

Innovations Committee

November 3, 2022

2:00 P.M.

[Click here for Zoom Link](#)

Meeting ID: 886 2942 8308

Passcode: 790661

Telephone Number: +1 312 626 6799



**Northern Middle Tennessee
Workforce Board Inc.**

Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. CSP Provider Update
 - a. Federal Performance
2. Eligible Training Provider Requests
3. Innovation-Programs and Grants
 - a. Justice Involved
 - b. Apprenticeship Contracts
 - c. USDOL Expanding Nursing Careers
 - d. HBCU Partnership

Members:

Seth Thurman (Chair)

Anne Fugate

Tony Adams

Richie Brandon

Tylesha McCray

Jessica Largen

John Alexander

Greg Jones

Adjourn

Complete zoom link: <https://us02web.zoom.us/j/88629428308?pwd=TkhQYTlmNkppRlNiVmIrVDJBcmRjdz09>



**DRAFT UNTIL
APPROVED**

**Northern Middle Tennessee Workforce Board
Innovation Committee
Meeting Minutes
August 4, 2022, via Zoom 8:30 AM**

Members Attending	Members Absent	Staff & Guests Attending
Seth Thurman	Richie Brandon	Marla Rye
Anne Fugate		Andrea Dillard
Tony Adams		Freda Herndon
Tylesha McCray		John Watz
Jessica Largen		Sherry Maynard
John Alexander		Meagan Dobbins
Greg Jones		Ginger Fussell

The Northern Middle Tennessee Workforce Innovation Committee met via Zoom on August 4, 2022. Attendance was taken, and a quorum was declared. Seth Thurman, committee chair, called the meeting to order.

Seth called for review and approval of the minutes. John Alexander motioned, and Tylesha McCray seconded. With no other discussion, the minutes were approved unanimously. He turned the meeting over to Marla Rye.

Welcome

Marla Rye began the meeting by introducing Jessica Largen, a new member of the NM Board and the Innovation Committee. Jessica introduced herself to the committee and gave a brief history. She is the Vice-President of Human Resources at Manchester Tank in Cool Springs.

New Youth Provider Update

Andrea Dillard updated the committee on the new youth providers. She stated that an RFP was sent out, and three contractors had been brought on board. All of them have signed the contracts and provided the necessary documentation. JTG is working with high school seniors, Monroe Harding is focusing on In-School and Out-of-School Youth who are foster children and justice-involved, and Liberty Station is working with Out-of-School Youth with disabilities. They are all making progress.

Certified Nursing Assistant Training

Andrea reviewed information on the CNA training that was recently conducted. NHC in Murfreesboro 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 they did online training, then a week and a half of skill labs. Ten individuals graduated from the program, will soon take their state exams, and have had job offers.

Marla informed the committee that the Williamson County TCAT has a lack of LPN students and won't be able to hold their fall classes. After making some calls to Ascension Health and NHC, an arrangement is in the works where employers will sponsor their current CNAs so they may attend the LPN class and upgrade their skills.

Eligible Training Provider Requests

Freda Herndon presented the ETPL and updated the committee regarding changes to the list. Freda is recommending the new programs be approved for one year. Freda did mention that the cosmetology courses are harder to track after

completion if the clients go into business for themselves. Three former programs have requested to be reinstated and have pending enrollments. It is also recommended they get approved for one year.

Marla mentioned a cap of \$6,000 for the courses offered under WIOA. She stated career counselors should provide financial guidance to clients if they choose to go to schools where additional funding or loans may be required.

Seth Thurman asked for a motion to recommend the programs to the Board. Tony Adams made the motion. John Alexander seconded the motion. With no further discussion, the committee unanimously approved.

Innovation-Programs and Grants

Then Andrea updated the committee regarding programs and grants. The AJC formed a partnership with Nashville State Community College to provide Industrial Readiness Training to justice-involved individuals who are close to being released from the Montgomery County Jail. Three of the four released have been placed in jobs in Montgomery County. As the others get released, they will also receive job placement assistance.

Andrea went on to talk about American Prison Data Systems. They are conducting pilot programs around the country where they provide secure tablets with preloaded programs to provide education and job training to current inmates. Within the next couple of weeks, these tablets will be provided to Rutherford County inmates after finding out what workforce positions are available and what education is needed. Having tablets in all 95 counties across Tennessee is a goal. Andrea reported that our Adult Education program is also working on a reentry program with justice-involved individuals in jails in each of our 13 counties.

Next, Freda Herndon gave the committee a summary of apprenticeship training grants. A large state apprenticeship grant of \$221,000 was received, and all but \$1,200 was expended. Freda stated that there were more requests this year than last year and feels that the public is becoming more aware of the availability of apprenticeship programs.

Andrea talked about the COVID-National Emergency Grant. She stated there is approximately \$800,000 left to be spent by June 30, 2023. At this time, a plan is being developed to use the money for transitioning soldiers at Ft. Campbell and provide more training opportunities.

Finally, Andrea updated the committee about the Youth Career Exploration Grant received. She stated they elected to purchase 25 TransFr Virtual Reality Headsets. The headsets have programs that provide virtual career exploration and training exercises. These were used with students from the Houston County School System successfully. In the future, there are plans to partner with other school systems and other programs that work with youth who need to have some career exploration opportunities.

Marla expressed to the committee that helping refugees is becoming a need. She stated that the One-Stop-Operator is arranging for training through the Nashville International Center for Empowerment for AJC staff.

Adjourn

With no other questions, Seth Thurman adjourned the meeting.

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%

**WIOA Federal Reporting Score Card
NORTHERN MIDDLE WORKFORCE BOARD**

PY21 WIOA Core Performance Measures	Targets 100%	Targets 90%	Northern Middle			
			Q1	Q2	Q3	Q4
Adult Measures			FAIL	FAIL	FAIL	FAIL
Exiters			450	402	440	406
Participants Served			1313	1402	1490	1602
Employment Rate 2nd Quarter after exit	82.5%	74.25%	75.3%	74.1%	76.9%	80.8%
Employment Rate 4th Quarter after exit	82.5%	74.25%	72.8%	70.0%	69.2%	67.8%
Median Earnings 2 nd Quarter after exit	6,680	\$ 6,012	\$ 7,391	\$ 7,837	\$ 7,727	\$ 7,965
Credential Attainment w/in 4 Quarters after exit	63.5%	57.15%	70.5%	74.2%	70.4%	69.5%
Measurable Skills Gains	53.0%	47.70%	62.5%	65.8%	64.3%	70.1%
Dislocated Worker			PASS	PASS	PASS	PASS
Exiters			334	335	326	252
Participants Served			806	736	647	654
Employment Rate 2nd Quarter after exit	82.5%	74.25%	81.9%	81.3%	83.7%	87.4%
Employment Rate 4th Quarter after exit	82.5%	74.25%	77.5%	78.3%	78.9%	80.3%
Median Earnings 2 nd Quarter after exit	7,650	\$ 6,885	\$ 9,440	\$10,071	\$10,385	\$10,400
Credential Attainment w/in 4 Quarters after exit	65.0%	58.50%	66.8%	64.4%	63.5%	61.4%
Measurable Skills Gains	49.0%	44.10%	62.8%	67.0%	66.3%	61.9%
Youth			Fail	PASS	PASS	PASS
Exiters			327	296	353	365
Participants Served			845	916	930	971
Employment Rate 2nd Quarter after exit	77.0%	69.30%	71.5%	76.6%	78.6%	81.5%
Employment Rate 4th Quarter after exit	76.0%	68.40%	74.7%	73%	70.6%	75%
Median Earnings 2 nd Quarter after exit	3,400	\$ 3,060	\$ 3,798	\$ 4,483	\$ 4,820	\$ 5,196
Credential Attainment w/in 4 Quarters after exit	70.0%	63.00%	59.9%	63.1%	64.8%	63.7%
Measurable Skills Gains	47.0%	42.30%	57.7%	52.7%	47.7%	62.4%
GREEN-Passing at 100% of Goal						
YELLOW-Passing at 90% of goal						
Red-Failing at less than 90% of goal						

**WIOA Federal Reporting Score Card
NORTHERN MIDDLE WORKFORCE BOARD**

PY22 WIOA Core Performance Measures	Targets 100%	Targets 90%	Northern Middle			
			Q1	Q2	Q3	Q4 Est.
Adult Measures			Fail	EST		
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	81.5%	73.35%	84.5%	89.2%		
Employment Rate 4th Quarter after exit	80.2%	72.18%	72.0%	78.2%		
Median Earnings 2 nd Quarter after exit	6,900	\$ 6,210	\$ 7,962	\$ 7,965		
Credential Attainment w/in 4 Quarters after exit	69.0%	62.10%	69.4%	68.2%		
Measurable Skills Gains	62.0%	55.80%	66.4%	61.5%		
Dislocated Worker			PASS			
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	83.0%	74.70%	89.6%	89.6%		
Employment Rate 4th Quarter after exit	81.0%	72.90%	84.4%	86.7%		
Median Earnings 2 nd Quarter after exit	7,900	\$ 7,110	\$ 10,491	\$10,400		
Credential Attainment w/in 4 Quarters after exit	65.0%	58.50%	60.5%	62.3%		
Measurable Skills Gains	61.2%	55.08%	60.7%	51.1%		
Youth			PASS			
Exiters						
Participants Served						
Employment Rate 2nd Quarter after exit	77.5%	69.75%	87.5%	89.1%		
Employment Rate 4th Quarter after exit	76.5%	68.85%	74.3%	77.60%		
Median Earnings 2 nd Quarter after exit	3,720	\$ 3,348	\$ 6,217	\$ 5,196		
Credential Attainment w/in 4 Quarters after exit	65.0%	58.50%	62.8%	62.9%		
Measurable Skills Gains	54.2%	48.78%	57.7%	51.7%		
GREEN-Passing at 100% of Goal						
YELLOW-Passing at 90% of goal						
Red-Failing at less than 90% of goal						

New Providers Requiring Board Approval for addition to the ETPL							
Provider Name	Provider Main Address	Approval Agency	Approval Documented	Sector Strategy	Years in Business	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



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

From: [Sophia Young](#)
To: [Kyla Guyette](#); [Bane, Jennifer](#); [Barbara Kizer](#); [Marla Rye](#); [Bhull](#); [Michele Holt](#); [sreid@ftdd.org](#); [emorton@ethra.org](#)
Cc: [William Arnold](#); [Chandra E. Pleas](#)
Subject: [EXTERNAL]Extended Submission Date
Date: Friday, October 14, 2022 2:25:41 PM
Attachments: [image001.png](#)

CAUTION: This email originated from outside of Workforce Essentials Inc. Do not click links or open attachments unless you recognize the sender and know the content is safe.

The Office of Reentry has adjusted the schedule for the Justice Involved Grant. The following dates now apply to the FY23 funding cycle. Please disregard any previously released dates.

October 5, 2022-- Funding Announcement Released)

October 25th @ 1:00 pm- Technical Assistance Workshop (You will receive a calendar invite from Dr. Arnold

November 10, 2022-- Proposals Due electronically to the Smart Simple

November 10, 2022-November 30, 2022--Proposals reviewed by OOR staff and Fiscal Department

December 1, 2022-- Labor Boards start the programming

June 30, 2023—All work is completed

August 15, 2023—Final Reports are due to the OOR, electronically



Sophia A. Young | Grants Program Manager
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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

\$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.