at the end of June, their enrollments have continued to trend in an upward direction as well as their MPCR. In regards to youth, they have seen a slower trend with paid work experiences but overall, their youth enrollments trend is in a great direction. They have continually worked on innovative outreach strategies and have gone outside the centers to reach them. They plan to attract and engage community based organizations, educate, collaborate, and train key partners, obtain space, set dates, enroll participants, and create sustainable success and continuous performance improvement.

Next, Liz McLaughlin shared about the youth program. They have established some good partnerships, obtained several youth work experience clients, and enrolled more youth with is the ultimate goal. They created an IT Boot Camp that has a paid experience component. They have been doing community events with the mobile AJC and taking a 2-Gen approach in trying to help the youth and parents. They have partnered with schools (West Creek, Rossvie, Dickson, Springfield, Riverdale, and Laverne high schools) to get enrollments and get paid work experience opportunities. They are also reaching out to colleges that require practicums.

Liz reported they have established some great relationships with justice-involved partners and have done clarified that youth do not have to be high school dropouts to receive services.

Next, Liz talked about their plans for monitoring progress. The entire team meets weekly, and the youth team will now meet bi-monthly in order to share additional information. They meet with the board to provide numbers and updates. This helps keep them on track and take care of issues quickly and stay on

track. She then reported that one of their 18-year-old participants went to lineman school and EDSI paid for half of his tuition. He now has gotten a job offer. Liz showed a picture of the young man in lineman training.

Finally, Liz reported about the Youth Task Force she has been working on establishing with Ellen Gomez. It will be comprised of community people in each of the counties where they are going to meet, talk, and brainstorm innovative ways to meet the needs of the youth in particular counties, especially for those in-school youth and paid work experience opportunities involving the CTE directors with school systems. They are working with Persevere, which is the company they worked with, to hold the boot camp. They are also working with Nashville State Community College in several of the counties.

MAC

Tanya Evrenson reported on MAC's achievements through June 30, 2021. She reported that they exceeded their out-of-school youth goals but didn't meet their in-school youth goal. With a total goal of 115, they enrolled 114. Overall, they met the goal set by the board. They have not yet met their enrollment goals for the quarter ending on September 30, 2021, and still have more work to be done. They plan to focus their efforts on in-school youth.

Next, Tanya informed the board of areas where they plan to recruit in-school youth. They plan to partner with Metro Nashville Public Schools, Davidson County Head Start Parents, Community Colleges, TCATs, Juvenile Court, Community based organizations, AJC partners, and Envision Center. They have an MOU with the McGruder Center to have staff stationed there and plan to attend community events. For paid work experience, they have partnered with four Metro schools, who will each start with identifying 15 students to participate. Tanya then explained their enrollment plan, which includes an academic part and a work experience part. She reviewed the timeline they expect to reach their goals and talked about current staffing issues and how they plan to ensure the work is done while they are hiring replacements. Finally, Tanya spoke about accounting and how she felt they would meet their percentage goals.

Strategic Priorities

Manage Board funds to Support Career Pathways

First, Ginger updated the board on the fiscal year end. We ended up utilizing \$13.2 million, which was up from the prior year. Expenditures dipped in quarter three but bounced back in quarter four. The overall expenditures include all activities, not just those of the career service providers. Enrollment goals exceeded what we had in the previous year. The increase from quarter three to quarter four relates to career service provider activity, the statewide training grant and the CARES activity, to name a few. Ginger acknowledged that a Summer Youth Initiative grant of \$680K was received at the end of the fiscal year, increasing the available funding. The revised 20-21 budget was presented to the Finance Committee, and they approved the request to increase our available funding budget. It was also requested that some excess money from the Dislocated Worker funds be moved to the Adult fund to serve their needs.

Next, Ginger reported about contractor activities. A third of the way through the contract, EDSI has spent about 25%. MAC has spent approximately 14%. One-Stop Operator with Mid-Cumberland has spent 28%. According to Ginger's calculations, our MPCR is at 40.18%, which is up from the last quarter.

If we include all of our activities, our MPCR is 57.18%. Campbell Strong is wrapping up and has spent 96.4% of the budget and exceeded direct participant expenditures. Ginger presented a revised budget. The initial budget passed last quarter was at \$11.9 million. We're at \$12.8 million due to the new Summer Youth Initiative and some additional RESEA funding.

Finally, Ginger gave a monitoring update. She reviewed that EDSI and MAC will both focus on youth enrollments due to their monitoring efforts. Mid-Cumberland is utilizing a monitoring report they are preparing quarterly. We are continuing to work with the state for technical assistance with wrapping up the Campbell Strong Project. Ginger made the board aware that PAR has had their visit on site. The review is ongoing, so a report is not ready. A new process has been implemented from the program integrity unit. They required us to do a risk assessment worksheet. That has been submitted and will be submitted twice a year.

John Zobl requested for a motion to approve the 2021 financial report with a budget revision of \$735,000 increase and a 2021-2022 budget approval of \$12.8 million with the flexibility to utilize up to \$1.5 million Dislocated Worker funds for Adult as needed and as approved by Tennessee Department of Labor. Mark Peed made the motion for approval. John Alexander seconded the motion. With no further discussion, the board unanimously approved the motion.

Connect People with Career Opportunities

George Philips gave his One-Stop Operator report. He started off by acknowledging that the Envision Center at Napier housing development has been staffed since July with staff members from the Davidson County AJC. There are lots of job fairs going on with more planned for the future. Enrollments are up from the previous quarter. Wagner Peyser numbers are down. Traffic counts in the AJCs are also up from the previous quarter. Houston County has lowered its unemployment rate, but the other counties' rates have gone up.

Train Workforce to Fill Employer Needs

Andrea Dillard reported on Key Performance Indicators. There were four KPIs that were missed. With the restructuring of the KPI calendar to a fiscal year to match the program allocations. New KPIs were given, and two of them are lower than the previous year. These are now hard targets we must achieve. There could be penalties for not achieving these goals. We are passing our Core Performance Measures. Some items did not achieve 100%, but we still achieved a passing percentage of 90% or higher.

Next, Freda updated the board regarding the ETPL. She presented the list that the committee had approved and staff had recommended. The final page were requests that came in after the committee met. There was one new provider and program requesting to be added along with former programs that requested to be added back.

John Zobl asked for a motion to approve the programs according to the staff recommendations. GC Hixson motioned to approve it. Seth Thurman seconded the motion. With no discussion, the board voted unanimously to approve the list.

Improve Efficiency & Effectiveness of Programs

Marla then posed a question to the board to get feedback. She asked if we were doing the right things and what could we be doing better to help employers in the area. Marla felt that we could be doing more to get people coming back into the AJCs. James added that they would try to make the connection between the virtual AJC and the business location. John Zobl said that he wished there were creative and less restrictive ways to do business. Charles Story suggested having pop-up AJCs as a way to get closer to people.

Next, Marla asked if we could identify funding, where could it be invested to get the biggest return. She stated that the education sector was struggling with teacher retention. It was also suggested to focus on what employer needs and listen to what they had to say. It was suggested to find out what industries are coming in the future and invest in that area now.

John Watz informed the board that the Commanding General presented certificates of appreciation to partner organizations that were assisting transitioning soldiers and spouses. Chairman Zobl congratulated Marla Rye as the leader of the Northern Middle Board, for receiving the commendation.

Adjourn

Marla reminded the board that the next meeting would be on November 10. Chris West moved to adjourn the meeting. G.C. Hixson seconded the motion. John Zobl adjourned the meeting.

Name (Original Name)	User Email	Join Time	Leave Time	Duration (Minutes)	Guest
Marla Rye	mrye@workforceessentials.com	8/11/2021 11:17	8/11/2021 13:26	129	No
Patty Stansfield Carter		8/11/2021 11:17	8/11/2021 13:25	128	Yes
John Alexander# TDLWD		8/11/2021 11:17	8/11/2021 13:25	129	Yes
Paul Webb		8/11/2021 11:22	8/11/2021 13:16	115	Yes
Mark Peed		8/11/2021 11:22	8/11/2021 13:25	123	Yes
Charles Story	cstory@ecsgroupinc.com	8/11/2021 11:23	8/11/2021 11:32	9	Yes
Seth Thurman		8/11/2021 11:25	8/11/2021 13:25	120	Yes
Kerry McCarver	kerry.mccarver@cheathamcountyttn.gov	8/11/2021 11:26	8/11/2021 13:24	118	Yes
Bo Callis		8/11/2021 11:26	8/11/2021 11:27	1	Yes
James Starnes		8/11/2021 11:27	8/11/2021 13:26	119	Yes
C Brown		8/11/2021 11:27	8/11/2021 13:25	118	Yes
16154944286		8/11/2021 11:27	8/11/2021 13:25	118	Yes
Bo Callis		8/11/2021 11:27	8/11/2021 13:25	118	Yes
Molly Hewitt	mhewitt@edsolutions.com	8/11/2021 11:27	8/11/2021 11:33	6	Yes
16158503928		8/11/2021 11:28	8/11/2021 13:26	118	Yes
DER0013		8/11/2021 11:30	8/11/2021 13:25	115	Yes
Joseph Johnson		8/11/2021 11:30	8/11/2021 13:25	115	Yes
James Harper		8/11/2021 11:31	8/11/2021 13:25	115	Yes
16152066607		8/11/2021 11:31	8/11/2021 13:25	114	Yes
Charles Story	cstory@ecsgroupinc.com	8/11/2021 11:32	8/11/2021 13:25	113	Yes
Kristi Spurgeon		8/11/2021 11:36	8/11/2021 13:27	111	Yes
Jennifer Eppley	jjohnson@mchra.com	8/11/2021 11:38	8/11/2021 11:39	1	Yes
Jennifer Eppley	jjohnson@mchra.com	8/11/2021 11:39	8/11/2021 11:39	1	Yes
Jennifer Eppley	jjohnson@mchra.com	8/11/2021 11:40	8/11/2021 11:49	10	Yes
Jennifer Eppley	jjohnson@mchra.com	8/11/2021 11:50	8/11/2021 13:25	95	Yes

EDSI Incentive Quarterly Benchmarks													
Matrix:		Quarter Ending:											
		March 31				June 30				Sept. 30			
		Goal	Actual*	%		Goal	Actual	%		Goal	Actual	%	
Enrollments	A/DW	200	152	76%		255	303	119%		299	249	83.3%	
	Youth	50	31	62%		62	88	142%		81	66	81.5%	
Exits (50% of new enrollments)	A/DW	100	204	204%		128	99	78%		150	127	84.9%	
	Youth	25	86	344%		31	44	142%		41	32	79.0%	
		Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent	
Positive Placement Rate Target 85%	A/DW	166	204	81.4%		91	99	91.9%		126	127	99%	
	Youth	51	86	59.3%		43	44	97.7%		28	32	88%	
Placement Wage	A/DW	\$ 15.00	\$ 20.83	139%		\$ 15.00	\$ 20.59	137%		\$ 15.00	\$ 22.24	148%	
	Youth	\$ 10.00	\$ 14.53	145%		\$ 10.00	\$ 13.56	136%		\$ 10.00	\$ 13.89	139%	
MPCR:	A/DW	50%	16.6%	33%		50%	45%	90%		50%	59.9%	120%	
	Youth	50%	14%	28%		50%	45.5%	91%		50%	64.5%	129%	
Work Experience	Youth	25%	0%	0%		25%	4%	16%		25%	17%	68%	
In-School Youth Ratio	Youth	40%	1%	3%		40%	3%	8%		40%	7%	18%	
		Goal	Actual			Goal	Actual			Goal	Actual		
		754	704	93.4%		193	185	95.9%		377	430	114.1%	
		97	162	167.9%									
		383	430	89.1%		122	162	75.3%		\$ 15.00	21.33	142%	
		50%	46%	92%		50%	49%	98%		\$ 10.00	14.04	140%	
		25%	9%	36%		40%	4%	10%					

MAC Quarterly Benchmarks																
Matrix:		Quarter Ending:														
		March 31				June 30				Sept. 30				Cumulative September 30		
		Goal	Actual*	%		Goal	Actual	%		Goal	Actual	%		Goal	Actual	%
Enrollments	ISY	15	1	7%		50	24	48%		10	2	20.0%		75	27	36.0%
	OSY	20	3	15%		30	82	273%		35	16	45.7%		85	101	118.8%
	Total	35	4	11%		80	106	133%		45	18	40.0%		160	128	80.0%
# of Exits (Target-50% of Enrollments)	Total	18	10	57%		40	16	40%		23	1	4.4%		80	27	33.8%
Placement Rate (Target 85%)	Total	Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent
		9	10	90%		10	16	63%		-	1	0%		19	27	70.4%
Placement Wage	Total	\$ 10.00	\$ 12.20	122%		\$ 10.00	\$ 14.77	148%		\$ 10.00	\$ -	0%		\$ 10.00	13.56	136%
MPCR:	Youth	50%	17%	34%		50%	35%	70%		50%	50%	100%		50%	38%	76%
Work Experience	Youth	25%	9%	36%		25%	6%	24%		25%	22%	88%		25%	14%	56%
In-School Youth Ratio	Youth	40%	4%	10%		40%	11%	28%		40%	21%	53%		40%	14%	35%



**Northern Middle Tennessee
Workforce Board Inc.**

November 10, 2021

Financial Report

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2021 FISCAL UPDATE

NORTHERN MIDDLE BUDGET/SPEND PROGRESSION

Northern Middle LWDA	(in 000's)			
	Expenses YTD	Revised FY 21-22 12 Mo. Budget	% Spent	
Adult (\$100,000 re-purposed for Admin)	873	3,121	28.0%	
Dislocated Worker (\$750,000 for Adult *)	563	5,174	10.9%	
Youth	516	3,025	17.1%	Bgt Rev + \$1,936
RESEA	58	309	18.9%	
Campbell Strong (closed 9/30)	198	278	71.1%	
National Dislocated Worker (COVID)	147	1,316	11.2%	
National Dislocated Worker (Flood)	0	550	0.0%	Bgt Rev + \$550
Summer Youth Initiative (closed 8/31)	95	95	100.2%	Bgt Rev - \$415
Rural Development	39	52	74.5%	
IFA	0	1,000	0.0%	
Total FY 21-22 Expenditures vs Budget	2,489	14,919	16.7%	
21-22 Funding Increase - Budget Action Item		2,071		
* Re-purposed \$750,000 of Dislocated Worker program budget to Adult				

**NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2021 FISCAL UPDATE**

CAMPBELL STRONG PROJECT RECAP

3-YEAR PROJECT

(1-year, no-cost extension to 9/30/2021 granted)

Campbell Strong Project	Expenses	Budget	
Campbell Strong Expenditures - Project-to-Date	7,669,589	\$ 7,750,048	99.0%
Direct Participant Expenses	Expenses	Budget	
Campbell Strong Expenditures - Project-to-Date	4,114,280	4,000,000	102.9%
Campbell Strong Enrollments	Actual	Goal	
Participant Enrollments	1,704	2,000	85.2%

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2021 FISCAL UPDATE

MINIMUM PARTICIPANT COST RATE (MPCR)

TDLWD Minimum Participant Cost Rate (MPCR) - Preliminary Through September 2021

Without Campbell
Strong or Disaster
Relief Grants

MPCR = 54.06%

	MAC Youth	EDSI Youth and Summer Youth	EDSI Adult & Dislocated Worker	Campbell Strong excluded	Disaster Relief	Other (NM, Summer Youth, CS & IFA)	Total
Qualifying Expenses	\$ 42,347	\$ 245,579	\$ 652,480			\$ 84,733	\$ 1,025,139
Total Program	\$ 84,539	\$ 380,748	\$ 1,088,582			\$ 342,291	\$ 1,896,160
MPCR	50.09%	64.50%	59.94%	-	-	24.75%	54.06%

Northern Middle met 40% Requirement in preliminary calculations.

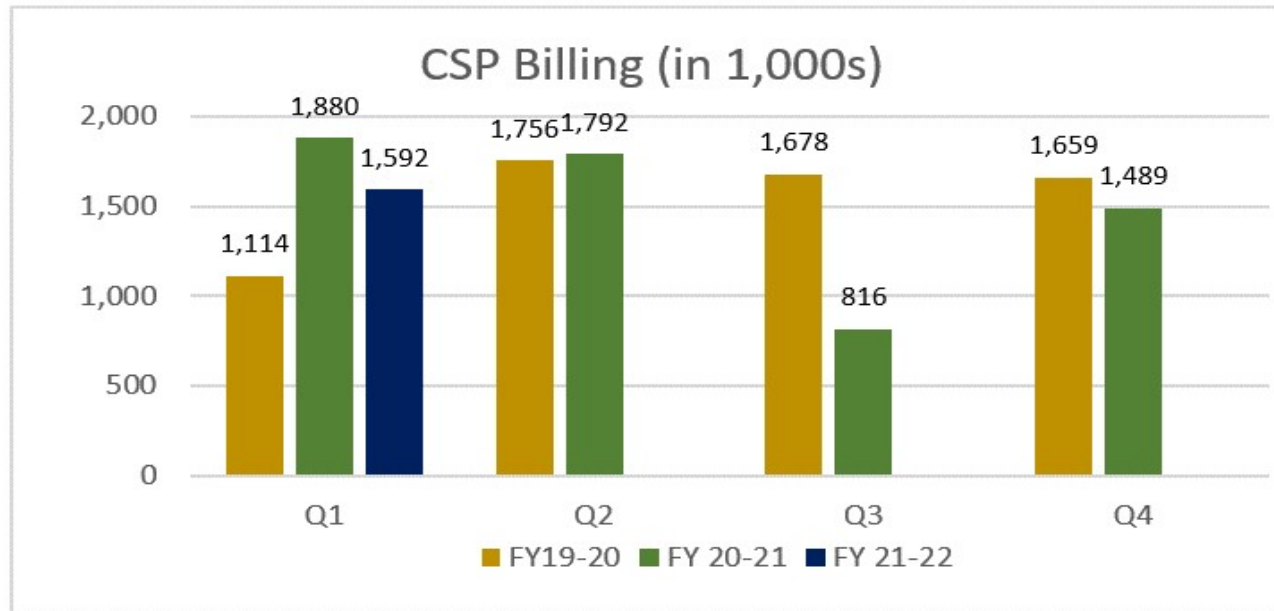
***** PRIOR QUARTER MPCR = 40.05% state calculation *****

**NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2021 FISCAL UPDATE**

CAREER SERVICE PROVIDER - BILLING PROGRESSION

Career Service Provider Billing	Cumulative through June	In \$000's		Total 18 Month Budget	% Spent - 50% time elapsed
		Total Spent Qtr Ended Sept 2021	Budget Spent Contract To Date		
EDSI - Base Contract	\$ 1,937	\$ 1,420	\$ 3,357	\$ 8,370	40%
EDSI - Modifications *	\$ 56	\$ 88	\$ 144	\$ 634	23%
MAC - Base Contract	\$ 109	\$ 84	\$ 193	\$ 800	24%
Contract to Date Exp through Q1 2021-22	\$ 2,102	\$ 1,592	\$ 3,694		

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2021 FISCAL UPDATE
CONTRACTOR BILLING TREND



Contractor billing in Q1 was down \$288k from this quarter last fiscal year, but increased \$103k from the previous quarter.

Career Service Provider Billing	Q1	Q2	Q3	Q4	Total
CSP Billing FYE 6/30/20	1,114	1,756	1,678	1,659	6,207
CSP Billing FYE 6/30/21	1,880	1,792	816	1,489	5,977
CSP Billing FYE 6/30/22	1,592				
Net Decrease CY to PY by Quarter	-288				

Workforce Innovation and Opportunity Act WIOA Report of Expenditures and Invoice for Reimbursement							EDSI
Name and Address of Contractor:				Invoice Number:		9	
Educational Data Systems, Inc.				Invoice Ending Date:		9/30/2021	
COST CATEGORIES	TIME PROG %	EXP PROG %	A. CONTRACT BUDGET EXPENDITURES	B. CUMULATIVE ACCRUED EXPENDITURES	C. MONTHLY ACCRUED EXPENDITURES	D. CONTRACT BALANCE	Remaining Balance 9 Mos (RESEA 3)
a. Adult	50%	55%	\$ 2,970,000.00	\$ 1,621,056.67	\$ 303,888.53	\$ 1,348,943.33	149,882.59
b. Dislocated Worker	50%	27%	\$ 3,630,000.00	\$ 973,097.65	\$ 146,680.91	\$ 2,656,902.35	295,211.37
TOTAL PER CONTRACT	50%	39%	\$ 6,600,000.00	\$ 2,594,154.32	\$ 450,569.44	\$ 4,005,845.68	445,093.96
d. Youth OSY	50%	63%	\$ 1,020,000.00	\$ 638,621.90	\$ 112,079.41	\$ 381,378.10	42,375.34
e. Youth ISY	50%	4%	\$ 680,000.00	\$ 27,737.36	\$ 9,407.28	\$ 652,262.64	72,473.63
TOTAL PER CONTRACT (Summer Youth Exp. of \$143k represent an additional 8% of this budget)	50%	39%	\$ 1,700,000.00	\$ 666,359.26	\$ 121,486.69	\$ 1,033,640.74	114,848.97
In School Youth ISY Requirement - Goal 40%				4%			
(In School Youth Expenditures/Total Youth Expenditures)							

Workforce Innovation and Opportunity Act WIOA Report of Expenditures and Invoice for Reimbursement		EDSI
Name and Address of Contractor:	Invoice Number:	9
Educational Data Systems, Inc.	Invoice Ending Date:	9/30/2021

							Remaining Balance 9 Mos
WORK EXPERIENCE		%	Contract Budget	Cumulative Exp.	Monthly Exp.	Remaining	
Portion Total Expense OSY Wk Exp	50%	20%	\$ 255,000.00	\$ 50,400.39	\$ 26,073.68	\$ 204,599.61	22,733.29
Portion Total Expense ISY Wk Exp	50%	5%	\$ 170,000.00	\$ 7,685.89	\$ 6,747.76	\$ 162,314.11	18,034.90
TOTAL PER CONTRACT		14%	\$ 425,000.00	\$ 58,086.28	\$ 32,821.44	\$ 366,913.72	40,768.19
Cumulative Work Experience Requirement - Goal 25%				9%			
(Work Experience Expenditures/Total Youth Expenditures)							

SUMMER YOUTH INITIATIVE (short-term)	%	Contract Budget	Cumulative Exp.	Monthly Exp.	Remaining
Portion Total Expense OSY Wk Exp		\$ 305,791.00	\$ 91,603.56	\$ -	\$ 214,187.44
Portion Total Expense ISY Wk Exp		\$ 305,791.00	\$ 51,963.20	\$ -	\$ 253,827.80
TOTAL PER CONTRACT		\$ 611,582.00	\$ 143,566.76	\$ -	\$ 468,015.24
Cumulative Work Experience IF Summer Youth Counted				25%	
(Work Experience Expenditures/Total Youth Expenditures)					
Cumulative In School Youth IF Summer Youth Counted				10%	
(In School Youth Expenditures/Total Youth Expenditures)					

**Workforce Innovation and Opportunity Act
WIOA Report of Expenditures and Invoice for Reimbursement**

MAC

Name and Address of Contractor:	Invoice Number:	9
Metropolitan Action Commission	Invoice Ending Date:	9/30/2021

COST CATEGORIES	TIME PROG %	EXP PROG %	A. CONTRACT BUDGET EXPENDITURES	B. CUMULATIVE ACCRUED EXPENDITURES	C. MONTHLY ACCRUED EXPENDITURES	D. CONTRACT BALANCE	Remaining Balance 9 Mos
d. Youth OSY	50%	35%	\$ 480,000.00	\$ 167,356.46	\$ 18,367.58	\$ 312,643.54	\$ 34,738.17
e. Youth ISY	50%	8%	\$ 320,000.00	\$ 26,584.71	\$ 3,967.12	\$ 293,415.29	\$ 32,601.70
TOTAL PER CONTRACT	50%	24%	\$ 800,000.00	\$ 193,941.17	\$ 22,334.70	\$ 606,058.83	\$ 67,339.87

In School Youth (ISY) Requirement - Goal 40%

14%

(In School Youth Expenditures/Total Youth Expenditures)

WORK EXPERIENCE		%	Contract Budget	Cumulative Exp.	Monthly Exp.	Remaining	Remaining Balance 9 Mos
Portion Total Expense OSY Wk Exp	50%	14%	\$ 120,000.00	\$ 17,323.14	\$ 1,363.51	\$ 102,676.86	\$ 11,408.54
Portion Total Expense ISY Wk Exp	50%	11%	\$ 80,000.00	\$ 9,130.61	\$ 983.47	\$ 70,869.39	\$ 7,874.38
TOTAL PER CONTRACT	50%	13%	\$ 200,000.00	\$ 26,453.75	\$ 2,346.98	\$ 173,546.25	\$ 19,282.92

Cumulative Work Experience Requirement - Goal 25%

14%

(Work Experience Expenditures/Total Youth Expenditures)

NORTHERN MIDDLE CONTRACTOR PERFORMANCE EDSI

	MPCR - Goal 50%		
EDSI	Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	50%
January 2021	5	32	17%
February 2021	5	34	16%
March 2021	4	38	11%
April 2021	62	100	61%
May 2021	11	85	13%
June 2021	76	141	54%
July 2021	114	158	72%
August 2021	57	101	56%
September 2021	75	121	61%
Total	409	810	50%

MPCR Adult/DW - Goal 50%		
A/DW Combined		
Direct \$ '000	Total \$ '000	46%
0	155	0%
40	161	25%
44	192	23%
140	306	46%
82	293	28%
229	398	58%
175	299	58%
191	339	56%
287	451	64%
1,189	2,594	46%

	MPCR - Goal 50%		
EDSI	Youth		
QTR Ended 9/30/21	246	381	64%

MPCR Adult/DW - Goal 50%		
A/DW Combined		
652	1,089	60%

NORTHERN MIDDLE CONTRACTOR PERFORMANCE EDSI

	Work Experience - Goal 25%			ISY/Youth - Goal 40%		
EDSI	Youth			Youth		
CTD CUMULATIVE	Wk Exp \$ '000	Total \$ '000	9%	ISY \$ '000	Total \$ '000	4%
January 2021	0	32	0%	0	32	0%
February 2021	0	34	0%	0	34	0%
March 2021	0	38	0%	1	38	1%
April 2021	0	100	0%	1	100	1%
May 2021	0	74	0%	1	74	2%
June 2021	10	96	10%	5	96	5%
July 2021	9	115	8%	3	115	3%
August 2021	7	57	11%	8	57	13%
September 2021	33	121	27%	9	121	8%
Total	58	666	9%	28	666	4%

	Work Experience - Goal 25%			ISY/Youth - Goal 40%		
EDSI	Youth			Youth		
QTR Ended 9/30/21	48	293	17%	20	293	7%

NORTHERN MIDDLE CONTRACTOR PERFORMANCE MAC

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%		
MAC	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	38%	Wk Exp \$ '000	Total \$ '000	14%	ISY \$ '000	Total \$ '000	14%
January 2021	0	0	100%	0	0	85%	0	0	0%
February 2021	2	11	19%	2	11	17%	0	11	1%
March 2021	5	32	15%	2	32	6%	2	32	6%
April 2021	5	16	28%	2	16	11%	2	16	14%
May 2021 <i>Inv 4A + 5</i>	3	20	17%	0	20	1%	4	20	18%
June 2021 <i>Inv 5A + 6</i>	15	30	52%	2	30	6%	1	30	5%
July 2021 <i>Inv 6A + 7</i>	16	29	54%	14	29	47%	10	29	35%
August 2021 <i>Inv 7A + 8</i>	18	33	54%	3	33	8%	3	33	10%
September 2021 <i>Inv 8A + 9</i>	9	22	39%	2	22	11%	4	22	18%
Total	73	194	38%	26	194	14%	27	194	14%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%		
MAC	Youth			Youth			Youth		
QTR Ended 9/30/21	42	85	50%	19	85	22%	18	85	21%

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2021 FISCAL UPDATE

MONITORING UPDATE

EDSI and MAC - Career Service Providers

- * Desk review invoice monitoring ongoing monthly analyzing contract progress and performance.
- * Eligibility and documentation has been a key area of concern and monitoring focus.
- * CSP staffing and Youth challenges (work experience and ISY requirements) continue to be key areas of concern and monitoring focus.

Mid-Cumberland HRA - One-Stop Operator

- * One-Stop Operator monitoring tool is being used and MCHRA has provided responses.

Campbell Strong - Workforce Essentials/West Ky Workforce Board

- * Contract closeout underway.

Northern Middle - TDLWD Performance Accountability Review (PAR team), Program Integrity Unit, Financial Audit

- * PAR concluded their monitoring engagement and issued a report with no findings.
- * Financial audit is underway.
- * Program integrity unit has implemented a quarterly rotation for monitoring.

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2021 FISCAL UPDATE
ACTION

- * 2021-22 Q1 Financial Report**
- * 2021-22 Revised Budget Approval of \$14.9M (+ \$2.1M)**
- * + \$500k contract modification to EDSI for Adult and Dislocated Worker**

Northern Middle Tennessee Workforce Development Board AJC Report

For July 1 to September 30, 2021

Report Date: November 10, 2021

Local Area Updates

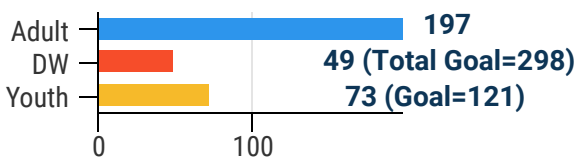
For the past quarter, our Northern Middle American Job Centers (AJCs) have been experiencing what the rest of our nation is facing – a sharp decrease in individuals looking for employment. We have seen a significant decrease in foot traffic in two of our four comprehensive centers – Davidson and Sumner, while the largest decrease among our affiliate centers took place in Houston and Williamson Counties. Our Montgomery County AJC actually saw an increase in foot traffic this quarter compared to last quarter.

A tip of the hat to the staff at the Humphreys County AJC. After the devastating Waverly flood in August, the staff worked endlessly to help all of the individuals that were affected by the flood, even though the AJC suffered significant flood damage. One AJC staff member actually lost her entire home in the flood, yet worked alongside the other staff members helping those in need..



Partner Program Updates

Title I Total Enrollments



Adult Education

For the quarter ending Sep 30;
2171 received student services A total of
90 students received their HiSETs while
301 students received a level gain.

Wagner Peyser

Jun 30/Sep 30

5,403/5,124 New employers registered in Jobs4TN
17,911/16,956 New Job Orders in Jobs4TN
913/961 Wagner Peyser Participants

Vocational Rehabilitation

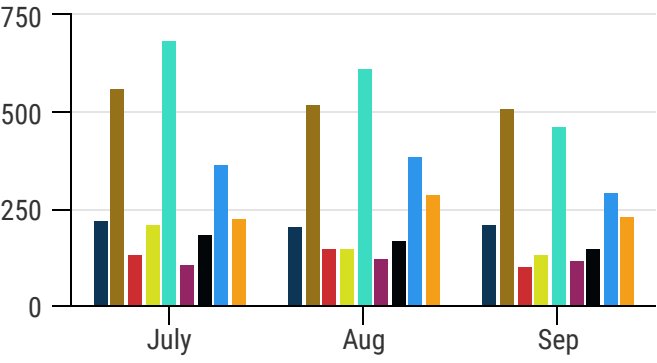
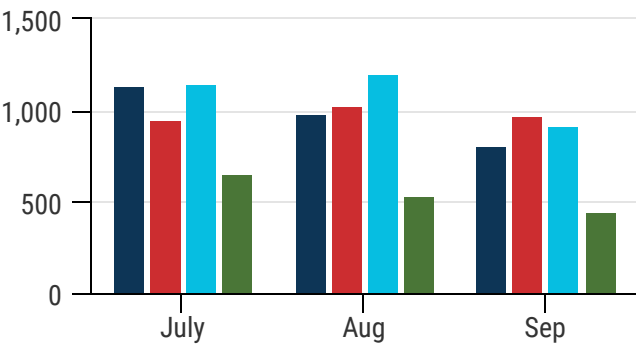
1,540 Active Cases
273 Applications
70 Currently Working
78 Successful Closures

AJC Total Traffic Counts

Comprehensives

Total Individual Visitors
(22,407)/19,095

Affiliates



Navy - Davidson
Red - Montgomery
Med. Blue - Rutherford
Green - Sumner

Navy - Cheatham
Gold - Dickson
Red - Houston
Yellow - Humphreys

Teal - Robertson
Purple - Stewart
Black - Trousdale
Med. Blue - Williamson
Orange - Wilson

Northern Middle AJC Report

September 30, 2021

Unemployment Rates by County as of Sep 30, 2021;
 NM = 2.9%
 State = 3.5%

County	Unemployment Rate (Sep 30)	Unemployment Rate (Jun 30)	Quarterly Change
Cheatham	2.4%	4.2%	-1.8
Davidson	3.1%	5.1%	-2.0
Dickson	3.2%	4.8%	-1.6
Houston	4.5%	6.7%	-2.2
Humphreys	3.8%	5.3%	-1.5
Montgomery	3.8%	5.9%	-2.1
Robertson	2.8%	4.4%	-1.6
Rutherford	2.9%	4.5%	-1.6
Stewart	3.7%	5.7%	-2.0
Sumner	2.7%	4.5%	-1.8
Trousdale	3.0%	4.8%	-1.8
Williamson	2.3%	3.4%	-1.1
Wilson	2.5%	4.2%	-1.7

KPIs

For 2021, the Tennessee Department of Labor is transitioning to hard targets for our Northern Middle Key Performance Indicators (KPIs). This will align the goals align the goals with the program year (July-June), rather than the calendar year. Our KPIs involve all partners within the American Job Centers (AJCs). The KPIs quantify and track our implementation of all aspects of the Workforce Innovation and Opportunity Act (WIOA) in our thirteen AJCs across our Local Workforce Development Area (LWDA). Below are most of the Northern Middle KPIs for the first quarter of our program year, with the exception of Adult Education; whose reporting is quite different than most of the other KPIs.

	Annual	Jul-21	Aug-21	Sep-21	Q1		Annual	Jul-21	Aug-21	Sep-21	Q1
Adult, Dislocated Worker and National Dislocated Worker - New Enrollment	TARGET 995	99	99	100	298	SNAP Employment and Training					
Adult		73	69	55	197	New Enrollment					
Dislocated Worker		18	20	11	49	Enrollments	630	93	100	81	274
National Dislocated Worker		1	0	1	2	Percentage of Target		14.76%	15.87%	12.85%	43.48%
COVID-19 NDWG		1	0	0	1	Trade Adjustment Assistance					
Total	995	93	89	67	249	Co-Enrollment with Dislocated Worker					
Percent of Target		93.94%	89.90%	67.00%	83.56%	Trade Co-Enrollment with DW	100%	1	1	0	2
Re-Employment Services						9/1/2020 or later Trade Participants					
Co-Enrollment						Trade Participants		1	1	0	2
Co-Enrollment with Title I	73	1	0	5	6	Target		100%	100%	100%	
Referred to Title I		41	45	26	112	Wagner-Peyser					
Attended RESEA Orientation		156	130	74	360	New Enrollment					
Selected for Re-Employment Services		129	125	126	380	Enrolments	3,851	288	280	279	847
Co-Enrollment Target		6	6	6	18	Percentage of Target		7.47%	7.27%	7.24%	21.98%
New Enrollment	TARGET 146	12	12	13	37	Youth					
Total		11	12	10	33	New Enrollment					
Percent of Target		92%	100%	77%	89%	Enrollments	403	20	30	23	73
						Percentage of Target		4.96%	7.44%	5.70%	18.10%



**Northern Middle Tennessee
Workforce Board Inc.**

November 10, 2021

ETPL Report

New Providers Requiring Board Approval for addition to the ETPL							
Provider Name	Provider Main Address	Approval Documented	Approval Agency	Years in Business	Site Viist	Sector Strategy	Notes
Staff Recommendation: Approval							
Armored Trucking Academy LLC	Clarksville	Yes	Tennessee Higher Education Commission	1	Nov. 4, 2021	Transportation and Logistics	Has operated under APSU

New Programs Requiring Board Approval for addition to the ETPL								
Provider Name	Provider Main Address	Program ID	Program Name	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy
Staff Recommendation: Approval								
Austin Peay State University	Clarksville	1009411	PMI-ACP Boot Camp (Project Management)	\$ 1,455.00	Bright Outlook Locally & Nationally	PMI-ACP Certificate of Completion	24 hours	Multiple Sectors
Staff Recommendation: Approval								
Nashville State Community College	Nashville	1009443	Associate Professional in Human Resources (aPHR) Exam Prep with Exam Voucher	\$ 974.00	Bright Outlook Locally & Nationally	HRCI Associate Professional in HR	135 hours	Multiple Sectors
Nashville State Community College	Nashville	1009440	Code X Front End Developer IT Bootcamp	\$ 4,000.00	Bright Outlook Locally & Nationally	HTML Certification	480 hours	Information Technology
Nashville State Community College	Nashville	1009438	Project Management Professional (PMP Exam Prep with Exam Voucher)	\$ 1,694.00	Bright Outlook Locally & Nationally	PMP	130 hours	Multiple Sectors
Staff Recommendation: Approval								
Armored Trucking Academy LLC	Clarksville	1009447	Commercial Truck Driver License Training Class A	\$ 4,800.00	Bright Outlook Locally & Nationally	CDL A	168 hours	Transporation and Logistics

Existing Programs Requiring Board Approval for Cost Increase and Program Extension									
Provider Name	Provider Main Address	Program ID	Program Name	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy	Cost Increase
Staff Recommendation: Board Approval of Cost increase. Board approval of one-year extension due to no WIOA enrollments in first year.									
Austin Peay State University	Clarksville	1008185	Customer Service Representative (CSR) Exam Prep Online with Exam (PTBUS3005)	\$764.00	Bright Outlook Locally & Nationally	HDI Customer Service Representative Certificate	200 hours	Multiple Sectors	32% \$575.00 to \$764.00
Staff Recommendation: Board Approval of Cost increase. Board approval of two year extension due to meeting performance standards.									
Volunteer State Community College	Gallatin	97544	RESPIRATORY CARE TECHNOLOGY - AAS	\$16,900.00	Bright Outlook Locally & Nationally	AAS Degree	Two Years	Health Care	29% \$14,404.00 to \$16,900.00
Staff Recommendation: Board Approval of Cost increase. Board approval of one year extension due to one enrollment with unsuccessful completion.									
Volunteer State Community College	Gallatin	98508	Sleep Diagnostic Technology - Certificate	\$7,900.00	Bright Outlook Locally & Nationally	Certificate	One Year	Health Care	44% \$5,500.00 to \$7,900.00
Staff Recommendation: Board Approval of Cost increase. Board approval of one year extension due to one enrollment with completion and employment, but no credential attainment.									
Volunteer State Community College	Gallatin	98640	Health Information Management - AAS	\$16,400.00	Bright Outlook Locally & Nationally	AAS Degree	Two Years	Health Care	36% \$12,000.00 to \$16,000.00
Staff Recommendation: Board Approval of Cost increase. Board approval of one year extension due to one enrollment with unsuccessful completion.									
Volunteer State Community College	Gallatin	98976	VETERINARY TECHNOLOGY - AAS	\$17,200.00	Bright Outlook Locally & Nationally	AAS Degree	Two Years	Health Care Animal Care	32% \$13,000.00 to \$17,200
Staff Recommendation: Board Approval of Cost increase. Board approval of one year extension due to two enrollments, one with successful completion. No credentials. One employed in non-related field.									
Volunteer State Community College	Gallatin	97982	EMT-EMERGENCY MEDICAL TECHNICIAN	\$4,200.00	Bright Outlook Locally & Nationally	Technical Certificate	Six Months	Health Care	40% \$3,000.00 to \$4,200.00

Incumbent Worker Training Grants							
Business Name	County	Number Training	OJT	IWT	APPR	Notes	Amount
OEM Tube Assemblies	Montgomery	12		X		Custom copper tubing	\$ 6,800.00
Primeritus Financial	Davidson	35		X		repossession	\$ 25,000.00
Borla	East Tennessee	1		X		(State request)	\$ 3,000.00
Jagemann Precision Products	Rutherford	8		X		Plastic Molding	\$ 25,000.00
Include Me Advocacy	Davidson	6		X		Health Care	\$ 4,538.00
IHCA	Williamson	10		X		Senior Care	\$ 24,360.00
						Subtotal	\$ 88,698.00
Pending							
Compassion Care Clinic	Montgomery			X		Health Care	
Tyson Foods	Davidson					Food	
Lochinvar	Wilson	25	X	X		Water Heaters	
A.O. Smith Co.	Davidson	21	X	X			
InterMetro Industries	Davidson			X			
Apprenticeship IWT Grants							
Business Name	County	Number Training	OJT	IWT	APPR	Notes	Amount
Asurion	Davidson	9			X	Software Developer	\$ 54,000.00
						Subtotal	\$ 54,000.00
Pending							
Roscoe Brown	Rutherford					HVAC	
Heritage Brentwood	Williamson					Nursing Assistant	
Heritage Brentwood	Williamson					Culinary	
Multiple Labor Unions	Middle Tennessee					Multiple Trades	
IWT and Apprenticeshio IWT Funds Obligated 07/01/2021 to 10/31/2021							TOTAL \$ 142,698.00

New or Expanding Business Support		
Business Name	County	Notes
Puritan	Robertson	Medical swabs. New to Tennessee. Potential 600 employees.
Advanex	Robertson	Potential 200 employees
Electrolux	Robertson	Shift to direct hire model
Whataburger	Wilson, Davidson	Assisting with launch into Middle Tennessee market and hiring
United Health Care	Statewide	Assisting with Workforce System Education and Access
BradenHealth	Houston	Hospital management



Northern Middle Tennessee Workforce Board Inc.

November 10, 2021

Executive Summary

Youth Eligibility Policy

1. What is the general purpose of this policy?

The Youth Eligibility policy outlines eligibility requirements for the youth program, identifies the criteria for basic skills deficient, explains the five (5) percent exception provisions, and identifies the criteria for determining if a participant requires additional assistance to enter or complete an educational program or to secure and hold employment.

2. What are the modifications to this policy?

WIOA requires that either the SWDB or the LWDB establish a policy for the “requires additional assistance” criterion. Previously the SWDB had defined the “requires additional assistance” criterion. On September 15, 2020, the TDLWD issued a memorandum now requiring that the LWDB define the “requires additional assistance” criterion for In-School Youth (ISY) and Out-of-School Youth (OSY) eligibility.

This modification is to add additional barriers to both the In-School Youth (ISY) and Out-of-School Youth (OSY) “requires additional assistance” criterion in an effort to qualify and provide more services to youth in need.



Youth Eligibility Policy

Purpose

This policy provides guidance on WIOA Title I Youth program eligibility requirements, policies, and procedures consistent with state and federal requirements and to define “requires additional assistance to enter or complete and educational program, or to secure or hold employment.”

Background

WIOA outlines a broad youth vision that supports an integrated service delivery system and a commitment to providing high-quality services for youth, including career exploration and guidance, continued support for educational attainment, opportunities for skills training such as pre-apprenticeships or internships for in-demand industries and occupations, enrollment in postsecondary education, or a Registered Apprenticeship.

Policy & Instructions

Youth must meet eligibility requirements. WIOA establishes separate eligibility criteria for out-of-school youth (OSY) and in-school youth (ISY).

1. Out-of-school Youth is defined as:

- A. Not attending any school at the time of enrollment;
- B. Not younger than 16 or older than 24 at the time of enrollment (participants may continue to receive services beyond the age of 24 once they are enrolled in the program (20 CFR 681.21O); and
- C. Meets one or more of the following conditions:
 - School dropout
 - Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter. School year calendar is based on how a local school district defines its school year quarters.
 - Recipient of a secondary school diploma or its recognized equivalent who is low-income and basic skills deficient or an English language learner
 - An offender who has been subject to any stage of the criminal justice process
 - A homeless individual, aged 16 to 24 who meets the criteria defined in Violence Against Women Act of 1994 Section 41403(6), a homeless child or youth aged 16 to 24 who meets the criteria defined in the McKinney Vento Homeless Assistance Act Section 725(2), or who is a runaway
 - An individual in foster care, or who has aged out of the foster care system, or who has attained 16 years of age and left foster care of kinship, guardianship, or adoption, a child eligible for assistance under Social Security Act, or in an out-of-home placement;
 - Pregnant or parenting;
 - An individual with a disability;
 - Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.

2. In-school Youth is defined as:

- A. Attending school at the time of enrollment;
- B. Not younger than 14 or older than 21 (unless an individual with a disability who is attending school under State law) at the time of enrollment (participants may continue to receive services beyond the age of 24 once they are enrolled in the program 20 CFR 681.220);
- C. Low-income; and
- D. Meets one or more of the following conditions:
 - Basic skills deficient;
 - An English language learner;
 - An offender who has been subject to any stage of the criminal justice process
 - A homeless individual, aged 14 to 21 who meets the criteria defined in Violence Against Women Act of 1994, a homeless child or youth aged 14 to 21 who meets the criteria defined in the McKinney Vento Homeless Assistance Act, or who is a runaway
 - An individual in foster care, or who has aged out of the foster care system, or who has attained 16 years of age and left foster care of kinship, guardianship, or adoption, a child eligible for assistance under Social Security Act, or in an out-of-home placement;
 - Pregnant or parenting;
 - An individual with a disability;
 - Requires additional assistance to complete an educational program or to secure or hold employment.

Note: Youth with disabilities who have an Individualized Education Account may be enrolled as ISY after the age of 21 but no older than 22.

US Citizenship or Authorization to Work in the United States

Eligible youth must also be a citizen or national of the United States, lawfully admitted permanent resident alien, refugee, asylee, and parole, and other immigrant authorized by the Attorney General to work in the United States (WIOA Section 188(a)(5)).

Selective Service Registration Requirement for Males Under Age 26

Before enrollment in WIOA Title I funded services, all males who are not registered with Selective Service and have not reached their 26th birthday must register through the Selective Service website at www.sss.gov.

If a male turns 18 while participating in any applicable services, registration with Selective Service must be completed no later than 30 days after he becomes 18 in order to continue to receive WIOA Title I funded services. If a man under the age of 26 refuses to register with Selective Service, WIOA Title I funded programs must be suspended until he registers. For transgender customers, compliance with selective service is predicated on the individual's gender as assigned at birth/as recorded on a birth certificate.

Documentation for Participant Eligibility

Documentation is required to support WIOA Title I youth eligibility (see Attachment I Youth Eligibility Criteria and Documentation). Local Workforce Development Boards must conduct program oversight and monitoring of the career service provider and local youth workforce investment activities as outlined in WIOA Section 107(d)(8). Documentation will be stored electronically by uploading the documents into the participant's file in Jobs4TN. Documentation must be available to program staff, fiscal monitors, and auditors for monitoring purposes. A case note may be added with the documentation indicating the eligibility requirements that the document is supporting.

Determining School Status

To determine school status for youth participants, service provider staff must follow the definitions below.

School - Any secondary or postsecondary school as defined by the applicable State law (TCA 49-6-301, 49-6-401, and 49-7-2003) for secondary and postsecondary institutions. For purposes of WIOA, the Department does not consider providers of adult education under Title II of WIOA, Youth Build programs, the Job Corps program, high school equivalency programs, or dropout re-engagement programs to be schools. Youth attending high school equivalency programs funded by the public K-12 school system who are classified by the school system as still enrolled in school are an exception; they are considered in-school youth.

Attending School - An individual is considered to be attending school if the individual is enrolled in a secondary school or registered for credit-bearing courses at a postsecondary institution. Such schools and/or institutions include, but are not limited to Tennessee Colleges of Applied Technology, community colleges, 4-year college/university, traditional K-12 public and private, and alternative (e.g., continuation, magnet, charter, and home) schools. Service provider staff must evaluate the following at the time of enrollment:

- If the youth is enrolled in the WIOA youth program during the summer and is in between school years, the youth is considered in-school youth if they are enrolled to continue school in the fall.
- If a youth is enrolled in the youth program between high school graduation and postsecondary education, the youth is considered an in-school youth if they are registered for postsecondary credit-bearing courses, even if they have not yet begun postsecondary classes at the time of enrollment.
 - If the youth does not follow through with attending post-secondary education, then such a youth would be considered an out-of-school youth if the eligibility determination is made after the point that the youth decided not to attend postsecondary education.
- Post-secondary courses must be credit-bearing classes. An individual attending non-credit bearing, post-secondary classes (e.g. remedial courses) are to be considered out-of-school youth.

Not Attending School – An individual who is not attending a secondary or postsecondary institution.

Alternative School – A non-traditional academic program or school designed to meet the student's educational, behavioral, and social needs for students in grades seven (7) through twelve (12).

Determining Basic Skills Deficiency

An individual that has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test or is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society, is considered basic skills deficient.

Testing for basic skills deficiency is recommended to be done through Tennessee Department of Adult Education when applicable. When testing through TN Department of Adult Education is not applicable, local service providers are permitted to administer testing. Formalized testing instruments that are valid, reliable, appropriate, fair, cost effective, and easy to administer and interpret results must be used with approval of the Board. Assessment instruments must be appropriate for the target population, and provide reasonable accommodation in the assessment process, if necessary, for individuals with disabilities.

If the individual is found to be basic skills deficient, this must be recorded in the State management information system.

Term of the Individualized Education Account

For in-school youth and purposes of continuity of educational attainment, a student who enrolls in the program shall remain eligible until the participating student meets one of the following, whichever occurs first:

- A. The student enrolls full-time in a public school in the local education agency in which the parent or student who has attained the age of majority resides
- B. The student graduates from high school. The student may continue in the program until such time as he or she receives a high school diploma, or receives a passing score on all subtests of the HiSET.
- C. The student reaches twenty-two (22) years of age. The student may complete the school year in which he or she reaches the age of twenty-two (22), provided a student shall not be enrolled in the program past August 15 of the next school year after they have reached twenty-two (22).

Determining Low-Income Status

A low-income individual is someone who:

- A. Receives or, in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program (SNAP), the supplemental security income program established under Title XVI or the Social Security Act, or State or local income-based public assistance
- B. Is in a family with total income that does not exceed the higher of:
 - The poverty line, or
 - 70 percent (70%) of the lower living standard income level. (For additional guidance, see Low Income Guidelines policy)
- C. A homeless individual
- D. Receives or is eligible to receive free or reduced price lunch
- E. A foster child on behalf of whom State or local government payments are made
- F. An individual with a disability whose own income meets the low-income level for eligibility purposes
- G. Youth who reside in a high poverty area

Five (5) Percent Low-Income Eligibility Exception

WIOA allows a low-income exception where five (5) percent of WIOA youth may be participants who ordinarily would be required to be low-income for eligibility purposes and meet all other eligibility criteria for WIOA youth, except for the low-income criteria. A program must calculate the five (5) percent based on the percent of newly enrolled youth in the local area's WIOA youth program in a given program year who would ordinarily be required to meet the low-income criteria. It is not based on all youth since many of the OSY categories do not require low-income status. Because not all OSY are required to be low-income, the five (5) percent low-income exception under WIOA is calculated based on the five (5) percent of youth enrolled in a given program year who would not ordinarily be required to meet the low-income criteria.

Determining Additional Assistance for OSY and ISY Criteria

The following criteria are used to determine if a youth meets the definition of requiring additional assistance.

A. Requiring Additional Assistance for OSY only

- Has not enrolled in postsecondary school or entered a career path within one year of completion of secondary school to include lack of full-time employment or history of employment with earnings below self-sufficiency guidelines
- Is required to enroll in remedial or developmental coursework in postsecondary
- Has dropped out of a postsecondary educational program as documented by school records

- Has never held a full-time job (30+ hours per week) for more than 13 consecutive weeks (age 18 or older only)
- Has been referred to, is being treated by, or has previously been treated by an agency for substance abuse
- Potential first generation postsecondary student
- Lives in public housing
- Has currently or formerly incarcerated parent(s) or guardians

B. Requiring Additional Assistance for ISY only

- Has poor attendance patterns, including truancy and chronic absenteeism, in an educational program during the last 12 calendar months;
- Has been expelled from school within the last 12 calendar months;
- Has been suspended from school within the last 12 calendar months;
- Has a grade point average of less than 2.0;
- Is deemed at risk of dropping out of school by a school official
- Is required to enroll in remedial or developmental coursework in postsecondary
- Potential first generation postsecondary student
- Lives in public housing
- Has currently or formerly incarcerated parent(s) or guardian(s)
- Has repeated at least one secondary grade level
- Has an ACT/SAT score below the college readiness range
- Little or no successful work experience or has never held a job (as documented on participant's application)

Five (5) Percent Additional Assistance Barrier Limitation for ISY

WIOA states that each local area must ensure, no more than five (5) percent of ISY enrolled in the program year are eligible only based on the "needs additional assistance" criterion. The five (5) percent limitation criterion for additional assistance applies to ISY only.

References

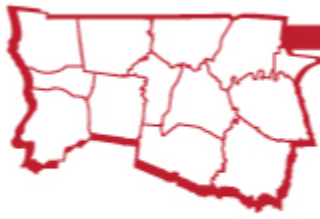
WIOA Section 129(a), 20 CFR 681.230-250, TEGL 21-16

Authorized by:

Approved by:

Marla Rye, Executive Director Date

John Zobl, Chairman Date



Northern Middle Tennessee Workforce Board Inc.

November 10, 2021

Executive Summary

Youth Incentives Policy

1. What is the general purpose of this policy?

This is a new policy to address Concern 6 of the Youth federal monitoring report. This policy establishes the standards of achievement tied to training activities and work experiences for the issuance of incentive payments to eligible WIOA Title I youth participants.

2. What are the notable guidelines conveyed within this policy?

Defines the nine (9) incentive awards available and the documentation required for each.

3. What are the modifications to this policy? Changing the benchmark incentive for “retaining unsubsidized employment” from maintaining employment 90 days, 6 months, 9 months, and 12 months to employed at 1st, 2nd, 3rd, and 4th quarter follow-up.

Youth Incentives Policy

Purpose

The purpose of this policy is to provide guidance and establish the Northern Middle Tennessee Workforce Board (NMTWB) standards of performance for the issuance of incentive payments to Workforce Innovation and Opportunity Act (WIOA) Title I Youth program eligible and enrolled participants.

Background

20 CFR 681.640 states that “incentive payments to youth participants are permitted for recognition and achievement directly tied to training activities and work experiences.” Such incentive payments must be tied to the goals of the specific program, outlined in writing before the commencement of the program that may provide incentive payments; align with local program organizational policies; and are in accordance with the requirements contained in 2 CFR part 200.

Policy & Instructions

Youth incentives must be connected to the achievement of milestones or outcomes in the program linked to work experience, education, or training activities as defined in the participants Individual Service Strategy (ISS). Incentives are not an entitlement and should be awarded as appropriate. All incentive awards will be subject to the availability of WIOA youth funds.

- A. **High School Diploma (\$250.00)** – participants enrolled in education at the date of participation or at any point during the program and earn a high school diploma *after* the date of participation are eligible to receive an incentive award. In order to receive the incentive, documentation in the form of a copy of the diploma or transcripts will be submitted.
- B. **Educational Functional Level Gains (\$50-\$100)** - participants, whose initial TABE results demonstrate basic skills deficiency, as defined as an Educational Functional Level (EFL) of 4.0 or lower (< 9.0 grade level equivalency) in one or more of the three functional areas (math, reading or language), at the date of participation or at any point during the program are eligible to receive an incentive for increasing one or more EFL in any deficient area. In order to receive the incentive, documentation in the form of the WIOA co-enrollment form signed by Adult Education verifying the EFL gain will be submitted.
 - Participants are eligible to receive a \$50 incentive for each attainment of a full one point increase in an EFL previously determined basic skill deficient.
 - Those participants who achieve an EFL of 5.0 or higher (9.0 or higher grade level equivalency) in one of the three functional areas, previously determined basic skill deficient, will be eligible for a one time incentive of \$100 in that area in lieu of the \$50 incentive.

- C. **HiSET Voucher (\$100.00)** – participants enrolled in Adult Education classes at the date of participation or at any point during the program and earn a full voucher for the HiSET *after* the date of participation are eligible to receive an incentive award. In order to receive the incentive, documentation in the form of the WIOA co-enrollment form signed by Adult Education verifying voucher attainment will be submitted.
- D. **HiSET Diploma (\$250.00)** – participants enrolled in education at the date of participation or at any point during the program and earn the HiSET *after* the date of participation, are eligible to receive an incentive award. In order to receive the incentive, documentation in the form of a copy of the HiSET transcript or Comprehensive Score Report indicating scores will be submitted.
- E. **Post-Secondary GPA (\$25-\$40)** - participants, enrolled in education at the date of participation or at any point during the program, are eligible to receive an incentive award for GPA earnings, in each subject, at the end of each formal grading period. This award shall be given no more than once per school quarter, trimester, or semester if on a quarter, trimester, or semester system. Participants will be eligible to receive: \$40 for 4.0, \$35 for 3.5-3.9, \$30 for 3.0-3.49, \$25 for 2.5-2.9. In order to receive the incentive, documentation in the form of a copy of the transcript will be submitted.
- F. **Post-Secondary Training Completion (\$100)** - participants, enrolled in education at the date of participation or at any point during the program, are eligible to receive to receive a \$100 incentive for completing a post-secondary training program. In order to receive the incentive, documentation in the form of a copy of the certificate of completion, transcript, diploma, or certificate will be submitted.
- G. **Post-Secondary Credential Attainment (\$200)** – participants, enrolled in education at the date of participation or at any point during the program, who complete training and obtain one of the recognized credentials listed below are eligible to receive an incentive award. In order to receive the incentive, documentation in the form of a copy of the transcript, degree, diploma, certification, or license will be submitted.
- Associate’s Degree
 - Bachelor’s Degree
 - Occupational Certificate, including Registered Apprenticeship and Career and Technical Education educational certificates
 - Occupational License (e.g., EMT, LPN, Registered Dental Assistant, etc.)
 - Industry Certification (e.g. ASE certification, NIMS certification, Microsoft Certified IT Professional, etc.)
- H. **Obtaining Unsubsidized Employment (\$100)** – participants who obtain unsubsidized employment *during* program participation are eligible to receive a onetime placement incentive award. In order to receive the incentive, documentation in the form of a pay stub, third party employment verification printout, or employer telephone verification form will be submitted.
- I. **Retaining Unsubsidized Employment (\$100)** - participants who retain unsubsidized employment *after* program participation are eligible to receive an incentive award. In order to receive the incentive, documentation in the form of a pay stub, third party employment verification printout, or employer telephone verification form will be submitted.

Participants are eligible to receive a \$100 incentive for each attainment listed below. Employment does not have to be with the same employer.

- Employed 1st quarter after exit
- Employed 2nd quarter after exit
- Employed 3rd quarter after exit
- Employed 4th quarter after exit

Note: Youth may be eligible to receive quarterly incentives even if not awarded in consecutive order. (Example: Youth is not working at 2nd quarter follow up no incentive is awarded. However, youth is working at 3rd quarter follow up and eligible to receive incentive.)

References

20 CFR 681.640; 2 CFR part 200; TEGL 21-16

Authorized by:

Approved by:

Marla Rye, Executive Director Date

John Zobl, Chairman Date

WIOA Federal Reporting Score Card

PY20 Q4 WIOA Core Performance Measures	Middle Tennessee Region								
	47140 Northern Middle			47155 Southern Middle			47165 Upper Cumberland		
Adult Measures	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		586			241			248	
Participants Served		1269			406			517	
EER 2nd Qtr after exit	82.00%	77.4%	94.39%	82.00%	82.8%	100.98%	82.00%	79.0%	96.34%
EER 4th Qtr after exit	82.00%	77.8%	94.88%	82.00%	86.3%	105.24%	82.00%	88.2%	107.56%
Med. Earnings	\$ 6,650.00	\$ 7,800	117.29%	\$ 6,650.00	\$ 7,691	115.65%	\$ 6,650.00	\$ 6,521	98.06%
Cred. Attainment	63.00%	65.9%	104.60%	63.00%	78.3%	124.29%	63.00%	88.4%	140.32%
MSG	52.00%	74.9%	144.04%	52.00%	67.3%	129.42%	52.00%	66.1%	127.12%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		373			104			65	
Participants Served		845			203			140	
EER 2nd Qtr after exit	82.00%	81.6%	99.51%	82.00%	89.5%	109.15%	82.00%	74.4%	90.73%
EER 4th Qtr after exit	82.00%	81.2%	99.02%	82.00%	83.0%	101.22%	82.00%	88.7%	108.17%
Med. Earnings	\$ 7,600.00	\$ 9,481	124.75%	\$ 7,600.00	\$ 8,083	106.36%	\$ 7,600.00	\$ 6,246	82.18%
Cred. Attainment	64.00%	67.0%	104.69%	66.00%	68.2%	103.33%	66.00%	78.3%	118.64%
MSG	48.00%	71.5%	148.96%	48.00%	73.1%	152.29%	48.00%	70.6%	147.08%
Youth	Pass/Fail		Pass	Pass/Fail		Fail	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		269			113			112	
Participants Served		866			338			275	
EER 2nd Qtr after exit	76.00%	73.3%	96.45%	76.00%	73.8%	97.11%	76.00%	69.6%	91.58%
EER 4th Qtr after exit	75.00%	76.9%	102.53%	75.00%	80.2%	106.93%	75.00%	82.3%	109.73%
Cred. Attainment	69.00%	62.7%	90.87%	69.00%	57.3%	83.04%	69.00%	64.4%	93.33%
MSG	45.00%	62.3%	138.44%	45.00%	74.0%	164.44%	45.00%	44.8%	99.56%

WIOA Federal Reporting Score Card

PY20 Q4 WIOA Core Performance Measures	West Tennessee Region								
	47130 Greater Memphis			47145 Northwest Tennessee			47160 Southwest Tennessee		
Adult Measures	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		1089			299			263	
Participants Served		1276			513			602	
EER 2nd Qtr after exit	82.00%	82.5%	100.61%	82.00%	88.4%	107.80%	82.00%	85.0%	103.66%
EER 4th Qtr after exit	82.00%	82.0%	100.00%	82.00%	81.8%	99.76%	82.00%	84.4%	102.93%
Med. Earnings	\$ 6,650.00	\$ 6,573	98.84%	\$ 6,650.00	\$ 6,906	103.85%	\$ 6,650.00	\$ 6,455	97.07%
Cred. Attainment	63.00%	66.4%	105.40%	63.00%	85.3%	135.40%	63.00%	63.7%	101.11%
MSG	52.00%	76.2%	146.54%	52.00%	71.3%	137.12%	52.00%	59.6%	114.62%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		157			49			42	
Participants Served		364			86			111	
EER 2nd Qtr after exit	82.00%	82.5%	100.61%	82.00%	95.5%	116.46%	82.00%	77.3%	94.27%
EER 4th Qtr after exit	82.00%	81.3%	99.15%	82.00%	88.1%	107.44%	82.00%	87.5%	106.71%
Med. Earnings	\$ 7,600.00	\$ 7,154	94.13%	\$ 7,600.00	\$ 6,788	89.32%	\$ 7,600.00	\$ 5,343	70.30%
Cred. Attainment	66.00%	77.8%	117.88%	66.00%	85.7%	129.85%	66.00%	80.0%	121.21%
MSG	48.00%	71.7%	149.38%	48.00%	77.9%	162.29%	48.00%	56.7%	118.13%
Youth	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		542			44			103	
Participants Served		344			134			248	
EER 2nd Qtr after exit	76.00%	79.8%	105.00%	76.00%	84.0%	110.53%	76.00%	79.8%	105.00%
EER 4th Qtr after exit	75.00%	75.4%	100.53%	75.00%	80.9%	107.87%	75.00%	85.4%	113.87%
Cred. Attainment	69.00%	46.0%	66.67%	69.00%	68.6%	99.42%	69.00%	58.6%	84.93%
MSG	45.00%	41.2%	91.56%	45.00%	60.0%	133.33%	45.00%	50.4%	112.00%

WIOA Federal Reporting Score Card

PY20 Q4 WIOA Core Performance Measures	East Tennessee Region								
	47125 East Tennessee			47135 Northeast Tennessee			47150 Southeast Tennessee		
Adult Measures	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		717			164			336	
Participants Served		1375			366			726	
EER 2nd Qtr after exit	82.00%	87.1%	106.22%	82.00%	90.3%	110.12%	82.00%	82.8%	100.98%
EER 4th Qtr after exit	82.00%	86.2%	105.12%	82.00%	89.9%	109.63%	82.00%	83.6%	101.95%
Med. Earnings	\$ 6,650.00	\$ 7,481	112.50%	\$ 6,650.00	\$ 7,744	116.45%	\$ 6,650.00	\$ 6,751	101.52%
Cred. Attainment	63.00%	75.2%	119.37%	63.00%	85.6%	135.87%	63.00%	67.3%	106.83%
MSG	52.00%	82.2%	158.08%	52.00%	67.4%	129.62%	52.00%	75.6%	145.38%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		279			27			103	
Participants Served		373			102			202	
EER 2nd Qtr after exit	82.00%	85.7%	104.51%	82.00%	83.3%	101.59%	82.00%	79.3%	96.71%
EER 4th Qtr after exit	82.00%	85.5%	104.27%	82.00%	84.4%	102.93%	82.00%	80.5%	98.17%
Med. Earnings	\$ 7,600.00	\$ 8,243	108.46%	\$ 7,600.00	\$ 9,868	129.84%	\$ 7,600.00	\$ 7,293	95.96%
Cred. Attainment	66.00%	66.3%	100.45%	66.00%	87.0%	131.82%	66.00%	72.6%	110.00%
MSG	48.00%	83.9%	174.79%	48.00%	75.0%	156.25%	48.00%	83.6%	174.17%
Youth	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		400			80			194	
Participants Served		745			209			402	
EER 2nd Qtr after exit	76.00%	79.3%	104.34%	76.00%	88.9%	116.97%	76.00%	78.0%	102.63%
EER 4th Qtr after exit	75.00%	83.2%	110.93%	75.00%	76.0%	101.33%	75.00%	79.1%	105.47%
Cred. Attainment	69.00%	71.7%	103.91%	69.00%	70.4%	102.03%	69.00%	70.2%	101.74%
MSG	45.00%	81.5%	181.11%	45.00%	52.3%	116.22%	45.00%	54.2%	120.44%

WIOA Federal Reporting Score Card										
PY 20 Q4 WIOA Core Performance Measures										
		Middle Tennessee			West Tennessee			East Tennessee		
Grant	Category	NM	SM	UC	GM	NW	SW	ET	NE	SE
Adult	Enrollments	1,269	406	517	1,276	513	602	1,375	366	726
Youth	Enrollments	866	338	275	745	209	402	745	209	402
DW	Enrollments	845	203	140	364	86	111	373	102	202
RANK		2,980	947	932	2,385	808	1,115	2,493	677	1,330
		1			3			2		
Adult	Exits	586	241	248	1089	299	263	717	164	336
Youth	Exits	269	113	112	400	80	194	400	80	194
DW	Exits	373	104	65	157	49	42	279	27	103
RANK		1,228	458	425	1,646	428	499	1,396	271	633
		3			1			2		
Adult	Wages	\$ 7,800	\$ 7,691	\$ 6,521	\$ 6,573	\$ 6,906	\$ 6,455	\$ 7,481	\$ 7,744	\$ 6,751
RANK		1	3						2	
DW	Wages	\$ 9,481	\$ 8,083	\$ 6,246	\$ 7,154	\$ 6,788	\$ 5,343	\$ 8,243	\$ 9,868	\$ 7,293
RANK		2						3	1	
Performance Achivement		Yes 3 of 3	No 2 of 3	No 2 of 3	No 2 of 3	Yes 3 of 3	No 1 of 3	Yes 3 of 3	Yes 3 of 3	Yes 3 of 3

EDA: AMERICAN RESCUE PLAN

GOOD JOBS CHALLENGE

Getting Americans Back to Work



EDA's American Rescue Plan **Good Jobs Challenge** aims to get Americans back to work by building and strengthening systems and partnerships that bring together employers who have hiring needs with other key entities to train workers with in-demand skills that lead to good-paying jobs.

Through the Good Jobs Challenge, EDA is allocating \$500 million to collaborative skills training systems and programs. EDA encourages efforts to reach historically underserved populations and areas,

communities of color, women, and other groups facing labor market barriers such as persons with disabilities, disconnected youth, individuals in recovery, individuals with past criminal records, including justice impacted and reentry participants, serving trainees participating in the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF) and Women, Infants and Children (WIC), and veterans and military spouses.

These systems and partnerships will create and implement industry-led training programs, designed to provide skills for and connect unemployed or underemployed workers to existing and emerging job opportunities. Ultimately, these systems are designed to train workers with the skills to secure a union job or a quality job that provides good pay, benefits, and growth opportunities.

EDA will fund proposals within the following three phases, as applicable to regional needs:

1 **System Development**

Help establish and develop a regional workforce training system comprised of multiple sector partnerships

2 **Program Design**

Develop the skills training curriculum and materials, and secure technical expertise needed to train workers

3 **Program Implementation**

Implement non-construction projects needed to provide workforce training and connect workers with quality jobs, including wrap-around services



WHO SHOULD APPLY

The Good Jobs Challenge is designed to support the needs of an applicant's identified regional workforce system through a single integrated award. EDA will make awards to either the System Lead Entity of a regional workforce system or the Backbone Organization of a sectoral partnership as the lead applicant. These organizations may make subawards to other eligible recipients as necessary to the proposed project and as approved by EDA.

Eligible applicants for EDA's Good Jobs Challenge include a(n):

- District Organization of an EDA-designated Economic Development District
- Indian Tribe or a consortium of Indian Tribes
- State, county, city, or other political subdivision of a State, including a special purpose unit of a State or local government engaged in economic or infrastructure development activities, or a consortium of political subdivisions
- Institution of higher education or a consortium of institutions of higher education
- Public or private non-profit organization or association acting in cooperation with officials of a political subdivision of a State

Individuals or for-profit entities, including for-profit institutions of higher education, are not eligible.



APPLICATION DEADLINE

→ Application deadline:
January 26, 2022



CONTACTS

- Please send email inquiries about the American Rescue Plan Good Jobs Challenge to GoodJobsChallenge@eda.gov.
- For additional questions, please visit www.eda.gov/contact to find contact information for your Economic Development Representative.



To learn more about EDA's American Rescue Plan **Good Jobs Challenge**, visit eda.gov/arpa/good-jobs-challenge/.

TENNESSEE OPPORTUNITY PILOT INITIATIVE

Transforming Tennessee Together

Overview

The Tennessee Opportunity Pilot Initiative creates the space for us to come together at the community level to answer the question, “How do we grow economically, socially, and developmentally vulnerable Tennesseans beyond the life challenges that require their utilization of our system of public supports?”

There will be several different components of our transformative efforts.

The General Assembly, Governor Lee, and TDHS joined together to craft the TANF Opportunity Act. This landmark piece of legislation has allocated approximately \$180 million in Temporary Assistance for Needy Families (TANF) funds for innovative pilot programs that aim to transform the lives of Tennesseans living in poverty. This ambitious, revolutionary approach to transforming our state takes all our efforts combined.

If we partner with all sectors of Tennessee to plan, implement, and rigorously evaluate the outcomes of these pilots, our collective work will be some of the most impactful and transformative efforts in the history of the social services space. Through the Tennessee Opportunity Pilot Initiative, Tennessee will be able to demonstrate with measurable data those strategies that are most effective at reducing dependency and growing the capacity of our most vulnerable citizens.

The Tennessee Opportunity Pilot Initiative Planning Grants offer an entry point for collaborations – large and small – that are dedicated to taking on the challenge of poverty in our state by partnering with other important sectors to make the whole greater than the sum of its parts in the objective of furthering our efforts to have a state where ALL can thrive. The work will not be performed in silos, but with the support of state leadership, the Families First Community Advisory Board, the Tennessee Department of Human Services, research partners and professionals, and, most importantly, collaborations like yours that see firsthand the challenges that vulnerable Tennesseans face.

PROCESS Flow Chart



Planning

Organizations interested in participating in the pilot program must first apply for and be approved during the Planning Grant phase.

Planning Grants of up to \$500,000 will be awarded to assist organizations with technical assistance, visioning, program design, budgeting, and partnership development during a 90-day planning phase, in preparation for submitting a pilot proposal to be considered for an Implementation Grant.

- Planning Grant Applications Open | September 1 – October 15, 2021
- TDHS Mandatory Review Phase | Fall 2021
- Families First Advisory Board Review Phase | Fall 2021
- Planning Grant Awards Announced | Winter 2021
- Planning Grants Contract Term (90 days) | Winter 2022



Tennessee Opportunity Pilots

The Families First Community Advisory Board will select 6 pilot grantees (2 in each grand division) from the organizations who are awarded planning grants and submit pilot proposals. TDHS will operate one pilot as well.

- Advisory Board Review Phase | Spring 2022
- After the 90-day Planning Grant period, applicants then will submit proposals.
- Pilot Awards Announced | Spring 2022
- The Families First Community Advisory Board will select 6 pilots in Spring of 2022 to receive Implementation Grants.
- Pilot Implementation | Winter 2022 – Winter 2025
- Pilots will begin implementation in Winter of 2022.



Research Partner Procurement

The TANF Opportunity Act requires the Department of Human Services and the Families First Community Advisory Board to select a research partner that will support the research and program evaluation of the Tennessee Opportunity Pilot Program. This research partner will be responsible for regularly gathering and presenting research and data to pilot program leaders and the Advisory Board to aid continuous improvement as well as producing regular reports and a final report to present to the Advisory Board at the conclusion of the pilot implementation period. Each pilot will be expected to work closely with the research partner, ensuring that pilots are subject to the rigorous program evaluation prescribed by the legislation.

- RFP Issued | Fall/Winter 2021
- Contract Term Expected to Begin | Summer 2022



Training & Technical Assistance (Hub) Partner Procurement

The Department of Human Services will procure a third-party vendor to provide technical assistance to the 7 pilots through a suite of shared services. To support implementation and reduce redundancy in technical assistance services, this vendor, commonly referred to as the “Hub” partner, will work with each of the pilots to customize scopes of work to address each pilot’s community-specific needs.

- RFP Issued | Fall/Winter 2021
- Contract Term Expected to Begin | Summer 2022



Sector Based Conversations




The department has been and will continue to facilitate sector-based conversations statewide to discuss the vision of transforming the safety net.

- Fall 2021 – Winter 2021/2022

TANF OPPORTUNITY ACT

Components

The Tennessee Department of Human Services is committed to ensuring its investments in communities statewide are supported with the resources they need to successfully move families from crisis to and through career pathways. The implementation of the TANF Opportunity Act will include the following components.

 Initiative Partners	The procurement of third-party vendors to provide technical assistance, research and initiative evaluation, and other needed supportive services for the TANF Opportunity Act (TOA).
 Advisory Board	The establishment and ongoing convening of the Families First Community Advisory Board.
 Planning Grants	The creation and administration of Planning Grants, which will prepare collaboratives to submit proposals to be selected for the TN Opportunity Pilot Initiative.
 Pilots	The creation, administration, and monitoring of the Tennessee Opportunity Pilot Initiative, which will include 6 pilots statewide to be selected by the Advisory Board and 1 pilot operated by TDHS. (3 Years)
 Sector-Based Conversations	The convening of various stakeholders through Sector-Based Conversations to engage a broad range of partners to communicate the vision for using TANF Opportunity Act (TOA) as a catalyst to redesign the safety net and encourage partnership opportunities aligned with TANF Opportunity Act (TOA)
 Community Grants	The administration of the Families First Community Grants program. The TANF Opportunity Act also established the Families First Community Grants Program. This program will be smaller, one-time grants. More details and applications for this program will be released in early 2022