



**Northern Middle Tennessee
Workforce Board Inc.**

Special Populations Committee

November 3, 2022

8:30 A.M.

[Click here for Zoom link](#)

Meeting ID: 810 3373 0322

Passcode: 551816

Telephone Number: +1 312 626 6799

Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. Career Service Providers:
 - a. EDSI
 - b. MAC
 - c. Jobs for Tennessee Graduates
 - d. Monroe Harding
 - e. Liberty Station
2. Federal Performance
3. Re-Entry
 - a. New JII Grant Proposal
4. Target Populations
 - a. Apprenticeships
 - b. Nashville International Center for Empowerment
 - c. Workforce Equity-Nashville Urban League
 - i. USDOL Nursing Shortage Grant
 - ii. HBCU Partnership

Adjourn

Members:

GC Hixson
Christopher West
Lynn Seifert
George "Bo" Callis
James Harper
Ginger Jarrett
Arrita Summers

Complete zoom link: <https://us02web.zoom.us/j/81033730322?pwd=M2lodVAxRnd1VlVhVkp0NWWh2Sk1wdz09>



**DRAFT UNTIL
APPROVED**

**Northern Middle Tennessee Workforce Board
Special Populations Committee
Meeting Minutes
August 4, 2022, via Zoom 2:00 p.m.**

Members Attending	Members Absent	Staff & Guests Attending
Carol Puryear	GC Hixson	Marla Rye
Christopher West		Freda Herndon
Lynn Seifert		John Watz
George “Bo” Callis		Sherry Maynard
James Harper		Andrea Dillard
Ginger Jarrett		Jody Powers
John Alexander		Meagan Dobbins
		Jerry Jones
		Ginger Fussell
		Deidra Matthews

The Northern Middle Tennessee Workforce Special Populations Committee met on August 4, 2022, at 2 p.m. via Zoom.

After a quorum was established, Carol Puryear called the meeting to order and requested a motion to approve the minutes. Bo Callis made the motion to approve the minutes, and Chris West seconded the motion. With no further discussion, the minutes were approved.

Next, Marla introduced Ginger Jarrett as the new board member and committee member. She represents Cheatham County and owns Murrell Tank and Vault.

New Youth Career Service Provider-Introductions

Andrea Dillard introduced the three new Youth career service providers. The participating providers are Jerry Jones with Jobs for TN Graduates, Deidra Matthews with Monroe Harding, and Jody Powers with Liberty Station. Each representative gave a brief overview of their program.

Jerry Jones with JTG stated they received a \$100K grant to provide services to 24 students from seven different schools. They continue to follow up with their participants for 12 months after they graduate, and previously, they have had a high success rate of students getting placed in jobs.

Deidra Matthews with Monroe Harding reported that they serve young people through the age of 24 who have been in the foster care system or lack supports to be a successful adult. They

plan to serve 26 In-School and Out-of-School Youth with various programs and move them into a paid work environment. Monroe Harding has been around since 1893 in a variety of services.

Jody Powers with Liberty Station stated that they plan to serve 23 out-of-school youth who are teens and adults with disabilities who need job experience and training. Liberty Station will be a food truck and coffee café that trains teens and adults with disabilities in a variety of roles in paid internships.

Reentry

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 these tablets in all 95 counties across Tennessee is a goal. Andrea reported that the 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 was spent except \$1,200 due to a participant dropping out. Local money was added to this grant. 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.

National Dislocated Worker Grant Modification

Andrea talked about the COVID-National Emergency Grant. She stated that approximately \$800,000 was left to be spent within a year. There is a developing plan to use the money for transitioning soldiers at Ft. Campbell and provide more training opportunities.

Andrea went on to talk about 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 their current CNAs are sponsored so they may attend the LPN class and upgrade their skills.

Youth Programs

Finally, Andrea updated the committee about the received Youth Career Exploration Grant. She stated that they elected to purchase 25 TransFr Virtual Reality Headsets. These have programs that contain virtual career training and exploration 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 career exploration opportunities.

Carol Puryear shared about a possible partnership with Lebanon Academy, similar to an alternative school. They are helping students get their HiSet, and TCAT would like to assist them in getting their OSHA and NCCR certifications. This would feed back to the Electrical Plumbing Program at TCAT, and they would have completed their first trimester and have two more to go.

Adjourn

Carol Puryear adjourned the committee 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						



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



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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



NASHVILLE INTERNATIONAL
Center for Empowerment

Work Authorization: Immigrants and Refugees

Brandon J. White
Director of Education



\$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.