



Quarterly Board Meeting
November 9, 2022
11:30 a.m. to 1:00 p.m.
A&T Building
Cumberland River Conference Room
415 Harding Drive, Lebanon
[Click here for Zoom link](#)

Tel: +1 312 626 6799

Meeting ID: 863 7086 2822 Passcode: 523140

****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

Welcome to Wilson County

Mayor Randall Hutto

Recognition of Board Members

Marla Rye

Commissioner's Remarks

Commissioner Deniece
Thomas, TDLWD

Performance Review

Andrea Dillard

EDSI
MAC

Strategic Priorities:

➡ ***Manage Board funds to support Career Pathways***
Financial Report Approval

Ginger Fussell

➡ ***Connect People with Career Opportunities:***
Persevere Tech Alliance-Good Jobs Challenge
One-Stop-Operator Report

Stacey Brooks
George Phillips

➡ ***Train Workforce to Fill Employer Needs:***
Employer Services Report
Eligible Training Provider List Changes

Andrea Dillard

➡ ***Improve Efficiency & Effectiveness of Training Programs***
Outreach and recruitment Strategy
Grant Opportunities

Marla Rye

Wrap Up

John Zobl

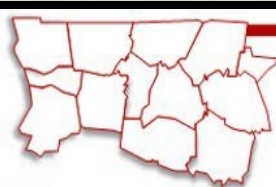
Adjourn

John Zobl

Zoom Link: <https://us02web.zoom.us/j/86370862822?pwd=QnFOZGpQRHMvMk1XUIR0aksyTEd0Zz09>

Upcoming Meetings-Mark Your Calendars

February 8, 2023 | May 10, 2023 | August 9, 2023 | November 8, 2023



**Northern Middle Tennessee Local
Workforce Development Board**

Approval Of Minutes

**Northern Middle Tennessee Workforce Board
Full Board
Meeting Minutes
August 10, 2022, In-Person & via Zoom 11:30 a.m.**

Members Attending	Members Absent	Staff & Guest Attending
Ginger Jarrett	Keith Carnahan	Stacy Books
Shoshana Samuels	James Harper	Rubin Cockrell
Mark Peed	Seth Thurman	Patrick Buford
John Alexander	David Rutledge	George Phillips
Greg Jones		Marla Rye
Tony Adams		Georgena Porter-Wilson
Dan Caldwell		Lane Marks
G.C. Hixson		John Watz
Chris West		Liz McLaughlin
Kristi Spurgeon		Ginger Hausser
Richie Brandon		Freda Herndon
Carol Puryear		Renea Rosson
Tylesha McCray		Mayor Bob Rial
Anne Fugate		Tanya Evrenson
Lynn Seifert		Sherry Maynard
George "Bo" Callis		Ginger Fussell
John Zobl		Richard Nelson
Jessica Largent		Andrea Dillard
Paul Webb		Diana Webb
		Adina Chumley
		Jamila Pettyjohn
		Jame Starnes
		Meagan Dobbins
		Christel Brown
		Cathy Royals
		Ashley Crisp-Randle
		Beverly Watts
		Trish Farmer
		Patricia Malone Smith
		Jimmy Johnston

The Northern Middle, Tennessee Workforce Development Board, met in person at the UT Center for Industrial Services in Nashville and with a virtual option on Wednesday, August 10, 2022, at 11:30 a.m.

The meeting was called to order by Chairman Zobl. Attendance was taken, and a quorum was declared. Chairman John Zobl asked for a motion to approve the minutes. Chris West made the motion to approve. John Alexander seconded, and the minutes were unanimously approved. Marla then started the meeting by asking Paul Jennings, Executive Director of the UTCIS, to speak briefly about the training center. Then Marla recognized mayors and board members whose terms had ended and welcomed the

new mayors and board members. She introduced Mayor Bob Rial as the newly elected CLEO. Marla welcomed Shoshana Samuels, Ginger Jarrett, and Jessica Largen as the new board members and then introduced themselves. Marla updated the Board regarding the local workforce area performance and stats.

Election of Officers

The election of board officers occurs every two years and is on the agenda for 2022. John Zobl informed the Board that the vice chairman position is currently vacant, and Kristi Spurgeon is the current secretary. John asked for nominations of new officers. John Alexander nominated John Zobl to continue as chairman and Kristi Spurgeon to continue as secretary. Lynn Seifert seconded the motion. With no discussion, the nomination passed. John asked for a nomination for vice chair. Carol Puryear nominated Chris West. John Alexander seconded the nomination. With no further discussion, the nomination passed.

Advancing Workplace Equity Report

Lane Marks with the Urban League of Middle Tennessee (ULMT) spoke to the Board to educate them about the nonprofit organization. This organization has been in the Nashville community and surrounding areas since 1968, and its mission has been to empower and serve African American communities and others in underserved communities since the Civil Rights Movement. ULMT is part of the National Urban League, which has existed for over 110 years. This organization empowers communities through a variety of services. Lane spoke about various services offered and the Workforce Equity Report. Marla added that she would like the Board to partner with the ULMT to support programs and training that would assist these individuals in increasing their skills and move them to higher-paying jobs to address equity in the workforce.

CSP Performance Review/Extension of Contracts

Next, Andrea reviewed EDSI's Quarterly Benchmarks. By June 30, the end of the fourth quarter, EDSI reached their Adult and Dislocated Worker goal, but they were at about 85% of their goal for the Youth program. Cumulatively they did reach 96% of their total enrollment goal. To reduce the growing caseload, EDSI exited 104 Adult and Dislocated Workers, but only 50 of those went to work, which gives them a 48.1% placement rate. Cumulatively they exited 1010 individuals, and 874 went to work, so they are at 86.5%. For the youth program, EDSI exited 32 Youths, and 21 of them went to work. This gives them an 81.7% placement rate, and they should be at 85%. Cumulative placement wages are \$21 for Adult and Dislocated Workers and \$15.55 for Youth.

Next, Andrea updated the committee regarding MAC's performance. MAC had a goal of serving 100 In-School Youth and exceeded it by serving 103 participants. Cumulatively, MAC had a goal of serving 240 Youths in total and served 245. MAC has good placement rates as well as a placement wage of \$15.24. MAC also met their work experience requirement. Andrea praised MAC for the significant improvements they have made over this year.

Next, Andrea reviewed the WIOA Federal Reporting Score Card. Andrea reminded the Board that the scorecard measures performance from a year ago, and everything is in arrears. The only failing category is Adult Employment Rate 4th quarter after exit. Predictive reports have been run for PY22, and it looks as if this measure won't be met until the second quarter, which ends on December 31, 2022.

Andrea Dillard updated the Board on the new Youth providers. She stated that an RFP was sent out, and three contractors have been brought on Board. All of them have signed the contracts and provided the necessary documentation as requested. JTG services five different counties and is working with high school seniors. Monroe Harding serves Davidson County and focuses on in-school and out-of-school Youth who are foster children and justice-involved. Liberty Station serves Rutherford County and is working with out-of-school Youth with disabilities. Board staff has provided training, and all are moving forward.

John Alexander asked how we can impact federal performance to improve retention rates. Andrea explained that performance is impacted by case managers keeping contact with participants after exiting the program to ensure that they are still working or are placed in a different job if they lose the one they had.

EDSI

Danielle Ellis presented a report to the Board showing how many resignations occurred in each county. Davidson County has the highest staff turnover rate, and Stewart County has the lowest. John Zobl asked Danielle how many people were in each center. Danielle then explained the positions that are housed in each of the centers. Mark Peed asked Danielle to give a number as to how many team members are in each county. She then stated that seven were in Davidson County. Mark then stated that Davidson County had roughly a 175% turnover rate over the last 18 months. Danielle reported that Davidson County is a high-traffic county, and she felt that the turnover was due to the high workload, which causes burnout. She mentioned that EDSI restructured leadership to address issues, and salaries were increased for the career advisors in the comprehensive centers since they have a higher volume of cases. Danielle then reported that they have retained 60% of the workers hired at the beginning of their contract and that the turnover they see is from the new hires. Danielle stated that they hoped the wage raise, the transparency about responsibilities, and other changes in the organization's management structure would promote retention with the new hires.

Marla stated that she felt the retention was better in the smaller counties since there are not many job openings. Turnover is more likely in larger counties where more jobs are available. Marla mentioned that when the contract procurement happened, the Board should have mandated that the contractor keep current staff for a 90 period for a transition of services and employee evaluation. However, Marla offered when EDSI took over the Chattanooga workforce area, and they made job offers to all current employees. Only 50% of them accepted the offer. Danielle stated that when the staff knows a contract is ending, they begin looking for employment and often accept a position before the contract ends.

John Zobl asked if a metric report could be provided to measure if there is an improvement in turnover each quarter. Marla added that there is a concern that the turnover could cause clients to fall through the cracks, which would also affect performance. Mark Peed suggested the turnover rate be presented in percentages.

MAC

Tanya Evrenson reported on MAC's performance over the last quarter. She started by informing the Board that they exceeded their out-of-school and in-school Youth goals for FY21-22. She spoke about various schools and organizations they have partnered with to recruit participants. Thirty-two Power

High School students graduated in May, and 13 students that participated in a paid work experience program continued their employment through the summer months. They are continuing to find more ways to recruit out-of-school Youth participants. Tanya reported they are still fully staffed, and POWER Youth is fully staffed.

Strategic Priorities

Manage Board funds to Support Career Pathways

Ginger Fussell reported that quarter four spending was significantly higher at \$3.7M in expenditures, an increase of \$1.4M compared to the prior quarter. Just over seven million was spent in the first three quarters, then \$3.7M was added to the fourth quarter bringing the total to \$11M, which is 69% of available funding. Core WIOA activities increased over the last year by approximately \$1.5M.

Quarter 4 also had a \$344K increase in other grant activities focused on state-wide initiatives and special populations, such as apprenticeships, layoff aversion, re-entry, and career exploration. The Board approved the re-purposing of \$.5M Dislocated Worker funding for Adult program services effective May 1. Ginger requested approval for another \$500,000 to be transferred to adult funding.

Contractor utilization took a positive turn in quarter four and was paired with several Q4 activities administered by the Board. Despite challenges in previous quarters, Northern Middle was able to fully utilize the expiring WIOA funding and most of the other expiring funding. Note that we did have \$1M remaining of the National Dislocated Worker funding for COVID-19. That funding will be extended for another year under a new grant.

Northern Middle achieved a healthy MPCR at 49.68%, met the work experience requirement, and narrowly met the in-school youth requirement. With 100% of the initial contract period elapsed, EDSI has spent 88% of its contract, and MAC has spent 87%. MCHRA, as the One Stop Operator, has spent 85% of its contract. OSO expenses are considered overhead costs, so less-than-budget expenditures are positive for Northern Middle.

Ginger reported that both contractors aim to spend at least 50% of their funds on participants. For this fiscal year, EDSI has exceeded the 50% MPCR goal at 52% for Youth and 56% for Adult/DW. Contract-to-date, EDSI finished at 49% for Youth and 51% for Adult/DW. MAC is 46% for Davidson County Youth for the fiscal year and 43% for contract-to-date. The contractors' Youth spending is tracked in two additional categories: qualifying work experience activities with a goal of 25% and in-school Youth activities with a goal of 40%. EDSI fell slightly short of the work experience goal at 22% FYTD and increased to 18% contract-to-date. EDSI's in-school Youth jumped two quarters consecutively to 31% in quarter three and 43% in quarter four and is at 25% FYTD. MAC exceeded the work experience goal at 41% FYTD and 36% contract-to-date. MAC exceeded the in-school Youth goal at 44% FYTD and 39% contract-to-date.

Ginger went on to present the budget and requested adjustments. The initial budget presented in May was \$13.4M based on projections. With the fiscal year complete and updated allocations notices from the state, the budget has been updated and adjusted downward by about \$100K to \$13.3M. The difference is the net of less carryover into the new year, more allocation than initially expected, and slightly more National DW COVID funds than expected. One change made on the expense side is that with the finalized guidance related to the National DW funding, we will be requesting permission to pass through \$950K of National DW funding to EDSI to serve Fort Campbell soldiers.

Next, Ginger updated the Board about monitoring. She stated that the biggest concern among the two existing career service providers is EDSI's continuing turnover of field staff. Bi-weekly contractor meetings continue. EDSI provides staffing updates at those meetings. Northern Middle continues desk reviews of EDSI and MAC monthly, analyzing contract progress and performance. Northern Middle program staff reviewed EDSI and MAC direct participant expenditures and performed an additional desktop review of EDSI's enrollments.

Northern Middle fiscal and program staff conducted WIOA Youth training for the three new youth providers. All financial viability proofs were received as requested by the Board. Each provider is limited to \$25K per quarter to manage risk further. There are no areas of concern with the One Stop Operator, but MCHRA was challenged to continue to promote enhanced oversight of partner accountability in supporting KPI goals.

PAR conducted an on-site review, and no findings were reported. TDLWD's Program Integrity Unit performed fiscal monitoring and issued a report without findings. The report acknowledged 21 observed or potential best practices, and the monitoring team noted areas where we requested further guidance and made them aware of concerns. The team made five observations, two specific to an existing fiscal policy about Record Retention. As a result of their recommendation, a proposed update of that policy to address their points has been included. Ginger reviewed the policy to inform the Board of the proposed changes.

The action items requested are to approve the 21-22 Q4 Financial Report, approve the 22-23 Budget Revision at \$13.3M, and approve the 22-23 Flexibility to re-purpose an additional \$500K Dislocated Worker funding to Adult, extend EDSI and MAC's contracts an additional six months, add another six-month pro-ration of the 18-month contract, approve the pass-through program portion of the National DW grant at \$950K, and approve the Fiscal Policy Update.

Marla expressed that she felt the CSP contracts should be extended to June 2023 in order to help stabilize the current staff and reduce turnover.

John Zobl asked for a motion to approve all action items as requested. Mark Peed moved to approve the items. GC Hixson seconded the motion. Mark Peed added that he felt the extension of the contract is a good idea to help reduce staff turnover. The Board voted unanimously to approve all action items.

Connect People with Career Opportunities

George Phillips presented his OSO report to the Board. He prioritized re-entry programs and then praised Adult Education. He noted that Wagner Peyser is down a little bit, but engagement with employers is up. He reported that Vocational Rehabilitation has over 1,700 active cases. The AJC traffic is down compared to one year ago. This is a problem across the state. Staff retention continues to be a challenge. KPIs were included in the report.

Train Workforce to Fill Employer Needs

Freda Herndon presented the ETPL and updated the committee regarding changes to the list. Freda recommended the new programs be approved for one year and stated that the Innovation Committee had approved the programs during its meeting. John Zobl asked for a motion to approve. Tony Adams made the motion. Chris West seconded the motion. With no further discussion, the motion was approved.

Freda then presented a chart showing grants that were received and how the grants were spent on training as well as supporting businesses. Freda mentioned that state apprenticeship grants would be available this year, and she has applied for \$225,000. Freda stated that more employers are going to the "Grow your Own" model through apprenticeships.

Improve Efficiency & Effectiveness of Programs

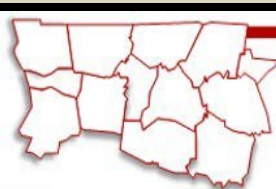
Marla reminded the Board of the strategic planning session and reported that work is happening. Improvements to the service delivery model were prioritized, and three options were presented to the state for consideration. The first option is a pay-for-service model where a contractor must obtain certain benchmarks before receiving payment. The second option is to offer a consolidated approach to service delivery, like Texas and Florida. The third option is to allow the board staff to operate services directly in a pilot area to include a comprehensive and an affiliate site. The state is checking into these options. The options will most likely be on hold until new leadership is established.

Marla went on to tell the Board the next discussion in the strategic planning session was regarding outreach and recruitment, and the Board has approved \$100K to be spent for this. Four marketing firms were contacted, and two proposals were submitted from Small Town Startup in Springfield and JJ Strategic Marketing & Communications in Gallatin. After on-site interviews, Small Town Startup was selected.

Finally, Marla mentioned that engaging employers in the AJC was also a goal of the strategic planning session. Marla informed the Board about the CNA training that was recently conducted in Murfreesboro. NHC partnered with the AJC in Rutherford County and The American Red Cross to provide training to individuals interested in pursuing a career as a CNA. It was a two-week program where students did online training, then a week and a half of skill labs. Ten individuals graduated from the program and will soon take their state exams. NHC has made job offers to all. Marla mentioned that the American Prison Data System would soon be working with Rutherford County to put tablets in the jails so the justice-involved could train for employment. Nineteen employers participated in a webinar to learn more about the opportunity.

Adjourn

Marla reminded the Board that the next meeting would be on November 9, 2022. With no other discussion, the meeting was adjourned.



**Northern Middle Tennessee Local
Workforce Development Board**

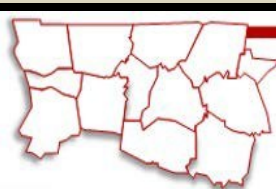
**Welcome:
Mayor Hutto**



Recognition of Board Members



Commissioner Deniece Thomas, TDLWD



**Northern Middle Tennessee Local
Workforce Development Board**

Performance Review

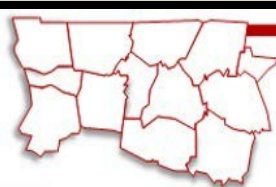
Northern Middle Workforce Board WIOA Federal Scorecard											
WIOA Core Performance Measures	21-22 Targets 100%	21-22 Targets 90%	2021-2022					2022-2023		22-23 Targets 100%	22-23 Targets 90%
			Q1	Q2	Q3	Q4		Q1	Q2 Predictive		
Adult Measures			FAIL	FAIL	FAIL	FAIL		Fail	PASS		
Employment Rate 2nd Quarter after exit	82.5%	74.25%	75.3%	74.1%	76.9%	80.8%		84.5%	89.2%	81.5%	73.35%
Employment Rate 4th Quarter after exit	82.5%	74.25%	72.8%	70.0%	69.2%	67.8%		72.0%	78.2%	80.2%	72.18%
Median Earnings 2 nd Quarter after exit	6,680	\$ 6,012	\$ 7,391	\$ 7,837	\$ 7,727	\$ 7,965		\$ 7,962	\$ 7,965	6,900	\$ 6,210
Credential Attainment w/in 4 Quarters after exit	63.5%	57.15%	70.5%	74.2%	70.4%	69.5%		69.4%	68.2%	69.0%	62.10%
Measurable Skills Gains	53.0%	47.70%	62.5%	65.8%	64.3%	70.1%		66.4%	61.5%	62.0%	55.80%
Dislocated Worker			PASS	PASS	PASS	PASS		PASS	Fail		
Employment Rate 2nd Quarter after exit	82.5%	74.25%	81.9%	81.3%	83.7%	87.4%		89.6%	89.6%	83.0%	74.70%
Employment Rate 4th Quarter after exit	82.5%	74.25%	77.5%	78.3%	78.9%	80.3%		84.4%	86.7%	81.0%	72.90%
Median Earnings 2 nd Quarter after exit	7,650	\$ 6,885	\$ 9,440	\$ 10,071	\$ 10,385	\$ 10,400		\$ 10,491	\$ 10,400	7,900	\$ 7,110
Credential Attainment w/in 4 Quarters after exit	65.0%	58.50%	66.8%	64.4%	63.5%	61.4%		60.5%	62.3%	65.0%	58.50%
Measurable Skills Gains	49.0%	44.10%	62.8%	67.0%	66.3%	61.9%		60.7%	51.1%	61.2%	55.08%
Youth			Fail	PASS	PASS	PASS		PASS	PASS		
Employment Rate 2nd Quarter after exit	77.0%	69.30%	71.5%	76.6%	78.6%	81.5%		87.5%	89.1%	77.5%	69.75%
Employment Rate 4th Quarter after exit	76.0%	68.40%	74.7%	73%	70.6%	75%		74.3%	77.60%	76.5%	68.85%
Median Earnings 2 nd Quarter after exit	3,400	\$ 3,060	\$ 3,798	\$ 4,483	\$ 4,820	\$ 5,196		\$ 6,217	\$ 5,196	3,720	\$ 3,348
Credential Attainment w/in 4 Quarters after exit	70.0%	63.00%	59.9%	63.1%	64.8%	63.7%		62.8%	62.9%	65.0%	58.50%
Measurable Skills Gains	47.0%	42.30%	57.7%	52.7%	47.7%	62.4%		57.7%	51.7%	54.2%	48.78%
GREEN-Passing at 100% of Goal											
YELLOW-Passing at 90% of goal											
Red-Failing at less than 90% of goal											

NMWB: CAREER SERVICE PROVIDER PROGRESS

EDSI 2022-2023				
Matrix:		2022		
		Sep 30 (QTR 7)		
		Goal	Actual	%
Enrollments	A/DW	220	256	116.36%
	Youth	80	87	108.75%
Exits (80% of new enrollments)	A/DW	176	89	50.57%
	Youth	64	56	87.50%
		Positive	Total	Percent
Positive Placement Rate Target 85%	A/DW	150	86	57.49%
	Youth	54	49	90.07%
Placement Wage	A/DW	\$ 16.00	\$ 29.97	187.31%
	Youth	\$ 12.00	\$ 16.75	139.58%
MPCR:	A/DW	50%	56%	112%
	Youth	50%	57%	114%
Work Experience	Youth	25%	27%	108%
In-School Youth Ratio	Youth	35%	38%	109%

MAC Goals 2022-2023				
Matrix:		2022		
		Sep 30 (QTR 7)		
		Goal	Actual	%
Enrollments	ISY	21	7	33%
	OSY	15	12	80%
	Total	36	19	53%
Exits (80% of new enrollments)				
	Youth	29	35	122%
		Positive	Total	Percent
Positive Placement Rate Target 85%				
	Youth	24	24	100.0%
Placement Wage				
	Youth	\$ 12.00	\$ 13.86	115.5%
MPCR:				
	Youth	50%	69%	138%
Work Experience	Youth	25%	28%	112%
In-School Youth Ratio	Youth	50%	26%	52%

Contractor	Enrollment Goal	Actual	%
Jobs For Tennessee Graduates	24	26	108%
Monroe Harding	26	6	23%
Liberty Station	23	3	13%



**Northern Middle Tennessee Local
Workforce Development Board**

Financial Report

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2022 FISCAL UPDATE
2022-23 BUDGET/SPEND PROGRESSION

	(\$ in 000's)		
Northern Middle LWDA	Expenses YTD	Revised FY 2022-23 12 Mo. Budget	% Spent
Infrastructure Funding Agreement	121	1,000	12.1%
Adult	777	3,141	24.8%
Dislocated Worker Re-purposed for Adult	412	1,000	41.2%
Dislocated Worker for DW	266	4,839	5.5%
Youth	807	1,745	46.2%
RESEA	52	200	26.0%
National Dislocated Worker (COVID)	14	1,026	1.4%
National Dislocated Worker (Flood)	77	345	22.2%
Total FY 22-23 Expense vs Aug Budget	2,526	13,295	19.0%
Apprenticeship	0	205	0.0%
Expired RESEA Funding (9/30)	0	-148	0.0%
New RESEA Funding (10/1)	0	264	0.0%
Reduce Youth Carryover to 23-24 (An additional Youth contract will be received 4/1/2023)	0	1,374	0.0%
September Total FY 22-23 Expense vs Budget	2,526	14,990	16.8%

Request up to additional \$1.5M for re-purposing of Dislocated Worker (admin and/or program) for Adult as needed effective Nov 1, 2022 through June 30, 2023.

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2022 FISCAL UPDATE

FY2022-23 BUDGET To ACTUAL REVENUES

Grant Revenue	\$ in millions	\$
Carryover from 21-22 (expiring June 2023)		
Adult	0.8	791,729.69
DW	2.1	2,104,978.63
DW re-purposed for Adult (\$500k May Mtg; \$500k Aug Mtg)	1.0	1,000,000.00
Youth	1.4	1,439,712.23
Total Carryover from 21-22	5.3	5,336,420.55
22-23 Allocations		
Adult	2.9	2,936,042.00
DW	3.4	3,416,983.00
Youth	3.1	3,054,142.00
22-23 Allocations	9.4	9,407,167.00
Total Adult, DW, Youth	14.7	14,743,587.55
Carryover to 23-24 for Youth	(1.4)	(1,374,363.90)
Carryover to 23-24 at 20% of Adult, DW	(1.2)	(1,270,605.00)
Total 23-24 Adult, DW, Youth	12.1	12,098,618.7
National Emergency DW (COVID)	1.0	1,025,739.69
National Emergency DW (Flood)	0.3	345,265.78
Statewide Apprenticeship Grant	0.2	204,647.00
RESEA	0.3	315,875.00
IFA	1.0	1,000,000.00
Total 22-23 Projected Grant Revenue	14.9	14,990,146.12

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2022 FISCAL UPDATE

FY2022-23 REVISED BUDGET EXPENSES

Projected Expenses	\$ in millions	%	
NM Workforce Board	1.4	9%	1,365,645.00
Board Incumbent Worker Program	0.3	2%	300,000.00
Other Board Pilot Programs and Initiatives	0.3	2%	300,000.00
Recruitment Campaign	0.1	1%	100,000.00
IFA (non-Title I)	1.0	7%	1,000,000.00
Total Board and Overhead	3.1	21%	3,065,645.00
 National Emergency DW (Covid) Non-pass through	 0.1		 74,824.16
National Emergency DW (Flood)	0.3	2%	345,265.78
Statewide Apprenticeship Grant	0.2	1%	204,647.00
One Stop Operator	0.3	2%	319,837.62
Career Service Providers	9.7	65%	9,713,136.03
Career Service Provider (EDSI) Nat'l Emergency DW (COVID)	1.0	7%	950,915.53
RESEA	0.3	2%	315,875.00
Total Contracted Grant Services	11.8	79%	11,924,501.12
Total 22-23 Grant Expense	14.9	100%	14,990,146.12

**NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2022 FISCAL UPDATE**

Minimum Participant Cost Rate (MPCR)

TDLWD Minimum Participant Cost Rate (MPCR) - Preliminary Through September 2022

MPCR = 51.90%

	MAC Youth	EDSI Youth	Other Youth Contractors	EDSI Adult, Dislocated Worker & NDWG	National DW Grants Covid and Flood	Other (NM, & IFA)	Total
Qualifying Expenses	\$ 74,416	\$ 306,708	\$ 812	\$ 654,872	\$ 63,688	\$ 6,207	\$ 1,105,892
Total Program	\$ 107,249	\$ 535,037	\$ 23,368	\$ 1,173,294	\$ 69,988	\$ 245,191	\$ 2,130,759
MPCR	69.39%	57.32%	3.47%	55.81%	91.00%	2.53%	51.90%

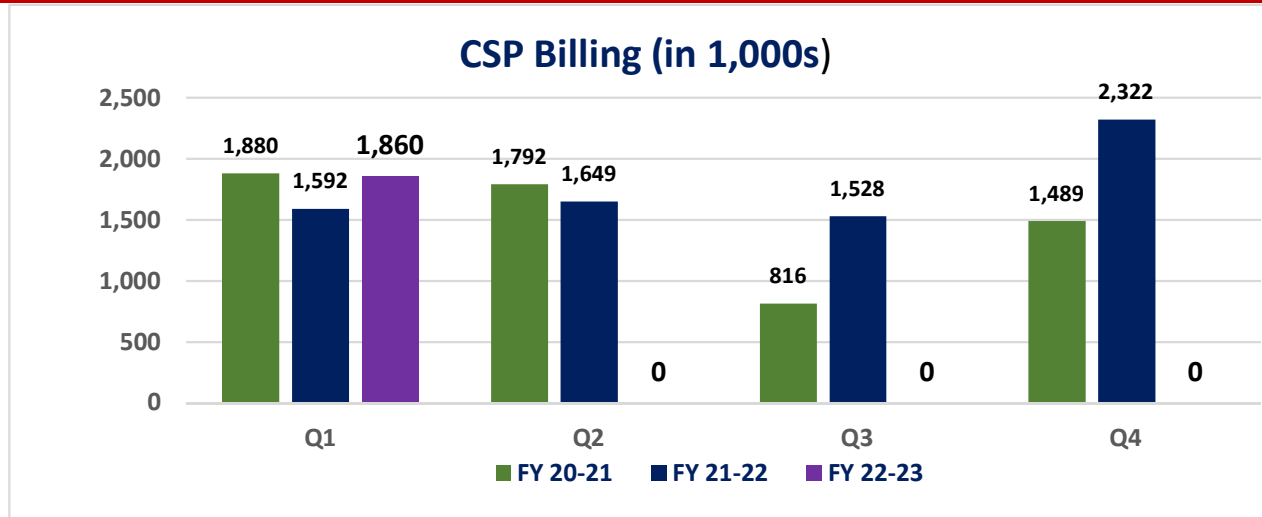
Northern Middle met 40% Requirement in preliminary calculations.

Note: National Dislocated Worker grants are now included.

***** PRIOR QUARTER MPCR = 49.68%*****

NORTHERN MIDDLE TN WORKFORCE BOARD SEPTEMBER 2022 FISCAL UPDATE

CAREER SERVICE PROVIDER - BILLING TREND



Q1 CSP billing was \$268k higher than Q1 of the prior year, but \$462k lower than last quarter.

Career Service Provider Billing	Q1	Q2	Q3	Q4	Total
CSP Billing FYE 6/30/21 MCHRA/EDSI & MAC	1,880	1,792	816	1,489	5,977
CSP Billing FYE 6/30/22 EDSI & MAC	1,592	1,649	1,528	2,322	7,091
CSP Billing FYE 6/30/23 EDSI & MAC	1,860	0	0	0	1,860

In addition, three new Youth providers contributed an additional \$23k combined billings in Quarter 1 .

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2022 FISCAL UPDATE
CONTRACTOR - BILLING PROGRESS

	In \$000's				
Career Service Provider Billing	Cumulative through June	Total Spent Qtr Ended Sept 2022	Budget Spent Contract To Date	Total 30 Month Base Contract Budget	% Spent - 70% time elapsed (contract extended)
EDSI (21 Month Comparison)	\$ 8,504	\$ 1,753	\$ 10,257	\$ 16,704	61%
MAC (21 Month Comparison)	\$ 697	\$ 108	\$ 805	\$ 1,333	60%
Contract-to-Date through Q1 2022-23	\$ 9,201	\$ 1,861	\$ 11,062		

	In \$000's				
One-Stop Operator Billing	Cumulative through June	Total Spent Qtr Ended Sept 2022	Budget Spent Contract To Date	Total 12 Month Budget	% Spent - 25% time elapsed (contract extended 12 Mos)
MCHRA - (3 Month Comparison)	\$ -	\$ 55	\$ 55	\$ 298	18%

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2022 FISCAL UPDATE
EDSI - MPCR TREND
CONTRACT-TO-DATE & QUARTERLY 21 Months

	MPCR - Goal 50%			MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Adult			DW			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	56%	Direct \$ '000	Total \$ '000	40%	Direct \$ '000	Total \$ '000	52%
July 2022	200	294	68%	13	46	28%	213	340	63%
Aug 2022	228	356	64%	13	56	24%	241	412	59%
Sep 2022	184	341	54%	17	80	21%	201	421	48%

	MPCR - Goal 50%			MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Adult			DW			A/DW Combined		
QTR Ended 3/31/21	34	293	12%	50	215	23%	84	508	17%
QTR Ended 6/30/21	270	609	44%	182	388	47%	452	997	45%
FYE 6/30/21 (6 Mos)	305	903	34%	232	603	38%	536	1,506	36%

	MPCR - Goal 50%			MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Adult			DW			A/DW Combined		
QTR Ended 9/30/21	439	718	61%	213	370	58%	652	1,089	60%
QTR Ended 12/31/21	437	822	53%	111	297	37%	547	1,119	49%
QTR Ended 3/31/22	475	797	60%	46	177	26%	521	974	54%
QTR Ended 6/30/22	850	1,296	66%	139	321	43%	989	1,617	61%
FYE 6/30/22 (12 Mos)	2,202	3,634	61%	509	1,165	44%	2,710	4,799	56%

	MPCR - Goal 50%			MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Adult			DW			A/DW Combined		
QTR Ended 9/30/22	612	991	62%	43	182	24%	655	1,173	56%
FYE 6/30/23 (12 Mos)	612	991	62%	43	182	24%	655	1,173	56%

NORTHERN MIDDLE TN WORKFORCE BOARD
SEPTEMBER 2022 FISCAL UPDATE
EDSI YOUTH - MPCR, WORK EXPERIENCE & IN-SCHOOL
CONTRACT-TO-DATE & QUARTERLY 21 Months

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%; 35% effective 7.1.22		
EDSI	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	51%	Wk Exp \$ '000	Total \$ '000	20%	ISY \$ '000	Total \$ '000	24%
Total Initial 18 Months	974	1,979	49%	333	1,836	18%	369	1,836	20%

July 2022	93	142	65%	18	142	13%	40	142	28%
Aug 2022	105	176	59%	53	176	30%	73	176	41%
Sep 2022	109	217	50%	74	217	34%	89	217	41%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%; 35% effective 7.1.22		
EDSI	Youth			Youth			Youth		
QTR Ended 3/31/21	15	103	14%	0	103	0%	1	103	1%
QTR Ended 6/30/21	148	326	45%	10	270	4%	7	270	3%
FYE 6/30/21 (6 Mos)	163	429	38%	10	374	3%	8	374	2%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%		
EDSI	Youth			Youth			Youth		
QTR Ended 9/30/21	246	381	64%	48	293	17%	20	293	7%
QTR Ended 12/31/21	148	338	44%	69	338	20%	27	338	8%
QTR Ended 3/31/22	186	362	51%	98	362	27%	114	362	31%
QTR Ended 6/30/22	232	470	49%	109	470	23%	200	470	43%
FYE 6/30/22 (12 Mos)	811	1,550	52%	323	1,462	22%	361	1,462	25%

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 35%		
EDSI	Youth			Youth			Youth		
QTR Ended 9/30/22	307	535	57%	145	535	27%	202	535	38%
FYE 6/30/23 (12 Mos)	307	535	57%	145	535	27%	202	535	38%

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2022 FISCAL UPDATE

MAC YOUTH - MPCR, WORK EXPERIENCE & IN SCHOOL

	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%; 50% beginning 7/1/22		
MAC	Youth			Youth			Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	47%	Wk Exp \$ '000	Total \$ '000	35%	ISY \$ '000	Total \$ '000	37%
July 2022	22	22	100%	0	22	0%	0	22	0%
Aug 2022	16	30	53%	18	30	59%	15	30	49%
Sep 2022	37	55	66%	12	55	22%	13	55	23%
	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%		
MAC	Youth			Youth			Youth		
QTR Ended 3/31/21	7	43	17%	4	43	9%	2	43	4%
QTR Ended 6/30/21	23	66	35%	4	66	6%	7	66	11%
FYE 6/30/21 (6 Mos)	31	109	28%	8	109	7%	9	109	8%
	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%
QTR Ended 12/31/21	66	150	44%	29	150	20%	62	150	41%
QTR Ended 3/31/22	69	164	42%	120	164	73%	93	164	57%
QTR Ended 6/30/22	93	190	49%	73	190	38%	88	190	46%
FYE 6/30/22	270	588	46%	241	588	41%	260	588	44%
	MPCR - Goal 50%			Work Experience - Goal 25%			ISY/Youth - Goal 40%; 50% beginning 7/1/22		
MAC	Youth			Youth			Youth		
QTR Ended 9/30/22	74	107	69%	30	107	28%	28	107	26%
FYE 6/30/23	74	107	69%	30	107	28%	28	107	26%

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2022 FISCAL UPDATE

MONITORING UPDATE

EDSI and MAC - Career Service Providers

- * **REPEAT AREA OF CONCERN - CSP staffing with EDSI continues to churn. EDSI provides status updates at each contractor meeting.**
- * **Monthly desk review of invoices is performed analyzing contract progress and performance.**
- * **Biweekly contractor meetings continue.**
- * **Northern Middle program staff conducted a desktop review of EDSI enrollments.**
- * **Northern Middle program and fiscal staff provided technical assistance to EDSI and MAC as needed.**

New Youth Providers - Monroe Harding, Jobs for TN Graduates, Amelia's Closet/Liberty Station

- * **Northern Middle fiscal and program staff provided technical assistance to the 3 new Youth providers, and conducted monthly desk review of their invoices.**

Mid-Cumberland HRA - One-Stop Operator

- * **The One-Stop Operator continues to promote enhanced oversight of partner accountability in supporting KPI goals.**

Monitoring of Northern Middle:

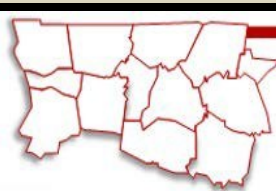
- * **TDLWD's Program Integrity Unit conducted quarterly monitoring 07/12 & 07/13, as well as a follow-up virtual meeting on 10/28.**
- * **TDLWD's WFS staff conducted a desktop review of NDWG files. (no observations or findings)**

NORTHERN MIDDLE TN WORKFORCE BOARD

SEPTEMBER 2022 FISCAL UPDATE

ACTION

- * 2022-23 Budget Revision \$14.9M (+1.6M)**
- * 2022-23 Flexibility to Re-Purpose additional Dislocated Worker admin and/or program funding to Adult up to \$1.5M effective November 1, 2022 through June 30, 2023 (Pending TN DOL Approval)**
- * EDSI Career Service Provider contract - Flexibility to Increase Youth portion of EDSI contract up to an additional \$750k through June 30, 2023**



**Northern Middle Tennessee Local
Workforce Development Board**

Persevere & Tech Alliance



**Northern Middle Tennessee Local
Workforce Development Board**

One-Stop Operator

Northern Middle Tennessee Workforce Development Board AJC Report

For July 1 to September 30, 2022

Report Date: November 9, 2022

Local Area Updates

The operative phrase throughout the Northern Middle American Job Centers (AJCs) for last quarter was “Job Fairs”. Aside from the weekly job fairs held at most of our AJCs, major offsite job fairs were held throughout Northern Middle in the latter part of the summer. Local employers have realized how vital our AJCs are in their struggles to find workers in this unique job-market. Our local veterans reps in our comprehensive AJCs have been working with companies in their surrounding counties; developing unique strategies on how to specifically target quality candidates and how to ensure they attend local job fairs and information events.

Our Mobile AJC based in Nashville has been on the road to events throughout Northern Middle practically every day, taking AJC services into rural areas and as a hub for offering AJC services at offsite hiring events. It is currently booked up through December and January is filling up quickly.

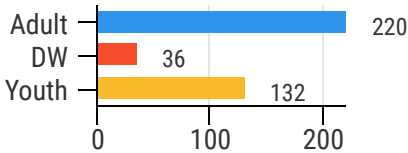
51.90%

Contractual
MPCR

(Including OSO Costs,
7.1.22 to 9.30.22)

Partner Program Updates

Title I Total Enrollments



Adult Education

For the quarter ending September 30; **2,118** received student services. A total of **118** students received their HiSETs, while **175** students received a level gain.

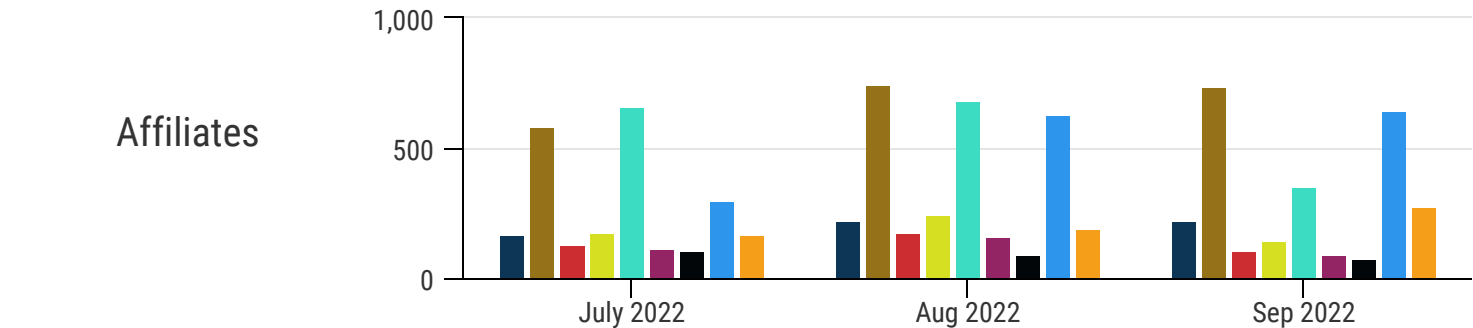
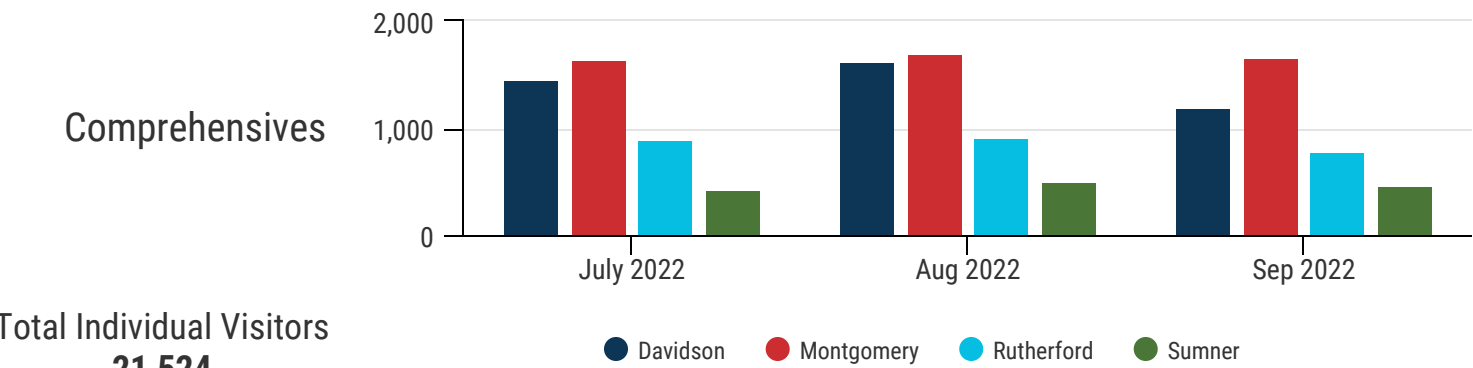
Wagner Peyser

2,874 (-9.79%)	New employers registered
12,362 (-13.78%)	New Job Orders in Jobs4TN
605 (+37.50%)	Wagner Peyser Participants

Vocational Rehabilitation

1,742	Active Cases
312	Applications
63	Currently Working
79	Successful Closures

AJC Total Traffic Counts



Northern Middle AJC Report

September 30, 2022

By County as of September 30, 2022; NM = 2.5% TN = 3.0% Challenges Going Forward

County	Unemployment Rate (Jun 30)	Unemployment Rate (Sep 30)	Quarterly Change
Cheatham	3.2%	2.3%	-0.9
Davidson	3.5%	2.5%	-1.0
Dickson	3.6%	2.6%	-1.0
Houston	5.2%	3.8%	-1.4
Humphreys	4.2%	3.1%	-1.1
Montgomery	4.5%	3.3%	-1.2
Robertson	3.4%	2.5%	-0.9
Rutherford	3.4%	2.4%	-1.0
Stewart	4.6%	3.4%	-1.2
Sumner	3.3%	2.4%	-0.9
Trousdale	3.7%	2.5%	-1.2
Williamson	2.8%	2.1%	-0.7
Wilson	3.2%	2.3%	-0.9

At the risk of sounding repetitive, the challenges going forward are the same as they were when the Program year started July 1. The TN Dept of Labor has greatly reduced the number of RESEA co-enrollments across the state. Instead of co-enrolling a percentage of RESEA referrals into Title I services, we are now only required to co-enroll a flat number per quarter (45 for the year). While that is much more attainable, we did not meet that threshold for the first quarter. We are off to a much better start for the current quarter, but the concern is still there.

Turnover for all AJC partners continues to be a major problem. Several partners have adjusted their starting pay, but employees are still not being retained. Lack of training has been cited by some of those leaving, along with an excessive work load.

KPIs

Below are most of the Northern Middle Key Performance Indicators (KPIs) for the first quarter, the beginning of our program year. Targets have not been finalized and are subject to change.

	Jul-22	Aug-22	Sep-22	Q1
Adult, Dislocated Worker and National Dislocated Worker - New Enrollment	TARGET 82	82	82	246
Adult	87	94	39	220
Dislocated Worker	6	18	12	36
Incumbent Worker	0	0	0	0
Total	93	112	51	256
Percent of Goal	113.41%	136.59%	62.20%	104.07%
Jobs for Veterans New Enrollment	TARGET 10	10	10	30
Total	12	21	18	51
Percent of Goal	120%	210%	180%	170%
Justice Involved Individuals New Enrollment	TARGET 43	43	43	129
Adult	29	23	10	62
Dislocated Worker	0	3	3	6
National Dislocated Worker	0	0	0	0
Youth	2	5	3	10
Wagner-Peyser	16	39	43	98
Total	47	70	59	176
Percent of Goal	109.30%	162.79%	137.20%	136.43%

	Jul-22	Aug-22	Sep-22	Q1
Trade Adjustment Assistance Co-Enrollment with Dislocated Worker				Q1
Trade Co-Enrollment with DW	0	0	0	0
Trade Participants	0	0	0	0
Target	0	0	0	90%
Wagner-Peyser New Enrollment				Q1
Enrollments	340	614	475	1429
Target	262	262	263	787
Pct.	129.77%	234.35%	180.60%	181.57%
Youth New Enrollment				Q1
Enrollment	30	44	56	130
Target	33	34	33	100
Pct.	90.90%	129.41%	169.69%	130.00%



Employer Services & Eligible Training Provider List

Northern Middle Program Year July 1, 2022 to October 30, 2022

Incumbent Worker Training (IWT) Grants

	County Location	Employer	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended
1	Davidson	August Bioservices	19	8/1/2022	5/31/2022	\$ 24,214.00	
2	Sumner	GCMT	10	8/1/2022	5/31/2022	\$ 25,000.00	
3	Davidson	VUMC	120	7/15/2022	6/30/2023	\$ 25,000.00	
4	Wilson	Jones Brothers	30	9/01/1022	5/31/2022	\$ 25,000.00	
5	Davidson	Military Systems	40	7/1/1022	5/31/2022	\$ 25,000.00	
6	Montgomery	Compassion Care Clinic	1	10/1/2022	5/31/2022	\$ 2,294.00	
7	Montgomery	Dan Post	16			\$ 12,000.00	pending
8							
9							
10							
	Total		236			\$ 138,508.00	\$ -

Board designated funds available: \$300,000.00

Apprenticeship Training Grants

	County Location	Employer	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Expended through
1	Davidson	Dixon Mgmt Servpro BelleMeade	14	7/1/2022	5/21/2023	\$ 28,000.00	
2	Sumner	R&L Servpro Hendersonville	8	7/1/2022	5/21/2023	\$ 16,000.00	
3	Williamson	Arrington Vineyards	1	8/1/2022	5/31/2023	\$ 2,000.00	
4	Davidson	Rescue Electric	3	7/1/2022	5/21/2023	\$ 6,000.00	
5	Montgomery	Travis Electric	22	7/1/2022	5/21/2023	\$ 44,000.00	
6	Montgomery	CMCSS	33			\$ 24,000.00	pending
7	Davidson	Empower Electric	12			\$ 24,000.00	pending
8	Williamson	CAT Financial	1			\$ 2,000.00	pending
9							
10							
			94			\$ 146,000.00	

State Apprenticeship Grant Amount Available: \$194,415.00

New Providers Requiring Board Approval for addition to the ETPL							
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Sector Strategy	Years in Business	Site Visit	Notes
Staff Recommendation: Approval							
Trotter Luster Academy	Clarksville	Exemption	THEC Exemption Letter Regulated by Board of Cosmetology	Personal Health	1 year	Visit planned November	Newly recognized programs under TBC

New Programs Requiring Board Approval for addition to the ETPL									
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy
Staff Recommendation: Approval									
Trotter Luster Academy	Clarksville	1010245	Tennessee Braid Certification	120499	\$500.00	Bright Outlook Locally	State Certification or License	16 Hours	Personal Health
Staff Recommendation: Approval									
Trotter Luster Academy	Clarksville	1010244	Refresher Course for Barbers and Cosmetologist	120499	\$1,450.00	Bright Outlook Locally	State License	4 Weeks	Personal Health
Staff Recommendation: Approval									
Trotter Luster Academy	Clarksville	1010234	Tennessee Natural Hair License	120499	\$5,200.00	Bright Outlook Locally	State License	14 Weeks	Personal Health
Staff Recommendation: Approval									
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT NASHVILLE	Nashville	1010207	Diesel Powered Equipment Technology	470605	\$12,117.75	Bright Outlook Locally	Certficate	20 Months	Transportation & Logistics
Staff Recommendation: Approval									
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT NASHVILLE	Nashville	1010202	Aviation Maintenance Technology	470608	\$7,330.00	Bright Outlook Locally	Certificate	18 Months	Transportation & Logistics
Staff Recommendation: Approval									
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT NASHVILLE	Nashville	1010210	Machine Tool Technology	480503	\$5,870.00	Bright Outlook Locally	Certificate	16 Months	Advanced Manufacturing
Staff Recommendation: Approval									
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT NASHVILLE	Nashville	1010206	Collision Repair Technology	470603	\$8,859.00	Bright Outlook Locally	Certificate	16 Months	Transportation & Logistics

New Programs Requiring Board Approval for addition to the ETPL <i>(continued)</i>									
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy
Staff Recommendation: Approval									
AUSTIN PEAY STATE UNIVERSITY	Clarksville, TN	1010262	Adobe Creative Cloud Bundle (PTIT3103)	500102	\$2,199.00	Bright Outlook Locally and Nationally	Certification	52 Weeks	Information Technology
Staff Recommendation: Approval									
VOLUNTEER STATE COMMUNITY COLLEGE	Gallatin, TN	1010273	CERTIFIED MEDICAL ADM ASSIST with CERTIFIED ELECTRONIC HEALTH RECORDS (Online)	510706	\$3,995.00	Bright Outlook Locally and Nationally	CMAA & CEHRS	12 Months	Healthcare Industry
Former Programs Requiring Board Approval for ETPL Addition									
Provider Name	Provider Main Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy
Staff Recommendation: Approval									
NASHVILLE STATE COMMUNITY COLLEGE	Nashville	100364	COMPTIA SECURITY+ CERTIFICATION TRAINING (VOUCHER INCLUDED) (ONLINE)	119999	\$1,895.00	Bright Outlook Locally and Nationally	CompTIA Security + Certification	6 Months	Information Technology
NASHVILLE STATE COMMUNITY COLLEGE	Nashville	1005567	CERTIFIED ADMINISTRATIVE PROFESSIONAL (VOUCHER INCLUDED) (ONLINE)	520401	\$1,795.00	Bright Outlook Locally and Nationally	Certified Administrative Professional (CAP)	6 Months	Information Technology



Outreach and Recruitment Strategy



Monthly Marketing Investment

Monthly Commitment

SOCIAL MEDIA MARKETING, CONTENT MARKETING CREATION & MANAGEMENT

Includes

- 5 social media posts per week - including content strategy photography, copywriting, etc.
- 2 podcast productions & publications per quarter
- 2 webinar productions & publications per quarter
- 2 new classes per quarter, including cross promotion with STS
- Community management (answering comments driving conversations answering, direct messages on social media)

SMS/EMAIL MARKETING MANAGEMENT

Includes

- Weekly newsletter about job searching and available opportunities
- Up to 7 drip campaigns and user placement into said campaigns
- 3 SMS messages per week to drive walk-in traffic

ONLINE REPUTATION MANAGEMENT

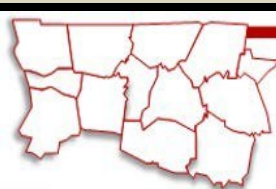
Includes

- Monitoring and managing online presences, including Google My Business, Yelp and other rating sites (current review of this presented several 1-star reviews with no responses)
- Respond to reviews, questions, comments to be where our clients are at all times

ADVERTISING BUDGET (SOCIAL, GOOGLE)

Includes

- Full advertising strategy session and complete plan
- Advertising across multiple platforms including social media and Google Ads, including text and display advertising
- All working spend for the ad platforms, no additional STS management cost



**Northern Middle Tennessee Local
Workforce Development Board**

Grant Opportunities



State Workforce Development Board Memorandum

Justice-Involved Individual Grants

Effective Date: October 1, 2022

Expiration Date: June 30, 2023

Purpose

Tennessee currently has just under 50,000 incarcerated people or justice-involved individuals (JIIs) in its county jails and state prisons. Ninety-five percent (95%) of those individuals will be released to reenter society. There are 70,000 individuals on probation or parole, and one (1) in three (3) Tennesseans have a criminal record and identify as justice involved. Justice Involved Individuals (JII) face numerous significant barriers to employment due to fallacies, stigmas, and public misconceptions. These are just a few influences that result in dismal outcomes with job placement for JII's in Tennessee. This disparity in outcomes has a direct impact on the State's goals to reduce recidivism rates, improve social mobility, and empower the economic sufficiency of communities.

This funding announcement presents an opportunity to better service the justice involved population and to create new, stronger partnerships with potential employers, state agencies, non-government organizations (NGO), faith-based organizations, and other stakeholders. The results will place justice involved Tennesseans in jobs that pay livable wages to sustain their families.

The Tennessee Department of Labor and Workforce Development's Office of Reentry (OOR) will support local efforts that focus on creating and/or enhancing work training and employment opportunities for JII's. Local Workforce Development Boards (LWDB) are to request reimbursement funding for JII services. LWDB's will utilize the funds to plan, host, and execute work initiatives that focus on JII's.

1. Eligible Applicants

TN LWDBs that request funds are required to partner with local TDLWD Adult Education providers.

2. Project Design

LWDBs must provide, in partnership with local TDLWD Adult Education providers, WIOA work-based learning opportunities, job readiness, and employment services specific to justice involved individuals. These opportunities must align with in-demand industry sectors in the Local Workforce Development Area (LWDA). The opportunities may also have a regional alignment with multiple LWDB's. LWDBs must make reasonable efforts to align a participant's career interests/goals to work-based learning opportunities; establish commitment to the target population and a credible pipeline. Proposals must include a partnership with one of the following entities: local jail, prison, diversionary court, Day Reporting Center, or Community Corrections, to recruit JII's for program participation. This partnership must be documented with a letter of support from the entity.

Allowable use of funds include:

- Increase the number of justice involved individuals in accordance with negotiated LWDA KPI targets.
- In partnership with TDLWD Adult Education program providers, assist justice involved individuals without a high school diploma or equivalency, with attaining a high school equivalency credential, increase literacy, numeracy, and English language skills, prepare for workforce training opportunities, transition to postsecondary education, and increase their workforce soft skills.
 - Enrollments across all programs will be reported quarterly.
 - Grant-specific training will be provided by OOR by October 1, 2022.
- Provide reentry services from partner programs and agencies to justice involved individuals.
 - Submit a detail plan of how funds will be used.

Using these funds, LWDBs should make available the following services for justice involved individuals, in addition to employment:

- Enrollment in Jobs4TN and co-enrollment in WIOA programs.
- Host Job fairs that provide program exposure and connects JIIs with "friendly" employers.
- Provide Labor Market and employment information.
- Provide personal and professional learning opportunities for JII's (virtual or in-person).
- Make referrals to NGOs that provide needed services for JIIs.
- Provide workforce preparation activities such as Resume Writing and Interviewing Skills that prepare JII's to reenter the workforce.
- Provide mentoring and personal/professional development services.
- Other, more specialized services, with prior approval from the OOR

3. Term of the Program

The initiative is from **October 1, 2022**, to **June 30, 2023**.

4. Submissions for Grant Funding

A total amount of \$720,000.00 (up to \$80,000 per LWDB) is available for this award. The LWDBs are required to submit all proposals via SmartSimple using an "Additional Funding" request to include a narrative of the proposal, letters of support from all partners entities, a formatted budget with details, and a signed request letter from their CLEO, no later than the close of business October 18, 2022. NOTE: The OOR has discretion in the awarded funding level of each plan of action.

LWDB submissions for grant funding must include a narrative that outlines:

- Demographics of the population served to include adult literacy rate, age, gender, and race
- Services to be provided
- Participant enrollment goal for the requested funds
- Employer or Industry to be affected by the program
- Partnering agencies or NGOs and their role

Outcomes for the above information will be required in the monthly programmatic reports.

5. Reporting Requirements

Programmatic monthly reports for outcomes must be submitted by the fourth (4th) business day of each month, immediately following the first month that work is performed/approved. If the 4th falls on a weekend or holiday, the monthly report is due the business day **prior** to the 4th. Records on demographics on all participants must be maintained.

Two fiscal reports, the Monthly Expenditure Report and the FAR by Location, will be scheduled monthly within the SmartSimple System. These reports are required to be completed and submitted prior to the end of the business day on the due date indicated.

5.1. State and Local Communication

The Local Board must designate a staff member to attend monthly Technical Assistance meetings with the OOR Grants Program Manager. Status updates must be specific to progress, successes, and challenges of each LWDA.

5.2 Allowable Costs

Allowable costs under this initiative must align with the project design listed in Section 2 of this document. Up to ten percent (10%) of funding can be used for administrative activities.

Contact

For any questions related to this guidance, please contact the Program Integrity Unit at Workforce.Board@tn.gov.



Steve Playl, Workforce Services Division Assistant Administrator

\$80 million in grant funding available to train, expand, and diversify the nursing workforce for quality jobs

WHAT IT DOES

The U.S Department of Labor's Nursing Expansion Grant Program is designed to support nursing training programs to diversify the pipeline of nursing professionals able to fill these jobs and improve the nation's healthcare system. This grant program places an emphasis on training people from historically marginalized and underrepresented populations to bring greater employment equity in underserved communities and improve healthcare workforce diversity.

The department's Nursing Expansion Grant Program is driven by partnerships between public and private sector entities. These grants will support organizations that use worker-centered industry sector strategies to train nursing instructors or create nursing professional pathway programs. Applicants must propose training program models that solicit workers, unions, worker organizations and employers to build partnerships with community-based organizations and training institutions.

THE GOALS OF THE GRANT PROGRAM ARE TO:

1. Increase the number of nursing instructors and educators (including classroom and vocational/clinical instruction) by training new nurses or upskilling experienced current or former nurses into advanced postsecondary credentialing to become nursing instructors and educators.
2. Train participants as frontline healthcare professionals and paraprofessionals, including direct care workers, to advance along a career pathway and attain postsecondary credentials needed for middle- to high-skilled jobs in nursing.

WHO IT SERVES (Target Population)

- Individuals who are at least 17 years old and not currently enrolled in secondary school (high school) within a local educational agency
- Unemployed, underemployed, and incumbent workers
- Veterans, military spouses, and transitioning service members
- Historically marginalized and underrepresented populations including women, people of color, justice-impacted individuals, individuals with disabilities, and other populations with employment barriers

WHO CAN APPLY

- Nonprofit healthcare organizations
- Nonprofit trade, industry, or employer associations
- Labor unions, labor-management organizations, and worker organizations
- Education/Training Providers
- Workforce Development Entities

- Native American Tribal Governments (Federally recognized)

HOW TO APPLY?

- [Grants.gov](https://www.grants.gov); Applications are due online by January 6, 2023, no later than 11:59 PM ET.